



2024 COUNCIL COMPENSATION COMPARISON & ANALYSIS

MAY 20, 2025

BACKGROUND

- Transitional Solutions Inc. was contracted to prepare a comparative analysis report specific to 2024 Council remuneration
 - Twelve comparator municipalities were included in the analysis
- Governance & Priorities Committee at their April 15th meeting requested the following action items:
 1. Salary Comparison - That administration provide Council with a chart comparison for mayor, councilor, deputy mayor salaries for the municipalities of Sturgeon County, Rocky View, Leduc County and Strathcona for information
 2. Analysis - That administration provide Council with an analysis of the impacts of moving to a base pay structure without per diems for information

SALARY COMPARISON – MAYOR

Mayor					
	2024 Annual Base Salary ¹	Variance (Actual vs Average)		Variance (Actual vs Median)	
		\$	%	\$	%
Parkland County	\$102,550.00	-\$21,104.75	-17.1%	-\$15,042.93	-12.8%
Strathcona County ²	\$172,302.72	\$48,647.97	39.3%	\$54,709.79	46.5%
Rocky View County	\$126,656.00	\$3,001.25	2.4%	\$9,063.07	7.7%
Sturgeon County	\$117,592.93	-\$6,061.82	-4.9%	\$0.00	0.0%
Leduc County	\$99,172.08	-\$24,482.67	-19.8%	-\$18,420.85	-15.7%
Average	\$123,654.75				
Median	\$117,592.93				

¹Figures obtained from either the Comparative Analysis Report or directly from the municipality

²Position is compensated via fixed salary and is not eligible for per diems

- Council requested Rocky View County as an additional comparator
- Average and Median are both calculated to bring us to the “middle” value of the data set
- Strathcona County Mayor salary skews the data (fixed salary)

SALARY COMPARISON – MAYOR CON'T

Mayor					
	2024 Annual Base Salary ¹	Variance (Actual vs Average)		Variance (Actual vs Median)	
		\$	%	\$	%
Parkland County	\$102,550.00	-\$8,942.50	-8.0%	-\$7,521.00	-6.8%
Rocky View County	\$126,656.00	\$15,163.50	13.6%	\$16,585.00	15.1%
Sturgeon County	\$117,592.00	\$6,099.50	5.5%	\$7,521.00	6.8%
Leduc County	\$99,172.00	-\$12,320.50	-11.1%	-\$10,899.00	-9.9%
Average	\$111,492.50				
Median	\$110,071.00				

¹Figures obtained from either the Comparative Analysis Report or directly from the municipality

- Shows impact of the average and median values without Strathcona County since they are on a fixed salary
- The current Mayor's salary is within 10% of the average and median values for these comparators.

SALARY COMPARISON – DEPUTY MAYOR

Deputy Mayor					
	2024 Annual Base Salary ¹	Variance (Actual vs Average)		Variance (Actual vs Median)	
		\$	%	\$	%
Parkland County	\$72,900.00	-\$17,220.64	-19.1%	-\$17,256.62	-19.1%
Rocky View County	\$108,185.00	\$18,064.36	20.0%	\$18,028.38	20.0%
Strathcona County ²	\$92,586.02	\$2,465.38	2.7%	\$2,429.40	2.7%
Sturgeon County	\$90,156.62	\$35.98	0.0%	\$0.00	0.0%
Leduc County	\$86,775.57	-\$3,345.07	-3.7%	-\$3,381.05	-3.8%
Average	\$90,120.64				
Median	\$90,156.62				

¹Figures obtained from either the Comparative Analysis Report or directly from the municipality

²Position is compensated via fixed salary and is not eligible for per diems

- The current Deputy Mayor's salary is not within 10% of the average and median values for these comparators.

SALARY COMPARISON – COUNCILLOR

Councillor					
	2024 Annual Base Salary ¹	Variance (Actual vs Average)		Variance (Actual vs Median)	
		\$	%	\$	%
Parkland County	\$56,790.00	-\$25,617.17	-31.1%	-\$28,184.63	-33.2%
Rocky View County	\$95,041.79	\$12,634.62	15.3%	\$10,067.16	11.8%
Strathcona County ²	\$92,586.02	\$10,178.85	12.4%	\$7,611.39	9.0%
Sturgeon County	\$84,974.63	\$2,567.46	3.1%	\$0.00	0.0%
Leduc County	\$82,643.40	\$236.23	0.3%	-\$2,331.23	-2.7%
Average	\$82,407.17				
Median	\$84,974.63				

¹Figures obtained from either the Comparative Analysis Report or directly from the municipality

²Position is compensated via fixed salary and is not eligible for per diems

- The current Councillor salary is not within 10% of the average and median values for these comparators.

SALARY COMPARISON

AVERAGE PER DIEMS UPLIFT FACTORS

Per Diem Uplift Factor 3 Year Average (2022-2024)		
	\$	%
Mayor	\$20,483.00	21.0%
Councillor - Division 1	\$24,117.95	42.2%
Councillor - Division 2 ¹	\$23,132.19	40.4%
Councillor - Division 3	\$21,016.62	36.9%
Councillor - Division 4	\$16,656.15	28.8%
Councillor - Division 5	\$20,743.39	36.9%
Councillor - Division 6	\$13,141.21	24.5%
Average		35.0%

¹Variances from the 2021 fiscal year were omitted

- Uplift factor means the % increase to the base compensation rate needed to offset income loss from eliminating per diems.
- Outlier means a value that is not consistent with the other values in a data set

SALARY COMPARISON

ASSESSING IMPACT OF USING DIFFERENT PER DIEM UPLIFT FACTORS

Average of Salary Variances (2020-2024) Using 3 Year Average Per Diem Uplift Factor ¹		
	\$	%
Mayor	\$1,729.88	1.7%
Councillor - Division 1	-\$200.71	0.4%
Councillor - Division 2 ²	\$1,141.13	2.8%
Councillor - Division 3	\$563.78	0.9%
Councillor - Division 4	\$6,872.04	10.5%
Councillor - Division 5	\$1,484.55	2.2%
Councillor - Division 6	\$2,915.90	6.6%
Average	\$2,072.37	3.6%

¹3 year average: Mayor: 21.0% Councillor: 35.0%

²Variances from the 2021 fiscal year were omitted

- Projected salary (basic honorarium x (1 + per diem uplift factor)) was calculated in each of the past 5 fiscal years and compared against actual salaries for the same period

ANALYSIS - PROJECTED SALARY ACTUAL VS COMPARATORS MAYOR & COUNCILLOR – 3 YR AVG.

2024 Projected Salary Analysis							
(Per Diem Uplift: Mayor: 21.0% Councillor: 35.0%) ¹							
	Parkland County	Yellowhead County			Strathcona County		
	Projected Salary (All inclusive) ²	Salary ³	Variance		Salary ⁴	Variance	
			\$	%		\$	%
Mayor	\$124,039.86	\$93,641.16	\$30,398.70	32.5%	\$172,302.72	-\$48,262.86	-28.0%
Councillor	\$80,267.32	\$62,113.68	\$18,153.64	29.2%	\$92,586.02	-\$12,318.70	-13.3%

¹ 3 Year Average of the proportion of per diem income relative to base honorarium (2020-2024)

² Figures are inclusive of 2024 base honorarium, prorated deputy mayor pay based on equal appointments, and per diem adjustment factor

³ Figures were obtained from the Comparative Analysis Report and prorated based on equal deputy mayor appointments

⁴ Figures were obtained from the Comparative Analysis Report; no salary uplift was provided for deputy mayor appointments

- Councillor salaries presented above are inclusive of deputy mayor acting pay prorated based on the assumption that all councillors will serve equally as deputy mayor