

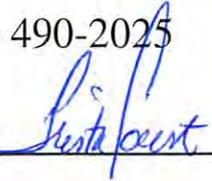
Council Remuneration

Effective Date: October 20, 2025

Review Date: October 31, 2026

Cancels: Council Remuneration Policy 01-017: Effective November 30, 2023
(Resolution 505-2023)

Resolution No: 490-2025

CAO Signature: 

Policy Statement:

This policy is intended to ensure that members of Council receive fair and reasonable remuneration for the performance of their official duties.

Guidelines:

1. Honorarium

- a. Council is remunerated through an honorarium, paid by direct deposit.
- b. The base annual honorarium for Councillors will serve as the foundation for calculating the remuneration of the Deputy Reeve and the Reeve. Accordingly, the annual honorarium paid to Councillors will be increased by ten (10) percent for the Deputy Reeve and by twenty (20) percent for the Reeve.
- c. The current base rate for Councillor remuneration is \$57,915.00 annually. Applying the formula outlined in item 1.a., the current rate for Deputy Reeve is \$63,706.50 annually, and the current rate for Reeve \$ 69,498.00 annually.
- d. Following a municipal election, any new Councillor will begin receiving honorarium as of the day they take the Oath of Office. Existing Councillors will continue to receive honorarium until the last day of their term.

- e. These honorariums cover all Council and Committee meetings, as well as other scheduled and ad-hoc activities that require members of Council to represent the County. This includes, but is not limited to, all Council Meetings, Committee Meetings, Statutory Meetings, Agricultural Service Board (ASB) Meetings, Municipal Planning Commission (MPC) Meetings, Strategic Planning sessions, and other related duties.

2. Remuneration for Other Activities (not included within policy)

- a. If a Councillor is called upon to represent the County for an activity not contemplated within this policy and requires additional expense reimbursement, Council will consider the request on a case-by-case basis and may authorize reimbursement by resolution.

3. Non-taxable Benefit Allowances

- a. In addition to the honorarium, each member of Council will be paid monthly, by direct deposit, the following amounts for non-taxable benefits:
 - i. \$3,000.00 annually to support home internet connectivity and cell phone expenses.
 - ii. An amount equivalent to five thousand (5,000) kilometres annually of kilometrage expense, calculated at the rate established by County policy.

4. Public Relations

- a. Included in each annual operating budget will be an amount not less than \$2,400.00 for use by the Reeve and Deputy Reeve for expenses related to public relations conducting Council business. Applications for reimbursement under this category must be accompanied by receipts.

5. Expenses

- a. To assist with timely reporting, approved expense request forms must be submitted in the same calendar year in which the expense is incurred.
- b. Councillors will be reimbursed for meals without a receipt at the following rates. Claims exceeding these amounts must be supported with receipts:
 - i. Breakfast - \$15.00
 - ii. Lunch – \$20.00
 - iii. Supper – \$25.00

- c. Councillors may claim gratuities on reimbursable expenses; however, reimbursement will be limited to a maximum of fifteen percent (15%) of the post-tax total.
- d. Alcohol charges are not eligible for reimbursement without prior approval of Council through resolution.

6. Compensation and Expenses Received from other Committees

- a. When a Councillor receives any expense reimbursement, per diem, honorarium, or other remuneration from another board, commission, authority, or similar entity, the Councillor must ensure that such payments are forwarded directly to, and made payable to, Lac Ste. Anne County.

7. Benefits

- a. Each elected official will receive benefits, except for the defined benefit plan, equal to the plan received by full-time employees of the County.

8. RRSP

- a. Each elected member of Council may contribute nine percent (9%) of their annual honorarium, deducted monthly, to an RRSP account. Lac Ste. Anne County will match this contribution monthly.
- b. If any Councillor opts not to participate in the RRSP program, indicated in item 8.a., the monthly amount equal to that of the County's RRSP contribution will be added to the Councillors honorarium listed in item 1.c.
- c. When an elected official reaches an age where RRSP contributions are no longer permitted by the Canada Revenue Agency, the monthly amount equal to that of the County's RRSP contribution will be added to the Councillors honorarium listed in item 1.c.