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| Title: Council Remuneration, Expenses and Benefits | Policy: LE 003 |
| Section: Legislative | |

ACCOUNTABILITY TO VISION STATEMENT

The long term interests of the community are best served by dedicated, committed and representative elected officials who on behalf of the citizens provide good governance. To attract such individuals, remuneration should be responsible, fair and equitable.

POLICY STATEMENT

Council remuneration will be set six months prior to an election based on benchmarks derived from external benchmarking as may be appropriate.

On an annual basis, council remuneration will be adjusted based on the Cost of Living adjustment provided to staff.

In addition, benefits such as Accident and Critical Illness insurance, and RRSP's will be available on a shared basis.

GUIDELINES

Salary:

County Council will receive an annual salary for their time and service with respect to attending:

- Council and all committee meetings
- Local matters within their division (landowner concerns)
- Agricultural Service Board (ASB) regular meetings, zone meetings, and conventions
- AAMDC conventions and District 5 meetings.

Mileage, Meals and Accommodation:

While representing the municipality on business beyond the boundaries of Flagstaff County, reimbursement will be provided in accordance with HR 006 – Mileage and Subsistence and the Fees and Charges manual.

Conferences:

Approved conferences and workshop registrations for Council and committee members may be paid by the County.

If a Councillor or committee member fails to attend and does not cancel prior to the required deadlines, all cancellation fees will be deducted from their next cheque.

When a spouse/partner accompanies a Councillor to a meeting, workshop, seminar, or conference, the expenses of the spouse/partner for meals, travel, accommodation, and incidentals shall be considered a personal expense and shall not be reimbursed by the County.

GUIDELINES continued

Equipment Provided:

Councillors will be provided with County laptops and printers. This equipment is to be returned to the County upon resignation or at the end of their term on Council. Compensation for high speed internet is provided at \$30/month. Please refer to policy CP 005 – Systems and Data Security for proper use of Flagstaff County equipment.

Benefits:

County Councillors are eligible for coverage under the "Master" Councillor/Trustee Accident Insurance Policy with Jubilee Insurance. The County pays 50% of the premium and the Councillors pay 50% of the premium.

RRSP Councillors shall be given the opportunity to participate in an RRSP plan. Contribution rates will be based on the LAPP pension plan in which the Councillors participate. All Councillors that are ineligible to participate in the RRSP plan by reason of age will be given the opportunity to participate in a bond or GIC, with contribution rates being the same as the RRSP plan. County Councillors must be aware that any members participating in a bond or GIC, the County portion of the contribution will be considered taxable income.

AD&D Insurance (Accidental Death and Dismemberment)
24 hour coverage - \$200,000
The County pays 50% of the premium and the Councillors pay 50% of the premium.

Critical Illness Councillors are eligible for a Critical Illness insurance policy with Jubilee Insurance. This coverage is for \$15,000 in Critical Illness coverage as well as a \$500 out of pocket expense benefit. The County pays 50% of the premium and the Councillors pay 50% of the premium.

Political Events:

A municipality, being a corporation, is an ineligible contributor and cannot make contributions. Accordingly, any tickets, registration fees or donations to any federal or provincial registered party, registered association or a candidate are ineligible expenses as a member of Council.

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| Council Approved: October 26, 2016 | Resolution #: FC20161026.2013 |
| Reference: Municipal Government Act | |

| Administrative Responsibility: | Review Cycle: | Next Review Date: |
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| Chief Administrative Officer | Every 3 years | October 26, 2019 |