



# Report

## TITLE: COUNCIL REMUNERATION – 2025 ELECTION

Meeting: Council Meeting

Meeting Date: February 12, 2025

### Background

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Policy LE003 – Council Remuneration, Expenses and Benefits (attached) states that Council remuneration shall be set six (6) months prior to an election based on benchmarks derived from external benchmarking as may be appropriate. This policy includes guidelines that address what meetings the annual salary covers. It is noted that the policy states that annual Council remuneration will increase based on Cost of Living each year.

The current annual salary of Council as of January 1, 2025: (includes 2.96% COLA)

Reeve	\$48,887.00
Deputy Reeve	\$44,442.69
Councillors	\$44,442.69

Based on the 2024 Wage & Compensation Survey for Rural Municipalities the following information is available:

The Median and Mean are provided for comparison to Flagstaff County.

Median: Middle “number” of a range of numbers

Mean: Average of a range of numbers

**The survey contains results from 41 rural municipalities.**

2024 Annual Operating Budget:

Median: \$30,000,000

Mean: \$43,119,261

Flagstaff: \$26,279,100

2024 Population of Municipality:

Median: 6,288

Mean: 8,774

Flagstaff: 3,694

2024 Number of Council Members (including Reeve):

Median: 7.0

Mean: 6.8

Flagstaff: 7.0 moving to 5.0

Regular Council Meetings over most recent annual period:

Median: 21  
Mean: 21.5  
Flagstaff: 12

Special Council Meeting over most recent annual period:

Median: 2  
Mean: 3  
Flagstaff: 3

2024 Average Length of Regular Council Meetings:

Median: 5.0 hours  
Mean: 5.0 hours  
Flagstaff: 4.5 hours

2024 Average Annual Remuneration Council:

Median: \$48,611  
Mean: \$48,118  
Flagstaff: \$43,165

2024 Annual Remuneration Reeve:

Median: \$66,789  
Mean: \$69,284  
Flagstaff: \$47,482

2024 Annual Remuneration Deputy Reeve:

Median: \$58,464  
Mean: \$60,508  
Flagstaff \$43,165

Additional information from the survey is attached.

## **Alignment with the Strategic Plan**

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This program supports our Strategic Plan under the following Strategic Theme(s): Provide citizens with good governance with effective, appropriate, and financially responsible levels of service.

## **Alternatives/Options**

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1. TO confirm Policy LE003 – Council Remuneration, Expenses and Benefits, utilize the information provided and select the annual salary of the Reeve and Councillors over the next term.
2. TO confirm or change Policy LE003 – Council Remuneration, Expenses and Benefits, and confirm the annual salary for the Reeve and Councillors to remain the same for the next term.

## **Recommendation**

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THAT Council consider the options presented to set Council remuneration rates based on Policy LE003 – Council Remuneration, Expenses and Benefits for the next term.