

MUNICIPALITY OF JASPER  
**REGULAR COUNCIL MEETING AGENDA**  
October 22, 2024 | 9:30 am  
Jasper Library & Cultural Centre – Quorum Room  
[Municipality of Jasper Strategic Priorities 2022-2026](#)



**Notice:** Council members and staff are at the Jasper Library and Cultural Centre. Members of the public can attend meetings in person; view meetings through the Zoom livestream; or view archived Council meetings on YouTube at any time. **To live-stream this meeting starting at 9:30 am, use this Zoom link:**  
<https://us02web.zoom.us/j/87657457538>

**1 CALL TO ORDER**

**2 APPROVAL OF AGENDA**

2.1 Regular meeting agenda, October 22, 2024 attachment

*Recommendation: That Council approve the agenda for the regular meeting of October 22, 2024 as presented.*

**3 APPROVAL OF MINUTES**

3.1 Regular meeting minutes, October 15, 2024 attachment

*Recommendation: That Council approve the minutes of the October 15, 2024 Regular Council meeting as presented.*

**4 DELEGATIONS**

4.1 Jasper Park Chamber of Commerce – Executive Director Paul Butler verbal

**5 CORRESPONDENCE**

**6 NEW BUSINESS**

6.1 Traffic Safety Bylaw Considerations attachment

*Recommendation: That Council direct Administration to adjust enforcement service levels on sidewalks in front of properties affected by the wildfire; and*

*That Council direct Administration to return to an upcoming meeting with alternate service level approaches to address snow and ice removal on sidewalks in front of properties affected by the wildfire.*

6.2 Council Remuneration Review Public Input Summary attachment

*Recommendation: That Council receive the public input summary for information.*

6.3 Joint Recovery Coordination Centre Update attachment

*Recommendation: That Council receive the update for information.*

6.4 Seniors Lounge at Jasper Activity Centre - Councillor Kelleher-Empey verbal

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**REGULAR COUNCIL MEETING AGENDA**  
October 22, 2024 | 9:30 am  
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**7 NOTICES OF MOTION**

**8 COUNCILLOR REPORTS**

[8.1 Council's appointments to boards and committees](#)

**9 UPCOMING EVENTS**

[Jasper Dark Sky Festival](#) – October 18-26

No Stone Left Alone – Monday, November 4

Intergovernmental meeting – Tuesday, November 5, hosted by Parks Canada

External Group Budget Presentations – Tuesday, November 12

Budget Presentations – Tuesday & Wednesday, November 19 & 20

**10 IN CAMERA**

10.1 Recovery Advisory Committee Appointments – FOIP s.19(1)

**11 ADJOURNMENT**

*Recommendation: That, there being no further business, the regular meeting of October 22, 2024 be adjourned at \_\_\_\_\_.*

*Please note: All regular and committee meetings of Council are video recorded and archived on YouTube.*

Municipality of Jasper  
**Regular Council Meeting Minutes**  
Tuesday, October 15, 2024 | 9:30 am  
Jasper Library and Cultural Centre, Quorum Room

|  |  |                          |         |
|--|--|--------------------------|---------|
| Virtual viewing and participation                        | Council attendance is in Council chambers at the Jasper Library and Cultural Centre. This meeting was also conducted virtually and available for public livestreaming through Zoom. Public viewing and participation during Council meetings is through both Zoom livestreaming and in-person attendance.          |                          |         |
| Present  | Mayor Richard Ireland, Deputy Mayor Rico Damota, Councillors Helen Kelleher-Empey, Kathleen Waxer, Ralph Melnyk, Scott Wilson, and Wendy Hall.   |                          |         |
| Absent   | none   |                          |         |
| Also present   | Bill Given, Chief Administrative Officer<br>Michael Fark, Director of Recovery<br>Christopher Read, Director of Community Development<br>Lisa Riddell, Community Development Manager<br>Emma Acorn, Legislative Services Coordinator<br>Bob Covey, The Jasper Local<br>Peter Shokeir, The Fitzhugh<br>21 observers |                          |         |
| Call to order  | Mayor Ireland called the October 15, 2024 Regular Council meeting to order at 9:30am.  |                          |         |
| Additions or deletions to agenda #431/24                 | MOTION by Councillor Kelleher-Empey – BE IT RESOLVED that Council add the following item to the October 15, 2024 Regular Council meeting agenda: <ul style="list-style-type: none"><li>6.4 Foodbank Locations</li></ul>  |                          |         |
|  | FOR<br>6 Councillors   | AGAINST<br>0 Councillors | CARRIED |
| Approval of agenda #432/24                               | MOTION by Councillor Hall – BE IT RESOLVED that Council approve the agenda for the October 15, 2024 Regular Council meeting as amended: <ul style="list-style-type: none"><li>Add 6.4 Foodbank Locations</li></ul>   |                          |         |
|  | FOR<br>6 Councillors   | AGAINST<br>0 Councillors | CARRIED |
| Approval of Regular minutes #433/24                      | MOTION by Councillor Melnyk – BE IT RESOLVED that Council approve the minutes of the October 8, 2024 Regular Council meeting as presented.   |                          |         |
|  | FOR<br>6 Councillors   | AGAINST<br>0 Councillors | CARRIED |
| Delegations  | none   |                          |         |
| Correspondence   | none   |                          |         |
|  | Councillor Damota joined the meeting at 9:37am.  |                          |         |
| Joint Recovery Coordination Centre (JRCC) Update #434/24 | Council received an update from Director of Recovery Michael Fark. The update included information on JRCC objectives, housing, debris removal, rebuilding plans, and more. The presentation is included in the agenda package.  |                          |         |
|  | MOTION by Councillor Waxer – BE IT RESOLVED that Council receive the presentation for information.   |                          |         |
|  | FOR<br>7 Councillors   | AGAINST<br>0 Councillors | CARRIED |

|   |   |         |         |  |               |                                  |         |
|---|---|---------|---------|--|---------------|----------------------------------|---------|
| Community & Economic Development Fund Policy Review         | Council received a request for decision from the Community Development Department regarding proposed edits to B-117 Community & Economic Development Fund Policy. Director of Community Development Christopher Read and Community Development Manager Lisa Riddell reviewed the policies objectives, background, proposed edits, and answered Council questions.   |         |         |  |               |                                  |         |
| Recess  | Mayor Ireland called a recess from 10:47am to 11:00am.  |         |         |  |               |                                  |         |
| Community & Economic Development Fund Policy Review #435/24 | <p>MOTION by Councillor Kelleher-Empey – BE IT RESOLVED that Council direct Administration to leave the current B-117 Community &amp; Economic Fund Policy as is; and</p> <p>That Council direct Administration to bring back a new Wildfire Recovery Community &amp; Economic Development Policy to a future meeting.</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 33%;">FOR</td> <td style="width: 33%;">AGAINST</td> <td style="width: 33%;"></td> </tr> <tr> <td>5 Councillors</td> <td>2 Councillors<br/>(Damota, Waxer)</td> <td style="text-align: right;">CARRIED</td> </tr> </table>   | FOR     | AGAINST |  | 5 Councillors | 2 Councillors<br>(Damota, Waxer) | CARRIED |
| FOR   | AGAINST   |         |         |  |               |                                  |         |
| 5 Councillors   | 2 Councillors<br>(Damota, Waxer)  | CARRIED |         |  |               |                                  |         |
| Activity Centre Renovation Update #436/24                   | <p>Council received a report from Administration sharing details on the Activity Centre Renovation Project. Mr. Read went over a WSP briefing report, discussed timelines, and answered Council questions.</p> <p>MOTION by Councillor Wilson – BE IT RESOLVED that Council receive the update for information.</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 33%;">FOR</td> <td style="width: 33%;">AGAINST</td> <td style="width: 33%;"></td> </tr> <tr> <td>6 Councillors</td> <td>0 Councillors</td> <td style="text-align: right;">CARRIED</td> </tr> </table> <p>Mayor Ireland was briefly absent during the vote, but returned as it was completed.</p>   | FOR     | AGAINST |  | 6 Councillors | 0 Councillors                    | CARRIED |
| FOR   | AGAINST   |         |         |  |               |                                  |         |
| 6 Councillors   | 0 Councillors   | CARRIED |         |  |               |                                  |         |
| Foodbank Locations #437/24                                  | <p>Mr. Read brought forward an added agenda item from the Community Development department. The Jasper Food Bank was housed in the Anglican Church which was one of the buildings lost in the Jasper Wildfire Complex. The food bank has temporarily been running out of the Jasper Legion building. Food Banks Alberta is working to bring a temporary trailer setup to accommodate the Jasper Food Bank within the townsite.</p> <p>MOTION by Councillor Melnyk – BE IT RESOLVED that Council direct Administration to work with food banks Alberta to identify a location and support them in setting up a temporary location for the Jasper Food Bank.</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 33%;">FOR</td> <td style="width: 33%;">AGAINST</td> <td style="width: 33%;"></td> </tr> <tr> <td>7 Councillors</td> <td>0 Councillors</td> <td style="text-align: right;">CARRIED</td> </tr> </table> | FOR     | AGAINST |  | 7 Councillors | 0 Councillors                    | CARRIED |
| FOR   | AGAINST   |         |         |  |               |                                  |         |
| 7 Councillors   | 0 Councillors   | CARRIED |         |  |               |                                  |         |
| Notices of Motion   | none  |         |         |  |               |                                  |         |
| Councillor Reports  | <p>Councillor Kelleher-Empey attended an Evergreens Foundation meeting on Thursday and a Trans Canada Yellowhead Highway Association meeting on Friday.</p> <p>Mayor Ireland met with media from CBS on Wednesday who are working on a documentary piece on the Jasper Wildfire Complex.</p> <p>Mayor Ireland met with Member of Parliament Randy Boissonnault on Thursday for a media announcement concerning rent relief which took place at Marmot Basin. Councillors Damota, Melnyk, and Wilson joined them for dinner that evening.</p>  |         |         |  |               |                                  |         |
| Upcoming events   | Council received a list of upcoming events for information.   |         |         |  |               |                                  |         |

Adjournment  
#438/24

MOTION by Councillor Kelleher-Empey – BE IT RESOLVED that, there being no further business, the Regular Council meeting of October 15, 2024 be adjourned at 11:51am.

FOR  
7 Councillors

AGAINST  
0 Councillors

CARRIED

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Mayor

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Chief Administrative Officer

## REQUEST FOR DECISION

**Subject:** Traffic Safety Bylaw Considerations  
**From:** Bill Given, Chief Administrative Officer  
**Prepared by:** Christine Nadon, Director of Protective & Legislative Services  
**Date:** October 22, 2024

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### Recommendations:

- That Council direct Administration to adjust enforcement service levels on sidewalks in front of properties affected by the wildfire; and
- That Council direct Administration to return to an upcoming meeting with alternate service level approaches to address snow and ice removal on sidewalks in front of properties affected by the wildfire.

### Alternatives:

- That Council direct Administration to return to an upcoming meeting with proposed amendments to the Traffic Safety Bylaw.

### Background:

At the September 3, 2024 regular meeting, Council directed Administration to bring forward recommendations regarding the advisability of amending sections 13.6 and 13.7 of the Traffic Safety Bylaw #244.

Section 13.6 of the bylaw addresses the placement of objects obstructing a sidewalk, and section 13.7 addresses the leaseholder's responsibility to maintain the sidewalk in front of their property free of snow and ice over the winter months. The specific concern raised by Council is regarding the applicability and enforcement of these clauses on sidewalks in front of properties destroyed or affected by the wildfire, specifically where structures were rendered inhabitable.

### Discussion:

Administration is recommending that Council provide a service level directive to the Bylaw Enforcement team instead of modifying the existing Traffic Safety Bylaw #244. A bylaw can only be amended by a bylaw, which presents a somewhat cumbersome process which would have to be reverted in the spring. A service level directive would accomplish the same outcome and reduce red tape on this initiative.

The Municipality of Jasper recognizes that the snow and ice removal on sidewalks requirement is not practical for destroyed properties. The Operations Department has discussed this issue and will convene a meeting of the Traffic Advisory Committee to discuss and determine recommended approaches for Council consideration on how to maintain walkability in the community this winter.

The Bylaw Enforcement Service is working with the Urban Design and Standards department as well as the Jasper Recovery Coordination Centre to ensure any directives on permits required to close sidewalks due to recovery and reconstruction activities are streamlined, and communicated clearly and in a coordinated fashion to affected leaseholders. Administration does not require a service level directive from Council to make this happen as varying the application process is within Administration's scope of authority.

**Strategic Relevance:**

- Take proactive steps to reduce the risk of people becoming vulnerable and respond when they are vulnerable
- Increase opportunities for active transportation and transportation alternatives

**Inclusion Considerations:**

Developing a plan to ensure walkability across town supports residents and visitors utilizing accessible, active transportation alternatives. Reducing the legislative red tape around this initiative will allow Administration and Council to focus on identifying a solution to the issue without amending the bylaw.

**Relevant Legislation:**

- [Traffic Safety Bylaw #244](#)

**Financial:**

The adjustment in enforcement service level directive does not have a material impact on the 2024 or 2025 operating budget. Further financial considerations on the proposed alternate service level for snow and ice removal will be presented in a future report to Council and may be eligible for DRP funding consideration.

## AGENDA ITEM 6.2

### REQUEST FOR DECISION

**Subject:** Council Remuneration – Post 2025 Election  
**From:** Bill Given, Chief Administrative Officer  
**Prepared by:** Emma Acorn, Legislative Services Coordinator  
**Reviewed by:** Christine Nadon, Director of Protective & Legislative Services  
**Date:** September 17, 2024



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#### Recommendations:

- That Council direct Administration make the report and recommendations available for public feedback until September 27, 2024; and
- That Council direct Administration return to the October 8, 2024 Council meeting with this report and a summary of public input.

#### Alternatives:

- That Council direct Administration to propose a different compensation model including the following amendments:
  - ...
- That Council direct Administration to hire a consultant to undertake a review of the remuneration policy and procedures.
- That Council direct Administration to maintain the current remuneration structure.

#### Background:

Council remuneration is typically reviewed by the outgoing Council prior to the commencement of nominations for the next municipal election. A general municipal election will be held in 2025, which means prospective candidates may submit their nomination papers starting January 1, 2025 as per the *Local Authorities Election Act*. The premise is to allow prospective candidates to make an informed decision prior to letting their name stand for municipal elected office.

The last external review of Council pay took place in 2017 when Administration contracted a consultant to undertake the review. The review considered 15 comparable municipalities including: Crowsnest Pass; Vegreville; Bonnyville; Drayton Valley; Rocky Mountain House; Innisfail; Drumheller; Olds; Edson; Banff; Hinton; Canmore; Sylvan Lake; Beaumont; and the Resort Municipality of Whistler, British Columbia.

The Municipality of Jasper's [Policy B-004 on Council Member Compensation and Benefits](#), effective November 1, 2017, outlines the structure for council remuneration, including monthly honorariums, daily honorariums for meetings, and accountable expense allowances. The associated [administrative procedures](#) stipulate that Council pay is to be reviewed in advance of each municipal election.

At the [July 16, 2024 Regular meeting](#) Council approved the establishment of a Council Remuneration Review Committee including public members to complete this work. At the [August 20, 2024 Regular meeting](#), Council reconsidered its decision due to the Jasper Wildfire Complex and subsequent evacuation of the town. The following motion was passed on that date:



MOTION #351/24 - *That Council rescind motion #332/24 that Council approve the Council Remuneration Review Committee Terms of Reference as presented; and*

*That Council direct Administration to conduct a review of council remuneration and present recommendations at a future meeting.*

**Discussion:**

With support from the Alberta Municipal Clerks Association, Administration has gathered Council remuneration information for Jasper; Banff; Sylvan Lake; Hinton; Canmore; Olds; High River; Strathcona County; Red Deer County; Edson; Stony Plain; Regional Municipality of Wood Buffalo; Yellowhead County; and Rocky View County (see Schedule 1 attached).

Remuneration for elected officials in the Municipality of Jasper is more complex than that of municipalities of similar size. Jasper's context is unique and as a result the workload is more significant. Comparisons of the municipality's assessment value; the volume and value of tourism; and the location within an internationally acclaimed National Park, all point to Jasper being a more complex municipality than population alone would indicate.

There is great variability with the time requirements of the role. Elected officials are never really off duty. Constituents interact with their elected officials at all times – when they are in the grocery store, out with their families, recreating etc.

Administration is proposing the following principles related to elected official compensation:

- Remuneration must be fair and reasonable;
- Remuneration must not be a barrier to a diverse and representative pool of candidates from Jasper residents;
- Remuneration must recognize the complexity, responsibilities, and time commitments associated with the role of elected officials in the Municipality of Jasper due to:
  - Intergovernmental Relations;
  - Tourism Based Economy; and
  - Wildfire Recovery.

Based on an analysis of the information, and informed by the above principles, Administration is making the following recommendations.

Eliminate Per-Diems

Eliminating per-diem pay for council member attendance at required and optional meetings and events in favor of increasing the base salary is justified as a means to simplify the compensation structure and ensure consistency in remuneration.

The previous per-diem system, which compensated councillors for a wide range of mandatory and optional activities, created administrative complexities and potential inconsistencies in pay. Consolidating these per-diem payments into an increased base salary ensures that all members are fairly compensated for their time and commitment, regardless of the variability in individual attendance. This approach also aligns with modern

compensation practices, which favor clear and predictable salary structures over variable pay, thus enhancing transparency and reducing the administrative burden on municipal staff.

#### Adjust CPI Only Once During the Term

Moving away from annual adjustments to Council pay based on changes to the Consumer Price Index (CPI) in favor of a single adjustment at the midpoint of the four-year term is justified, particularly in light of the planned increase in the base salary for Council members. The increase in base salary ensures that council compensation is competitive and fair from the outset, reducing the immediate need for frequent CPI adjustments.

#### **General**

- Make a CPI adjustment only once during the 2025-2029, at the mid-point of the term.
- Remove per-diems in favour of increased base salary.

#### **Mayor**

- Formalize the allowance for the Mayor's phone and service.
- Recognize the Mayor's role as being Full-Time.
- Increase the Mayor's annual base salary to the average of Alberta Mountain Towns (current Jasper, Banff and Canmore amounts averaged): \$99,545.
- Adopt a "no per-diem" approach resulting in an all-encompassing salary: **\$114,417**.

#### **Councillors**

- Increase the Councillor's annual base salary to the average of Alberta Mountain Towns (current Jasper, Banff and Canmore amounts averaged): \$28,556.
- Adopt a "no per-diem" approach resulting in an all-encompassing salary: **\$36,056**.

#### **Strategic Relevance:**

- Nurture our most important relationships which are those within our organization, all of whom share a commitment to best serve our community.
- Ensure residents receive quality service that provides strong value for dollar.
- Empower our staff by investing in the training and tools they require.

#### **Inclusion Considerations:**

This approach acknowledges the strained capacity of public members who may be focused on personal recovery. By leveraging existing municipal data and ensuring transparency through extended public review periods, the process remains accessible and considerate of diverse needs and circumstances.

#### **Relevant Legislation:**

- [Local Authorities Election Act](#)
- [B-004 Council Member Compensation and Benefits Policy](#)
- [B-004 Council Member Compensation and Benefits Administrative Procedures](#)

#### **Financial:**

The adoption of the recommended all-encompassing salaries above (\$114,417 for the Mayor and \$36,056 for

councillors) would result in a net increase of \$74,555 in salaries and \$17,147 in benefits in the Council budget, for a total increase of \$91,702.

**Attachments:**

- Schedule 1: Council Remuneration Comparison Chart

Schedule 1 - Council Remuneration Comparison Chart

| Community                             |          | Mayor Pay Rate | FT / PT | Councillor Pay Rate | Meeting times                                | Per Diem Rates                      | All inclusive pay | Population | Other Comments  | CPI                          |
|---------------------------------------|----------|----------------|---------|---------------------|--|-------------------------------------|-------------------|------------|---|------------------------------|
| <b>Jasper (2024)</b>                  | Monthly  | \$6,818.02     | PT      | \$1,590.44          | 2 x Regular 1:30PM<br>2 x COTW 9:30am        | Yes                                 | Yes               | ~4700      |   | CPI Adjusted                 |
|                                       | Annually | \$81,816.24    |         | \$19,085.28         |  |                                     |                   |            |   |                              |
| <b>Banff</b>                          | Monthly  | \$8,487.25     | FT      | \$2,829.65          | Regular 2:00pm<br>G&FC 9:00am                | Yes                                 | Yes               | 9,656      |   | 2.5% per year<br>plus market |
|                                       | Annually | \$101,847.00   |         | \$33,955.79         |  |                                     |                   |            |   |                              |
| <b>Town of Sylvan Lake</b>            | Monthly  | \$5,051.00     | PT      | \$2,438.00          | Regular 6:00 PM<br>COTW 6:00 PM              | Yes                                 | No                | 15,995     | Additional ABC Update Meetings, 3<br>per year                             | CPI Adjusted                 |
|                                       | Annually | \$60,612.00    |         | \$29,256.00         |  |                                     |                   |            |   |                              |
| <b>Town of Hinton</b>                 | Monthly  | \$5,000.00     | FT      | \$1,800.00          | Regular 4:00pm<br>COTW 4:00pm                | Yes - called<br>discretionary       | Yes               | 9,882      |   | not specified                |
|                                       | Annually | \$60,000.00    |         | \$21,600.00         |  |                                     |                   |            |   |                              |
| <b>Town of Canmore</b>                | Monthly  | \$9,581.16     | FT      | \$2,718.98          | Regular 9:00am<br>COTW 1:00pm                | no for Mayor<br>yes for Councillors | Yes               | 16,000     | Cost of living adjustments  | COLA every<br>year           |
|                                       | Annually | \$114,973.91   |         | \$32,627.73         |  |                                     |                   |            |   |                              |
| <b>Town of High River</b>             | Monthly  | \$5,464.58     | PT      | \$2,732.25          | Regular 3:30pm<br>COTW 1:00pm                | Yes                                 | Yes               | 14,400     |   | as per staff<br>increases    |
|                                       | Annually | \$65,575.00    |         | \$32,787.00         |  |                                     |                   |            |   |                              |
| <b>Town of Olds</b>                   | Monthly  | \$3,577.73     | PT      | \$1,958.20          | Regular 1:00pm<br>COTW 1:00pm                | Yes                                 | Yes               | 9,209      | COTW does not meet every month  | as per staff<br>increases    |
|                                       | Annually | \$42,932.76    |         | \$23,498.40         |  |                                     |                   |            |   |                              |
| <b>Strathcona County</b>              | Monthly  | \$14,744.80    | FT      | \$7,923.05          | Regular 9:00am<br>PCM 9:00am                 | No                                  | Yes               | 100,362    |   |                              |
|                                       | Annually | \$176,937.66   |         | \$95,076.58         |  |                                     |                   |            |   |                              |
| <b>Red Deer County (2021)</b>         | Monthly  | \$8,077.17     | PT      | \$5,669.08          | Regular 9:30am<br>Reg 9:30am alternate weeks | Yes                                 | Yes               | 21,393     |   | CPI Adjusted                 |
|                                       | Annually | \$96,926.00    |         | \$68,029.00         |  |                                     |                   |            |   |                              |
| <b>Rocky View County (2024)</b>       | Monthly  | \$10,554.58    | FT      | \$7,689.42          | Regular 9:00AM<br>GC 9:00AM                  | No                                  | Yes               | 41,028     | Deputy Reeve \$96,289<br>Reeve FT; Councillors PT                         | CPI Adjusted                 |
|                                       | Annually | \$126,655.00   |         | \$92,273.00         |  |                                     |                   |            |   |                              |
| <b>Yellowhead County (2024)</b>       | Monthly  | \$8,036.50     | PT      | \$5,176.14          | Regular 9:30 am<br>G&P 9:30 am               | No                                  | Yes               | 10,426     | Cost of living adjustments annually<br>Deputy Mayor \$5,543.50 (\$66,522) | As per staff increases       |
|                                       | Annually | \$96,438.00    |         | \$62,113.68         |  |                                     |                   |            |   |                              |
| <b>Town of Edson (2022-2025)</b>      | Monthly  | \$4,158.33     | PT      | \$2,300.00          | Regular 7:00pm<br>COTW 7:00pm                | Yes                                 | Yes               | 8,414      |   | CPI Adjusted                 |
|                                       | Annually | \$49,900.00    |         | \$27,600.00         |  |                                     |                   |            |   |                              |
| <b>Town of Stony Plain</b>            | Monthly  | \$7,127.17     | PT      | \$3,518.50          | Regular 5:00 pm<br>G&P 5:00 pm               | No                                  | Yes               | 17,993     |   | CPI Adjusted                 |
|                                       | Annually | \$85,526.00    |         | \$42,222.00         |  |                                     |                   |            |   |                              |
| <b>AVERAGES</b>                       |          | <b>MAYOR</b>   |         | <b>COUNCILLORS</b>  |  |                                     |                   |            |   |                              |
| <b>Mountain Towns (Banff/Canmore)</b> | Monthly  | \$9,034.21     |         | \$2,774.32          |  |                                     |                   |            |   |                              |
|                                       | Annually | \$108,410.46   |         | \$33,291.76         |  |                                     |                   |            |   |                              |
| <b>All Urban</b>                      | Monthly  | \$6,055.90     |         | \$2,536.95          |  |                                     |                   |            |   |                              |
|                                       | Annually | \$72,670.83    |         | \$30,443.37         |  |                                     |                   |            |   |                              |
| <b>All Rural</b>                      | Monthly  | \$11,125.52    |         | \$7,093.85          |  |                                     |                   |            |   |                              |
|                                       | Annually | \$133,506.22   |         | \$85,126.19         |  |                                     |                   |            |   |                              |

## Engage Jasper: Council Remuneration

### Executive Summary

Public participation on the Council Remuneration issue saw a modest level of engagement, which is likely reflective of resident's focus being elsewhere during wildfire recovery. Overall sentiment was largely mixed without a solid consensus on any of the issues.

- Total Visits to the engagement page: 154
- Total participation in the survey: 123
- Total number of visitors who downloaded the Council report: 23

### Summary of comments on the proposed Mayor's salary:

The comments on the proposed salary of the Mayor were varied, reflecting a range of perspectives.

Some respondents recognized that the position is demanding, requiring full-time dedication, and argued that the proposed salary is fair compensation for the commitment involved. Several respondents noted that, while the pay increase is substantial, it reflects the necessary recognition of the Mayor's evolving role and the challenges of governing a town like Jasper.

Others, however, expressed concern that the salary was too high, particularly given Jasper's size and financial constraints. A few mentioned that the role of Mayor might not justify such compensation, suggesting that the pay increase would be disproportionate to the responsibilities or workload.

Some people suggested that instead of such a large salary, other compensation mechanisms, such as per diem increases, might be more appropriate. A recurring theme in the comments was the belief that the salary should be aligned with community expectations, workload, and the local context.

Overall, the responses show a divide between those who believe the increase is warranted for the role and others who feel the salary should remain more modest.

- On average, those who suggested they understood what Jasper Council members do "Very Well" thought that the Mayor likely spent 32.75 hours per week on Council work. (High of 60, Low of 2, Median 35)
- On average, those who suggested they understood what Jasper Council members do "Somewhat" thought that the Mayor likely spent 32.2 hours per week on Council work. (High of 90, Low of 0, Median 30)

### Summary of comments on the proposed Councillor salary:

The comments on the proposed Councillor salary also reflected a variety of perspectives from respondents.

Some felt that the salary was reasonable given the part-time nature of the role, noting that it aligned with the level of responsibility and the hours typically required for Councillors.

However, there were concerns from others who believed the salary was either too high *or* too low, depending on the respondent's perception of the workload.

Some respondents argued that the role of a Councillor demands significant time and effort, suggesting that the proposed salary may not fully compensate for the responsibilities, especially given the challenges of balancing council duties with personal or professional obligations.

Others, however, felt that the salary was excessive, especially in comparison to smaller towns or in light of Jasper's budgetary constraints.

## Engage Jasper: Council Remuneration

Overall, while some felt the salary was fair, others raised concerns about its appropriateness relative to the workload and the town's context.

- On average, those who suggested they understood what Jasper Council members do “Very Well” thought that Councillors likely spent 22.2 hours per week on Council work. (High of 50, Low of 2, Median 20)
- On average, those who suggested they understood what Jasper Council members do “Somewhat” thought that Councillors likely spent 19.1 hours per week on Council work. (High of 50, Low of 0, Median 20)

### **Summary of comments on the moving to a higher fixed salary vs pay-per-meeting:**

The overall sentiment about the idea of moving to a higher fixed salary instead of pay-per-meeting was mixed, with respondents expressing both support and concerns.

Those in favor of a higher fixed salary felt it better reflects the responsibilities and time commitment required of elected officials, particularly as council duties often extend beyond formal meetings. They argued that a fixed salary offers stability, recognizes the full scope of the work, and may attract more qualified candidates by providing a more predictable income.

However, there were notable concerns from respondents who preferred the pay-per-meeting model. Some believed that pay-per-meeting compensation more fairly reflects actual work performed, ensuring that elected officials are compensated directly for the time they commit to council meetings and related activities. This group often saw a fixed salary as potentially overcompensating officials if the role's workload fluctuates or if individual councillors are less active than their colleagues.

Overall, while there was acknowledgment of the merits of a fixed salary, concerns about fairness and efficiency remained a key theme for those who favored maintaining or adjusting the pay-per-meeting approach.

### **Summary of comments on the importance of matching salary with other mountain towns:**

The sentiment toward matching council pay with other mountain towns like Banff and Canmore was also mixed, with some respondents expressing support while more voiced concerns.

Those in favor of matching the pay generally felt that it was important for Jasper's officials to be compensated similarly to their counterparts in comparable towns, recognizing the increasing responsibilities of local governance and the need to attract qualified individuals.

A common theme among those opposed was that Jasper's smaller size and budgetary constraints should be taken into account rather than automatically aligning salaries with other municipalities. Some pointed out that Jasper has a smaller population and fewer resources compared to Banff or Canmore, making a salary match seem excessive or unwarranted.

Overall, while there was some support for benchmarking against similar municipalities, many respondents favored a more context-specific approach to setting salaries for Jasper's elected officials.

- Raw Data Follows -

| How well do you understand what Jasper Council members do? | Est hrs/week MAYOR | Est hrs/week COUNCILLOR | The new salary for the Mayor would be \$114,417. Would you be willing to do this job for that pay? | The new salary for the Mayor would be \$114,417. Would you be willing to do this job for that pay? (Other (please specify))  | The new salary for a Councillor would be \$36,056. Would you be willing to do this job for that pay? | The new salary for a Councillor would be \$36,056. Would you be willing to do this job for that pay? (Other (please specify))   | Is the new salary system without per-meeting pay fair for all the work the Mayor and Councillors do?  | Do you think these changes will encourage a wider variety of people to run for office?   | Do you like the idea of a higher fixed salary instead of pay-per-meeting?   | The Mayor will have a full-time role with a higher salary. Do you agree with this change?  | Should salary adjustments for inflation happen just once in four years?  | How important is it to you that our officials' pay matches that of other mountain towns in Alberta like Banff and Canmore?  |
|--|--------------------|-------------------------|--|--|--|---|---|--|---|--|--|---|
| Very well  | 60                 | 50                      | Comments   | I think I would need more to have to endure the pressures and scrutinies of accountability, responsibility and decision-making.  | Comments   | the money is not incentive driven. This amount may be suitable, but I would be more motivated by the needs of the community balanced with my ability to serve.  | Assuming work loads are evenly divided then it is fair. It does make it clearer for possible candidates.  | the amount gives a clearer idea for people to be able to plan for a political service.   | It attends the records on the councilors to ensure they attend meetings. If attendance records look poor, citizens have a right to know for future elections.   | The Mayor is a full-time 24/7 community leader. The position is more complicated by the intricate relationships between 3 different levels of government, demands of the tourism sector and endless public scrutiny.   | aligning it with cost of living index annually is preferred  | We need to compensate to ensure we entice candidates to consider a role in politics. We should be based on comparable towns such as these.  |
| Very well  | 60                 | 25                      | Comments   | No interest in being mayor   | Comments   | No not interested in being councillor   | I think Councilors should still be paid hourly and the mayor should definitely be a salary  | Perhaps  | Higher pay but still per meeting  | If they need to be full time it should be much much higher because they have to forfeit other jobs they may have already   | Not sure   | Very important  |
| Very well  | 50                 | 35                      | Yes  |  |  | I feel Councilors should be paid higher for their positions.  | No, again I feel they should be paid more.  | Hopefully  | Yes, Mayor & Councilors put in a ton of work and time outside of meetings.  | The Mayor currently already puts in well-beyond full-time hours. I absolutely agree with this change.  | I think it should happen yearly, as it does with municipal employees   | I think it's important that our officials are paid fairly for the amount of work they put in. The \$36,000 salary isn't enough support living in Jasper, so they would need to find other employment to offset this, which I don't think is fair for them. So, if Banff and Canmore officials get paid a fair living wage for their positions, then yes.  |
| Very well  | 50                 | 20                      | Yes  |  | Comments   | Too little for too much work and too much grief   | Perhaps, not entirely equitable. Some will do more than others for equal pay.   | Probably for Mayor especially, maybe less so for council.  | Like it for the Mayor, more ambivalent for council because it entrenches inequity   | Regretably yes. Nice to have had a part time Mayor who could be also engaged in other business pursuits but the nature of the town and the position have changed   | No. A councillor who serves only one term should be compensated fairly each year. Inflation is real; an annual inflationary index is not administratively challenging  | Relevant comparison, but not necessary to make it match   |
| Very well  | 50                 | 40                      | Comments   | The Mayor's position already has a full time base salary attached to it, and with per-diems it is close to \$100k. I feel the base pay should be increased, and meeting pay should be extra to reflect the varying yearly obligations. The field in question 2 only allows for numbers, so I am adding a extra comments here. #2 is a guided question. The current Mayor has his own practice thus other obligations. He won't always be our mayor. The position itself may garner more required availability, either way, it is a full time job, especially going through post-fire recovery. | Comments   | Councilors are at different places in their careers, have different jobs, different family obligations, and have different committee assignments. Workloads vary and, and their availability varies. Regardless of administrative efficiency it may bring to Administration. Councilors should be rewarded for the extra time they are able to put in over others.                          | No. These questions cause repetition in responses. Every Councilor has varying availability, and have different workloads dependent on committee assignments.   | Maybe, however the reality when elected is that some Councilors will be able to, or are forced to work more hours than others depending on their availability, and committee assignments. It could be enticing to some, however the reality of the jobs vary on the stated factors above.  | No, it creates an inequity with pay per hours worked among different Councilors.  | This isn't a yes or no question. The Mayor has a Full time role with or without this staggered annual budgeting, as opposed to a larger bump at the beginning of each new term.  | No. They should be adjusted per annum. This creates better staggered annual budgeting, as opposed to a larger bump at the beginning of each new term.  | This is a guided question as well. All communities have varying degrees of obligations, populations, budgets, and workloads. To an extent, overall base salaries should reflect the average pay in other similar communities based on those related factors. Councilors should be rewarded for the work that is basically required, and additionally to their availability and workload requirements. It is similar to bonus pay in other sectors.  |
| Very well  | 48                 | 36                      | Yes  |  | Yes  |   | Yes   | Perhaps  | Yes, as long as no exceptions are made for travel, unforeseen situations, etc.  | I doubt that this is feasible.   | Yes  | Comparisons are difficult.  |
| Very well  | 45                 | 25                      | Comments   | It does not reflect the time that needs to be invested, level of responsibility, experience, or expertise that the community needs in this role.   | Comments   | To attract the best of the community, the compensation needs to reflect the value of those people's time. In addition to the direct work as councilors, consideration has to be made for the countless hours they spend in the community in conversations with residents and visitors. Just a simple trip to the post office or the grocery store would often include council conversations | I believe it would be if their base comp was reflective of their role in general.   | Yes  | Yes.  | Yes  | No. It should be annual or bi annual with inflation so it doesn't get way out of line.   | That thought requires that those communities have a modernized and current compensation strategy at all times, which I do not know that they do.  |
| Very well  | 44                 | 12                      | Yes  |  | Yes  |   | No, these leading questions are suggesting your community are non educated delinquents. More room for questioning what tax dollars are paying for.  | No doubt. Especially when a good chunk of Jasper has lost their homes, or jobs. Or both. Please save any of the "we are in this together crap." Billy be wanting a raise!  | No. Pay per meeting makes people accountable. And the community accountable to understand the time put in by public service figures. I think more meeting would pay you more and allow for more discussion on big time decisions. Otherwise, Council seems to want to make quick decisions, punching above their weight class, and ending up with situations like Jasper Transit. Better yet, why don't we find a way to increase your wages by collecting the Net profit of the Jasper Transit. That should allow for a couple extra meals for ya. | Mayor Ireland has been a good image for Jasper during this event. Sure he can have a full time, higher wage, be the lawyer for the largest property owner of Jasper. The guy is a legend, just like conflict of interest is a thing of the past.   | Does the arena staff get the same adjustments.   | In what way does Jasper resemble Canmore or Banff. Is it the neighbouring community we have. Is it the proximity to an international airport. Is it the parks size, population size? Again these leading questions make me feel like the Municipality expects me to be an idiot. Jasper is not Banff, Whistler, or Canmore. Try High River, Fox Creek, Olds. And even then, they have better resources. You are deciding to fracture this community with this type of decision making. Jasper has forgotten about Small business under Bill Given and personal vendettas against local business has created a Canyon between community members. This hurts, but I don't want my family to have to insure this type of leadership. |
| Very well  | 40                 | 25                      | Comments   | It's not enough  | Comments   | It's not enough   | No -  | Possibly   | Yes - it's better for the taxpayer to see who is doing the work   | Yes - it's a full time job if we get land use  | No - every 3 years - costs are escalating too fast although for some it's more than fair every 4 years   | Bigger towns - more work -  |
| Very well  | 40                 | 10                      | Yes  |  | Yes  |   | Yes   | No   | Yes   | No   | No   | Very  |
| Very well  | 40                 | 40                      | Yes  |  | Yes  |   | Probably a little low but they do it out of love for their community  | Unsure.  | Makes no difference to me but probably makes payroll/admin easier   | Yes  | Unsure   | Important!  |
| Very well  | 40                 | 20                      | Yes  |  | Yes  |   | Sign me up. That looks like a great pay, and the Tax off of Mayor salary should be a drop in the bucket to the cost proposed on many projects by COO Bill Given. Right on, pay people more in a community that is shrinking and has an uphill battle ahead. | Yes. More money more interest no doubt. More money more problems. Jasper is hurting, angry, and shrinking. I'm sure everyone who has lost a job or a house will be looking at these high wages with interest.  | Accountability will be tough to come by. At least a pay-per meeting system allows the councilor and the general public to have an understanding of what the community is paying for. Suggesting that all councilors and Mayors put in the same hours and don't need 'clock in/clock out' is naive.  | The Mayor, who is also the largest property owner of Jaspers' lawyer, during a mass over haul of town, will also have a higher full time role and a higher salary. I mean, is conflict of interest a thing anymore?  | How often does a dishwasher get a raise for inflation? Do they? If it happens at the bottom of "We are all in this together", then sure it should happen at the top.   | Is Jasper, Banff? Proximity to the volume of people and resources of Calgary makes it a different place all together. Should they not then be paid the same as Olds Alberta Officials, or High River? High River has had similar obstacles to conquer in their future. This notion that Jasper is Banff/ Canmore or Whistler is an unjust comparable. Distance to supply alone. I get it you want to make more money before you go Bill. It's just leaving the rest of us ore.  |
| Very well  | 40                 | 15                      | Yes  |  | Yes  |   | Yes   | I think so yes.  | Yes   | Yes  | It should be adjusted yearly with inflation  | Very important, especially now that we have land use  |
| Very well  | 40                 | 30                      | Yes  |  | Yes  |   | As a previous councillor, some councilors attend more meetings and functions than others. Not sure the new proposal will reflect that.  | Not really. I don't know many councilors in it for the pay. (Or the glory 🏆). But it is important to be fairly compensated.  | Yes. It really is full-time! And more, especially during challenging times  | Yes  | So long as it is similar to staff and management reviews.  | It's important that it's fairly evaluated and compared. Once land use, planning and development comes through, there will be more responsibility and time required by council. That should be recognized and reflected in remuneration - at present it's not totally comparable to other communities that have this function. But... hopefully it will be by 2025.  |
| Very well  | 40                 | 20                      | Yes  |  | Yes  |   | Yes   | No   | no I think you should get paid for what you do per meeting etc  | yes  | yes  | important.  |
| Very well  | 40                 | 30                      | Yes  |  | Yes  |   | Yes as much research and prep is required outside of meeting time   | Yes  | Yes, our elected officials are always on, collecting information, hearing feedback, explaining situations.  | Yes. Our town is very complex and deserves someone's full time attention.  | Yes  | important.  |
| Very well  | 40                 | 20                      | Comments   | The change in remuneration does not affect my willingness to do a job like this. The design of this question and this survey seems to be leading towards wanting to craft a narrative of public support for this change, since "yes" answers will be tallied as if "these changes will inspire more people to consider running for office."  | Comments   | The change in remuneration does not affect my willingness to do a job like this. The design of this question and this survey seems to be leading towards wanting to craft a narrative of public support for this change, since "yes" answers will be tallied as if "these changes will inspire more people to consider running for office."   | No.   | No.  | An all encompassing salary is a fine idea, but sneaking in a dramatic pay raise is not.   | No. Our tax base is shrinking and the mayor as an individual already earns more than Jasper's median HOUSEHOLD income.   | No, adjusting to the inflation index should happen yearly. This should also be true for all Municipal staff.   | Not at all Banff and Canmore have significantly higher tax income and populations, even before the fire. Banff and Canmore also pay their firefighters. If the majority of our firefighters can volunteer, so can our council. (This is simply one illustrative example of major differences in the community.)   |
| Very well  | 40                 | 15                      | Yes  |  | Yes  |   | No  | No   | For mayor yes, for councilors no  | Yes  | No   | Our town is smaller, but just as complex so it should be slightly less  |
| Very well  | 40                 | 20                      | Yes  |  | Comments   | This only allows retirees, business owners and non working parents to afford to do this job. It will then not represent the community. Better option is fewer councilors, but more pay per councilor to allow it to be an actual job.   | Can be  | Possibly, but there needs to be quotas for age group representation. 18 - 30, 31- 50, 51+. One councilor from each age group, and paid 60 to 70 thousand. For voting, mayor gets two votes to avoid ties. Also introduce term limits of 2 maximum, this will allow more variety.   | Yes, as long as councilors and mayor attend 90% of meetings. This could lead to abuse of position by collecting pay without showing up.   | Yes  | Yes  | Not at all  |
| Very well  | 40                 | 25                      | Yes  |  | Yes  |   | Yes   | No   | Yes   | Yes it is necessary  | No, every 2  | Important to receive quality candidates   |
| Very well  | 40                 | 20                      | Comments   | The amount of unfair and misinformed negative responses would require a higher pay in order to be worth it   | Comments   | Same as mayor, not worth it to deal with the negativity   | I think it's easier, although there is less incentive for councilors to go to meetings  | Not sure   | Yes   | Yes  | No, considering last years economic fluxes I would say an annual inflation correction seems more fair  | Very important  |
| Very well  | 40                 | 25                      | Yes  |  | Yes  |   | Yes, I think the Mayor pay is a bit high and the Councilor pay is still a bit low. They do a ton of work and I like how it's not a per meeting thing. That means if they're at a meeting, it's not just for the extra pay.                                  | Yes - because it's a realistic 'job' you can do in your community. When the pay is super low, only the most affluent can swing it. Raising the pay makes it more realistic for anyone to apply.  | Yes.  | Yes.   | Why wouldn't it go up at the same time as when every municipally paid person goes up? I think every year would make sense.   | It's pretty important. We need to be able to attract and retain residents and elected officials. The system is designed to only really work for folks who are generally well off. Paying more will level that playing field more so that people can think of it (being a councilor or Mayor) as a paying job.   |
| Very well  | 40                 | 30                      | Comments   | I do not believe the mayor should be making quadruple the minimum wage. They are a public servant. They should be making a similar wage to a councillor.   | Yes  |   | Yes.  | No. The electoral system in Jasper is toxic and regularly bullies out potential candidates. Not to mention Bob Covey has been known to air personal attacks to curb election results. Historically, unless you want to be bullied or be blackmailed, no one outside of Dick has a chance.  | No. This job should be done by people who care about the community not for profits. Also, the mayor should make something closer to the councilors wage which would be ideally something along the lines of 35,000 to 40,000 and no more.   | Yes, I believe it should be a full-time role. No, I do not think he should be making triple what his coworkers make. The mayor should not make more than \$40,000 a year. This job should be done by those who want to better the community, not for those who are doing for-profit. Not to mention the only mayor we've ever had is Dick Ireland so it seems like he's just giving himself a raise and this seems like a should we be paying Ireland not should we be paying our mayor? | Unless other public employees get a raise, I do not believe councilors and mayors are any exception. Many employees in town are working without contract and haven't had a raise in over a decade. I don't see why they are more deserving.                          | I believe everyone in town deserves a raise, not just our councilors, and I do not believe our councilors are adequately representing the average struggle of workers in our town therefore until they start making meaningful changes to both rent and income equality in this town they should not be getting a penny more than they are now also, I do think that the mayors income should be cut in half if not less.   |
| Very well  | 40                 | 30                      | Comments   | there has only ever been one mayor. He was a lawyer for everyone in town. He can stay in power and line his pockets with money all he wants already without getting a pay raise. All mayor and council should be making no more than 40,000\$ a year and serving your community has nothing to do with how much money you make. If your running for mayor for a paycheck your in the wrong. Being mayor is not a career although dick Ireland has made it his.   | Yes  |   | They need to be present at meetings   | No. The elections in town are in dire need for reform. Our local reporter bob covey is well known for publicly humiliating candidates he deems unfit, the majority of our population is working class seasonal workers that are unable to vote under our current municipal system. Giving the home owners and business owners who have used mayor Ireland's law services in the past are always going to be voting for him and only him and his friends. Anyone who attempts to run against him risks their family's name being dragged through the towns mud. | They must attend all meetings or lose pay because of it. No paid sick days on salary  | No. The mayor has made enough money off of jaspers ash. He could have built us homes and cut those trees years ago and did nothing.  | No. They should be advocating for affordable housing and living equity for residents and until that is achieved public servants should not see a raise. Service industry workers have needed a raise for 15 years. living wage before public servants make a profit. | Local front line workers need a living wage before anyone in government gets a pay raise. They don't get more money for making us homeless.   |
| Very well  | 40                 | 30                      | Yes  |  | Yes  |   | Pay per meeting is the best way.  | No   | No  | No   | Yes  | It's not  |
| Very well  | 40                 | 16                      | Yes  |  | Yes  |   | Yes   | I hope so  | Yes   | Yes  | I would support an adjustment every 2 years  | Very important  |
| Very well  | 40                 | 15                      | Comments   | Not enough money   | Comments   | This is arbitrary, some councilors work very hard, some do nothing. I would be very hard on the latter.   | Mayor yes, councilors would have to be tracked  | No   | Not sure  | Yes  | Yes  | None, should be northern Alberta  |
| Very well  | 38                 | 40                      | Yes  |  | Yes  |   | No  | No   | No  | No   | No   | They have more tax revenue than we do and people there make more money as they have more visitors per year due to geography.  |
| Very well  | 37                 | 15                      | Comments   | Too much pay staff instead   | Comments   | Too much it's a very small town 1500 month max  | No  | Of course  | No  | No use cso or staff  | Maybe  | Not   |
| Very well  | 37                 | 18                      | Yes  |  | Yes  |   | Yes, and will save on administrative work for staff to process per meeting payments   | Yes, I believe the positions will be more attractive and encourage other people to engage the democratic process and engage in local governance  | Yes, less administrative busy work.   | Yes, I agree. I think that Jasper deserves a full time mayor focused on the issues that matter to Jaspersites. I think this is more critical than ever given the upcoming transfer of authorities from Parks Canada.   | Yes, like other levels of government. This is standard   | Somewhat important  |
| Very well  | 35                 | 15                      | Comments   | I'd only support this request if the mayor had to give up their secondary employment.  | Comments   | Without a penalty for not attending meetings. Missed meetings should result in reduced income over a pay per meeting per dem  | I'd support salary if mandatory attendance and reduced pay for lack of attendance   | No.  | Not as presented.   | If it's truly full-time and not split between his practice as a lawyer   | Every four years is likely still to often. The average person in Jasper does not receive raises this often why should public servants  | Comparable to pollution and tax bases. This increase up put our mayor earning more than Banff and they have a much larger tax base and scope of work.   |
| Very well  | 35                 | 20                      | Comments   | This job needs a variety of skills not many have. Our Mayor is great and I hope he is back next term. An increase may be in order but this increase needs to be scaled back some   | Yes  |   | No - attendance varies and higher attendance and participation should be rewarded   | Yes  | No - small increases all around are reasonable but keep pay per meeting to reward participation and sacrifice of personal time  | Yes to full time, yes to increase but get it closer or under 100,000   | Yes  | Does not need to be equal but could use as comparison   |
| Very well  | 35                 | 20                      | Yes  |  | Comments   | I wouldn't want to be a councillor for any amount of money! It's an incredibly challenging role, especially in our current situation. I'm grateful that we have competent residents willing to step forward for these positions.  | Yes, my concern is if councilor's roles on outside boards and councils increases over the 4 year period, they won't receive an increase in pay. Please ensure an equitable division of responsibilities between councilors                                  | maybe? but probably not. I think better recruiting/advertising and councilor mentorships would encourage a wider variety of skilled/appropriate candidates   | as I mentioned, as long as councilor responsibilities are evenly distributed. Some councilors seem to do more than others and I'd like to know that each councilor is being recognized for their time.  | yes  | yes  | I think it's most important that their time is compensated in a fair and equitable manner.  |

|           |       |    |          |   |          |  |  |  |   |  |  |  |
|-----------|-------|----|----------|---|----------|--|--|--|---|--|--|--|
| Very well | 35    | 25 | Comments | It's a fair offer for a F/T mayor, I would not feel qualified therefore would not want to be mayor, regardless of salary.   | Comments | I am not interested in being a councillor regardless of salary   | I support per diem pay above a base salary   | Yes, because of the generous salary for PIT commitment, however I still support per diem pay above a base salary to encourage a fully-committed councillor   | No. I support the per diem pay above a base salary to encourage councillors to attend as many meetings as possible, lend their presence to as many community committees as possible.  | Yes, if a future mayor is able to take on the position's full time commitment and hours as our current mayor demonstrates  | Yes  | Banff and Canmore have a higher tax base due to larger population; being our mayor and councillors' salary on our lower population - and now reduced tax base due to the number of structures destroyed - needs to be accounted for. We cannot compete with Banff and Canmore with regard to their numbers.  |
| Very well | 32    | 24 | Yes      |   | Yes      |  | Yes  | Yes  | Yes   | Absolutely! As long as it's Mayor Ireland!   | Yes  | It's not that important...being cognizant of the budget and ensuring it matches the needs and abilities of Jasper is more important than pay matching what other communities do.   |
| Very well | 30    | 25 | Yes      |   | Yes      |  | Yes, and I trust that there would be parameters or a memorandum of understanding that with the role, comes these expectations. It should be public if regularly missing commitments. Maybe a fine system if necessary? | No, I think it is fair compensation and that those willing to put their name forward for public service will need to have a variety of skills and know that the public will be engaged in their day to day lives. This is not for everyone.            | Yes   | Yes, it is a lot of dedication and requests to attend meetings and events outside of their council duties (invites to speak at special events and so on). It really is a full time job to lead Jasper and be on point with the status of our community to the nation.  | Yes, it would be good to review this based on what is happening in our economic and political climate. People need to be fairly compensated.   | It is important. To be the best town, you need to best people. Being competitive to attract top talent and dedication is important.  |
| Very well | 30    | 25 | Yes      |   | Yes      |  | No - if you don't show up for work you shouldn't be paid   | No   | No - if you don't show up for work, you shouldn't be paid.  | Not unless their hours and role is expanded. \$114k is more than most of this town makes   | Yearly increases make more sense   | We aren't Banff and Canmore, and have far less amenities and visitation so are not comparable. If we are going to be like Banff and Canmore, things need to be similar. Paid parking in Banff is \$6/hr, ours should be similar then too. We need incentives for landowners to maintain their properties in the downtown core and to have less empty buildings sitting around creating more eyesores |
| Very well | 30    | 20 | No       | It's not enough to attract top talent and convince them to take a leave from their current employment (if applicable) if the mayor works 20 hrs a week, imagine what they could do if it was treated as a full time job for them. Also the mayor has to answer questions from the public while grocery shopping - you couldn't convince me to run for mayor for that amount   | Comments | Same as my answer for the mayor  | No, they need to make more   | No, it will still be considered a very part time job.  | Yes   | Yes  | No, increases should reflect year to year just like any business trying to retain staff.   | Very important. Paying our officials to have the time to do the job will save our tax base money. Our officials will be held to a higher standard than the current are, just like any higher paying job comes higher expectations and efficiency.  |
| Very well | 30    | 25 | Yes      |   | Yes      |  | Yes  | Maybe  | Yes, provided councillors are expected to attend and are financially punished if they miss a certain number of meetings.  | Yes, it is a full time position and with the recent fire and increased responsibilities, it is reasonable.   | Yes, it shouldn't happen in the middle of a term.  | Very provided it is reasonable.  |
| Very well | 30    | 25 | Yes      |   | Yes      |  | Yes I think it's fair I think they all play a big role in decisions about Jasper and where funding goes. I feel most problems that arise seem to be blamed on the council and it's a very big job                      | Yes absolutely.  | I think if you are willing to take on these roles it's a big job and the pay should be representative of the job  | I think he works pretty much full time anyway. To keep our current Mayor he should be paid very well. I think it's a full time job for any mayor   | Yes that's fair  | Very important especially since we are taking in more roles now in land use. Municipalities should be comparable if not the same rate of pay   |
| Very well | 30    | 20 | Comments | It's too much money. Town can't afford it right now. Your wording this survey in a tricky way.  | Comments | Way too much money. Town can't afford it. Stop wording it in a way that is manipulative  | No. Pay by the hour. Obviously right now is an exception. They are working more hours. This is what they signed up for though. Help in tough times. No one in the province is getting raises.                          | Probably the councillor pay is almost double. Where is the money going to come from?????????   | No  | \$1,000 is enough.   | Yes. Nobody else in the province is getting inflation adjustments to their pay. As an RN my wage has gone up \$6.20 per hour TOTAL over the last ten years. My taxes can't go up.  | Not. Those towns have more money and likely more tax money coming in.  |
| Very well | 30    | 30 | Comments | Difficult to say as I'm not privy to all the duties and responsibilities of the positions.  | Comments | Again, same as above.  | Yes  | Difficult to say; time will tell.  | No, because that means a member gets paid whether they attend or not.   | if the rate of pay increases then, yes, it should be full time.  | Yes, match it to what occurs in the private sector here in Jasper.   | Not important at all.  |
| Very well | 30    | 20 | Yes      |   | Comments | NO! In favour. Some councillors do a lot more work and some (in my opinion) barely read the council notes. They should not be paid the same.   | No   | Absolutely not   | NO! Because you will pay for people to not do their job.  | Yes  | Yes  | Not important at all. Jasper is Jasper. Not Banff or Canmore. If this is the plan than why not match the same split-mill rate?   |
| Very well | 30    | 20 | Comments | I don't think the mayor position works a full 40 hours per week 52 weeks out of the year. Even if they do with absolutely no break that is over 558 and hour. No one gets paid that much other than CN workers  | Comments | That is too much of a jump from 19,000 to 36,000. The is almost double! For one meeting a week and some extra's that is more than most workers in town make.   | No, I see the mayor working during the fire incident but don't hear much from a council member. Minimum wage has not gone up in 6 years and we want to double their wage?? Ridiculous                                  | It does not matter as I never see council put Jasper money into anything other than what is good for tourists. Our library and now activity centre/pool have been a mismanaged joke  | No  | I would like a break down of all that the mayor will be doing 40hrs a weeks 52 weeks out of the year for 558 an hour   | Salary increases should follow how often minimum wage goes up which is never.  | We don't have the same rights or privileges as Banff or Canmore and regardless mountain towns don't care about the people who live there just tourism  |
| Very well | 30    | 15 | Comments | I am not interested.  | Comments | I am not interested in doing this job.   | Without knowing what total remuneration currently is, it is difficult to make this assumption.   | We have a wide variety of people stepping up right now. No need to increase pay to get more people to run.   | No. Some councillors put in more time than others. This may discourage full participation in meetings.  | Given what has happened this summer, the role has changed significantly. I am not certain that it is a full time job.  | No, annual adjustments tied to CPI for Alberta make more sense.  | Not at all. We are a smaller municipality with a smaller tax base and fewer citizens.  |
| Very well | 30    | 20 | Yes      |   | Yes      |  | Does this allow for inequity in those who do less get paid the same as those who do more   | I don't feel the pay is the main reason choose to serve their community  | Makes it more transparent   | Yes  | That would be fair   | It should  |
| Very well | 25    | 20 | Comments | Not a stable job with safety from abuse and harassment.   | Comments | Not a stable job with safety from abuse and harassment.  | Not sure I agree with it. See below answers. It would be interesting to put this next to some MOJ jobs and see the difference in pay equity.   | Possibly, though most people will still need another job to afford basic living & other jobs are hard to work around a council schedule.   | They should be compensated for the actual work done. Keep the base salary as is and raise the per diem for work days that way the councillors are fairly paid for what they put into their role. Everyone treats this role differently and we never know who we are going to get.           | It's a big difference and inequity in compensation to councillors. With recent disaster aside, the mayor only has ever done slightly more work than councillors. A engaged councillor might even spend comparable amounts of time doing the job.   | Yes especially if they are this large. Term of council has a set rate of compensation that candidates know ahead of time.  | Not so sure it's important. Most roles you can find better pay elsewhere in Alberta. As we mature as a community with time, these things will come but we don't need to be there right now.  |
| Very well | 25    | 10 | Yes      |   | Yes      |  | It's almost double and the muni seems to be under significant financial constraints so not sure why this is changing so significantly  | Yes it will but you had a ton of candidates run in the last election so why do you think there isn't enough interest in these positions?   | No I don't. As I stated previously I do not believe town is in a position to raise salaries by a significant amount. New positions for things like rec programmers which were shot down by council could be funded from your salary increase.   | I'm ok with this if it is going from a part time to full time position but 100+ k a year seems really steep when they guide council and your CAO does all the work.  | Seems fair.  | We are not those towns and have a very small tax base compared to Canmore. We do not have the finances to Jack up salaries for council.  |
| Very well | 25    | 15 | Yes      |   | Yes      |  | I think the per diem pay system is better as it only compensated councillors who attend other meetings other than the required committee and council meetings  | It would give a better idea of what people can expect to receive as pay, but does not give them any idea of the amount of hours the position requires including non paid volunteer or attending functions that are at the discretion of the councillor | I prefer the pay per meeting for meetings over and above the 4 regular meetings and preparation time per month each councillor needs to do. Some councillors have more meetings than others, including those that are out of town and take more that have a day or close to a day to attend | I agree with this change. The role of mayor is going to be very demanding in the next term   | Once every 4 years at the end of year two. The increase should be based based of the rate of inflation over the first two years. (ie it might be a combination of 2.5 % and 2% for a minimum of 4.5%)                        | It needs to be in the ball park, it does not need to match and can vary up or down by 5-10% given there are other perks Jasper may not offer, and other towns do. This might include discounted or free activity/quality/fitness fees, health care benefits etc.   |
| Very well | 25    | 15 | Yes      |   | Comments | It's not enough pay for what they need to deal with. They take a lot of flack for things that they don't deserve.  | What is the per diem? How do we compare? Also I suspect that council is doing much more work than prior to the fire so kinda applies to oranges.   | Sure, but who's left?  | No. Where is the money going to come from with reduced residential and commercial tax levies for at least 2 years (more likely 5). Already hired 8 people for JRCC.   | if you budget for a 4-year cycle then that's when salary adjustments should be proposed.   | Very important, especially after the last few years of fires and issues.   |  |
| Very well | 25    | 25 | Comments | You are going for a salary of 86,000 to 114,417 are you insane!   | Comments | insane   | Don't agree to any increase  | Dictator   | No  | As long as we finally change mayor.  | Never  | Jasper is not Banff or Canmore   |
| Very well | 24    | 24 | Comments | I do want to be Mayor. How is this question relevant? It's deceptive and meant to direct a response.  | Comments | I do want to be a councillor. And once again an irrelevant question.   | If they have a similar workload with committee responsibilities.   | No. While pay is one factor most people run for office out of altruistic goals.  | No. Not all councillors put in the same amount of work or commit to the same hours of engagement.   | Yes. Related to the cycle of elections.  | Not at all important. We are not like the other communities. We are a fraction of the population. Our tax base cannot support elevated pay of elected officials.   |  |
| Very well | 24    | 24 | Comments | Because they don't earn that for what they do or for the poor decisions they make for this town. They don't listen to the people therefore they should be fired and not receive a pay raise.  | Comments | Because they don't earn that for what they do or for the poor decisions they make for this town. They don't listen to the people therefore they should be fired and not receive a pay raise.   | No   | Yes  | No  | No, he was never full time.  | No where is my adjustment. Why have they never protected Jasperites or tenants?  | 0 earn it then I'll consider it  |
| Very well | 20    | 15 | Comments | It's embarrassingly high. I'd be embarrassed to take that much. It's a full time job.   | Comments | As above.  | No. Their commitment and time spent vary widely.   | It's not a problem we have. There has always been a wide variety.  | No.   | No. It's not a full time job. What a joke.   | No. Annually.  | That's stupid. They are larger communities with much larger tax bases. How does it make sense that these were the chosen comparators? Wake up: we're not Banff. We're not Canmore. What arrogance!   |
| Very well | 20    | 20 | Comments | It's already getting paid more than most people in the town. Need to show more fiscal restraint!  | Comments | Most of them already have a regular job. This would mean that they are making more money than most people in the town. They need to show physical restraint.   | No   | No. If you wanted more people to run, you wouldn't be bullies about it.  | I can't believe you guys are bringing this up in the middle of a disaster! When most people don't have homes, you guys want more money and you're not working hard enough on getting people back in their homes!  | Why doesn't may need to be a full-time job when there is already a CEO and a town manager? So what is he going to do in his office? If the mayor is going to be a full-time job, then you can fire half of the managers because they won't be needed.  | Yes, tie it to inflation for every four years. Not the 3% per year that everyone gets as town workers. I have not got a 3% increase in pay ever, but you give that to the workers every year. Where is the fiscal restraint? | We are not Banff or Canmore!!! Maybe we should compare ourselves to Rocky Mountain House, or a town that is big as us and have tourism.  |
| Very well | 20    | 10 | Yes      |   | Comments | The responsibilities and public outrage are too much   | No, there is a wide difference between meeting lengths, and willingness from different councillors to participate  | No   | No  | No   | Yes  | Not important, you can't commute to Banff or Canmore from Jasper.  |
| Very well | 20    | 10 | Yes      |   | Yes      |  | Council pay is high. They are not spokespeople in the way that the mayor is.   | Yes.   | Not for councillors; they should be paid for the amount of time committed.  | Yes.   | Should happen every year.  | Not very.  |
| Very well | 20    | 2  | Comments | I would feel guilty   | Yes      |  | No   | No   | No  | Only if he gives up his other job  | Reviewed every 5   | Not at all important .....   |
| Very well | 15    | 20 | Comments | Too much money for this position  | Comments | Too much money for the position  | No   | No, when they do, they get bullied   | No, we can't afford it  | No, let them prove they deserve the higher pay   | Yes  | It is not relateable, these towns do not fairly represent Jaspers demographic or tax base.   |
| Very well | 10    | 25 | Comments | I do not think that our current mayor is worthy of this increase. I believe it possibly could entice future mayors to run for the position. However our current mayor is floating along, not looking out for the best interests of this town. He's merely in this role as a popularity contest currently. I do not think that the current mayor should see a pay raise. But current mayor's possibly could based on their work ethic. | Yes      |  | Currently, the councillors and mayor are dropping the ball and should not see a pay increase. Future members could be enticed with higher wages.   | I can only hope so. We need to have a cap on the amount of time these people can do "office". Especially the mayor. His time has long come and gone. We do not need to increase his wages and keep him around any longer.                              | No, there are a lot of councillors who are not attending all meetings. They should not be paid if they are not putting in the time. Why are we then rewarding them for not doing their jobs and showing up for the community?   | Nope. He already has a full time job. He's not even working full time for the community right now. Sure he said a few pretty things in front of a camera during the wildfires, but now that everyone is back in town; he has of course disappeared again. He is not committed to this town; so stop paying him like he is. | Because this job is in addition to the councillors other full time work jobs. Also these people are too busy systematically destroying the town; we don't need to be increasing their pay for that.                          | We need to stop matching our pay to other communities. We aren't Banff and Canmore and we need to stop comparing when it's convenient and not when it doesn't fit. We are our own entity and need to act accordingly.  |
| Very well | 10    | 5  | Yes      |   | Yes      |  | No. Some members have very poor attendance and should not be rewarded with a salary for not showing up.  | Not sure money should be the primary driver for public service.  | No. Again members with poor attendance should not be guaranteed pay without showing up  | No   | No   | None.  |
| Very well | 8     | 5  | Yes      |   | Yes      |  | Yes  | We seemed to have a variety and a big pool to choose from last election.   | Yes. Councillors should be expected to attend a minimum amount of meetings it isn't a per meeting job.  | It is really necessary? I'd rather have the councillors more evenly share work.  | Seems every year would make more sense.  | Very important.  |
| Very well | 5     | 5  | Comments | No way that crooked asshole should be paid that much!!!!  | Comments | Minimum wage is more than enough for those clowns  | yes  | Doesn't matter it's all crooked in Jasper anyway   | I don't like the idea of them gettin paid at all  | NEVER  | Never  | They should be paid minimum wage if any.   |
| Very well | 2     | 3  | Comments | It's a lot of money. Much admiration for our mayor.   | Comments | I don't feel that all councillors would work an 8am to 12am hr day which is essentially half time. Pay for meetings, mileage sitting on committees etc. makes more sense. 36,000 is a half time job. I do not think that all councillors put in this kind of time. | No, while these are important roles, the idea is public service for the betterment of the community and town pay for work and hours out in but not on salary.  | No not at all.   | No  | No   | No to salary's for councillors.  | I've never wanted our town to resemble Banff or other Mountain towns. What's wrong with being a small town unique community where the average family can afford to live with a moderate tax base and a fiscally responsible council?   |
| Somewhat  | 60.00 | 30 | Yes      |   | Yes      |  | No, they should be paid per meeting to ensure accountability and attendance  | No   | No absolutely not. Should stay with pay per meeting   | No   | I wish everyone's pay grade increased solely based on inflation... It doesn't.   | No, you cannot compare Jasper to Banff in many areas, including this.  |
| Somewhat  | 44    | 10 | Yes      |   | Yes      |  | yes, need more info explaining this, but I think the salary new salary should be adequate.   | yes  | yes   | yes, it should be a full time job for that amount of money.  | that is fine   | It's not the same  |
| Somewhat  | 0     | 0  |          | The town is already bankrupt  |          | The town is already bankrupt   | Yes  | No   | No  | No   | Yes  | No   |



|          |    |    |     |   |  |  |  |  |  |  |   |             |
|----------|----|----|-----|---|--|--|--|--|--|--|---|-------------|
| Somewhat | 25 | 12 | Yes |   | Yes  | It would be good to know what they do, yes a couple were very active during the fire and beyond but others were not, giving the impression that some were working more than others. I think having 1 b prefer the old system of being paid for the work done   | Most likely, it's a pretty substantial increase.   | No I think I prefer the old system so that there was incentive to go to meetings, this way they would get paid regardless of whether they attend or not  | Somewhat, I am certain that the mayor worked more than full time during the fire, but will that be the case going forward?? I would like to see a job description for what a full time mayor will be doing   | Yes  | Not that important, Jasper has a smaller population than those towns.   |             |
| Somewhat | 25 | 20 |     | Because I have no interest in being mayor.  | Because I have no interest in being a councillor.  | I have no idea. How does it compare to other communities?  | No, because it's a difficult job and I don't know how much people understand about what the job actually is.   | I don't know what people got paid per meeting so I'm not sure.   | I'm not sure what the mayor makes now so I can't say.  | Yes  | It's not. It's about what Jasper can afford and how much more tax increase Jasper as a community can handle right now.  |             |
| Somewhat | 20 | 15 | Yes |   | Yes  | No, because nothing says the meetings will be attended if you're paid anyway   | Probably, it is pretty good pay for these positions. Really 4 council meetings a month and now the additional meetings are left up to whether you want to attend or not. \$900/week per councillor hmmm. Mayor gets over \$2500/week. Sign me up.  | No, there's no incentive to go to 50 meetings as opposed to 5 meetings. Look at the Senators in the Canadian Parliament. It will be the same thing I would imagine. "Oh geez, not another meeting...well I'm golden for four years so I'll go next time"   | No, I think \$81K is enough for this position. It's fair with our population.  | Yes, too much paperwork and adjusting otherwise.   | It's not important. They have larger populations and Canmore isn't in a National Park so their tax base can include wealthy people who use Canmore for 2nd homes etc. Not a great comparison there.   |             |
| Somewhat | 20 | 10 |     | Not just anyone should be in that position  | Yes  | Yes  | No, people don't run for the money. They truly start out wanting to make a difference. Once they become corrupt then it's about how much they can scam.  | Its fair   | Will he get to have more control over the CFO who if running this town?  | Yes  | It's more important to have Councillors who will stand up and support what the people want, and not let the muni employees steal race and pillage our town  |             |
| Somewhat | 40 | 35 | Yes |   | Yes  | No, you should pay based on attendance on meetings. Not just a salary.   | I think those interested would already run.  | Absolutely NOT   | NO, I do not agree   | Yes, my wage doesn't increase annually due to inflation...nor does many others I know.   | Considering there are so many differences between the towns and actually what those councils accomplish...I think NO, do not pay match  |             |
| Somewhat | 10 | 10 | Yes |   | Yes  | No. Lots of Councillors do not even show up for meetings. Would not be fair if they made the same as the rest  | Yes  | No. You should be paid for your work you do, not for just having the position  | Yes  | yes  | Not at all. We are not Banff and Canmore, stop comparing us to them.  |             |
| Somewhat | 30 | 20 | Yes |   | Yes  | I don't think so, it seems like a huge increase when every other job in Jasper is well below the rate of inflation. And those jobs keep the town running just as much, maybe work on getting minimum wage for everyone else up to par w/ inflation first       | No, I think it will always be business owners and the wealthy members of Jasper because they're the only ones who have time for the commitment of running for council. They don't have hourly jobs to go to 5 days a week.   | No, most of the people on the council are business owners in Jasper and/or have decent higher paying jobs already. That's why they have time to go to these meetings in the first place. Plus with the added taxes you'll be collected from remaining Jasperites after the fire, that puts a lot of extra pressure on people who may already be feeling tight financially. It seems really unfair to ask for such a large increase right now.  | No, the only reason the mayor is do busy right now is because of the fire, what if we don't need the mayor in a full-time position in a few years, we're stuck paying that salary when they're no longer working as much? And again, why should their pay increase for inflation when the rest of the town is well below? The fitzhigh and cbc both wrote articles last year about tourism and jasper and the rate of pay compared for inflation.  | If this is actually going to happen yes, you are already putting so much pressure on taxpayers in Jasper, especially considering how many people may leave after the fire. It would be especially unfair to do this every year. I would argue every 5 years or more to give people a break. Jasper is not a cheap place to live and you're making it harder by doing this. Don't you think this may encourage more people not to rebuild or is that your plan?   | I really don't care about what other towns are doing. I care about me, my family, and community. Why should we compare ourselves to other towns whose situations are completely different from ours?  |             |
| Somewhat | 10 | 3  | Yes |   | Yes  | I don't know because I'm not sure how many hours they put in. The raise of \$30,000 for the mayor seems extremely high. Most municipal positions get a \$1/hour raise annually. \$30,000 is a significant increase even if it's split over 4 years.            | No, I don't think the wage is the reason people don't run I think it's the scope of work, public scrutiny, and scope of work. We do always have a reasonable turnout for elections in my opinion.  | Again, I'm not informed enough on the work council does outside of said meetings. Are they paid for all of the work they do?   | So he/she would be a full time muni employee? The salary is the part that gets me, the raise seems incredibly high. I am an administrator at a school and my pay increase is \$3000/year to account for inflation. We're looking at \$7500/year for this role, seems high in my opinion.   | If it is a 4 year term possibly however what happens if said person puts in one year and resigns. We've now overpaid them as we're paying 4 years worth of inflation up from. Most careers I am aware of inflation is accounted for annually. Municipality employees are for the most part paid around \$25/hour which is considered right on the line of a livable wage in Jasper. I question why this role receives such a significant raise while other employees are barely getting by especially if they lost their home too. I do value the work the mayor does, I need to understand more of a salary breakdown and hours worked etc before I can have an informed opinion. | We aren't the same size or complexity of Banff or Canmore so I'd say not important. I'm curious of what other closer towns like Hinton or Valemount pay their mayors. These are interesting points to consider and I think we need more information to make these informed decisions.   |             |
| Somewhat | 30 | 10 | Yes |   | Yes  | Too much   | No   | No   | No   | No   | Not   |             |
| Somewhat | 15 | 4  | Yes |   | Yes  | It seems high however I feel an independent review of scope of work and hours worked is needed. I would happily participate in this review to make informed decisions in this area.  | No, I don't think the salary is the appeal or not. I think it's a question of work and public scrutiny are the draws and concerns  | I question it because I don't understand how they will be accountable for this money now. Mayor will be full time. Councillors, is there a limit of hours we request of them at that wage? They're certainly not full time at that salary.   | I need more information to make an informed decision   | Do muni employees get this too?  | Not Banff Canmore, Hinton valemount seems more reasonable.  |             |
| Somewhat | 30 | 17 | Yes |   | Yes  | Potentially, depending on attendance and active participation.   | Not able to say.   | Neutral however suggest consideration for compensation to be an honorarium vs traditional compensation. This takes into account the role isn't an hourly based role but rather an elected position   | Yes.   | It's a reasonable approach.  | Less concerned with matching and more about having defined parameters.  |             |
| Somewhat | 40 | 30 |     | Too much work. Too many meetings for my taste.  | Too much work. Too many meetings.  | Yes  | Yes  | Yes  | Yes, there is a lot to do right now. It'll be more than a full time job.   | I don't know?  | Very important and at least as much as those other communities don't have a partially burned town to deal with right now.   |             |
| Somewhat | 40 | 40 |     | Overpaid. Mayor does fuck all   | Yes  | Nope. Too much   | Probably not   | Nope   | Not at all   | Sure   | Not at all. Do not compare to Banff. How does the average muni workers pay compare to Banff?  |             |
| Somewhat | 50 | 30 | Yes |   | Yes  | Not sure   | Probably   | I prefer pay per meeting   | Not sure, need more information  | Yes  | At this point I can not compare it. I feel that there is so much work that needs to be after recent wildfire.   |             |
| Somewhat | 10 | 8  |     | That's seems extraordinarily high in a town where most people make half of that   | Yes  | Yes. You should be paid per meeting. There should be some incentive to meet your obligations   | No   | No. You should only get paid for what you do   | Full time yes. Again, that pay is high   | Yes  | Depends on how much they are listening to the towns people.   |             |
| Somewhat | 55 | 25 |     | It's not enough   | Not enough money. It requires a second job that needs to have flexible hours. Severely limits the number of people who can run   | It is definitely better than per meeting. Because a phone call wouldn't be covered. Or reading briefing docs   | Somewhat. Still needs a specific sort of second job  | Yes  | Yes  | Makes sense. Set the wage per term. No conflict of interest  | Should align with similar towns yes.  |             |
| Somewhat | 60 | 20 |     | Too much criticism from people who are not well enough informed to be giving opinions   | Thankless job.   | Uncertain  | Uncertain  | Not really. Leaves more room for delinquency.  | Yes  | Uncertain  | Is the work load the same on a normal year? Jasper is smaller I believe   |             |
| Somewhat | 25 | 16 | Yes |   | Yes  | Unsure as I'm unclear on exactly what they do  | No, I think we need to have some council positions that are full time so they can solely focus on the job required instead of partially  | Yes  | Yes  | Yes  | Very  |             |
| Somewhat | 40 | 25 |     | I am not suitable to be mayor. The Raise is way to high. This question is dumb  | I am not suitable to be a councillor. The Raise is way to high. This is a ridiculous question by the way   | The raise is way too high I do not support this raise  | No.  | No I do not support a raise  | Why wasn't his role full time to begin with? \$81,000 for part time work is more than enough.  | No, the towns people should vote on every single municipal employees raises.   | Banff and Canmore have way more money to throw around. This is a dumb question, you cannot compare these 3 towns to eachother   |             |
| Somewhat | 30 | 20 | Yes |   | Yes  | As long as councillors attend meetings   | Maybe, if only because people are upset about any politicians getting perceived raises   | Mixed. Perhaps penalties for non-attendance  | Yes  | Seems reasonable   | If the amount and effort of work is comparable, then yes, it's important  |             |
| Somewhat | 25 | 20 |     | Although the pay is too generous I'm not qualified nor would I want the job.  | Yes  | Councillors, yes they deserve to have the raise. If they spend 20 hours a week at present they are only being compensated at about \$20/hrs before tax. The Mayor's salary is sufficient at present in my opinion. Four times what every councillor is paid.   | Yes, it will entice more hats in the ring but not necessarily for the right reasons. Money is a motivator.   | No, although I do think the councillors deserve more than they presently make. The trouble with getting rid of "pay per mtg" is no oversight. When you get paid whether your there or not a lot of personal commitments suddenly appear in conflict of meetings.   | No, I think this role is big enough and well compensated. Government should work for US, not just make decisions they like ie: electric buses and contracts to out of Province Operators. Where are our voices? We've had a fire. A shrinking tax base is next, put the brakes on this spending. All these new salaries and raises??   | Yes, this is how salaries are negotiated. Even when the raises are yearly it's usually a small percent over 3 yrs. Not going from \$1K to \$14K or \$9.8K to \$36K. Has anyone been to business school or been in a union? You don't typically see these types of increases..meetings included or not.   | No importance. They are different towns, different populations and Canmore doesn't have the greedy Feds reaching in their pockets. Fiscal restraint is what I would like to see. We're facing at least 5 very challenging years to begin our rebuild. I don't think anyone wants to see JNP insolvent.  |             |
| Somewhat | 40 | 20 | Yes |   | Yes  | Yes  | Yes  | Yes a minimum standard of meetings that need to be attended  | Yes  | Yes  | These roles are very important. If we want to attract the brightest and most engaged to run we need to pay a salary that reflects the high demands of the role.   |             |
| Somewhat | 10 | 5  | Yes |   | Yes  | No, not when they hardly show up for meetings or leave halfway through meetings. There is no accountability.   | Only if they are properly performing their duties. We need committed leadership.   | Yes  | Yes  | No   | Not at all. Banff and Canmore are larger towns and have different decisions to make and deal with.  |             |
| Somewhat | 25 | 15 | Yes |   | Yes  | Unsure   | Probably   | Unsure as unsure how much councillors do outside of the meetings. Many councillors seem to get many benefits towards their personal business by being councillors anyway   | Yes, if it brings someone in who is qualified, not just a Jasper local.  | Yes  | Not really, both towns are bigger (more people + more money) and both are more expensive to live in   |             |
| Somewhat | 30 | 25 |     | The fact that the yearly increase is the total yearly earnings of most minimum wage worker. Making 15 dollars an hour and worker 160 + hour a month, is insane. That fact it's seems this town only look out for the big guys is terrible. There needs to be changes to help out the little guy before any of the richer people get anything. | This is most likely there second job. And you don't become a councillor member to pay the bills you do it because you care about this town. You don't do good in hopes of payment you do it for good and the benefits of others and to be the voice for other who cant speak. And if they expect they need more then maybe they should quit.   | No. The town council need to be paid for the work they put in. We shouldn't be paying more to see less productivity. When paying salary there is no guarantee that those hours are being put in to reflect that kind of salary                                 | No. Every time new people run. There voices arnt heard over mayor Ireland long term standing as mayor. I feel it's time he's steps down and actually allows other voice in the town to be heard. He has been in office for long enough. And his views may no longer be correct. When being in that position for so long you forget about what Jasper actually needs and wants. | No, Because there is no guarantee that they are putting in the hour to reflect receiving those salaries. Council need to meet deadline and deal with matter that are pressing to the resident of Jasper and not just the tourism industry. When you are given large salaries your insensitive to work hard are taken away as no matter what you do you will still make the same. Before anymore money get given to them there needs to be big and drastic changes made in order for them to feel they even deserve it. | I feel it should have always been a full time job. I never heard of a part time job where you are able to make \$6k a year. And I think if it had been a full time role all along. A lot of these pressing issue that have been pushed aside for so long could of been dealt with faster and handled better. This town has alot of moving part and project that need constant attention and only give half the attention to which people elect you is just a slap in the face to the community. So the mayor's salary should reflect what possible moment we have made that positively benefits Jasper resident not the people who vist. | It should be done every year and be based on personal performance and accomplishment completed by the council. No one should be rewarded for not fulfilling the duties to the community and if specific members aren't carrying their weight they should be removed and replace with someone who has Jasper residents in their best interests.   | Not at all. We are Jasper Not Banff or Canmore. We want to remain Jasper and not be compared to the commercialized town that they have become. We are a unique town that still hold true to the mountain town vibe. We don't need massive buses driving around or name brand stores. We need affordable renting and housing so we keep the legacy of this great town alive.   |             |
| Somewhat | 25 | 20 | Yes |   | Yes  | I may be but would need to know more about time commitment. The councillors take a lot of heat from the community on almost every issue that comes to the table. I would say even with this increase, the salary is on the low side for what is expected.      | I'm not sure   | Maybe  | Yes  | No. It should be reviewed more frequently  | Very  |             |
| Somewhat | 40 | 20 | Yes |   | Yes  | Yes  | Yes  | Yes  | Yes  | Yearly would make more sense   | Important   |             |
| Somewhat | 50 | 50 |     | I am not well-versed in this position. I would need a lawyer and that lawyer could have had the job instead of me hiring him to explain tons of tons of laws relating to the position. I would rather have someone who understands the law and has the heart to do the job.   | I need to understand the law first before anything else. Anyone can be someone or something but without the knowledge first and only hate to prove that some people are corrupt or not doing their job based on the capacity of that person's understanding just to fit in. No. "out of council topic. I do believe that people were hired just because they know someone inside who can help them to be in the position even without basic Microsoft knowledge. And I hate it. This only shows how the system is flawed just because. | I would yes if they are actually actively working for a better Jasper. Some of them don't even say hi when you Hi wave to them so other than knowing the law, people who represent this wonderful place should be someone who actually know the people.        | Depends. If people have the purest intentions, then I agree.   | Yes. This is not a simple job that most people think it is. You need to know and understand the law! A lot of people online specifically on the Jasper Epic page that I didn't know have a law degree in mind. Totally out of the line!  | Yes. Like I said this is not a simple job for anyone who can have. This will determine the success of this place, this community, the people, and everything in between. It's not a grab-and-go sandwich to throw if you don't like the taste of it all.   | Inflation happens every single day, so a yearly adjustment is just fair enough for me.   | Being united is one way to have a long-lasting relationship.  |             |
| Somewhat | 20 | 10 | Yes |   | Yes  | The system encourages the Mayor and Councillors to focus on larger projects rather than the number of meetings they attend. A fixed salary provides stable income, ensuring fair compensation regardless of meeting frequency.                                 | Yes  | Yes  | Yes  | Pros:<br>Stability for budgeting purposes; easier for the city to plan long-term without frequent adjustments.<br>Less administrative work and fewer debates over salary increases.<br>Cons:<br>Inflation rates can fluctuate significantly within four years, meaning salaries might not keep up with real costs of living.<br>Officials may feel undercompensated if inflation spikes early in the term but adjustments aren't made until the end.   | Banff Mayor: In 2023, the salary was approximately \$98,075 CAD with annual inflation adjustments of around 2.5%.<br>Canmore Mayor: The salary in 2023 ranged between \$48,000 and \$56,500 CAD for councillors and mayor, depending on additional benefits and allowances.<br>Will the workload and responsibilities of the Jasper mayor be comparable to those of mayors in towns like Banff and Canmore? These towns seem to be much busier. |             |
| Somewhat | 50 | 40 | Yes |   | Yes  | that's a lot of work for not much pay, big commitment, councillors often have other jobs   | better to go with a flat rate  | potentially  | yes  | that is fine however the disparity between the councillors pay and the mayor's compensation is quite large   | sure  | makes sense |
| Somewhat | 55 | 20 | Yes |   | Yes  | Not sure, some will probably do or can do more work than others  | Yes  | Easier for administration, not sure if everyone will work or attend extra meetings if they don't get paid extra. The Mayor will have to attend regardless  | Yes  | Not sure but I think annually or at least every second year would be better depending on inflation   | They all deal with similar issues   |             |
| Somewhat | 30 | 20 |     | I am introverted and don't like the spotlight. I also wouldn't want this money to cause an increase in tax payers dollars right at this time. There is too much up in the air and town is too vulnerable to be imposing more big tax hikes for a not a necessary reason.  | I have a small family and I couldn't be away from them. I also think this increase is inappropriate at this time after our wild fire.  | This question I find really leading. And really speculative. I think they are volunteer positions to represent the greater community and each person would decide how much time they are putting into it, suggesting an increase right now is not appropriate. | Not really. I think the type of people who are interested in these positions will stay the same regardless of the payment changes. I also would rather someone who is interested in the position not purely based on the paycheck they receive from it.  | No. I think paying per meeting makes more sense. It keeps people more accountable.   | I think he has done a good job and responded well to the community throughout this difficult time. I think I don't understand the ins and outs of this role to comment on this question, but if this increase in time is required then there needs to be some more thoughtful ways to reduce taxes in other areas to make up for it.   | They don't happen for healthcare workers. So. It would be nice but again the timing for this is really not in great taste. The community is frustrated having spent their tax dollars on the poorly executed transit system, to throw this at our taxes now will not be well received.   | Zero importance to me. Jasper is different and shouldn't be compared.   |             |
| Somewhat | 40 | 25 |     | I can make more working on  | Too much emotional investment for minimum wage. If I was doing it it would be for civic duty. The current political climate make it stressful.   | I think it makes it clearer for people considering.  | I am hopeful it can enhance that goal  | Yes  | Yes. It is already required.   | Three year cycle would be best   | Pay equity is important. They are good comparables.   |             |

|            |    |    |     |   |   |   |   |   |   |  |  |   |  |
|------------|----|----|-----|---|---|---|---|---|---|--|--|---|--|
| Somewhat   | 25 | 10 | Yes |   | Yes   | Yes   | Yes   | Yes   | Yes   | Yes  | Yes  | Yes   | It is important because it incentivizes a larger variety of people who may have desirable skills and strengths to consider taking on these roles.  |
| Somewhat   | 25 | 15 | Yes | Cannot do this role with my current job. I would think most small town of 5000 or less residents don't have that kind of remuneration for councilors. Can some comparisons be made to other similar sized towns to show us that this is the norm?   |   | I'd prefer the pay per meeting. Otherwise, where is the accountability. It seems that some current councilors don't make enough meetings, what would motivate them to on a salary?                                  | No  | No  | I do, however I wonder if we still need a CAO or if some of the other positions would be cut. I really fear as a smaller tax base, or taxes going up a crazy amount and being on the backs of only 70% of the population. That's a hard pill to swallow considering how much more we have been paying. It can be argued that taxes haven't gone up that much, but when housing values are jacked up, that's a huge increase and takes up 1 whole monthly household earnings to pay currently. What will it be like next year? Will we no longer be able to afford our taxes in this town and be forced to sell? | Hal In my job I haven't gotten that once in the last 10 years! Yes, once per term is enough to evaluate in my mind.  |  | Banff and Canmore are busier than us, no I don't believe it should match.   |  |
| Somewhat   | 40 | 20 |     | I would never   | Never   | Yes   | Yes   | Yes   | Yes   | Yes  | Yes  | Yes   | Should be reasonably similar based on population   |
| Somewhat   | 40 | 30 | Yes |   | Yes   | It's way to much, most increase in any area goes up by 5 % not sure where this new fee system was founded in the reality of the times we are in   | No  | No  | You aren't telling us how much they receive on the old system   | No   | How many people does this town need With all the staff in the municipal office | Minimum 4 years   | Not at all   |
| Somewhat   | 8  | 8  | Yes |   | Yes   | Sure  | Maybe   | Not sure  | Yes   | Yes  | Yes  | Yes   | Somewhat   |
| Somewhat   | 14 | 24 | Yes | Because you can't afford to live on that Why does in the minor give some of his moneys to you guys with out you guys he is nothing  | The mirror yeah, he said the council na they are getting Shafted  | No  | No  | No, I don't like either one of them. I paid eight hours and I want to work with her I have a meeting, but I gotta bust my ass weather no matter what I Gotta do I just get paid same thing in a meeting, not really a hard thing to do  | No, not until things get done once we are halfway to the rebuild then like stuff starts going up in business and revenue starts coming back and then maybe you should get some money but right now the towns fucked and he's taking a piece of the pie  | Depends on how much you make. The cost-of-living goes up wages go up inflation goes up goes way above the cost of living well the council sits around, not making enough money to even get by. |  | Doesn't matter I gave up on that time just like they gave up on me and so many others it's just going to become like Banff and Canmore anyways, and all you guys will before the vote it out. E because you guys don't have the money like them. Vids corp will take that town  |  |
| Somewhat   | 20 | 15 |     | You couldn't pay me enough for that amount of stress. Especially since the fire. My answer above of 20 hours is during normal times. I'm sure it's a lot more now. But I would like to see a mayor that doesn't work another job if it's going to be 'full time' pay  | You couldn't pay me enough for the crap they put up with in a small town.   | I think so if that's what they are putting forward  | Maybe but the pool is only so large   | Sure  |   | if the mayor isn't working another job.  | Sure   |   | To some extent but it should be proportional to population too. There is only so much money from the tax base  |
| Somewhat   | 40 | 20 | Yes |   | Yes   | Yes, it's a good start  | I hope so. Seems encouraging  | Yes.  | Yes   | Yes  | Depends on how much council is engaged   |   | Important! We need councilors to be treated on a higher platform like those in Banff and Canmore   |
| Somewhat   | 25 | 15 |     | To high regular pay seems more reasonable   | insane for what they do   | No to high  | No  | No  | No, shouldn't he be full time already ?   | Maybe  | Minimal  |   | Minimal  |
| Somewhat   | 10 | 5  | Yes |   | Yes   | What is the per meeting pay? Per hour pay? Currently I know all council members have full time jobs so this is a part time position at best   | No  | No  | No, I think per hour or per meeting is fair. No need to overpay   | No. It's not a full time job for this town and a \$30,000 raise seems to be a bit much.  | Yes. In line with unions.  |   | Not those 2 towns. Should align with Hinton or valemount as we're closer to those towns.   |
| Somewhat   | 30 | 20 |     | It's a lot more money than what I get now.  | Why not it's only part-time job   | Yes   | No  | No  | No I don't need higher taxes!   | I don't think that mayor should be a full-time job   | Well, if I got paid inflation rate too, yeah he can have the inflation rate    |   | We are not banned or Kenmore with Jasper a small community ad like a small community!!!  |
| Somewhat   | 50 | 25 | Yes |   | Yes   | No, I believe meeting attendance should be incentivized. I believe a reasonable pay rate increase, adjusted to actual inflation rates, and including per meeting pay is fair.                                       | No. I think it is important that people considering running for office do the legwork to understand that attendance at meetings, and therefore engagement with town issues, is a vital part of their role. Their pay should be connected with their level of involvement. | No. Meeting attendance should be incentivized and required. The salary hike of almost double (!) for Councilors is unreasonable. It would be helpful to know the annual average take home remuneration in 2023 or 2024 was for current Councilors (including meeting per diems) | I agree that the Mayor's role is already full time. I do not believe the suggested rate is reasonable. It is too steep for a one year increase. It would be helpful to know what the Mayor's actual end salary was (including per diems and phone/internet/computer allowances), in order to make a more informed opinion.  | No, they should happen annually and be connected to actual inflation rates.  |  | I believe it should be fairly compensated for their work, but that does not mean matching what seem to be the highest rates. Our town population is less than half of the town of Banff and Canmore. We have a number of similar issues to address, though a much smaller population base to serve.   |  |
| Somewhat   | 20 | 5  | Yes |   | Yes   | No because certain councilors do way more work than others and some attend few meetings   | No  | No, how will you hold councilors accountable for attending most meetings?   | Yes   | Yes, let's not get carried away with salary increases. Once in four years is fair.   |  |   | Are they the same size of community, do they service the same number of commercial businesses, is visitation similar? Are they able to raise revenues similar to Jasper, or greater means to raise revenue? Do they have seasonal fluctuations like Jasper? Kind of a slanted question, like comparing apples to oranges no? |
| Somewhat   | 40 | 25 | Yes |   | Yes   | I think so but curious to know what the per meeting pay was   | Yes I do. Such a hard and undervalued job but so important!   | Yes I do but I guess then if someone is missing many meetings is there a way to manage it?  | I do. I think we have been lucky to have someone so dedicated to our community that he works above and beyond currently. We need to be able to attract someone who can do as good of a job if at all possible.  | Seems to make sense in line with elections unless they did a 3% increase per year like municipal staff.  |  | Very important they deserve to be paid fairly for the hard work they do.  |  |
| Somewhat   | 30 | 30 | Yes |   | Yes   | The fact that municipal employees only got a 2% increase in 4 years and the councilors are getting a 30% increase is quite unfair   | Considering the past decision that were done without the residents input but only considering what is best for tourism, new ideas have to be put forward  | I would stick to the pay per diem, some councilors have more time to sit on committees and go to extra meetings than others (retired vs still working).   | if that means paying more taxes to account for these changes I do not agree   | As long as everyone else gets it also  |  | Banff is way bigger and receives more money from the federal government. We are not considered a tourist town so we're not getting our share  |  |
| Somewhat   | 45 | 15 |     | Not much danger pay, why so high? Plus this figure doesn't include all the perks, which isn't right, those figures need to be accurate.   | Although some may be worth that figure, most aren't and if they have perks, people should be made aware of them too.  | No  | Doubt it, Jasper now has a HUGE mess to clean up. These members probably won't run next year because now they'll actually have to do some work to earn their pay.   | I'm not sure, because of the mess Jasper is dealing with, I'm guessing that they will be putting in more hours.   | No, I'm the past he hasn't done a great job to represent everyone in the community. He does what's best for his buddies, hopefully that changes, it's frustrating to see that. Prices of everything keeps going up. Protect the workers, start by putting a cap on rent increases, which now will only get crazier.   | Once every 4 years is good. Most employees, in this country, don't get that luxury.  |  | Matching wages should not be the issue, different towns have different challenges. The next 5-10 years will be very trying for all of Jasper, it's not just council members going through this and many others aren't getting salary increases, that's if they have a job to go back to. Keep the cost of living low in Jasper, as you should have been trying to achieve to begin with. That should be priority. Now let's get some temporary housing for the workers in separate accommodations than the people who lost their homes and are retired. Keep families separate from young, single parents too. Let's make these accommodations a positive place for people, that miss Jasper and want & need to return. So, do a good job and maybe then we can talk of a pay increase. Until then, do the job you signed up for and help the people of your community, not just your friends and associates. |  |
| Somewhat   | 90 | 30 |     | not enough  | not enough  | should be more  | maybe   | whatever the members feel is right  | yes   | every 2 years  |  | very important  |  |
| Somewhat   | 60 | 30 | Yes |   | Yes   | Some councilors work far more than others and the pay per meeting could be seen as incentive. This hike is also occurring during a time when all people are working above their normal hours. How do you reconcile? | Probably not mixed feelings   | Mixed feelings. Concerns stated above.  | Mayor Ireland has worked hard but who knows about future mayors.  | With a leap like this current pay raise yes.   |  | Very much so.   |  |
| Somewhat   | 10 | 8  | Yes |   | Yes   |   | no  | no  | no, i simply think the cost of living will again rise along with our taxes because you need to pay salaries   | no   |  | not at all. I don't think councilors spend their time efficiently as it is. If my taxes go up to pay for their salaries, then I don't want an increase. Find money elsewhere.   |  |
| Not at all | 45 | 15 |     | I do not understand exactly what it is that the mayor does. I do know they are the figurehead for the town and should be compensated fairly for their position. I think there are many things that comprise whether someone is fit for a job other than salary. I think the current mayor should be compensated this and then some. | There's more things than money that go into deciding to do a job and I don't think that this survey accurately captures what it means to be a member of office in a small town like Jasper. | I have no idea honestly.  | What are you trying to get at by saying 'variety'? I am a white middle class person I am probably not the 'variety' you are looking for.  | I think it should be a combination of the two. There should be some leniency if members can't make it to the meeting, but I'm not going to pay the salary for a council person who never shows up.  | As I answered earlier in this survey, I do not fully understand what exactly the mayor does or his responsibilities. I am uncomfortable being asked this question without sufficient education beforehand.  | Sure. Not sure what they were before this...   |  | Banff and Canmore are towns with much higher populations and a council with much more tax payers backing it. A salary for Jasper should be based on towns with similar populations and socio-economic structures.   |  |
| Not at all | 10 | 5  |     | Don't want that job   | Not worth it  | Not sure who pays for this and how can you judge the work they do   | No  | No  | Not really...   | Why... No other people seem to get increases in their salary   |  | Not really.... don't have the same amount of visitors...  |  |
| Not at all | 30 | 10 |     | Being a mayor doesn't interest me at all so it doesn't matter how much money you offer to pay   | Same as above   | Yes   | Not sure  | No because our taxes pay for this increase in salary  | No, how did you decide on this number? That's over \$400/day if the mayor works 5hrs for 5 days a week! So the mayor would get paid \$600/hour ?  | Yes that's more often than other jobs get salary adjustments.  |  | Yes they should get paid as much as other mountain towns, Banff however is bigger and has a bigger population   |  |

# Jasper Recovery Coordination Centre

## October 16, 2024

