



City of St. Albert  
**CITY COUNCIL POLICY**

City Council Remuneration and  
Expense Reimbursement

AUTHORITY	APPROVED	Res. No.	mm dd	REVISED	Res. No.	mm dd
City Council						

## Purpose

To ensure Council members receive compensation for their time and expenses incurred while on City business.

## Standards

Council members are the stewards of City resources and are ultimately accountable to the general public and their constituents for the type and level of remuneration and expenses they incur.

Although Council members are not employees of the City, for the purposes of this policy, they are treated wherever required in a similar manner as members of the City's non-union employment category.

While the hours of work for Council members are not regulated, the position of the Mayor is considered to be "full-time" in nature while the Council members' positions are considered to be "part-time" (one-half to three-quarter time).

The remuneration, benefits, per diems and expenses identified in this policy represent all that Council members are eligible for.

## Section A – Remuneration and Benefits

1. While it is recognized that the primary reason that individuals seek municipal public office is public service, Council members shall be provided with remuneration for their time and reimbursement for the expenses incurred in fulfilling their duties on City Council.
2. The Mayor shall be remunerated a full-time salary per year and Council members shall be remunerated at a rate of 35% of the Mayor's remuneration. These rates shall be adjusted each year, based on the average annual percentage change in the Alberta Weekly Earnings Index for the previous year. Increases shall be effective as of April 1 each year, consistent with the City's non-union employment category.
3. Each year the City Manager or designate shall apply the average annual percentage change in the Alberta Weekly Earnings Index for the previous year to calculate updated annual remuneration amounts for the Mayor and Council members. Annual remuneration



amounts are outlined in Appendix 1 to this policy. Payment amounts shall be rounded to the nearest whole dollar.

4. In accordance with the *Municipal Government Act* and the federal *Income Tax Act*, 33.33% of the salary paid to Council members is not taxable as income. The City Manager or designate shall ensure that this percentage is applied to applicable salary and the taxable and non-taxable portions are communicated to Council members whenever salary changes take place.
5. Council members shall not receive additional remuneration for carrying out the responsibilities of the Deputy Mayor. However, the Deputy Mayor is eligible for expense reimbursement directly related to Deputy Mayor activities.
6. Council members who are invited to be speakers at conferences will be eligible to accept an honorarium if provided by the host organizations. Any honorarium should be paid directly to the City and subsequently claimed on the expense claim form by the individual Council member. Honorariums are considered taxable.
7. Council members shall be provided with a suite of employment benefits equivalent to those offered to the City's non-union category employees.
8. Council members shall be offered a retirement contribution program, providing a payment of 3% of their current year's remuneration for retirement planning purposes. The City Manager or designate shall administer the Council retirement contribution program. Payments shall be made to Council members on the last pay period of the calendar year, or pro-rated as necessary. Payment amounts shall be rounded to the nearest whole dollar.
9. At the beginning of each Council term, Council members may elect to receive some or all of the benefits offered to the City's non-union personnel. Council members are not eligible for pension benefits, severance benefits and long term disability insurance. Council members are automatically enrolled in the *Employee and Family Assistance Program*. There is no charge to Council members for this benefit.
10. Council members shall be charged for the benefit coverage they select on the same cost-sharing ratio as members of the City's non-union employment category. Any changes to benefit costs assigned by the City's benefits provider(s) shall be made to Council members' benefit charges as per the City's non-union employment category.
11. Once benefit coverage is selected, it may only be changed if the Council member experiences a "life event change" as outlined in the contract with the City's benefit provider.
12. This policy and Council remuneration will be reviewed in the third year of a Council term by an external Committee in accordance with the provisions of Bylaw 22/2011, Council Remuneration Review Committee.



13. This policy is effective on the date of approval; however, the new budgets which are reconfigured in accordance with this policy will be effective January 1, 2016.

## **Section B – Annual Council Budgets**

1. Council members have the responsibility to review their expenditures during the course of the year and to make recommendations to Council if there are insufficient funds to cover planned expenses.
2. The General Council Budget means the annual budget available to Council members for general Council expenses including travel, meals, mileage, community event tickets, etc.
3. The Training and Development Budget means the annual budget available to Council members to fund training and development costs including course cost, applicable transportation, out-of-town accommodation, out-of-town per diem, meals, etc.
4. The Office of the Mayor's Budget is for official Mayor/Deputy Mayor use only, corporate association membership dues, and costs related to the holding of Council and Standing Committee meetings and their meals.
5. The Office Supplies Budget means the annual budget available to Councillors for office supplies, mobile device fees and internet connection for use at the Council member's home office.
6. All annual budgets shall be re-assessed in odd years following a survey by Administration of comparable mid-sized Alberta municipalities. Council budgets and per diem amounts shall be set near the average of comparator communities and rounded to the nearest whole dollar. Council will recommend any changes to the Council budgets as part of the City's annual budget process.
7. Prior to the fourth quarter of the fiscal year, Council Training and Development Budget funds may be transferred from one Council member to another provided that there is written agreement between the two Council members.
8. For the combined value of all four budget categories described in Sections B2 to B5, if overall actual expenditures exceed the budget at the end of the year, the shortfall will be funded through an automatic transfer from the Council contingency budget.

## **Section C - Per Diems**

1. A per diem is compensation for time over and above regular Council member duties including appointments to external boards/committees/agencies or part of a Council member's training and development.
2. At the Organizational Meeting of Council each year, Council members are appointed to external boards/committees/agencies, except in the first year of the Council term, when



appointments are made at a meeting subsequent to the Organizational Meeting once the Nominating Committee has met. Council members receiving requests to serve on additional external boards/committees/agencies that may come up during the year must have approval from Council including any incremental budgetary requirements. Appointed Council members must indicate to Council and Administration the per diem policy of the external board/committee/agency.

3. In situations where a Council member is appointed to represent the City in an official capacity on an external board/committee/agency and a per diem is paid by that organization, the per diems must be paid directly into City revenue subject to the external board/committee/agency policies regarding per diems. The City will reimburse the Council member at the same rate that the external board/committee/agency provides through the submission of a per diem on the Council member's monthly expense claim form.
4. If an external board/committee/agency, by policy, pays the Council member directly, the Council member will claim the same amount through the City's expense reimbursement process and subsequently will reimburse the City the same amount.
5. Council members may also receive full or half day per diems for attendance at specified activities. Activities include attendance at meetings associated with the: Alberta Urban Municipalities Association (AUMA), Federation of Canadian Municipalities (FCM) or other official activities as approved by Council, and conferences, conventions or courses that are part of the Council member's training and development plan.
6. The hours of attendance can include mornings, afternoons and evenings. Council members are eligible to claim a full day or half day per diem for travel days to and from FCM and AUMA conferences and training and development activities.
7. Council members are not eligible to collect per diems for daily meal expenses. Any meal expenses would be submitted as part of the Council member's expense claims.
8. Submission of a per diem claim by a Council member is a confirmation that the Council member did attend the event being claimed.
9. Per diems shall be paid in accordance with the rates detailed in Appendix 3 and, depending on the nature of the per diem, expensed from either the Council member's General Council or Training and Development Budget.

## **Section D – General Travel Expenses**

1. Travel may be planned where the purpose for travel cannot be adequately met through correspondence, telephone or other means of communication.
2. The method of transportation will normally be the most direct and economical.



3. A Council member may select the route and means of travel to combine personal activities with official duties. Where personal activities extend the period of time required for a trip, this additional time and any associated expenses shall not be claimed.
4. Council members are required to take advantage of seat sales and excursion rates wherever possible, but in no instance are permitted to travel at a cost exceeding economy airfare rates.
5. No more than three (3) Council members shall travel on the same flight or travel in the same vehicle.
6. Bus or rail travel shall be coach class.
7. Travel by private vehicle may be utilized where this method is the most economical and practical. Where a Council member chooses to use a private vehicle, and the reimbursement would be greater than the cost of economy air travel, the Council member shall be reimbursed an amount equivalent to an economy airfare.
8. Vehicle mileage claims are paid for the specific purpose of reimbursing Council members for the actual cost of using their vehicles on City business. They do not constitute nor are considered to be part of salary or fringe benefits. Vehicle mileage claims are paid at the rate limits detailed in Appendix 3.
9. Travel within the City of St. Albert limits is not eligible for mileage reimbursement. Travel within the Capital Region is based on a predetermined kilometer distance in accordance with Appendix 2. Where travel within the Capital Region is not supported by the predetermined chart in accordance with Appendix 2, such as travel within the City of Edmonton, mileage will be based on actual kilometers driven from departure point to destination point as verified by a Google map. For travel outside of the Capital Region, mileage will be based on actual kilometers driven from departure point to destination point as verified by a Google map.
10. A Council member may claim the actual cost of taxi or airport bus service incurred for business purposes.
11. Council members required to be away from their regular place of residence overnight may claim the actual and reasonable cost of commercial hotel accommodation.
12. Parking fees will be reimbursed at actual cost when supported by receipts. Cash parking meter fees up to the amount detailed in Appendix 3 may be claimed without a receipt.
13. Council members are entitled to reimbursement for reasonable daily expenses including personal meals, gratuities, laundry and other sundry expenses incurred during out of town business trips.



14. Council members will be provided mobile devices and may incur reasonable long distance and data charges while travelling on business. Excessive charges will be denied and will require reimbursement to the City. Council members are required to arrange out-of-Province long distance plans and data plans on their mobile devices prior to departure. The costs for the additional coverage are to be expensed through the Council member's General Council Budget.
15. Council members will be reimbursed for the cost of the rental and fuel for a mid-sized vehicle when this is the most economical method of local transportation while away on City business. Additional vehicle insurance is not required as long as the Council member is on City business and is travelling within Canada or the continental USA. Insurance coverage only extends to the Council member and their spouse as the driver (with a valid driver's license). If there is a possibility that there will be another driver other than the Council member/spouse renting the vehicle, additional insurance would be required. Should the Council member extend their trip to accommodate personal activities, the costs and liabilities related to car rental, gas and additional insurance are the personal responsibility of the Council member.
16. The City shall not pay for spousal or guest expenses associated with Council travel. This includes airfare, accommodation, registrations, meals, tickets to events and other similar expenses.
17. All general travel expenses will be charged to each Council member's annual General Council Budget. Travel related to training and development will be charged to each Council member's Training and Development Budget.

## **Section E - Training and Development Activities**

1. Council members are encouraged to participate in professional training and development opportunities to enhance their skills and knowledge to effectively fulfill their governance roles and responsibilities.
2. Training and development means a process of enhancing a Council member's performance in relation to their governance role. Council member learning goals may be achieved through study, instruction, and practice which will enhance one's competence and capability, thus improving current and/or future performance.
3. Council member's training and development needs can be met in several ways for example, attending conferences, conventions and courses or learning opportunities with other municipalities. Books and magazine subscriptions also represent learning opportunities.
4. "Conference" means a formal meeting at which individuals participate in the exchange of ideas, information and expertise in work-related subject areas.



5. "Convention" means an assembly, usually of members of a professional group or delegates, whose primary purpose is to elect officers, report progress and obtain approval for future activities.
6. "Course" means an instruction period dealing with specific subject matter, attended in person or on-line.
7. On an annual basis each Council member will consider a personal training and development plan for the subsequent year that aligns with Council's strategic plan and their individual learning goals.
8. Council members are responsible for managing their annual Training and Development Budget and must ensure that sufficient funds are available to cover the planned training and development expenses.
9. Council members are required to provide a brief, informal report in Council Chambers after they have taken part in a training and development activity. This will enable other Council members to share some of the benefits of that development program and provide the public with an overview of the activity.
10. All costs including travel, accommodation, registration fees, per diems, etc. related to a specific training and development activity shall conform to Section D - General Travel Expenses and will be charged to each Council member's Training and Development Budget.
11. In the last year of a Council's term a portion of the Training and Development budget must remain available for use by the new Council members during the fourth quarter of the Election year.

## **Section F – Official Duties**

1. The Office of the Mayor receives formal invitations to attend local, regional and provincial activities, events and meetings that require official representation. The funding for these events shall be expensed to the "Office of the Mayor's Budget", separate from the Mayor's individual budget.
2. If a Deputy Mayor or Council member is requested to participate in an activity in an official capacity on behalf of the Mayor, the Council member shall be reimbursed for the associated costs from the Office of the Mayor's budget.
3. The Mayor or Deputy Mayor may claim for spousal or guest expenses in circumstances where the protocol of the event is that they be accompanied by their spouse or guest.
4. With the exception of spouse or guest expenses, the expenses claimed for official duties shall conform to Section D - General Travel Expenses.



5. Council members who attend an official event but not as an official representative will have the associated expenses charged to the individual Council member's General Council Budget.

### **Section G – Community Events**

1. Council members attending St. Albert community events are not eligible for per diems or mileage claims. Expenses associated with attending St. Albert community events such as event tickets can be expensed to the Council member's General Council Budget.
2. Attendance at community events outside of St. Albert is not eligible for per diems, mileage claims or other expense claims. If the event is organized by a St. Albert organization and the venue is in the Capital Region, mileage can be claimed and the cost of the event tickets.
3. Contributions to community event organizers such as sponsorships or other cash contributions are not eligible for reimbursement from the Council member's General Council or Training and Development Budgets.

### **Section H - Political Contributions and Events**

1. "Political Contributions" means any money or real or corporate property that is provided to, or for the benefit of, a political party, constituency association or candidate, that involves direct or indirect support of (or opposition to) any political party, constituency association or candidate for public office. The City shall not reimburse any Council member for political contributions.
2. "Political Events" means any activity that is intended to act as a fundraiser for a political party, constituency association or candidate at the municipal, provincial or federal levels. If a Council member attends a political event for which proceeds support a political party or candidate, the City shall not reimburse any portion of a meal or event expense that constitutes proceeds to a political party, constituency association or candidate.
3. City procurement cards shall not be used to pay for any portion of a meal or event expense that constitutes proceeds to a political party, constituency association or candidate.

### **Section I – Conflict of Interest**

1. If a Council member chooses to attend an event, conference, etc. hosted or organized by any third party that conducts business with the City or plans to conduct business with the City, all event and/or travel costs must be purchased and expensed through the City and charged to the Council member's General Council Budget.
2. Council members shall not accept payments, complimentary travel or hotel accommodation or free tickets from any third party that conducts business with the City or



plans to conduct business with the City. This includes event registrations, travel, meals or any other financial or in-kind contribution. For greater clarity, any offer of free tickets, complimentary travel or other such offers where there is a real monetary value must be declined by that Council member.

### **Section J – Municipal Associations**

1. The City shall maintain membership in good standing in the AUMA and the FCM. The cost of the annual membership dues shall be paid by the City from the “Corporate Memberships” category of the Office of the Mayor’s Budget.
2. Council members attending the general meetings and conferences of AUMA and FCM will have related expenses charged to their General Council Budget.
3. A maximum of six (6) members of City Council may attend the AUMA or FCM annual Conference, unless the Conference is held in the City of Edmonton.
4. Council members who are requested to serve on various AUMA and FCM agencies/boards/committees will seek Council approval to serve and will request Council approval for an incremental budget allocation to cover the associated costs if required. Council member participation will not conflict with the ability of Council members to attend Council meetings on a regular basis.
5. A Council member serving on an AUMA/FCM board/committee/agency will provide regular updates to Council and the public at a Council meeting.

### **Section K - Equipment and Supplies**

1. To assist in carrying out their duties, Council members shall be provided with various items of business equipment and related/required software. Any equipment provided remains the property of the City and shall be returned when the individual is no longer a Council member. Council members will receive a laptop or tablet device and a smartphone.
2. A Council member is expected to supply all other equipment and furnishings to operate a home office.
3. Replacement of laptops/tablet devices/smartphones will be based on the City’s Lifecycle Plan for computer replacements or the expiry of a vendor contract.
4. The cost of an internet connection for the home office can be claimed based on the actual monthly costs to a maximum amount detailed in Appendix 3.
5. All consumable office supplies shall be purchased through the City of St. Albert and charged to the Council member’s Office Supplies Budget.

### **Section L - Expense Claim Process**



1. All eligible expenses for which a Council member is seeking reimbursement shall be submitted on the standard Council Member Monthly Expense Claim Form (expense claim form). Expense claim forms must be submitted on a monthly basis regardless of whether expenses were incurred or not. Expense claim forms for the previous month's expenses must be submitted to the City Manager or designate by the 10<sup>th</sup> day of the following month with full supporting documentation. No expense claims will be accepted beyond two months after the financial calendar year end. Details of all corporate credit card transactions specific to a Council member will be included as information on the expense claim form.
2. The City Manager or designate will provide appropriate general ledger coding on the expense claim form and send it to the Chief Financial Officer (CFO) or designate for approval. The CFO or designate will review the expense claim form, along with all detailed documentation, to determine compliance with this policy. Once approved by the CFO or designate, the expense claim form will be transferred to Accounts Payable for processing. If the CFO or designate determines that an expense claim does not meet this policy, directly or by its intent, the CFO or designate will return the expense claim to the Council member for further explanation. If the CFO or designate still determines that the expense claim does not meet this policy, the matter will be referred to the Mayor for a final review and decision. Should the issue relate to an expense claim made by the Mayor, the Deputy Mayor shall make the final decision.
3. With the exception of meter parking and un-receipted event tickets up to the maximums detailed in Appendix 3, all items claimed must be accompanied by appropriate detailed receipts. Credit card receipts on their own will not be accepted. If on a rare occasion, the detailed original receipt is mislaid, detail about the business purpose of the expense must be provided, signed and dated and accompany the credit card receipt.
4. For meal and/or hosting claims, recorded on the back of the receipt must be the full names of every person in attendance along with a general description of the purpose of the meeting. On the expense claim form, the number of people attending and a general description of the purpose of the meeting must be provided (e.g. lunch, purpose, 4 people).
5. Mileage claimed for travel within the Capital Region using the standard mileage chart found in Appendix 2 does not require additional support.
6. Specific mileage claimed for travel outside the Capital Region or travel inside the Capital Region which is not supported by the mileage chart in Appendix 2, must be supported by a printout from a mapping program that clearly indicates the full street address of both the From/To locations. The general location must also be indicated on the expense claim form in the From/To sections.
7. Per diems claimed do not require additional support however the organization and nature of the meeting/conference should be clearly indicated in the Nature of Event/Meeting



section of the expense claim form. By signing the expense claim form, the Council member confirms that they have attended the meeting in question for the time duration required for per diem reimbursements.

8. Any portion of any expense described in this policy which is paid for by a third party shall not be claimed for reimbursement from the City.

### **Section M - Open and Transparent Reporting**

1. Each year the City Manager shall present to Council a summary of all Council expense claims and budget use from the previous year.
2. A quarterly posting on the City's website for each Council member will include each of the previous three months' expense claim reports.
3. The CFO or designate shall submit to each Council member a quarterly report with monthly and year to date actual expenses versus the annual budget.
4. Council members are responsible for planning future year budgets based on such matters as the planned level of attendance at meetings, conferences, spending on office supplies and official duties.

### **Section N - Council End of Term**

1. Following the end of term for a Council member not returning to office, a final reconciled expense claim form must be submitted for processing within three months of the election date. No further expense claims will be processed after that period.

### **Section O – Corporate Credit Card**

1. The Mayor will be issued a corporate credit card. Part-time Council members do not receive corporate credit cards. The administrative support staff can process purchases on behalf of a Council member as the need arises. Details of all corporate credit card transactions specific to a Council member will be included as information on the monthly expense claim form.

### **Appendices**

1. Council Remuneration Rates and Benefits
2. Standard Mileage Chart for In-Region Travel
3. Expense Reimbursement Rates



## Appendix 1 to City Council Remuneration and Expense Reimbursement Policy Council Remuneration Rates and Benefits

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### Council Member Annual Remuneration

	April 1, 2014	April 1, 2015
• Mayor	\$100,358	\$104,172
• City Councillor	\$35,125	\$36,460

### Council Training and Development Budgets

	2014	2015
• Mayor	\$7,000	\$7,000
• City Councillor	\$5,000	\$5,000

### Employer Contribution for Council Member Retirement Purposes

	2014	2015
• Mayor	\$2,988	\$3,097
• City Councillor	\$1,046	\$1,084

### Council Member Per Diems (Full Day – 5 hours or greater)

	2014	2015
• Mayor	\$200	\$200
• City Councillor	\$200	\$200

### Council Member Per Diems (Half Day – less than 5 hours)

	2014	2015
• Mayor	\$100	\$100
• City Councillor	\$100	\$100

### Council Member Group Benefits

- Workers Compensation
- Group Life Insurance
- Accidental Death and Dismemberment
- Dependent Life Insurance
- Dental Care
- Extended Health Care
- Vision Care
- Employment and Family Assistance Program



Appendix 2 to City Council Remuneration and Expense Reimbursement Policy Standard Mileage Chart for In-Region Travel

Location (1 way in KM's)	Bon Beaumont	Bon Accord	Bruderhei m	Calmar	Devon	Edmonton- North	Edmonton- East	Edmonton- South	Edmonton- West	Edmonton- Kingsway	Edmonton- Downtown	Edmonton- University	EIA	Fort Sask	Gibbons	Lamont (Town)	Lamont (County)	Leduc (City)	Leduc (County)	Legal	Morinville	Parkland (County)	Redwater	Spruce Grove	St. Albert	Stony Plain	Strathcona (County)	Sturgeon (County)	Thorsby	Wabamum	Warburg
Beaumont		81	76	36	26	32	22	19	37	30	28	27	17	52	72	83	83	21	13	95	67	62	89	53	49	61	27	67	57	95	76
Bon Accord	81		50	89	74	33	37	66	50	37	38	47	83	30	7	63	63	88	82	27	20	65	31	61	38	68	55	19	109	96	130
Bruderheim	76	50		107	96	52	55	70	72	56	55	70	88	26	43	13	13	93	87	77	64	87	29	83	60	90	52	68	127	117	152
Calmar	36	89	107		16	60	53	41	45	59	50	49	25	84	94	114	114	19	23	103	76	56	119	47	58	51	59	76	21	93	40
Devon	26	74	96	16		45	44	32	30	44	42	39	20	73	79	103	103	25	20	89	61	41	104	32	43	37	50	61	37	74	56
Edmonton-North	32	33	52	60	45		11	23	30	6	7	14	62	30	37	61	61	68	54	46	32	37	62	41	12	48	23	34	89	75	109
Edmonton-East	22	37	55	53	44	11		15	24	9	7	10	43	32	38	68	68	39	32	57	43	44	63	40	22	48	11	45	73	75	93
Edmonton-South	19	66	70	41	32	23	15		23	38	14	16	20	50	72	80	80	25	21	75	54	48	97	40	36	48	22	53	59	82	78
Edmonton-West	37	50	72	45	30	30	24	23		13	13	11	39	50	56	81	81	44	37	59	38	32	81	24	20	29	31	37	65	66	86
Edmonton-Kingsway	30	37	56	59	44	6	9	38	13		3	8	33	32	38	73	73	38	32	51	31	36	63	32	13	40	24	31	72	68	101
Edmonton-Downtown	28	38	55	50	42	7	7	14	13	3		8	31	31	37	62	62	37	30	52	38	39	62	28	15	42	17	40	71	70	90
Edmonton-University	27	47	70	49	39	14	10	16	11	8	8		30	46	52	76	76	35	29	54	34	37	77	29	16	42	23	34	69	70	88
EIA	17	83	88	25	20	62	43	20	39	33	31	30		65	88	96	96	10	4	91	70	64	113	56	52	55	40	69	44	98	63
Fort Sask	52	30	26	84	73	30	32	50	50	32	31	46	65		22	32	32	69	63	54	40	63	40	59	36	66	28	41	103	94	127
Gibbons	72	7	43	94	79	37	38	72	56	38	37	52	88	22		56	56	92	86	33	26	69	27	65	42	72	47	25	113	100	134
Lamont (Town)	83	63	13	114	103	61	68	80	81	73	62	76	96	32	56		0	100	94	84	70	94	42	89	66	97	58	72	133	124	158
Lamont (County)	83	63	13	114	103	61	68	80	81	73	62	76	96	32	56	0		100	94	84	70	94	42	89	66	97	58	72	133	124	158
Leduc (City)	21	88	93	19	25	68	39	25	44	38	37	35	10	69	92	100	100		7	102	74	69	117	60	57	60	45	74	39	102	58
Leduc (County)	13	82	87	23	20	54	32	21	37	32	30	29	4	63	86	94	94	7		96	70	64	111	54	50	55	39	69	44	96	63
Legal	95	27	77	103	89	46	57	75	59	51	52	54	91	54	33	84	84	102	96		22	72	39	69	40	77	79	22	123	104	138
Morinville	67	20	64	76	61	32	43	54	38	31	38	34	70	40	26	70	70	74	70	22		50	50	47	19	55	64	1	95	82	116
Parkland (County)	62	65	87	56	41	37	44	48	32	36	39	37	64	63	69	94	94	69	64	72	50		95	10	34	5	63	51	80	33	67
Redwater	89	31	29	119	104	62	63	97	81	63	62	77	113	40	27	42	42	117	111	39	50	95		90	67	97	65	49	138	125	159
Spruce Grove	53	61	83	47	32	41	40	40	24	32	28	29	56	59	65	89	89	60	54	69	47	10	90		29	9	53	47	67	40	70
St. Albert	49	38	60	58	43	12	22	36	20	13	15	16	52	36	42	66	66	57	50	40	19	34	67	29		37	33	20	78	64	99
Stony Plain	61	68	90	51	37	48	48	48	29	40	42	42	55	66	72	97	97	60	55	77	55	5	97	9	37		68	56	74	35	62
Strathcona (County)	27	55	52	59	50	23	11	22	31	24	17	23	40	28	47	58	58	45	39	79	64	63	65	53	33	68		63	79	95	99
Sturgeon (County)	67	19	68	76	61	34	45	53	37	31	40	34	68	41	25	72	72	74	69	22	1	51	49	47	20	56	63		96	83	117
Thorsby	57	109	127	21	37	89	73	59	65	72	71	69	44	103	113	133	133	39	44	123	95	80	138	67	78	74	79	96		82	23
Wabamum	95	96	117	93	74	75	75	82	66	68	70	70	98	94	100	124	124	102	96	104	82	33	125	40	64	35	95	83	82		69
Warburg	76	130	152	40	56	109	93	78	86	101	90	88	63	127	134	158	158	58	63	138	116	67	159	70	99	62	99	117	23	69	



### Appendix 3 to City Council Remuneration and Expense Reimbursement Policy Expense Reimbursement Rates

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Vehicle Mileage	\$0.515/km
Parking Meter Charges (no receipt available)	Maximum \$15
Event Tickets (no receipt available)	Maximum \$10
Home Office Internet	Maximum \$60/month

