



Council Policy #C56

ELECTED OFFICIALS' REMUNERATION

Approved by Council Resolution #24/12/02

PURPOSE

This Policy outlines the remuneration to the City of Beaumont elected officials in recognition of the substantial time and effort required to fulfil the duties and responsibilities of their elected offices.

POLICY STATEMENT

The City of Beaumont has a duly elected Council with elected officials who represent the interests of the City. This Policy sets out remuneration for all the work involved in being a City of Beaumont elected official.

The remuneration policy for elected officials aims to attract, retain, and motivate individuals committed to public service by providing a competitive and equitable compensation package. The approach is to align compensation with comparable municipalities, aiming to be at least at the 60th percentile. This ensures competitiveness, fairness, fiscal responsibility, and effective governance.

Selection criteria for the comparator market is based on a balance of, or a combination of factors including, but not limited to, population, city status recognizing like organization in terms of size, similar organizational structures, similar programs and services, equalized assessment, full time mayor status, and geographic proximity to larger metropolitan centres.

SCOPE

This policy applies to all City of Beaumont elected officials as set out herein.

1. ANNUAL REMUNERATION:

- a) The following remuneration will be paid to the elected officials of the City of Beaumont on an annual basis:

Mayor	\$107,161
Deputy Mayor	\$ 46,079
Councillor	\$ 42,864

2. BENEFITS:

All Elected Officials

- a) Are eligible for a wellness spending allowance of \$500 per calendar year. The wellness spending allowance covers a wide range of expenses supporting the mental, physical, and financial well-being of elected officials and their families.
 - i. This is effective the first January after the municipal election and ends October after the completion of the fourth-year of the council term for a total of \$2000 for each elected official per council term.

- ii. In the event of a by-election, the wellness spending allowances will be prorated based on the elected official's start date.
 - iii. The full \$500, or any dollars remaining, may be carried over for one calendar year but cannot be carried over beyond the end of the council term.
 - iv. Elected officials must make the purchase and then submit a claim for reimbursement. Each claim must be within the list of eligible expenses, which may be obtained from Administration.
 - v. This is a taxable benefit, and the claim will be paid through the payroll process. Purchase and submission of receipt must be within the calendar year the claim is being made.
 - vi. In the final year of the council term, purchase and submission of receipt must be incurred before the end of the council term (October).
- b) All elected officials receive a Connectivity Allowance of \$125/month to offset the costs of internet, data, and personal cell phone usage.

Full Time Elected Officials

- c) Full time elected officials may choose to participate in the City of Beaumont offered benefit program which includes but is not limited to Supplementary Health Care Plan, Dental Plan, Life Insurance and Accidental Death and Dismemberment. If choosing to participate, elected officials must register within 60 days of being elected.
 - i. Benefit premiums will be 100% paid by the municipality, excluding optional coverages under the plan.
- d) Full time elected officials may choose to participate in the Alberta Communities Pension Plan (ACPP) which is a registered Defined Contribution Pension Plan with a fixed rate and matching contributions between the full-time elected official and the municipality.
- e) Full-time elected officials and the municipality will each make a contribution in the amount of 8% of the base annual salary to the ACPP if the full-time elected official chooses to participate in the ACPP.
- f) If a full-time elected official chooses to participate in ACPP, they cannot withdraw from ACPP until the conclusion of their service as an elected official. If the full-time elected official chooses not to participate in ACPP, then the municipality will provide a contribution in the amount of 8% of their base annual salary which they may use in support of retirement savings.

Part Time Elected Officials

- g) Part-time elected officials may choose to participate in the City of Beaumont offered benefit program which includes but is not limited to Supplementary Health Care Plan, Dental Plan, Life Insurance and Accidental Death and Dismemberment. If choosing to participate, elected officials must register within 60 days of being elected.
 - i. Benefit premiums will be 100% paid by the part-time elected official.

3. BEAUMONT SPORTS AND RECREATION CENTRE (BSRC) MEMBERSHIP

- a) All elected officials will receive a complimentary annual basic individual membership at the Beaumont Sport and Recreation Centre (BSRC).

4. REMUNERATION REVIEW

- a) Benchmarking of comparator markets for elected officials' base salaries will be conducted by the end of the second quarter (Q2) in the first year of the council's four-year term. Recommendations from the review will be considered during the budget process in the same year. If approved, any changes will take effect with the first full pay period of January in the second year of the term.

For example: Benchmarking conducted in 2026 would result in adjustments effective January 2027.

- b) A comprehensive remuneration review will be conducted by an independent third party by the end of the second quarter (Q2) in the third year of the council's four-year term. Recommendations from the review will be considered during the budget process in the same year. If approved, any changes will take effect with the first full pay period of January in the fourth year of the term.

For example: A review conducted in 2028 would result in adjustments effective January 2029.

Policy Record

Adopted by Council: December 10, 2024

Council Resolution: # 24/12/02

Cross Reference: Previous Policy FIN 19-01, Directive, MGA, FOIP

Administrative Responsibility: Legal and Legislative Services

Next Review Date: January 1, 2026