

The Corporation of the Town of The Blue Mountains

By-Law Number 2024 –

Being a By-law to establish a Compensation and Expense Policy for the Mayor and Members of Council.

Whereas subsection 224 (e) of the *Municipal Act, 2001*, states it is the role of Council to maintain the fiscal integrity of the municipality;

And Whereas, through the 2024 Town of The Blue Mountains Budget, the Market and Pay Equity Review for Non-Union Staff and Council project was approved;

And Whereas Council considered staff report “FAF.24.065 Market and Pay Equity Review for Non-Union Staff and Council” and provided direction to staff at the May 13, 2024 Council Meeting;

And Whereas, Council considered staff report “FAF.24.091 Market and Pay Equity Review for Non-Union Staff and Council” at the July 10, 2024 Special Committee of the Whole meeting, and at the July 15, 2024 Council Meeting, provided direction to staff regarding Council compensation;

Now Therefore Council of The Corporation of the Town of The Blue Mountains hereby enacts as follows:

1. That the following compensation and per diem and expense amounts for Members of Council are hereby approved and established as follows:

a. Effective January 1, 2025 Compensation:

i. Mayor	\$53,068
ii. Deputy Mayor	\$45,108
iii. Councillors	\$38,342

AND THAT annual economic adjustments equal to that provided to non-union staff shall be applied to Council compensation.

b. Full and Half-Day Per Diem

All members of Council, appointed by resolution of Council to travel beyond the limits of the Town of The Blue Mountains on business, shall be paid a per diem of \$75.00 for a period of less than four (4) hours per day or a per diem of \$110 dollars for a period of more than four (4) hours per day. Per diems will not be provided if remuneration is provided from the business agent the Council Member is attending.

c. Infrastructure Technology Allowance

All members of Council shall be provided an annual allowance for infrastructure technology of \$1,200 annually. This amount will be pro-rated for any Council member appointed during a calendar year.

d. Mileage

All members of Council shall be provided an annual mileage allowance for attending to Town business within the Town of The Blue Mountains boundaries in their personal vehicle of \$2,400 annually. This amount will be pro-rated for any Council member appointed during a calendar year. Mileage accrued from any Town business conducted outside the Town of The Blue Mountains boundaries will be reimbursed as per Town Policy “POL.COR.18.05 Travel, Business & Mileage Expense Policy”.

e. Expenses

All members of Council attending to municipal business shall be reimbursed for their own expenses incurred upon submission of receipts as stipulated in Town Policy “POL.COR.18.05 Travel, Business & Mileage Expense Policy”.

f. Covered by Insurance While Attending to Municipal Business

All members of Council while attending to municipal business shall be covered by the municipal insurance policy provided by the Town, to the extent of the plan.

g. Conferences/Seminars

All members of Council are encouraged to participate in Municipal Conferences and Seminars within Ontario, up to two (2) per year. Participation at Conferences and Seminars, beyond two (2) per calendar year, or out of Province must be specifically approved by Council.

h. By-law Review

This by-law shall be reviewed at least once per term of Council through an external market review to assess comparability of base remuneration and other practices and to maintain external equity.

2. By-law No. 2020-18 is hereby repealed effective on the date this By-law comes into force.

And Further that this By-law shall come into force and take effect upon the enactment thereof.

Enacted and passed this 9th day of September, 2024

Andrea Matrosovs, Mayor

Corrina Giles, Town Clerk