

The Corporation of the Township of Douro-Dummer

By-law Number 2026-14

Being a By-Law to Provide for The Paying of An Annual Allowance to the Members of Council for The Corporation of the Township of Douro-Dummer and to repeal By-law 2022-37 (Council Remuneration By-law)

Whereas the Municipal Act 2001, S.O. 2001, c.25, Section 283, authorizes a Township to pass by-laws for the paying of remuneration and expenses of the members of Council, the officers and employees of the Township, and to other persons who have been appointed by the Council to serve as a member of a local Board or Committee;

Now therefore the Council for The Corporation of the Township of Douro-Dummer hereby enacts as follows:

- 1) That Schedule "A" attached hereto shall comprise the remuneration that shall be paid to members of Council.
- 2) That this By-law shall be reviewed prior to the end of the 2026-2030 term of Council.
- 3) That By-law Number 2022-37 is deemed to be repealed as of the effective date of this By-law.
- 4) That this By-law shall come into effect on November 15, 2026.

Passed in open Council this 21st day of April, 2026.

Mayor, Heather Watson

Clerk, Martina Chait-Hartwig

Schedule "A" to By-law 2026-14

1. Council Remuneration:

The annual salary outlined below represents remuneration for:

- Attending Council meetings
- Attending Standing Committee meetings
- Attending Advisory Committee meetings
- Attending Ad Hoc Committee meetings
- Attending associated and related business functions
- Representing the Township of Douro-Dummer at all special functions and events official functions.

Special functions and events shall include but are not limited to association meetings, retirement parties, annual or local social events, public information sessions, open houses, facility openings and tours, local fairs and functions, presentations, responses to ratepayer calls, etc.

The Council remuneration stated herein is exclusive of any additional remuneration which may be paid to Council Members for participation in other Boards, Committees or County Council (e.g. Police Services Boards, Conservation Authority or similar).

That the annual salary for members of Council shall be as follows:

Position	As of January 1, 2026
Mayor	\$37,720.80
Deputy Mayor	\$28,600.00
Councillor	\$25,607.40

That an annual increase of equal amount to the increase provided to staff through the Staff Compensation By-law, be added every year thereafter beginning on January 1, 2027, for the term of Council.

Each member of Council will submit a monthly statement of mileage, conferences and training sessions when events have been attended.

2. Other Remuneration:

a) Conferences, Seminars and Other Township Business:

That members of Council who are required to be out of the Township for the purpose of attending conferences, training sessions or on Township business shall be compensated as follows:

- i. A per diem rate of \$150.00 per day for members of Council to attend conferences and training sessions providing that the Township is a member of the association or have obtained prior Council approval. For members of Council who attend a training session of more than half a day, but not more than one (1) full day, an allowance of \$75.00 shall be granted.
- ii. For actual travel expenses incurred when traveling by bus, rail, air (economy class rate only), personal automobile (Mileage Rate set via the Staff Compensation By-law) and required parking.
- iii. For basic registration fees if not already pre-paid by the Township.
- iv. For overnight accommodation, where applicable, if not pre-paid by the Township, receipts will be required. Room service, etc. shall not be paid.

- v. All members are encouraged to use their discretion with regard to the number of conferences they attend in a year (maximum of two (2)) and it is suggested that the conference program be reviewed for suitability and educational content and shall confirm that there are budgetary resources available to cover costs, prior to registration or other arrangements.

b) Travel:

That members of Council receive the approved Mileage Rate as set by the Staff Compensation By-law, per kilometer, for travel by personal automobile or expenses incurred while travelling on Township business as described in Section 2.a.ii of this By-law.

c) Technology:

A laptop-style computer will be provided to all Council members for their business use at the beginning of each term. Members may choose to keep the computer at the end of the term for their personal use once all Township data and records have been removed.

3. Benefit Coverage:

The Township will make available to members of Council that wish to access such, a Health and Dental Benefit plan to which the Township will contribute 50% of the annual premium.

4. Administrative Procedures:

a) Expense Reimbursement:

The reimbursement of expenses for professional development, training, conferences and related expenses, shall follow Township procedures including using the expense form, attaching receipts and other documentation for reimbursement. Expense forms shall be submitted on a timely basis to the Clerk for review and approval of payment. The C.A.O. may be consulted as part of the review process.

b) Travel Arrangements:

Accommodation, travel (other than own vehicle) and registration for Township related events (e.g., training and conferences) may be arranged through the Clerk via the Corporate Services Administrative Assistant. Council members are encouraged to select the most economical and practical means of transportation, such as ride sharing, bus, rail, air or otherwise.

c) Reporting:

In accordance with the Municipal Act, the remuneration and expenses paid by the Township to each member of Council shall be reported annually.