

**Council Remuneration & Expenses Support Review
2024**

	Tillsonburg	Limerick TWP	Norwich	Killarney	Brock	East Gwillimbury	St. Marys	Front of Yonge	Stirling-Rawdon	Stone Mills	Central Frontenac	North Frontenac	Tay Valley	Stratford	Brooke-Alvinston	Elliot Lake	South Stormont	Averages	
																		All	Similar OP Budget
2021 Population (Census) *	18,615	436	11,151	397	12,567	39,000	7,386	2,595	5,015	7,826	4,004	2,285	5,925	33,232	2,359	11,372	13,570	10,455	17,989
Total Members of Council	7	5	5	6	6	7	7	5	5	7	9	7	8	11	5	7	5	7	7
2024 Operating Budget	\$ 28,800,258	\$ 2,039,875	\$ 3,683,000	\$ 4,096,125	\$ 15,179,712	\$ 33,024,205	\$ 28,752,510	\$ 2,718,997	\$ 8,252,369	\$ 11,002,823	\$ 8,677,873	\$ 9,461,687	\$ 8,921,580	\$ 175,000,000	\$ 5,662,366	\$ 15,377,305		22,540,668	\$ 26,488,570
2024 Capital Budget	\$ 22,972,600	\$ 1,797,371	\$ 7,378,300	\$ 1,313,975	\$ 13,845,000	\$ 39,059,169	\$ 7,458,000	\$ 547,188	\$ 1,123,000	\$ 4,590,803	\$ 1,501,154	\$ 3,538,100	\$ 4,147,784	\$ 43,844,000	\$ 2,208,361	\$ 19,242,577		10,910,461	\$ 22,183,087
Mayor																			
2024 Remuneration	\$ 44,971	\$ 11,762	\$ 30,306	\$ 19,040	\$ 40,647	\$ 75,469	\$ 34,830	\$ 13,810	\$ 16,761	\$ 28,850	\$ 28,003	\$ 29,948	\$ 29,880	\$ 85,318	\$ 11,600	\$ 35,652	\$ 42,371	34,072	46,659
Annual Expense Allowance	\$ 480		\$ 1,041	\$ -	\$ 4,000	\$ 5,000		\$ -		\$ 1,000	\$ 1,200	\$ 600	\$ -	n/a	\$ -			1,211	2,740
Annual Training Allowance (if separate than Expense Allowance)	\$ 5,040	\$ 1,000	\$ -	\$ -	\$ -			\$ -		\$ 2,500			\$ -	\$ 3,000	\$ 2,500		\$ 4,000	1,804	4,520
Other -		\$ 1,000	\$ -	\$ -	5% of salary for RRSP per year and 1 month severance for each year of service	Car allowance \$12,000		\$ 600	\$ 780	\$ -		\$600 per year/per council member for office & internet expense. There is a training /conference budget but not per Council Member just as a collective		The \$3,000 is conference specifically. Budget lines are prepared for the Mayor's office for advertising, cell phone etc special projects or special events- in total aside from remuneration and conferences is \$54,020	\$30 per month for phone				Per diems for conference, training, seminars; Meeting Allowance, Event allowance as well as cell phone provided or \$30 monthly allowance
Deputy Mayor																			
2024 Remuneration	\$ 22,466	\$ 7,643	\$ 22,126	\$ 12,480	\$ 27,673		\$ 16,442	\$ -	\$ 14,233	\$ 20,816	\$ 19,788	\$ 25,004	\$ 21,447	\$ 24,000	\$ 7,000	\$ 11,962	\$ 24,365	17,340	18,809
Annual Expense Allowance	\$ 330		\$ -	\$ -	\$ 2,500			\$ -		\$ 1,000	\$ 1,200	\$ 600	\$ -	included with council below	\$ -			563	330
Annual Training Allowance (if separate than Expense Allowance)	\$ 3,500	\$ 1,000	\$ -	\$ -	\$ -			\$ -		\$ 2,500				included with council below	\$ 2,500		\$ 4,000	1,688	3,750
Other -		\$ 1,000	\$ -	\$ -	5% of salary for RRSP per year and 1 month severance for each year of service		Alternates annually	\$ -		\$ -		\$600 per year/percouncil member for office & internet expense. There is a training /conference budget but not per Council Member just as a collective		included with council below	N/A				Per diems for conference, training, seminars; Meeting Allowance, Event allowance as well as cell phone provided or \$30 monthly allowance
Councillors																			
2024 Remuneration	\$ 20,942	\$ 7,643	\$ 18,840	\$ 11,515	\$ 25,781	\$ 47,244	\$ 16,442	\$ 40,572	\$ 13,669	\$ 16,802	\$ 17,345	\$ 19,523	\$ 16,273	\$ 22,050	\$ 6,000	\$ 10,962	\$ 20,678	19,546	23,254
Annual Expense Allowance	\$ 238		\$ 478	\$ -	\$ 2,500	\$ 5,000		\$ -		\$ 1,000	\$ 1,200	\$ 600	\$ -	n/a	\$ -			1,001	2,619
Annual Training Allowance (if separate than Expense Allowance)	\$ 2,500	\$ 1,000	\$ -	\$ -	\$ -			\$ -		\$ 2,500				\$2,200 roughly per Councillor - basically can attend one conference of their choosing. Though it is one big pot of money but that is how we budget for that line item. Plus that line items would include any other "group" training or sessions or webinars.	Conferences \$18k, Training \$12k- not explicitly per Councillors rather an aggregate total with the intention that it is divided by all 10 members, but it doesnt always work out evenly.	\$ 2,500	\$ 4,000	1,563	3,250
Other -		\$ 1,000	\$ -	\$ -	5% of salary for RRSP per year and 1 month severance for each year of service	Car allowance: \$4,719		\$ 2,700		\$ -		\$600 per year/percouncil member for office & internet expense. There is a training /conference budget but not per Council Member just as a collective		Similar to Mayors includes IT costs, cellphones etc. Excluding remuneration and conferences/traini ng is \$74,674					Per diems for conference, training, seminars; Meeting Allowance, Event allowance as well as cell phone provided or \$30 monthly allowance
Do unused Expense and/or Training Allowances Carry-forward	No, transferred to a general Council Reserve	Reimburse based on Actual's submitted	we do not have allowances. We reimburse based on actuals	We do not have allowances. We reimburse based on actuals.	We do not have allowances. We reimburse based on actuals.	We do not have allowances. We reimburse based on actuals.	No	No	No	No	No	No	No	No	No	No	No	No	No
What does the Expense Allowance Cover?	Home Office Internet and Supplies	n/a	n/a	Covers the mileage for meetings and seminars, meals, hotel expenses, lost wages, misc and airfare	Covers mileage for meetings, seminars, special meetings, special events, with the exception of conference and we pay separate mileage for conference attendance.	Covers discretionary spending, including professional development and other expenses (i.e. internet, special events, meeting expenses, community engagement)	n/a	n/a	n/a	Discretionary - materials, supplies, etc.	Materials & Supplies	Office Supplies & internet	n/a	see above.. not really for discretionary personally..more for Corporate costs to support them. Also includes memberships like AMO, meeting costs	N/A	Out of pocket municipal business expenses	n/a		

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What does the Training Allowance Cover?	Conferences (Registration/Hotel/transportation/per-diem), meetings, events	Any Council training that is requested - Planning Training, AMO Councillor Training, Etc.	n/a	n/a	n/a	N/A	\$5,000 total budget for all Council, covers conferences, seminars, etc.	n/a	n/a	Conferences, training, webinars, seminars, etc.	n/a	n/a	conferences, training, webinars, etc.	New in 2023 as we had several new members intended for new councillor training, planning, or other they wanted to take..	Conferences and Training	Conferences and Training			Includes Training, Seminars and Conferences - for each member it is \$4,000 per year to a maximum of 2 conferences. Expenses include: transportation, accomodation and meal allowance	
What does 'Other' Cover?	Cell phone data plans (their devices)(Mayor/Deputy can get Town device), + one branded clothing item (per Term)	One conference per councillor, per year. Includes hotel room, travel, and \$50/day for meal allowance	n/a	n/a	Cell phones and data plan, laptop, and conference attendance (conference fee, hotel, parking (sometimes taxi or uber) and \$50 per day meal allowance)	Car allowance	n/a - cell phone and laptop provided	Cell Phone	Cell phone	0	n/a	n/a		See above	N/A	N/A			Per Diems - \$175 per day and \$100 per half day; Meeting allowance \$125 (beyond regular council meetings); event allowance \$75	
Can a member transfer their unused Training Allowance to another member in a year?	N	n/a	n/a	n/a	n/a	N/A	no	n/a	n/a	No	No	No	No	See above-it is not dedicated to individuals	No	No	No			
Do members receive benefits? (Life, AD&D, Health & Dental)	Y	no	no	no	Life and Health and Dental but NO LTD	Yes to all	AD&D	No	Yes (health/dental)	No	Life, AD & D	Group accidental death and dismemberment while engaged in activities of the Township and group emergency out of province medical	No - but looking into this	No. They get \$4,000 annually above their salary for in lieu of benefits	No	Yes			Health Care Spending - \$2,000 annually as well as AD&D	
Per Diem Rates	Full Day (24-hr basis)	\$ 185	\$ 160	\$175 or \$23.33/hour	-	N/A	n/a	n/a	\$100 per day to maximum of 3 days while attending conferences	\$ 100	3hrs=\$75, 6hrs = \$75 for meetings	\$100/day per diem for conferences plus \$100 per day for expenses	\$ 150	\$ 180	\$ 155			\$ 175	158	180
	Half Day (12-hr basis, not working day)	\$ 90	\$150.00 (Special Meetings)	n/a	\$ -	-	N/A	n/a	n/a	\$ 100		N/A	\$ 75	\$ 60	N/A			\$ 100	71	95
Meal Allowance Daily Reimbursement	\$ 100	\$ 50	n/a	\$ 125		Actual expense	actual expense	n/a	Receipts must be provided and up to \$75.00 per day	\$ 75	\$10 breakfast, \$15, Lunch, \$25 Dinner	submit receipts no thresholds set	Actual expense but max \$75	Submit receipts. Actual reasonable expenses	\$ 50	\$ 109	\$ 175	98	128	
Mileage Reimbursement Rate	Per CRA **	Per CRA **\$.70 per KM	Per previous year's CRA	0.63 per km	Only for conference attendance at CRA Rate of \$0.70 per KM	N/A for mileage claims within GTA as they have car allowance	\$0.70/km	\$0.61/km	\$0.58/km	As per CRA annual rate	As per CRA annual rate	As per CRA annual rate	As per CRA annual rate - currently 0.70	CRA rate > 5,000 kms...	\$0.60 per km	\$0.70 per km;	\$0.64 > 5,000 kms	follows CRA rate		
Other Comments	Remuneration includes attendance at all Regular and Special Council, Advisory Committee, Ad Hoc Committee and Local Board meetings, except where an additional stipend is provided for such attendance.	Councillors/Mayor do not receive additional pay for attending conferences, but they do get \$150 per day for special meetings above and beyond the regular scheduled meetings. Meal allowances are paid out based on receipts provided, up to \$50.00. If less, we only pay the receipt amount, if the receipt is over \$50, we only cover \$50, and that cannot include alcohol.	Council has historically never claimed mileage. They have never claimed meals either. Only a few claim per diems. We encourage one conference a year per elected member however we average only two a year. The only other remuneration we do is for the Police Services Board.		Remuneration includes all meetings, special meetings, committee meetings and attendance at special events, conferences, training, etc.		Remuneration includes all meetings and committees. Provided with cell phone and laptop.		Conferences and training are paid for by the Municipality		Conferences and training are paid for by the Municipality	Dont get mileage to attend regular or special Council Meetings	Mileage for all COW and Council and Special meetings, including sub committees (i.e. fire board, library board, etc.). Each member of Council gets an ipad and the Township pays for a basic plan on each (included on our cell phone bills). Reeve gets a cell phone also paid for by the Township.	See published report..might find some other useful breakdowns https://www.stratford.ca/en/inside-city-hall/resources/Finance/Finance_Reports/2023-Statement-of-Remuneration---final.pdf				see By-law 2023-048 Council Compensation and Expense Policy on our website: https://www.southstormont.ca/Modules/Bylaws/Bylaw/Details/ec01b204-b433-4766-83fd-338de1b4111b		

* <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/index.cfm?Lang=E>
** <https://www.canada.ca/en/revenue-agency/services/tax/businesses/topics/payroll/benefits-allowances/automobile/automobile-motor-vehicle-allowances/reasonable-kilometre-allowance.html>