

## Comparator Municipalities

This customized report for the 2024 AMSC Wage & Compensation includes aggregated data from the following municipalities (n=41):

*Beaver County*

*Big Lakes County*

*Birch Hills County*

*Camrose County*

*Cardston County*

*County of Barrhead No. 11*

*County of Forty Mile No. 8*

*County of Grande Prairie No. 1*

*County of Minburn No. 27*

*County of Newell*

*County of Paintearth No. 18*

*County of St. Paul No. 19*

*County of Stettler No. 6*

*County of Vermilion River*

*Cypress County*

*Flagstaff County*

*Foothills County*

*Improvement District No. 04 (Waterton)*

*Improvement District No. 09 (Banff)*

*Kneehill County*

*Lac Ste. Anne County*

*Lethbridge County*

*Municipal District of Bonnyville No. 87*

*Municipal District of Greenview No. 16*

*Municipal District of Peace No. 135*

*Municipal District of Pincher Creek No. 9*

*Municipal District of Ranchland No. 66*

*Municipal District of Spirit River No. 13333*

*Municipal District of Taber*

*Municipal District of Wainwright No. 61*

*Municipal District of Willow Creek No. 26*

*Northern Sunrise County*

*Parkland County*

*Ponoka County*

*Red Deer County*

*Rocky View County*

*Smoky Lake County*

*Sturgeon County*

*Thorhild County*

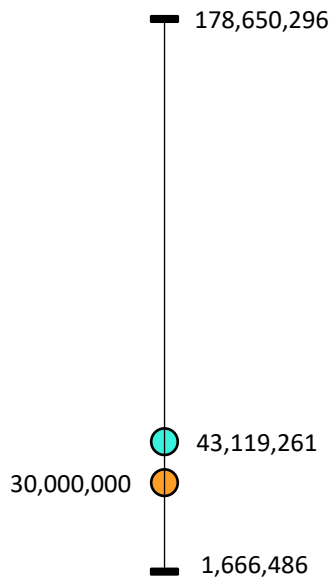
*Wheatland County*

*Yellowhead County*

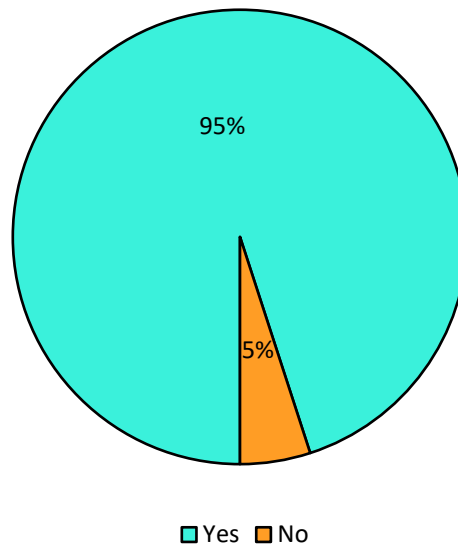
# Municipalities — Rural

## Part 1

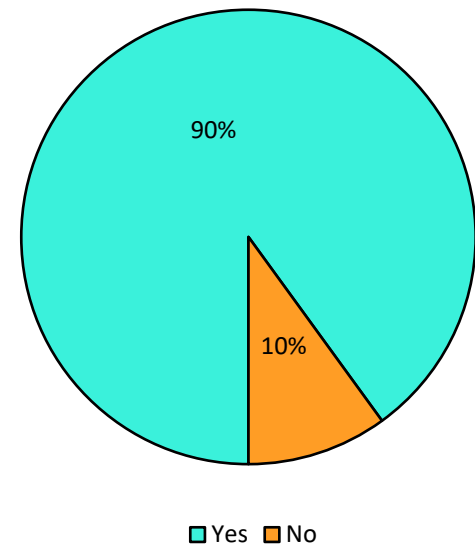
8. What is the annual operating budget of your municipality?  
(n=41)



9a. Does your municipality employ...? a) Full-time permanent employees (n=41)



9b. Does your municipality employ...? b) Full-time seasonal employees (n=41)

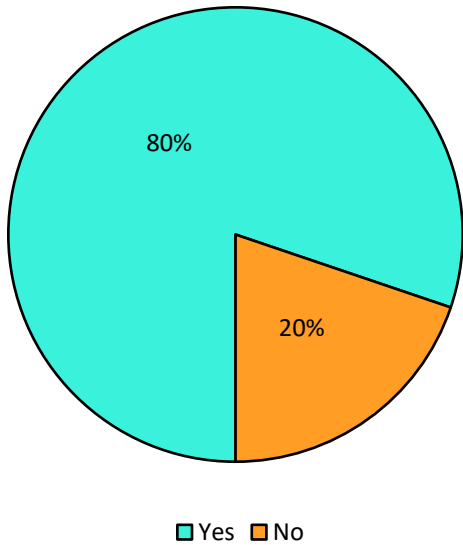


Minimum	Median	Mean	Maximum
1,666,486	30,000,000	43,119,261	178,650,296

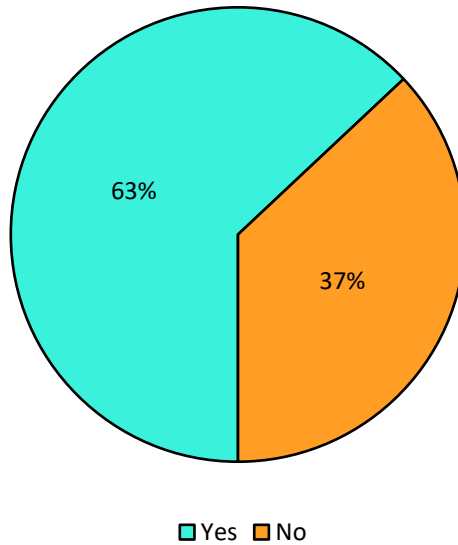
# Municipalities — Rural

## Part 1

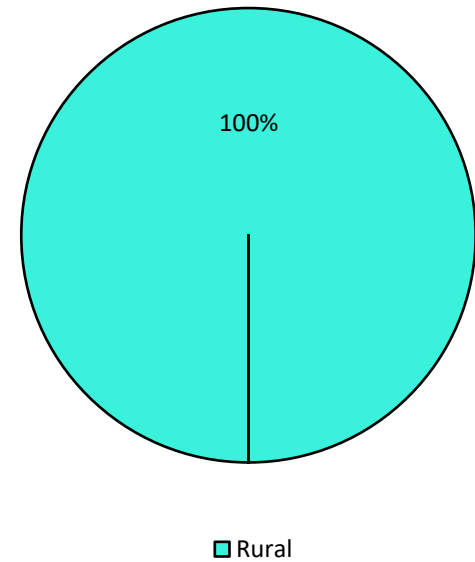
9c. Does your municipality employ...? c) Part-time employees (n=41)



9d. Does your municipality employ...? d) Contracted employees (n=41)



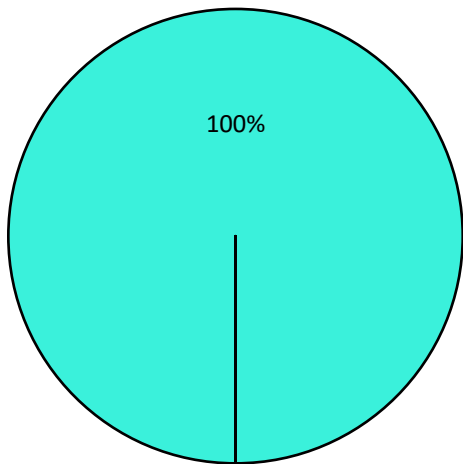
10. Is your Municipality Urban or Rural? (n=41)



# Municipalities — Rural

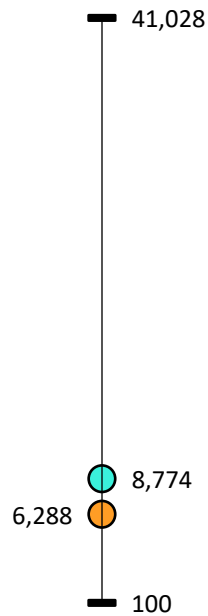
## Part 1

11. Which of the following best describes your municipality? (n=41)



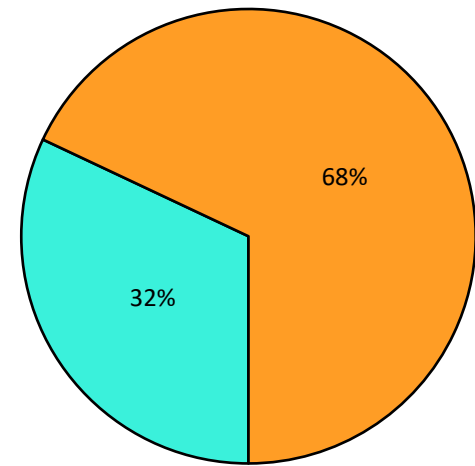
County/MD/Specialized/Improvement District

12. What is the population of your municipality? (n=41)



Minimum	Median	Mean	Maximum
100	6,288	8,774	41,028

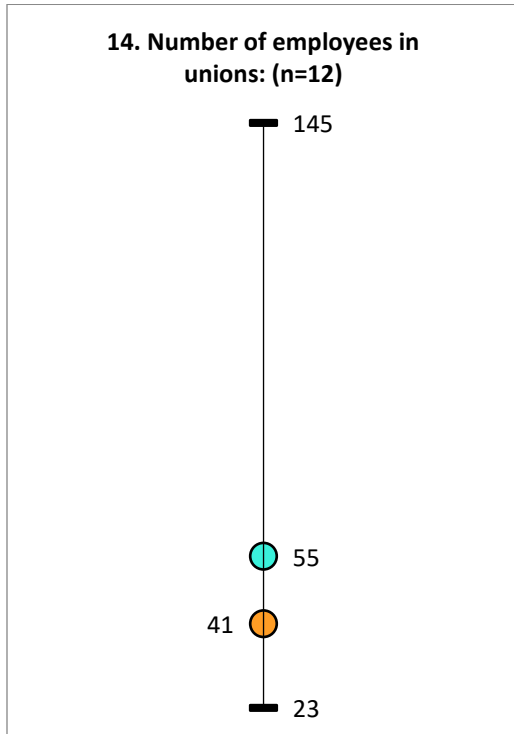
13. Does your municipality have unionized employees? (n=41)



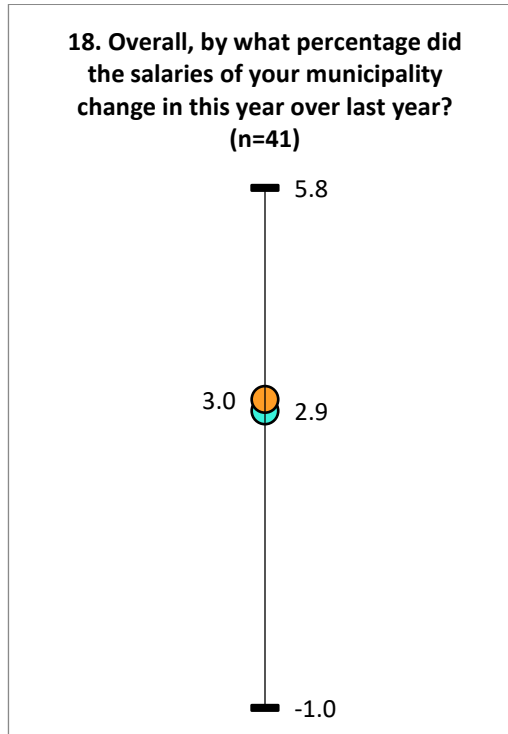
Yes No

# Municipalities — Rural

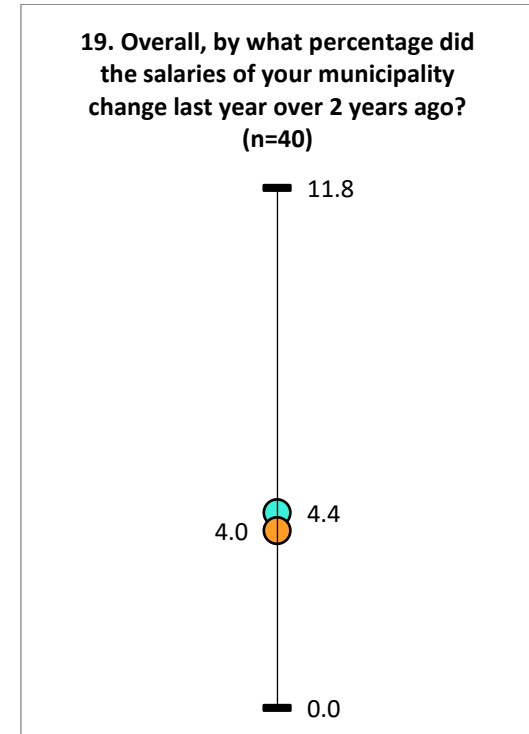
## Part 1



Minimum	Median	Mean	Maximum
23	41	55	145



Minimum	Median	Mean	Maximum
-1.0	3.0	2.9	5.8

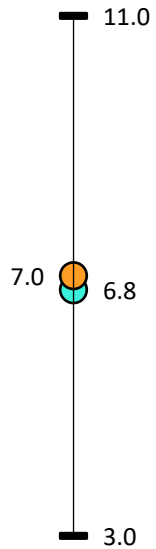


Minimum	Median	Mean	Maximum
0.0	4.0	4.4	11.8

# Municipalities — Rural

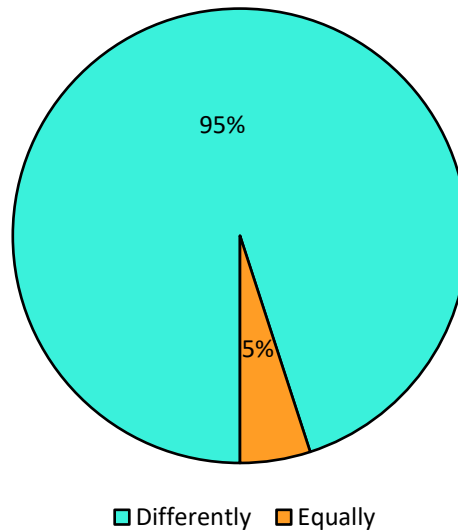
## Part 1

20. How many Council Members (including councilors and mayor/reeve) does your Municipality have? (n=41)

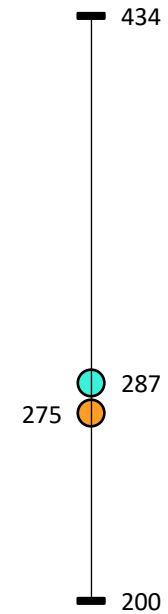


Minimum	Median	Mean	Maximum
3.0	7.0	6.8	11.0

21. Are the Council Members, including the Mayor/Reeve, in your municipality compensated differently or equally? (n=41)



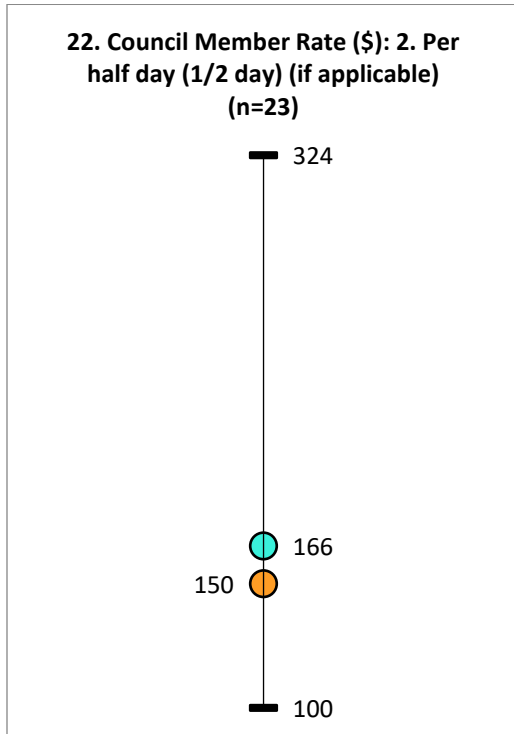
22. Council Member Rate (\$): 1. Per day (if applicable) (n=24)



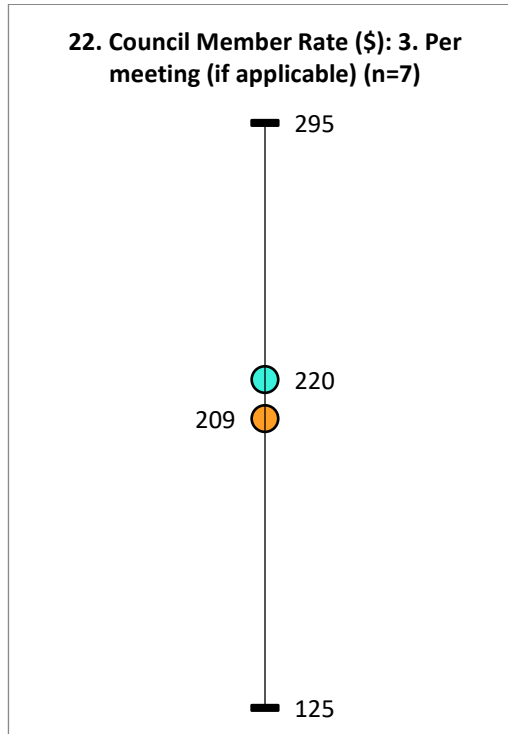
Minimum	Median	Mean	Maximum
200	275	287	434

# Municipalities — Rural

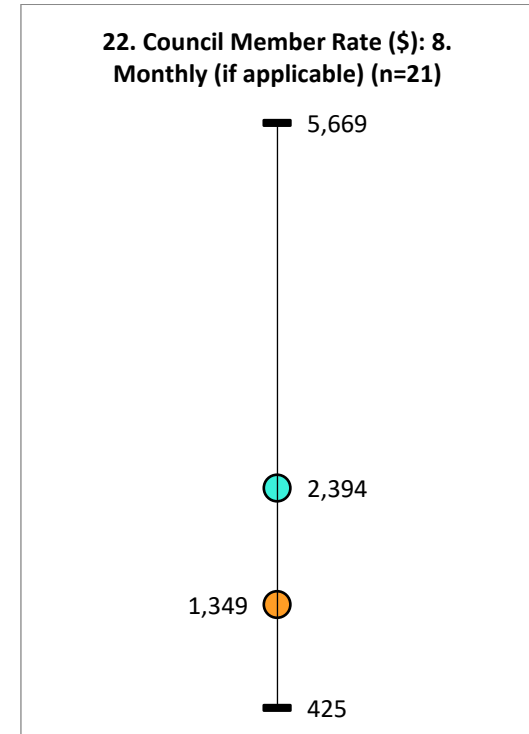
## Part 1



Minimum	Median	Mean	Maximum
100	150	166	324



Minimum	Median	Mean	Maximum
125	209	220	295

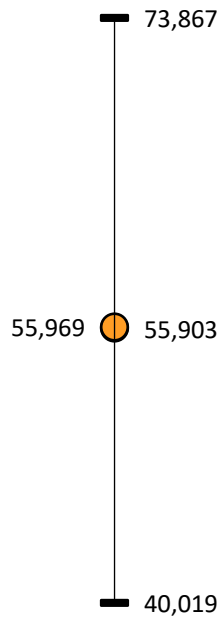


Minimum	Median	Mean	Maximum
425	1,349	2,394	5,669

# Municipalities — Rural

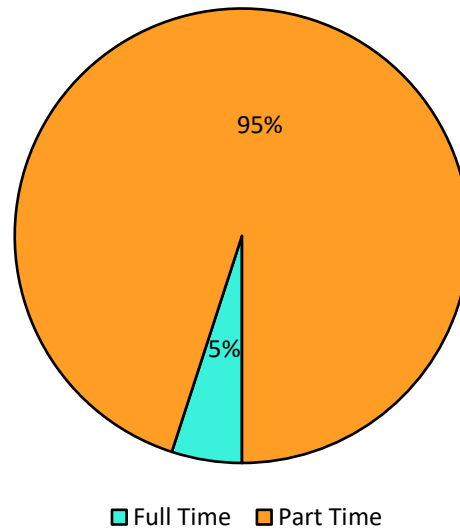
## Part 1

22. Council Member Rate (\$): 9. Annually (if applicable) (n=10)

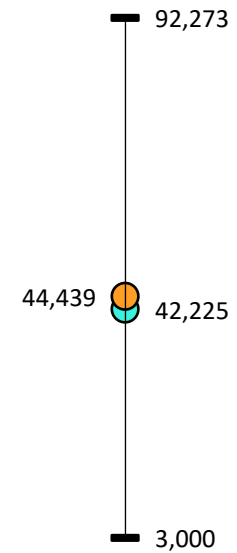


Minimum	Median	Mean	Maximum
40,019	55,969	55,903	73,867

23. Are Council Members (not including the Mayor/Reeve) employed full-time or part-time? (n=39)



24a. What was the lowest annual remuneration paid to a Council Member for the most recent annual period? (n=40)



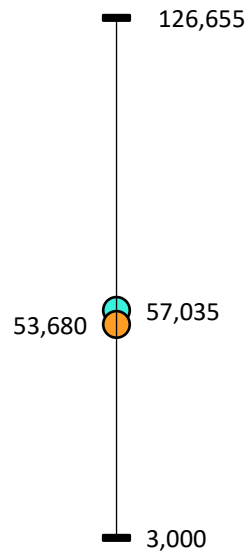
Minimum	Median	Mean	Maximum
3,000	44,439	42,225	92,273



# Municipalities — Rural

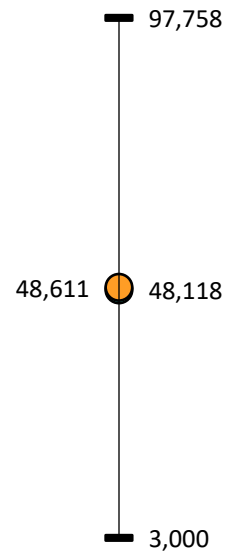
## Part 1

24b. What was the highest annual remuneration paid to a Council Member for the most recent annual period? (n=40)



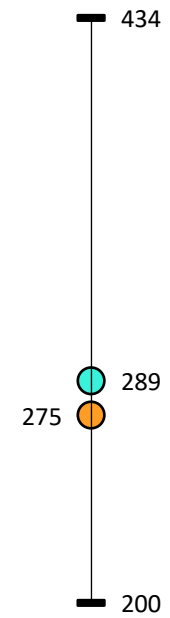
Minimum	Median	Mean	Maximum
3,000	53,680	57,035	126,655

24c. What was the average annual remuneration paid to a Council Member for the most recent annual period? (n=39)



Minimum	Median	Mean	Maximum
3,000	48,611	48,118	97,758

25. Mayor/Reeve Rate (\$): 1. Per day (if applicable) (n=24)

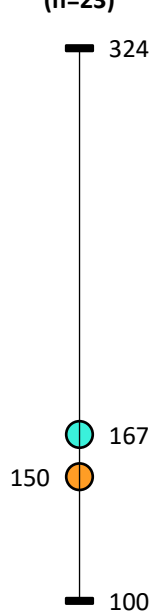


Minimum	Median	Mean	Maximum
200	275	289	434

# Municipalities — Rural

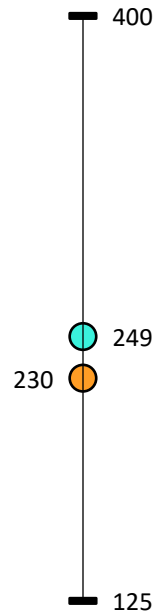
## Part 1

25. Mayor/Reeve Rate (\$): 2. Per half day (1/2 day) (if applicable) (n=23)



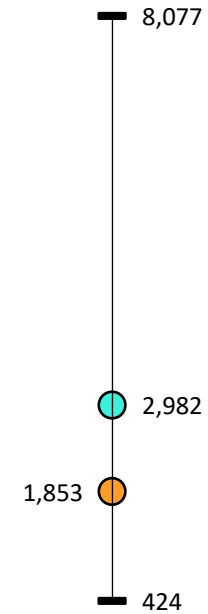
Minimum	Median	Mean	Maximum
100	150	167	324

25. Mayor/Reeve Rate (\$): 3. Per meeting (if applicable) (n=6)



Minimum	Median	Mean	Maximum
125	230	249	400

25. Mayor/Reeve Rate (\$): 8. Monthly (if applicable) (n=23)

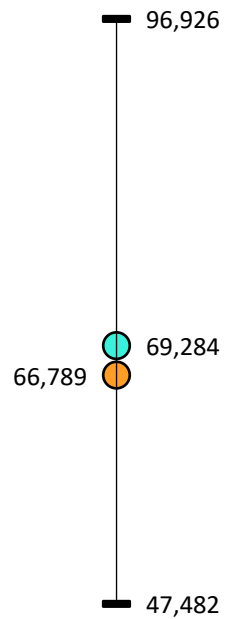


Minimum	Median	Mean	Maximum
424	1,853	2,982	8,077

# Municipalities — Rural

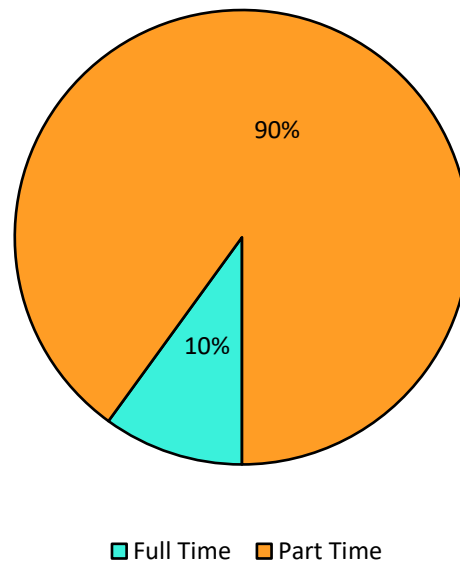
## Part 1

25. Mayor/Reeve Rate (\$): 9. Annually (if applicable) (n=11)

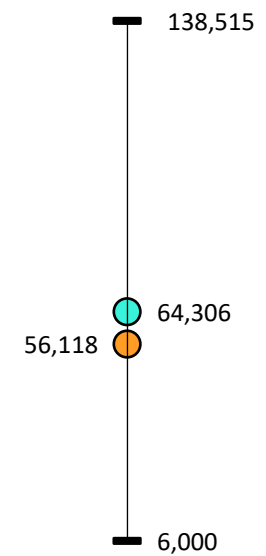


Minimum	Median	Mean	Maximum
47,482	66,789	69,284	96,926

26. Is the Mayor/Reeve employed full-time or part-time? (n=39)



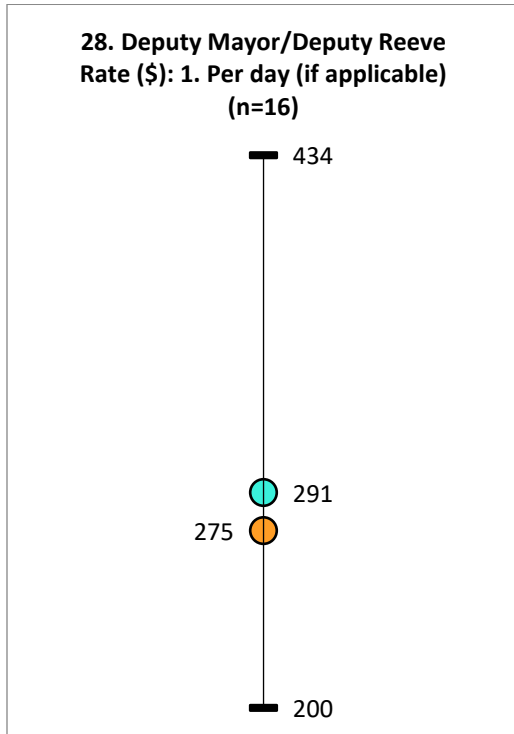
27. On average, what was the annual remuneration paid to the Mayor for the most recent annual period? (n=40)



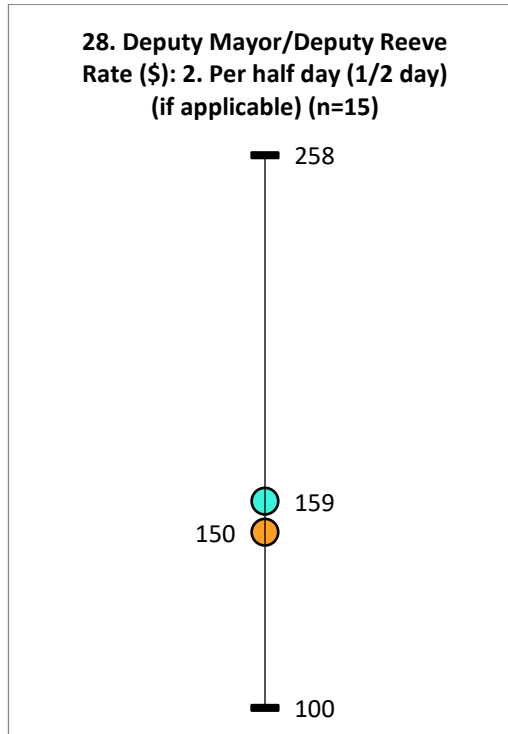
Minimum	Median	Mean	Maximum
6,000	56,118	64,306	138,515

# Municipalities — Rural

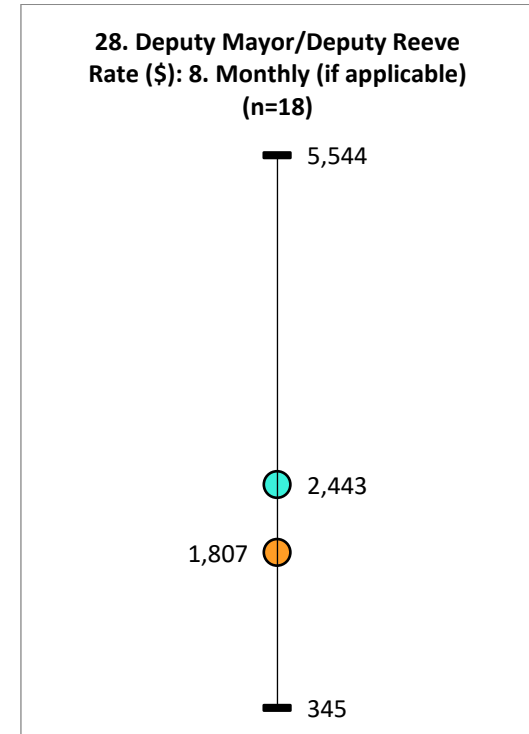
## Part 1



Minimum	Median	Mean	Maximum
200	275	291	434



Minimum	Median	Mean	Maximum
100	150	159	258

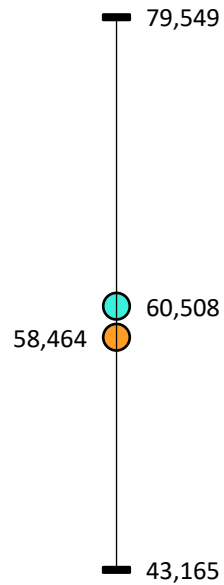


Minimum	Median	Mean	Maximum
345	1,807	2,443	5,544

# Municipalities — Rural

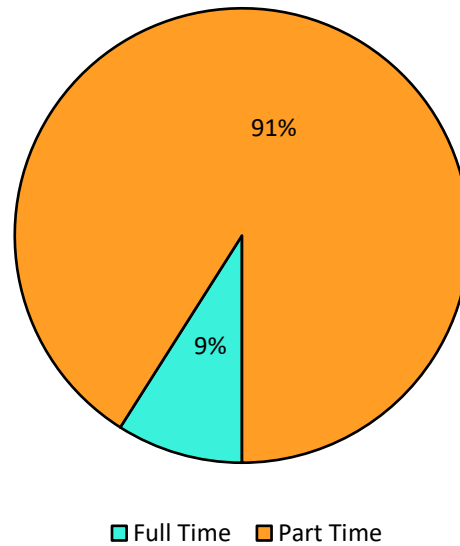
## Part 1

28. Deputy Mayor/Deputy Reeve Rate (\$): 9. Annually (if applicable) (n=8)

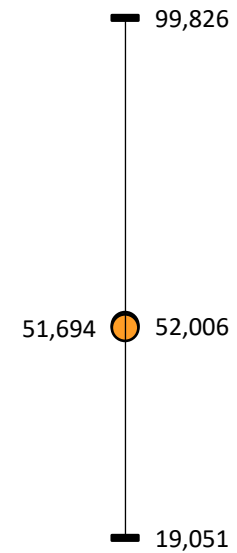


Minimum	Median	Mean	Maximum
43,165	58,464	60,508	79,549

29. Is the Deputy Mayor/ Deputy Reeve employed full-time or part-time? (n=34)



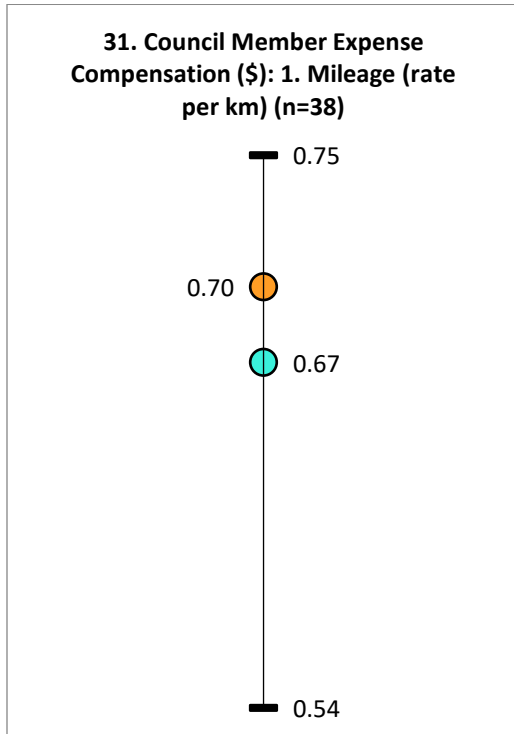
30. What was the Deputy Mayor's (if applicable) annual remuneration paid for the most recent annual period? (n=30)



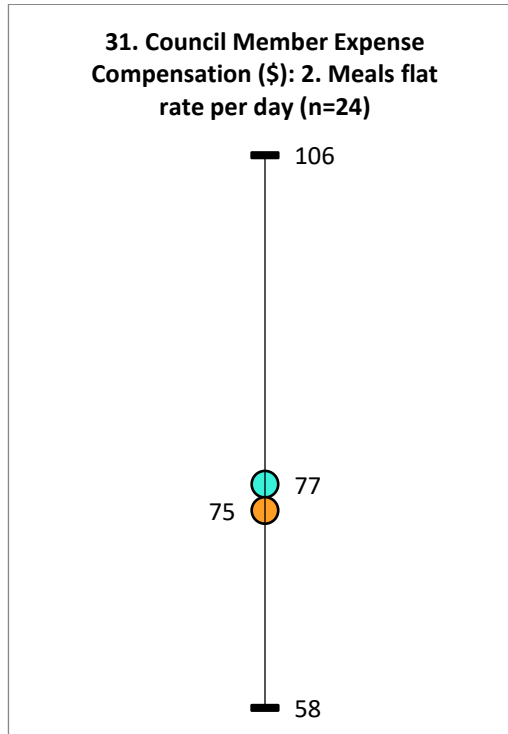
Minimum	Median	Mean	Maximum
19,051	51,694	52,006	99,826

# Municipalities — Rural

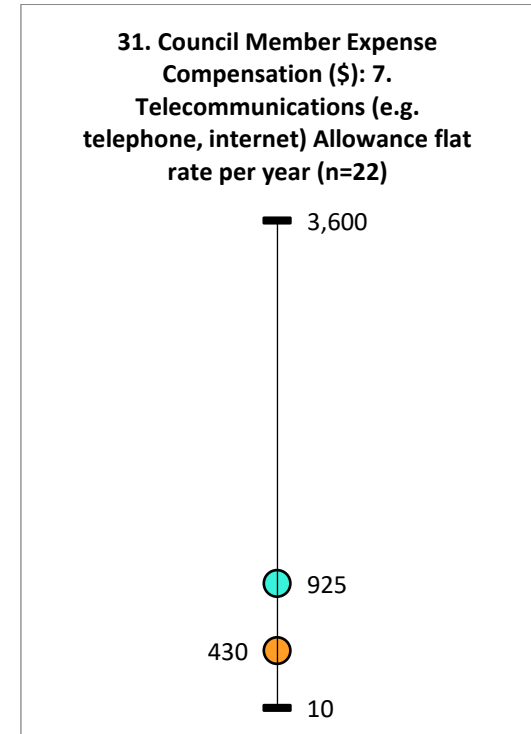
## Part 1



Minimum	Median	Mean	Maximum
0.54	0.70	0.67	0.75



Minimum	Median	Mean	Maximum
58	75	77	106

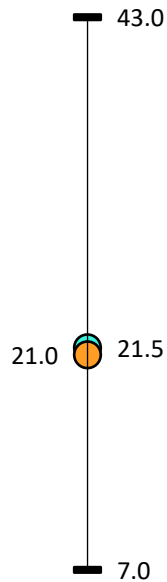


Minimum	Median	Mean	Maximum
10	430	925	3,600

# Municipalities — Rural

## Part 1

32. How many regular council meetings were held over the most recent annual period? (n=41)



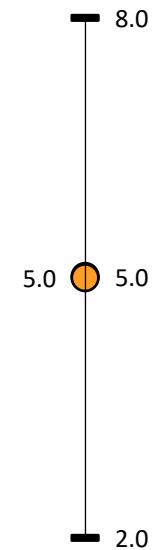
Minimum	Median	Mean	Maximum
7.0	21.0	21.5	43.0

33. How many special council meetings were held over the most recent annual period? (n=39)



Minimum	Median	Mean	Maximum
0	2	3	9

34. On average, how long were regular council meetings over the most recent annual period (in hours)? (n=40)

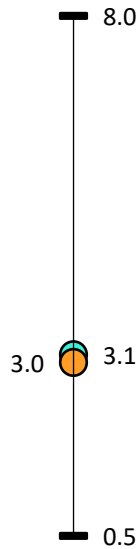


Minimum	Median	Mean	Maximum
2.0	5.0	5.0	8.0

# Municipalities — Rural

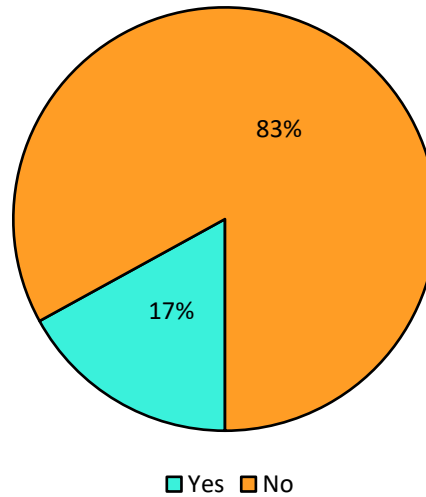
## Part 1

35. On average, how long were special council meetings over the most recent annual period (in hours)? (n=32)

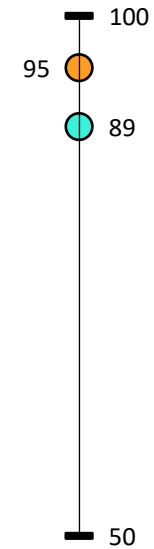


Minimum	Median	Mean	Maximum
0.5	3.0	3.1	8.0

36. In the 2023 tax year, did your municipality apply the 1/3 tax-free expense exemption allowed under the Federal Income Tax Act for elected officials? (n=41)



37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 1. Group Life (n=32)



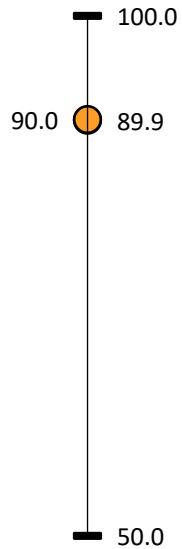
Minimum	Median	Mean	Maximum
50	95	89	100



# Municipalities — Rural

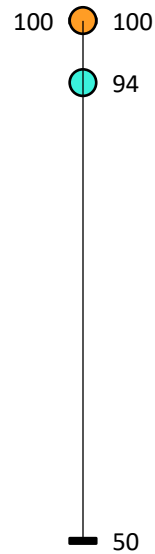
## Part 1

37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 2. Group Accident (n=29)



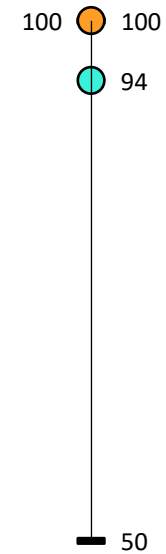
Minimum	Median	Mean	Maximum
50.0	90.0	89.9	100.0

37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 3. Extended Health Care (n=33)



Minimum	Median	Mean	Maximum
50	100	94	100

37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 4. Dental (n=33)

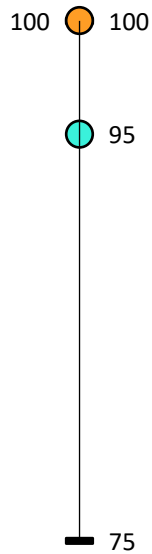


Minimum	Median	Mean	Maximum
50	100	94	100

# Municipalities — Rural

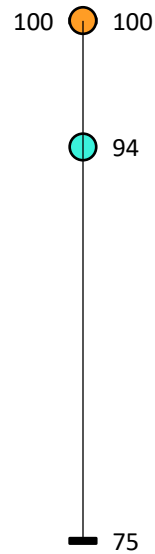
## Part 1

37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 5. Vision (n=22)



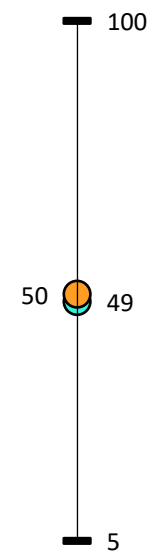
Minimum	Median	Mean	Maximum
75	100	95	100

37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 6. Dependent Life (n=14)



Minimum	Median	Mean	Maximum
75	100	94	100

37. Benefits provided to Council Members (Percentage borne by municipality, if provided): 7. Pension/RRSP (n=20)

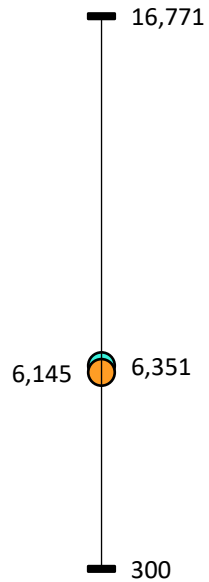


Minimum	Median	Mean	Maximum
5	50	49	100

# Municipalities — Rural

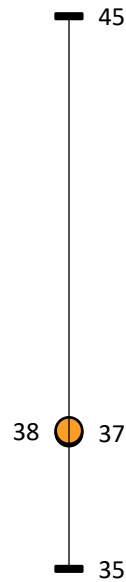
## Part 1

38. What is the average annual municipal cost of benefits per councilor? (n=38)



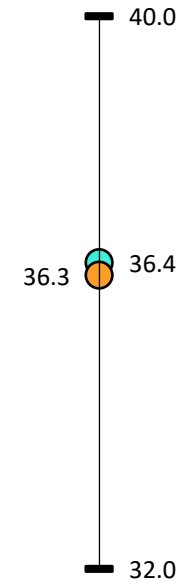
Minimum	Median	Mean	Maximum
300	6,145	6,351	16,771

39. Regularly scheduled hours per week: 1. Management a) Full-time permanent employees (n=39)



Minimum	Median	Mean	Maximum
35	38	37	45

39. Regularly scheduled hours per week: 2. Clerical a) Full-time permanent employees (n=39)



Minimum	Median	Mean	Maximum
32.0	36.3	36.4	40.0