



# REQUEST FOR DECISION

Meeting: June 9, 2025

## BYLAW 1807 MAYOR & COUNCIL REMUNERATION BYLAW

### DESCRIPTION/BACKGROUND:

Bylaw 1807 is being proposed to replace the current Mayor and Council Remuneration Bylaw 1713, which was adopted by the previous Council in November 2020 and came into effect on November 1, 2021, following the municipal election.

It is common practice for an outgoing Council to review and set remuneration for the incoming Council term. This approach helps avoid any perception that current members are approving compensation increases for themselves. In keeping with this principle, the proposed Bylaw 1807 would come into effect on November 1, 2025, after the upcoming municipal election.

### DISCUSSION/OPTIONS:

To support the review, Administration gathered remuneration data from six nearby municipalities:

- Fort Macleod
- Nanton
- Pincher Creek
- Raymond
- Cardston
- MD of Willow Creek

Remuneration structures varied but typically included one or more of the following:

- Flat annual salary
- Meeting-based rates (Council and/or Committee meetings)
- Hourly, half-day, or full-day rates for other duties
- A combination of salary and per-meeting or hourly compensation

Because of the variability in structure, direct rate comparisons are difficult. Therefore, annual compensation reported in each municipality's 2024 Audited Financial Statements was used as a consistent basis for comparison.

Municipality	Mayor/Reeve (2024)	% Diff from Claresholm	Councillor Average (2024)	% Diff from Claresholm
Claresholm	\$24,501	-	\$13,048	-
Fort Macleod	\$27,273	11.31%	\$20,082	53.91%
Nanton	\$19,940	-22.70%	\$11,800	-9.56%
Raymond	\$22,308	-8.95%	\$21,523	64.95%
Cardston	\$20,100	-17.96%	\$13,591	4.16%
Pincher Creek	\$42,009	71.46%	\$27,645	111.87%
MD of Willow Creek	\$57,973	136.61%	\$49,033	275.79%

While Pincher Creek and the MD of Willow Creek offer significantly higher compensation, Claresholm is not seeking to match those figures. They are presented here for regional context only. Relative to the remaining municipalities, Claresholm's compensation sits in the midrange.

Administration is recommending a 10% increase to the annual salary component of Council remuneration, based on a 2.5% cost-of-living adjustment for each of the past four years. This equates to the following increases, which would be effective November 1, 2025:

	<b>Current Annual Salary</b>	<b>Proposed 10% Increase on Annual</b>	<b>\$ Change</b>
<b>Mayor</b>	\$8,800	\$9,680	+\$880
<b>Councillors</b>	\$6,160	\$6,776	+\$616

This proposed increase is modest and reflects both inflation and the ongoing responsibilities and commitments of Council members. It would position Claresholm's remuneration slightly above average among comparable municipalities, assuming other municipalities do not make further changes.

All other components of the current remuneration structure will remain unchanged under Bylaw 1807.

**PROPOSED RESOLUTIONS:**

Moved by Councillor \_\_\_\_\_ that Bylaw #1807, Mayor & Council Remuneration Bylaw, receive first reading.

**ATTACHMENTS:**

- 1.) Council Remuneration Municipal Comparison 2025
- 2.) BYLAW 1807 - Draft

PREPARED BY: Jennifer Place, Director of Corporate Services

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APPROVED BY: Abe Tinney, CAO

DATE: June 4, 2025

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