



## 5 Year Review

### Mayor and Council Salaries in Alberta Municipalities

Smart Towns published an article looking at the [Mayor, Council and CAO salaries in 2015](#) for municipalities that had over 10,000 citizens. It had some interesting results. We can all agree that the world is a different place now. The role of Mayor and Council has become much tougher with the increase of social media. The cost of Council as a whole usually represents a small portion of the total budget but does set the tone for the municipality. Below is what has happened over the last 5 years.

#### Consumer Price Index and Population Slowing

The Alberta Consumer Price Index increased 8.2% from 2015 to 2020, while the population of Alberta grew by 6.7% in the same period. The highest growth was in municipalities that were from 15 to 50 thousand residents at 9.7% and lowest at municipalities under 15 thousand residents at 2.7%.

#### Average Mayor Salary Growth

Below are the average growth in Mayor's salary over the last 5 years.

Note: Data was not available for Wetaskiwin or Blackfalds. Information is for Alberta municipalities with populations greater than 10,000 residents. The population figures are from 2015 to 2019 to use available data.

Population Groups	Population Growth	2015 Average Mayor Salary	2020 Average Mayor Salary	Growth of Mayor Salary
<b>Below 15K</b>	2.7%	\$ 71,189	\$ 79,716	13.1%
<b>15K to 50K</b>	9.7%	\$ 89,248	\$ 105,933	20.5%
<b>50K +</b>	4.1%	\$ 148,305	\$ 172,806	19.2%



### Top 10 Highest Increase in Mayor or Reeve Salary

Below are the largest increase in Mayor or Reeve’s salary over the last 5 years. In counties, one of the Councillors is chosen to become the Reeve. If a Reeve was not specifically identified in the financial statements, the highest salary amongst the Councillors was chosen.

Note: Data was not available for Wetaskiwin or Blackfalds. Information is for Alberta municipalities with populations greater than 10,000 residents.

2020 Municipality	Size Grouping	Population Growth	2015 Total Mayor Salary	2020 Total Mayor Salary	Mayor Salary Growth
<b>BEAUMONT</b>	15K to 50K	15%	\$ 60,559	\$ 118,310	95%
<b>MACKENZIE COUNTY</b>	Below 15K	6%	\$ 53,498	\$ 74,959	40%
<b>STRATHCONA COUNTY</b>	50K +	3%	\$ 138,255	\$ 189,000	37%
<b>AIRDRIE</b>	50K +	20%	\$ 94,746	\$ 126,180	33%
<b>SYLVAN LAKE</b>	Below 15K	4%	\$ 58,894	\$ 78,197	33%
<b>LEDUC COUNTY</b>	Below 15K	2%	\$ 81,214	\$ 105,354	30%
<b>STURGEON COUNTY</b>	15K to 50K	5%	\$ 83,667	\$ 108,472	30%
<b>ROCKY VIEW COUNTY</b>	15K to 50K	4%	\$ 95,437	\$ 123,299	29%
<b>SPRUCE GROVE</b>	15K to 50K	12%	\$ 99,915	\$ 128,489	29%
<b>LETHBRIDGE</b>	50K +	7%	\$ 121,791	\$ 156,000	28%

### Top 10 Highest Paid Mayors or Reeves

Below are the highest paid Mayors salaries in 2020 with 2015 salaries and 2019 populations for reference.

Note: Data was not available for Wetaskiwin or Blackfalds. Information is for Alberta municipalities with populations greater than 10,000 residents.

2020 Municipality	2019 Population	Size Grouping	2015 Total Mayor Salary	2020 Total Mayor Salary
<b>EDMONTON</b>	972,223	50K +	\$ 215,199	\$ 251,000
<b>CALGARY</b>	1,285,711	50K +	\$ 252,175	\$ 239,000
<b>STRATHCONA COUNTY</b>	98,381	50K +	\$ 138,255	\$ 189,000
<b>WOOD BUFFALO, REGIONAL MUNICIPALITY</b>	111,687	50K +	\$ 159,442	\$ 187,873
<b>MEDICINE HAT</b>	63,260	50K +	\$ 124,111	\$ 158,000
<b>LETHBRIDGE</b>	101,482	50K +	\$ 121,791	\$ 156,000
<b>RED DEER</b>	101,002	50K +	\$ 122,061	\$ 152,000
<b>ST. ALBERT</b>	66,082	50K +	\$ 147,536	\$ 145,734
<b>SPRUCE GROVE</b>	35,766	15K to 50K	\$ 99,915	\$ 128,489
<b>GRANDE PRAIRIE NO. 1, COUNTY OF</b>	22,502	15K to 50K	\$ 102,300	\$ 126,684



### Top 10 Lowest Increase in Mayor or Reeve Salary

Below are the smallest increase (decrease) in Mayor or Reeve’s salary over the last 5 years. In counties, one of the Councillors is chosen to become the Reeve. If a Reeve was not specifically identified in the financial statements, the highest salary amongst Councillors was chosen.

Note: Data was not available for Wetaskiwin or Blackfalds. Information is for Alberta municipalities with populations greater than 10,000 residents.

2020 Municipality	2019 Population	Size Grouping	2015 Total Mayor Salary	2020 Total Mayor Salary	Mayor Salary Growth
LACOMBE COUNTY	10,343	Below 15K	\$ 86,036	\$ 78,913	-8.3%
YELLOWHEAD COUNTY	10,995	Below 15K	\$ 92,223	\$ 85,998	-6.7%
CALGARY	1,285,711	50K +	\$ 252,175	\$ 239,000	-5.2%
WHITECOURT	10,204	Below 15K	\$ 85,801	\$ 82,238	-4.2%
PARKLAND COUNTY	32,097	15K to 50K	\$ 128,035	\$ 123,995	-3.2%
LETHBRIDGE COUNTY	10,353	Below 15K	\$ 69,062	\$ 67,866	-1.7%
ST. ALBERT	66,082	50K +	\$ 147,536	\$ 145,734	-1.2%
CAMROSE	18,742	15K to 50K	\$ 63,602	\$ 63,650	0.1%
COLD LAKE	14,961	Below 15K	\$ 58,345	\$ 61,060	4.7%
LACOMBE	13,985	Below 15K	\$ 68,365	\$ 71,807	5.0%

### Top 10 Lowest Paid Mayors or Reeves

Below are the lowest paid Mayors or Reeves salaries in 2020 with 2015 salaries and 2019 populations for reference.

Note: Data was not available for Wetaskiwin or Blackfalds. Information is for Alberta municipalities with populations greater than 10,000 residents.

2020 Municipality	2019 Population	Size Grouping	2015 Total Mayor Salary	2020 Total Mayor Salary
CLEARWATER COUNTY	11,947	Below 15K	\$ 55,311	\$ 60,275
COLD LAKE	14,961	Below 15K	\$ 58,345	\$ 61,060
STRATHMORE	13,528	Below 15K	\$ 53,348	\$ 62,557
CAMROSE	18,742	15K to 50K	\$ 63,602	\$ 63,650
LETHBRIDGE COUNTY	10,353	Below 15K	\$ 69,062	\$ 67,866
LACOMBE	13,985	Below 15K	\$ 68,365	\$ 71,807
HIGH RIVER	14,052	Below 15K	\$ 61,105	\$ 74,328
MACKENZIE COUNTY	12,512	Below 15K	\$ 53,498	\$ 74,959
WETASKIWIN NO. 10, COUNTY OF	11,181	Below 15K	\$ 68,589	\$ 76,457
LAC STE. ANNE COUNTY	10,899	Below 15K	\$ 61,194	\$ 77,918



### Average Council Salary Growth

Below are the average growth in Council salary over the last 5 years.

Note: Data was not available for Wetaskiwin or Blackfalds. Information is for Alberta municipalities with populations greater than 10,000 residents. The population figures are from 2015 to 2019 to use available data.

Population Groups	Population Growth	2015 Average Council Salary	2020 Average Council Salary	Growth of Council Salary
<b>Below 15K</b>	2.7%	\$ 44,705	\$ 50,005	13.3%
<b>15K to 50K</b>	9.7%	\$ 55,002	\$ 59,880	14.4%
<b>50K +</b>	4.1%	\$ 68,966	\$ 85,659	33.3%

### Top 10 Highest Increase in Council Salary

Below are the largest increase in Council’s salary over the last 5 years. In counties, one of the Councillors is chosen to become the Reeve. If a Reeve was not specifically identified in the financial statements, the highest salary amongst Councillors was chosen.

Note: Data was not available for Wetaskiwin or Blackfalds. Information is for Alberta municipalities with populations greater than 10,000 residents.

2020 Municipality	Size Grouping	Population Growth	2015 Total Council Salary	2020 Total Council Salary	Council Salary Growth
<b>AIRDRIE</b>	50K +	20%	\$ 33,641	\$ 61,390	82%
<b>GRANDE PRAIRIE</b>	50K +	1%	\$ 41,844	\$ 71,361	71%
<b>BEAUMONT</b>	15K to 50K	15%	\$ 26,999	\$ 42,235	56%
<b>ST. ALBERT</b>	50K +	4%	\$ 43,274	\$ 61,367	42%
<b>SPRUCE GROVE</b>	15K to 50K	12%	\$ 46,935	\$ 65,916	40%
<b>LEDUC COUNTY</b>	Below 15K	2%	\$ 65,037	\$ 89,188	37%
<b>LAC STE. ANNE COUNTY</b>	Below 15K	6%	\$ 45,760	\$ 61,484	34%
<b>CLEARWATER COUNTY</b>	Below 15K	-3%	\$ 36,588	\$ 48,739	33%
<b>LETHBRIDGE</b>	50K +	7%	\$ 53,250	\$ 69,625	31%
<b>STRATHMORE</b>	Below 15K	2%	\$ 29,007	\$ 37,888	31%



### Top 10 Highest Paid Councils

Below are the highest paid Council salaries in 2020 with 2015 salaries and 2019 populations for reference.

Note: Data was not available for Wetaskiwin or Blackfalds. Information is for Alberta municipalities with populations greater than 10,000 residents.

2020 Municipality	2019 Population	Size Grouping	2015 Total Council Salary	2020 Total Council Salary
<b>CALGARY</b>	1,285,711	50K +	\$ 151,143	\$ 145,356
<b>EDMONTON</b>	972,223	50K +	\$ 120,666	\$ 141,417
<b>STRATHCONA COUNTY</b>	98,381	50K +	\$ 84,250	\$ 108,375
<b>ROCKY VIEW COUNTY</b>	39,407	15K to 50K	\$ 78,430	\$ 93,279
<b>GRANDE PRAIRIE NO. 1, COUNTY OF</b>	22,502	15K to 50K	\$ 75,779	\$ 90,995
<b>LEDUC COUNTY</b>	13,780	Below 15K	\$ 65,037	\$ 89,188
<b>FOOTHILLS COUNTY</b>	22,766	15K to 50K	\$ 89,085	\$ 84,720
<b>RED DEER</b>	101,002	50K +	\$ 64,750	\$ 83,000
<b>PARKLAND COUNTY</b>	32,097	15K to 50K	\$ 79,139	\$ 82,003
<b>STURGEON COUNTY</b>	20,506	15K to 50K	\$ 65,136	\$ 78,887

### Top 10 Lowest Increase in Council Salary

Below are the lowest increase (decrease) in Council salary over the last 5 years. In counties, one of the Councillors is chosen to become the Reeve. If a Reeve was not specifically identified in the financial statements, the highest salary amongst Councillors was chosen.

Note: Data was not available for Wetaskiwin or Blackfalds. Information is for Alberta municipalities with populations greater than 10,000 residents.

2020 Municipality	2019 Population	Size Grouping	2015 Total Council	2020 Total Council Salary	Council Salary Growth
<b>RED DEER COUNTY</b>	19,541	15K to 50K	\$ 103,797	\$ 64,949	-37.4%
<b>BROOKS</b>	14,451	Below 15K	\$ 36,480	\$ 30,117	-17.4%
<b>BONNYVILLE NO. 87, M.D. OF</b>	12,760	Below 15K	\$ 78,566	\$ 68,132	-13.3%
<b>LACOMBE COUNTY</b>	10,343	Below 15K	\$ 73,011	\$ 65,169	-10.7%
<b>FOOTHILLS COUNTY</b>	22,766	15K to 50K	\$ 89,085	\$ 84,720	-4.9%
<b>CALGARY</b>	1,285,711	50K +	\$ 151,143	\$ 145,356	-3.8%
<b>COLD LAKE</b>	14,961	Below 15K	\$ 32,361	\$ 31,302	-3.3%
<b>MOUNTAIN VIEW COUNTY</b>	13,074	Below 15K	\$ 49,573	\$ 48,393	-2.4%
<b>WHITECOURT</b>	10,204	Below 15K	\$ 39,484	\$ 38,640	-2.1%
<b>CHESTERMERE</b>	20,732	15K to 50K	\$ 37,930	\$ 38,057	0.3%



### Top 10 Lowest Paid Councils

Below are the lowest paid Council salaries in 2020 with 2015 salaries and 2019 populations for reference.

Note: Data was not available for Wetaskiwin or Blackfalds. Information is for Alberta municipalities with populations greater than 10,000 residents.

2020 Municipality	2019 Population	Size Grouping	2015 Total Council Salary	2020 Total Council Salary
<b>CAMROSE</b>	18,742	15K to 50K	\$ 21,327	\$ 25,186
<b>LACOMBE</b>	13,985	Below 15K	\$ 27,651	\$ 29,967
<b>BROOKS</b>	14,451	Below 15K	\$ 36,480	\$ 30,117
<b>COLD LAKE</b>	14,961	Below 15K	\$ 32,361	\$ 31,302
<b>SYLVAN LAKE</b>	14,816	Below 15K	\$ 29,036	\$ 37,310
<b>STRATHMORE</b>	13,528	Below 15K	\$ 29,007	\$ 37,888
<b>CHESTERMERE</b>	20,732	15K to 50K	\$ 37,930	\$ 38,057
<b>HIGH RIVER</b>	14,052	Below 15K	\$ 31,113	\$ 38,256
<b>WHITECOURT</b>	10,204	Below 15K	\$ 39,484	\$ 38,640
<b>COCHRANE</b>	29,277	15K to 50K	\$ 34,846	\$ 42,031



### Average CAO Salary Growth

Below are the average growth in CAO salary over the last 5 years.

Note: Data was not available for Wetaskiwin or Blackfalds. Information is for Alberta municipalities with populations greater than 10,000 residents. The population figures are from 2015 to 2019 to use available data.

Population Groups	Population Growth	2015 Average CAO Salary	2020 Average CAO Salary	Growth of CAO Salary
<b>Below 15K</b>	2.7%	\$ 244,853	\$ 267,997	10.4%
<b>15K to 50K</b>	9.7%	\$ 262,289	\$ 297,345	15.6%
<b>50K +</b>	4.1%	\$ 344,415	\$ 340,602	1.8%

### Top 10 Highest Increase in CAO Salary

Below are the largest increase in CAO salary over the last 5 years.

Note: Data was not available for Wetaskiwin or Blackfalds. Information is for Alberta municipalities with populations greater than 10,000 residents.

2020 Municipality	Size Grouping	Population Growth	2015 Total CAO Salary	2020 Total CAO Salary	CAO Salary Growth
<b>FOOTHILLS COUNTY</b>	15K to 50K	7%	\$ 208,936	\$ 335,406	61%
<b>CHESTERMERE</b>	15K to 50K	12%	\$ 216,404	\$ 326,096	51%
<b>GRANDE PRAIRIE</b>	50K +	1%	\$ 269,294	\$ 364,631	35%
<b>LEDUC</b>	15K to 50K	13%	\$ 286,695	\$ 382,565	33%
<b>OKOTOKS</b>	15K to 50K	4%	\$ 237,283	\$ 315,000	33%
<b>BONNYVILLE NO. 87, M.D. OF</b>	Below 15K	-4%	\$ 237,107	\$ 311,862	32%
<b>LAC STE. ANNE COUNTY</b>	Below 15K	6%	\$ 197,879	\$ 259,884	31%
<b>AIRDRIE</b>	50K +	20%	\$ 278,417	\$ 364,734	31%
<b>SYLVAN LAKE</b>	Below 15K	4%	\$ 203,155	\$ 253,394	25%
<b>PARKLAND COUNTY</b>	15K to 50K	5%	\$ 239,988	\$ 298,000	24%



### Top 10 Highest Paid CAO's

Below are the highest paid CAO salaries in 2020 with 2015 salaries and 2019 populations for reference.

Note: Data was not available for Wetaskiwin or Blackfalds. Information is for Alberta municipalities with populations greater than 10,000 residents.

2020 Municipality	2019 Population	Size Grouping	2015 Total CAO Salary	2020 Total CAO Salary
<b>MEDICINE HAT</b>	63,260	50K +	\$ 341,000	\$ 406,000
<b>CALGARY</b>	1,285,711	50K +	\$ 396,000	\$ 390,000
<b>LEDUC</b>	33,032	15K to 50K	\$ 286,695	\$ 382,565
<b>AIRDRIE</b>	70,564	50K +	\$ 278,417	\$ 364,734
<b>GRANDE PRAIRIE</b>	69,088	50K +	\$ 269,294	\$ 364,631
<b>EDMONTON</b>	972,223	50K +	\$ 416,000	\$ 355,000
<b>ROCKY VIEW COUNTY</b>	39,407	15K to 50K	\$ 279,026	\$ 345,312
<b>FOOTHILLS COUNTY</b>	22,766	15K to 50K	\$ 208,936	\$ 335,406
<b>CHESTERMERE</b>	20,732	15K to 50K	\$ 216,404	\$ 326,096
<b>RED DEER COUNTY</b>	19,541	15K to 50K	\$ 283,436	\$ 324,187

### Top 10 Lowest Increase in CAO Salary

Below are the lowest increase (decrease) in CAO salary over the last 5 years.

Note: Data was not available for Wetaskiwin or Blackfalds. Information is for Alberta municipalities with populations greater than 10,000 residents.

2020 Municipality	2019 Population	Size Grouping	2015 Total CAO Salary	2020 Total CAO Salary	CAO Increase
<b>WOOD BUFFALO, REGIONAL MUNICIPALITY OF</b>	111,687	50K +	\$ 460,289	\$ 302,456	-34.3%
<b>CAMROSE</b>	18,742	15K to 50K	\$ 333,766	\$ 265,454	-20.5%
<b>LETHBRIDGE</b>	101,482	50K +	\$ 350,000	\$ 293,000	-16.3%
<b>EDMONTON</b>	972,223	50K +	\$ 416,000	\$ 355,000	-14.7%
<b>FORT SASKATCHEWAN</b>	26,942	15K to 50K	\$ 300,647	\$ 258,314	-14.1%
<b>CLEARWATER COUNTY</b>	11,947	Below 15K	\$ 282,898	\$ 247,267	-12.6%
<b>COCHRANE</b>	29,277	15K to 50K	\$ 280,977	\$ 249,812	-11.1%
<b>LEDUC COUNTY</b>	13,780	Below 15K	\$ 297,940	\$ 269,184	-9.7%
<b>SPRUCE GROVE</b>	35,766	15K to 50K	\$ 271,222	\$ 262,180	-3.3%
<b>ST. ALBERT</b>	66,082	50K +	\$ 312,148	\$ 303,195	-2.9%





### Top 10 Lowest Paid CAO's

Below are the lowest paid CAO salaries in 2020 with 2015 salaries and 2019 populations for reference.

Note: Data was not available for Wetaskiwin or Blackfalds. Information is for Alberta municipalities with populations greater than 10,000 residents.

2020 Municipality	2019 Population	Size Grouping	2015 Total CAO Salary	2020 Total CAO Salary
<b>MOUNTAIN VIEW COUNTY</b>	13,074	Below 15K	\$ 213,680	\$ 229,064
<b>HIGH RIVER</b>	14,052	Below 15K	\$ 225,259	\$ 229,205
<b>STONY PLAIN</b>	17,842	15K to 50K	\$ 217,821	\$ 239,269
<b>MACKENZIE COUNTY</b>	12,512	Below 15K	\$ 243,450	\$ 241,375
<b>LACOMBE</b>	13,985	Below 15K	\$ 226,990	\$ 243,964
<b>CLEARWATER COUNTY</b>	11,947	Below 15K	\$ 282,898	\$ 247,267
<b>WETASKIWIN NO. 10, COUNTY OF</b>	11,181	Below 15K	\$ 242,631	\$ 249,291
<b>COCHRANE</b>	29,277	15K to 50K	\$ 280,977	\$ 249,812
<b>SYLVAN LAKE</b>	14,816	Below 15K	\$ 203,155	\$ 253,394
<b>CANMORE</b>	13,992	Below 15K	\$ 228,682	\$ 256,699