

Corporation of the County of Grey

By-Law 5269-26

A By-law to Establish Remuneration and Expenses to be Paid for County Council

WHEREAS pursuant to Section 283 of the Municipal Act, 2001, S.O. 2001, c.25 as amended, a municipality may only pay the expenses of the members of its council or of a local board of the municipality and of the officers and employees of the municipality or local board if the expenses are of those persons in their capacity of members, officers or employees and if the expenses are incurred or a reasonable estimate of the actual expense that would be incurred;

NOW THEREFORE BE IT RESOLVED THAT THE COUNCIL OF
THE CORPORATION OF THE COUNTY OF GREY HEREBY ENACTS AS FOLLOWS:

1. ANNUAL REMUNERATION

1.1. Members of Council of the Corporation of the County of Grey shall receive an annual salary effective January 1, 2026, as follows:

- Warden - \$86,527.26
- County Councillor - \$26,331.60

1.2. The salary covers attendance at and preparation for regular and special Council and Committee of the Whole meetings and social and community functions.

Social and Community functions include but are not limited to social events, public information sessions, ribbons cuttings, event announcements, forums, open houses, facility openings and tours, local fairs and functions and presentations.

1.3. Annual increases equal to Council approved Cost of Living Adjustments (COLA) shall be applied to the salary of Council and the Warden. The COLA rate will be proposed annually in the budget as outlined in the Compensation Policy for non-union staff.

2. MEETING PER DIEMS

2.1 Effective February 26, 2026, the per diem for eligible meetings shall be set as follows:

- Full day – defined as a meeting of greater than four (4) hours - \$228.71 per day

- Half day – defined as a meeting that is four (4) hours or less - \$137.23

2.2 Per diems shall be payable for preparation for and attendance at sub-committee meetings, ad hoc and advisory committee meetings, task force meetings, conferences and seminars and meetings held by agencies, boards or commissions where council members have been appointed by Grey County Council and whether they are attended electronically or in person.

2.3 Notwithstanding section 2.2, Grey County is not responsible for per diem payment for the Chair of the Board of Health when the chair is a member of Grey County Council.

2.4 Per diems shall be payable for attendance at training sessions required by Grey County from time to time, including but not limited to Emergency Management training.

2.5 Annual increases equal to Council approved Cost of Living Adjustments (COLA) shall be applied to per diems. The COLA rate will be proposed annually in the budget as outlined in the Compensation Policy for non-union staff.

2.6 Per Diem payments for more than one meeting attended in one day cannot exceed a full day per diem.

For greater certainty, per diems may be paid for attendance at eligible meetings, where the meeting is taking place on the same day as another meeting or function that is included in a councillor's salary payment.

2.7 In the event quorum is either lost or not attained at a sub committee, advisory committee, board or task force meeting, members in attendance shall receive a half day per diem.

2.8 Notwithstanding any section of this by-law, the Warden is not eligible for payment of meeting per diems.

3. ABSENCES

3.1. The following absences shall be covered by the annual salary paid to the Warden and County Councillors:

- Twelve (12) missed regularly scheduled Council or Committee of the Whole meetings for the Warden
- Three (3) missed regularly scheduled Council or Committee of the Whole meetings for councillors

- Bereavement leave, using the policy for non-union staff as a guideline with exceptions approved by the Warden.

3.2 The annual salary for the Warden and councillors shall be reduced using the calculation for per diem payments for all absences over and above the approved missed days and bereavement leave.

3.3 If a council member attends a sub-committee or advisory committee meeting for less than 30 minutes despite the meeting being 30 minutes or more, no per diem will be paid to that council member.

4 REIMBURSEMENTS AND ALLOWANCES

4.1 Payment shall be made to all Councillors using their vehicles for County business in accordance with County policy and shall be paid based on actual distances travelled and calculated on a per kilometre rate as established by council. The per kilometre rate paid shall be the Canada Revenue Agency (CRA) reasonable per kilometre rate published annually per the Income Tax Act.

4.2 Each member shall be reimbursed for use of a personal cell phone where a County device was elected not to be used, up to the maximum permitted under policy.

4.3 Councillors shall receive a technology allowance of \$50.00 per month as per the resolution of Council dated March 9, 2010, stating those councillors who do not receive compensation for technology related items from their lower tier municipalities continue to receive \$50.00 per month from Grey County. The allowance shall be coordinated and confirmed by the Grey County Clerk at the beginning of each Council term.

4.4 Grey County councillors may be reimbursed for reasonable out of pocket expenses incurred while conducting Grey County business upon submission of receipts showing the directly incurred expense.

Eligible expenses may include those related to transportation, accommodation and meals and incidentals.

Ineligible expenses include but are not limited to companion fees and expenses, entertainment, gifts, personal memberships, personal services, personal vehicle costs, sightseeing/leisure tours, traffic and parking fines, accommodation upgrades beyond standard and regular accommodation rates, and extended accommodations beyond the dates of the event. Additional days may be approved if they are justifiable and reasonable. Justifications shall be recorded

prior to payment.

4.5 Expenses for attendance at conferences shall be paid in accordance with the Conference and Seminar Attendance for Council Members Policy.

5 APPOINTMENTS

5.1 Councillors who, on the recommendation of County Council, have been appointed to Associations such as the Association of Municipalities of Ontario or Provincial Task Forces shall be paid per diems for meeting attendance under the terms of this By-Law and shall be reimbursed for out of pocket expenses for attending those meetings where payment is not received from the Association or Task Force.

6 ALTERNATES

6.1 Lower tier council members appointed by their municipality to act as an alternate under Sections 267 and 268 of the Municipal Act, 2001, as amended, shall be paid a full day per diem for preparation for and attendance at, whether in person or electronically, each combined Council/Committee of the Whole meeting attended.

6.2 An alternate councillor will receive a half day per diem for any training attended spanning less than 6 hours which may be required by Grey County from time to time in relation to being an appointed alternate.

6.3 Payment shall be made to alternate councillors using their vehicles in accordance with County policy and shall be paid based on actual distance travelled and calculated on a per kilometre rate as established by Council. The per kilometre rate paid shall be the Canada Revenue Agency (CRA) reasonable per kilometre rate published annually per the Income Tax Act.

7 PROCESS

7.1 The reimbursement of expenses of members of council will be approved by the Clerk and Treasurer, or the CAO, or designate.

7.2 Receipts shall be submitted within 60 calendar days of the date of expense but in no case shall be submitted after December 31st of the year.

8 REPEAL

8.1 By-law 4702-10, a by-law to establish remuneration and expenses to be paid for County Council, Committee and Board Meetings and to set the Honorarium for Committee Chairs is hereby repealed.

This by-law shall come into force and effect upon the final passing thereof.

ENACTED and PASSED this 26th day of February, 2026.

WARDEN: Andrea Matrosovs

CLERK: Tara Warder