

**TOWNSHIP OF GEORGIAN BLUFFS**  
**COUNCIL REMUNERATION POLICY**

**Definitions:**

- “Conferences” shall mean events, held within or outside of the Township, greater than one day in length, providing education and activities related to municipal governance. (see also Seminars)
- “Council” shall mean the elected members of the Township.
- “Meeting” shall mean any regular, special or other meeting of Council, of a local board or of a committee of either of them, meetings of committees, boards and other organizations that members have been appointed to by Council, and scheduled, public meetings with ratepayers and ratepayer groups.
- “Mileage Expenses” shall mean costs incurred to travel to regularly scheduled Meetings of council, boards, committees, Conferences, Seminars, community events, meetings with individual residents and representatives of community organizations.
- “Per Diem” shall mean a fixed payment to members of Council for their Meetings, participation with ratepayers groups and committees as appointed by Council, Special Events, Conferences and Seminars. A Per Diem starts/ends when a Meeting starts/ends. Travel time is not included if mileage is paid.
- “Salary” shall mean the annual salary being paid to members of Council to reimburse the members for their daily Council related homework/research, meetings with Township staff, impromptu consultation with ratepayers (phone calls, emails, chance meetings etc.) and driving time to Meetings.
- “Seminars” shall mean events, held within or outside of the Township, of one day or less, providing education and activities related to municipal governance.(see also Conferences)
- “Special Events” shall mean events at which members represent the Township, such as fundraisers, social events, charity events, grand openings or other economic development related events, and Remembrance Day celebrations.
- “Supporting Technology” shall mean cell phones, laptops and/or tablets for Council members use in carrying out their duties.
- “Township” shall mean the Township of Georgian Bluffs.
- “Travel Allowance” shall mean a fixed amount for meals and incidental expenses incurred while attending Conferences or Seminars.

**Council Salary<sup>1</sup>:**

The annual Salary for members of Council shall be set as indicated in the table below.

Year	2019	2020	2021	2022
Mayor	\$18,939.88	\$19,356.55	\$19,782.40	\$20,217.61
Deputy Mayor	\$14,394.30	\$14,710.97	\$15,034.61	\$15,365.38
Councillor	\$12,879.10	\$13,162.44	\$13,452.02	\$13,747.96

**Per Diem Meeting Rates:**

- A Per Diem hourly rate is established for the attendance at a Meeting which is less than 2 hours in duration.
- A half day Per Diem rate applies to a Meeting of more than 2 hours and less than 4 hours.
- A full day Per Diem rate applies to a Meeting of more than 4 hours.
- When two or more Meetings occur on the same date and they are not separated in time by more than two (2) hours then the full day Per Diem rate shall be paid.

The Per Diem Meeting rates are set out in the table below.<sup>2</sup>

Rate	2019	2020	2021	2022
Hourly Rate	\$32.74	\$33.46	\$34.19	\$34.95
Half Day Rate	\$130.95	\$133.83	\$136.78	\$139.79
Full Day Rate	\$261.90	\$267.67	\$273.55	\$279.57

**Travel Allowance:**

- Breakfast                 \$15.00
- Lunch                     \$20.00
- Dinner                    \$30.00
- Incidentals               \$10.00

A daily maximum travel allowance of \$75.00 is established. Amounts in excess of the daily limit are subject to Council approval and must be supported by receipts.

A daily discretionary Travel Allowance is established for the Mayor, in support of the Mayor’s activities at Conferences, Seminars, and other Special Events, of \$100.00 with receipts or documented support.

**Mileage Expenses:**

Members of Council will be reimbursed for Mileage Expenses as follows:

<sup>1</sup> The 2019 figures in this table indicate the 2018 Salary, increased to account for the loss of the 1/3 tax exemption and resulting in take home pay comparable to that with the 1/3 tax exemption, then increased by 2.2%. Thereafter, increases are 2.2% yearly.

<sup>2</sup>The half day rate is the base for establishing hourly and full day rates. The 2019 figures in this table indicate the 2018 Per Diem, increased to account for the loss of the 1/3 tax exemption and resulting in take home pay comparable to that with the 1/3 tax exemption, then increased by 2.2%. Thereafter, increases are 2.2% yearly.

- For travel under 450 kilometers, Mileage Expenses are reimbursed at the current Township mileage rate for mileage only.
- For travel over 450 kilometers, Mileage Expenses are reimbursed at the current Township mileage rate for mileage plus a half day Per Diem.

### **Conference and Seminar Policy:**

#### **Committees of Council:**

Where a Committee of Council makes a recommendation to Council regarding Committee Member attendance at a conference or seminar, Council may approve said recommendation, subject to confirmation of budget availability.

Annual conference and seminar attendance costs for Committee Members may be approved by Council at a maximum of \$500.00 per year. Costs beyond the allocated amount shall require Council approval and confirmation of budget availability.

#### **Council:**

Members of Council may attend any number of Township related conferences and seminars per year, within the allocated spending maximum of \$3000.00. Said spending maximum shall be deemed to include attendance at both seminars and conferences on an annual basis.

Attendance at conferences and seminars beyond the allocated amount shall require approval of Council.

### **Reimbursement of Expenses for attendance at Conferences/Seminars:**

- Mileage Expenses.
- Registration fees.
- Hotel/Motel accommodations.
- Parking expenses.
- Travel allowance.

### **Attendance at Special Events:**

- A Per Diem payment to a member of Council for attending a Special Event will be paid by the Township where a majority of Council directs the member of Council to attend. For any other Special Events not covered by resolution of Council, the Mayor and Deputy Mayor may attend and receive a Per Diem payment. The Mayor may designate up to two members of Council who may attend such Special Events and receive a Per Diem payment. Other than noted above, Members of Council may choose to attend any such Special Event but will not be paid a Per Diem.

### **Benefits:**

- Members of Council are eligible for participation in the Ontario Municipal Employees Retirement System (OMERS).
- Members of Council are insured for Councillors' accident insurance for loss of life, weekly indemnity and funeral expenses while they are acting within the scope of their duties, including all traveling required.

### **Supporting Technology:**

- Members of Council are provided with devices capable of sending and receiving phone calls, emails and texts.
- Members of Council other than the Mayor and Deputy Mayor who are provided with a laptop computer by the County of Grey, are provided with a laptop computer or related technology, to be used in support of Township business.

### **Expense Sign Off:**

- The CAO and Treasurer shall sign off on all Council expenditures under the Council Remuneration Policy.

**Remuneration Increases:**

In the fall of the year prior to the year of a regular Municipal Election, this policy will be reviewed by a Committee made up of residents of the Township.

The report of the committee shall be tabled with Council prior to nominations opening for the Municipal Election, in order that Council may make a decision regarding remuneration for the next term of Council.