



Date:	08/06/2021
Refer to:	Not Applicable
Meeting Date:	June 14, 2021
Action:	null
Notes:	COW - PS
Copies to:	

Corporation of the Township of Brock

Staff Report to the Mayor and Members of Council

From:	Stefanie Stickwood on behalf of the Council Compensation Review Committee
Position:	Clerk's Assistant
Title / Subject:	Council Compensation Review Committee Summary
Date of Report:	June 8, 2021
Date of Meeting:	June 14, 2021
Report No:	2021-FI-08

1.0 Issue / Origin

Council, at its meeting held on April 1, 2019, adopted Resolution No. 21-13, requesting that a Council Compensation Review Committee be established. In the 2020-COW-05 report Council received the Terms of Reference and appointed three committee members.

This Committee comprised of three residents (Brett Bloxam, Terry Clayton and Olga Kuzmich) with staff resources being provided from Becky Jamieson – Clerk and Stefanie Stickwood – Clerk's Assistant.

Mr. Bloxam has over 30 years experience within a municipal setting and held the position of Director of Operations prior to retirement.

Mr. Clayton has many years of municipal experience with the Township of Brock serving as Councillor, Regional Councillor and as Mayor.

Ms. Kuzmich is a retired secondary school teacher who has shown dedication in obtaining knowledge in the municipal setting through many years of participation in government proceedings.

A delay to the start of the Committee was inevitable due to the unforeseen circumstances of the COVID-19 pandemic. The Committee was formed and held its first meeting on October 8, 2020.

A Council Compensation Review has not occurred since 2002.

The Committee's mandate through the terms of reference, was to be as follows:

1. Review the current compensation for elected officials;
2. Review expenditure allowances and reimbursement policies;
3. Compare compensation to other municipalities in Durham Region;
4. Compare compensation to similarly structured municipalities across Ontario;
5. Consider the duties of Council and legislative compensation requirements and;
6. Provide a formal recommendation with supporting data to Council on proposed Compensation Rates by June 30, 2021.

2.0 Background

A report had been presented to Council on November 4, 2002 on a remuneration and benefits program for Council to consider with the following recommendations;

1. That the Administration & Personnel Committee endorse a Remuneration and Benefits Program as provided and detailed in Report 2002-AP-14 and to be specifically referenced as Schedules "A" to "H" inclusively.
2. That the Administration & Personnel Committee recommend that Council enact a by-law to provide for Remuneration and Benefits Program as endorsed.

The following items were addressed in terms of implementation:

- Salary
- Insureds Benefit Program
- Retirement Plan
- Expense Allowance (vehicle)
- Councillors Accidental Death/Dismemberment Policy
- General
- Severance Package
- Conflict of Interest Insurance

In March 2017, the federal government announced the elimination of the one-third tax free exemption for municipal elected officials beginning January 1, 2019. The Association of Municipalities of Ontario reported that 90% of the 144 municipalities who recently participated in its salary survey use this exemption and councillor compensation would decline if no action is taken.

Through the report 2017-FI-19 presented to the previous council on September 18, 2017, Resolution 5-9 was adopted as follows:

1. That the Finance Committee receive Report 2017-FI-19 for information;

2. That staff be directed to maintain the status quo for the 2018 budget year utilizing the 1/3 tax free exemption to the end of the current Council term;
3. That staff be directed to incorporate option 3 into the 2018 Draft budget for the new term of Council with the understanding that it is subject to adjustment should the Federal government reverse their decision to eliminate the 1/3 tax free exemption and should the new Council elect to take advantage of the option; and
4. That staff be directed to prepare a subsequent report in December 2018 for the next term of Council.

The previous Council elected to increase the rate of remuneration to members effective December 1, 2018. That increase was used for the balance of 2018 and was reflected in the 2019 draft budget. (Attachment 1 & 2)

3.0 Analysis

The Committee reviewed the following;

- Current compensation of Councillors;
- Reviewed the expenditure allowances and reimbursement policies;
- Compared compensation to other municipalities throughout Durham Region;
- Compared compensation to similarly structured municipalities across Ontario;
- Considered the duties of Council and legislative compensation requirements.

Salary Comparisons:

Following the mandate of the Terms of Reference, the Committee chose the following municipalities as comparators:

1. Scugog Township
2. Uxbridge Township
3. Ramara Township
4. Town of Blue Mountain

These comparators were selected based on population size, geographical size and other similarities to Brock Township.

The Committee also reviewed the expenditure allowances and reimbursement policies that was adopted through Council in 2002. (Attachment 3)

Municipality	Population	Geographic Area	Mayor Salary 2020	Regional Councillor/ Deputy Mayor Salary 2020	Councillor Salary 2020	Benefits 2020
Brock	11,642 (2016)	423.7 km ²	36,386.08 \$4000.10 (Expense Allowance) \$1818.43 (RRSP) \$5,250.10 (Optional Benefit)	25,731.59 \$2557.60 (Expense Allowance) \$1237.99 (RRSP) \$5250.19 (Optional Benefit)	23,078.90 \$2,499.90 (Expense Allowance) \$1153.34 (RRSP) \$5250.19 (Optional Benefit)	See mayor, regional mayor & councillor for break down
Scugog	22,500	474.63 km ²	49,060	34,320	31,191	7,050 pkg* Mileage 0.58/km up to 5000km
Uxbridge	21,176 (2016)	420.6 km ²	59,346.62 [^]	42,744.62 [^]	42,117.25 [^]	Receive car allowance between 2400.00 – 4805.00
Ramara	14,686	418.8 km ²	33,076.64	27,097.00	22,004.34	<ul style="list-style-type: none"> • 126.76/meeting** • 100% life insurance – accidental death/ supplementary health insurance • 50% dental insurance • \$0.54/km • \$50 internet/phone allowance • Meal allowance***
Blue Mountain	7025	286.8 km ²	49, 519.42 ^{^^}	42,517.59 ^{^^}	41,859.92 ^{^^}	<ul style="list-style-type: none"> • 3,738.42 (travel & computer expense)

* Benefit pkg. includes health/life insurance, CPP, EI & Employer Health Tax

[^] Remuneration and Benefits in the total was not broken down

** All councillors receive an additional \$126.76 for each committee of the whole attended

*** Meal allowance Breakfast \$20.00, Lunch \$30.00, Supper \$50.00

^{^^} a recent review gave blue mountain a pay increase providing compensation at minimum wage for a 40/hr work week

The Committee reviewed the previous remuneration and benefits packages accepted by Council in 2002, as well as the current remuneration and benefits which led to the conclusion that the process was long overdue especially with the cost of living increases and the scope of the duties required of Councillors currently.

The Committee reached out to the public for input through a survey. The survey was provided through the Township's engagement platform "Let's Talk Brock." The survey was advertised through the Township website, social media platforms, monthly newsletter and through the Brock Citizen. The survey also received media attention through the Brock Citizen and Brock Voice news sources.

The survey generated 174 visits with 90 of those responding. This provided insight as to how the public feels about the process of the Compensation Review and to aid in the development of recommendations.

Some of the insight gained through the public survey (Attachment 4) was;

1. The need for the development of an expense policy.
2. The need to perform a review at a more frequent interval

Each member of Council was interviewed by the Committee. As a result of these interviews, the following conclusions were brought forward to the Committee:

1. Average weekly hours of duties performed:
 - 20 hours -Local Councillors (not including conferences)
 - 45 hours – Regional Councillor and Mayor
2. With the size of the wards and growing population within them, the duties of Council have increased.
3. The need for a fair wage in order to attract qualified candidates.
4. Provide clarity on expenses by developing an expense policy
5. The need for more frequent compensation reviews.

4.0 Related Policies / Procedures

Report 2018-FI-24 (Attachment 1)
Report 2017-FI-19 (Attachment 2)
Report 2002-AP-14 (Attachment 3)
Public Survey Results (Attachment 4)

5.0 Financial / Budget Assessment

Base pay for Members of Council is revised annually to reflect any economic adjustment applied to staff as of January 1st of every year or as otherwise determined.

Members of Council will receive a 4% increase for each year beginning in 2023 and ending in 2026

6.0 Communications

N/A

7.0 Conclusion


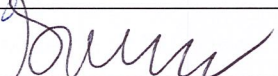
The Committee felt it has undertaken a thorough review and believe the recommendations reflect the nature, responsibilities and accountability associated with these positions, as well as demonstrate fiscal responsibility.

Based on the analysis conducted and, in the attempt to attract strong, qualified candidates to local government, and to recognize anticipated growth and service requirements, the Committee concluded their mandate by making the following recommendations:

8.0 Recommendation(s)

The Committee has made the following recommendations for Council to consider:

1. Base pay for Members of Council is revised annually to reflect any economic adjustment applied to staff as of January 1st of every year or as otherwise determined.
2. Members of Council will receive a 4% increase for each year beginning in 2023 and ending in 2026.
3. That staff create a Council Expense Policy that will be brought forward to Council for approval and implementation and any current expenses will be reviewed and incorporated into the Expense Policy.
4. The creation of a Council Compensation Review Committee to occur every 8 years (2-terms) and the review to be conducted in the third year of the second term.
5. That all incoming Councillors (whether new or returning) be it mandatory to attend training pertaining to the new expense policy as part of the Councilor training program prior to the start of their duties.
6. That all the above recommendations made, would take effect at the beginning of the new term of Council in 2023.

Title	Name	Signature	Date
Clerks Assistant	Stefanie Stickwood		June 8/21
Chief Administrative Officer	Ingrid Svelnis		June 8/2021



2106/18

Attachment 1

THE CORPORATION OF THE TOWNSHIP OF BROCK

Finance Department

Treasurer to the Finance Committee

Report: 2018-FI-24

Date: December 10, 2018

SUBJECT

Update to Impact of Removal of 1/3 Tax Free Status – Council Remuneration

RECOMMENDATION

That the Committee receive this report for information.

ATTACHMENTS

1. Report 2017-FI-19

REPORT

Background

Report 2017-FI-19 (attached) outlining the impact of the removal of the 1/3 tax free status for members of Council was presented to the Finance Committee on September 18, 2017. Resolution 5-9 was adopted as follows:

1. That the Finance Committee receive Report 2017-FI-19 for information;
2. That staff be directed to maintain the status quo for the 2018 Budget year utilizing the 1/3 tax free exemption to the end of the current Council term;
3. That staff be directed to incorporate option 3 into the 2018 Draft Budget for the new term of Council with the understanding that it is subject to adjustment should the Federal government reverse their decision to eliminate the 1/3 tax fee exemption and should the new Council elect to take advantage of the option; and
4. That staff be directed to prepare a subsequent report in December 2018 for the next term of Council.

Bill C-44 received royal assent in June 2017 and Federal officials have made it clear that

This report is available in alternate formats.
Please contact the Clerk's Department at 705-432-2355.



User: Mdrake
Date: 04/12/2018
Refer to: Finance
Meeting Date: 10/12/2018
Action: Rec & File
Notes:
Copies to:



TOWNSHIP OF BROCK
CLERK'S DEPT

THE CORPORATION OF THE TOWNSHIP OF BROCK RECEIVED AUG 11 2017

Finance Department

File:

Copies to:

Refer Id:

Treasurer to the Finance Committee

Report: 2017-FI-19

ACTION TAKEN

Refer to

Resol. No.

Council

Date: September 18, 2017

Comm.

FI

Meeting Date:

Sept 18

SUBJECT

Impact of Removal of 1/3 Tax Free Status – Members of Council

RECOMMENDATION

1. THAT the Finance Committee receive this report for information;
2. That staff be directed to maintain the status quo for the 2018 Budget year utilizing the 1/3 tax free exemption to the end of the current Council term;
3. That staff be directed to incorporate option 2 into the 2018 Draft Budget for the new term of Council with the understanding that it is subject to adjustment should the Federal government reverse their decision to eliminate the 1/3 tax free exemption and should the new Council elect to take advantage of the option; and
4. That staff be directed to prepare a subsequent report in December 2018 for the next term of Council.

ATTACHMENTS

1. Financial Impact of Removal of 1/3 tax free Exemption (Based on 2017 Statutory Deductions)

REPORT

Background

In March 2017, the Federal Budget was presented stressing a number of themes including Skills, innovation, and middle class jobs; Communities built for change; A strong Canada at home and in the world; Tax fairness for the middle class; and Equal opportunity-gender statement. Included in the section on Tax Fairness for the Middle Class, the statement was as follows:

This report is available in alternate formats.
Please contact the Clerk's Department at 705-432-2355.

"Remove the tax exemptions for non-accountable expense allowances paid to members of provincial and territorial legislative assemblies and to certain municipal office-holders. This exemption is only available to certain provincial, territorial and municipal office holders, and provides an advantage that other Canadians do not enjoy."

This means that effective in 2019, the 1/3 tax-free exemption will be removed from all municipal governments where it is practiced. In theory this will result in members of local Council paying their fair share of income tax as all earnings will become taxable. Once in place, this change in tax policy will have financial implications to members of Council and to the Municipality.

Members of Council are required to attend meetings, attend local events within the township, sit on local boards, and deal with constituent issues. Many issues are dealt with from their home as office space and administration staff assistance is currently limited. The cost of travel within the Township, telephone service, cellular phones service, internet connections, computer equipment, stationary, and other required supplies has always been the responsibility of the individual Council member. In the past, it was assumed that the 1/3 tax-free exemption was designed to cover these costs and Council members were not required to track their costs or otherwise justify that the exemption was reasonable.

With the elimination of the 1/3 tax-free exemption, members of Council will be required to track actual expenses related to the performance of their public duties. This will include a log of all mileage within the Township travelled on Township related business as well as a detailed accounting of all expenses including the purchase of computer equipment, and other required services. This extra tracking is the same as that required of all employees who claim employment related expenses. Proof of expenditures is required before a non-taxable reimbursement can be made or before income tax deductions can be taken for employment related expenses.

Members of Council's compensation is detailed currently under By-law 1801-2002-AP. This By-law established the annual sum to be payable to the Mayor and Members of Council and provided a mechanism of review and incremental increases. It further addresses the Insured's Benefit Program, Retirement Plan, Vehicle Expense Allowance, Councillors Accidental Death/Dismemberment Policy, General Expense, Severance Package and Conflict of Interest Insurance. The elimination of the 1/3 tax-free exemption in itself will not negate this By-law, however adoption of any of the options presented below will require an update to the By-law.

Consideration of Options

The objective of attracting qualified candidates from the Township of Brock who will run for office in subsequent years is always a consideration in reviewing any changes to the compensation package offered. The existing By-law, when combined with the 1/3 tax-free exemption has provided a reasonably competitive compensation package for members of Council in Brock Township. With the elimination of the exemption, staff have developed the following compensation options for Council consideration:

Option 1:

This option would leave the existing level of compensation intact and require members of Council to track their respective expenses incurred in the performance of their public duty. The amount of expense allowance currently budgeted for the Mayor (\$4,000) and Councillors (\$2,500) would remain available to them however the reimbursement would only be paid by submitting detailed expense claims.

Using option 1, as shown in attachment 1, members of Council would take home less after tax and the Township would incur additional costs in excess of \$6,184 annually. These calculations are based on the 2017 tax and Canada Pension Plan contribution rates that are subject to change annually. It is also important to note that the estimated expense reimbursement may fluctuate depending on the activity of individual members of Council.

Option 2:

This option would leave the existing level of compensation intact as well as paying the existing level of expense allowance without the 1/3 tax exemption. Members of Council would be encouraged to track their respective expenses incurred in the performance of their public duty as these costs could be claimed to reduce their taxable income when they prepare their personal income tax returns annually.

Using option 2, as shown in attachment 1, members of Council would take home less after tax and the Township would incur additional costs in excess of \$9,385 annually. These calculations are based on the 2017 tax and pension rates that are subject to change in future years.

Option 3:

This option would increase the level of compensation paid to members of Council while leaving the existing level of expense allowance intact. Members of Council would be encouraged to track their respective expenses incurred in the performance of their public duty as these costs could be claimed to reduce their taxable income when they prepare their personal income tax returns annually.

Using option 3, as shown in attachment 1, members of Council would take home the same level of compensation after tax and would have the option of increasing their total retained by claiming actual expenses incurred. The Township would incur additional costs in excess of \$36,763 annually. These calculations are based on the 2017 tax and pension rates that are subject to change in future years.

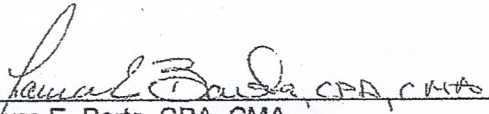
To permit members of Council to claim employment related expenses on their personal income tax returns as recommended in options 2 and 3 above, members of Council will be provided with the required authorization by the Township Treasurer annually. Should they choose to exercise this option, they could potentially increase the actual amount of the earnings they retain.

Conclusion

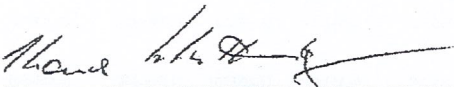
It is recommended that the Finance Committee receive this report for their information and instruct staff to proceed with implementation of Option 2 effective for the new term of

Council in the 2018 Budget. Utilizing Option 2 will have a minor financial impact on the 2018 Budget, will not require a new By-law at this time, and will allow the incoming Council members to review compensation levels during the next Council's mandate~~d~~ should they so desire by resolution.

Respectfully submitted,


Laura E. Barta, CPA, CMA
Treasurer

Reviewed by,


Thomas G. Gettinby, MA, MCIP, RPP, CMO
CAO & Municipal Clerk

2504/02



THE CORPORATION OF THE TOWNSHIP OF BROCK

Clerk's Department

Clerk-Administrator to Administration & Personnel Committee

Report: 2002-AP-14

Date: Monday, November 4, 2002

SUBJECT

A Remuneration and Benefits Program

RECOMMENDATION

1. That the Administration & Personnel Committee endorse a Remuneration and Benefits Program as provided and detailed in Report 2002-AP-14 and to be specifically referenced as Schedules "A" to "H" inclusive.
 2. That the Administration & Personnel Committee recommend that Council enact a by-law to provide for a Remuneration and Benefits Program as endorsed.
-

REPORT

The Township of Brock Administration and Personnel Committee discussed Report No. 2002-AP-13 on Monday, September 30, 2002, which addressed the various benefits received by councillors in certain municipalities within the Region of Durham.

Report No. 2002-AP-13 generated detailed discussion of various benefits provided to elected members of council which varies from Region to Region and ultimately from municipal council to municipal council.

As a result of the subject discussions and review, a resolution was passed to request staff to review all aspects of the report and provide a benefit program to address the needs of elected officials including the current and future members of Council.

It should be specifically noted that salaries and benefits generate little attention due to timing of municipal elections. The lack of a stable benefit program may also deter various individuals from seeking public office.

In light of the direction to view the applicability of a benefit program as being fair and equitable, the following is being addressed in terms of implementation:

- Salary
- Insureds Benefit Program
- Retirement Plan
- Expense Allowance (Vehicle)
- Councillors Accidental Death/Dismemberment Policy
- General
- Severance Package
- Conflict of Interest Insurance

The headings as listed above comprise the overall benefits program as set out in Schedules "A" through "H" attached. These headings reflect that in some instances, portions of the program are already in effect and would continue, while others are new and would need to be implemented.

It should, however, be noted that the concept of the benefits to municipal councillors as outlined within this report are not new and are in place in various municipalities in the GTA in one form or another.

The schedules attached outline the specifics of the benefits being referenced for consideration, continuation and/or implementation.

Respectfully submitted,

George S. Graham, AMCT, CMC
Clerk-Administrator

OCT 31 2002

Office _____
Room No. _____

ACTION TAKEN:
Responsible _____

Sp. AD
WEEK TO DATE:
Nov. 4

SALARY

SCHEDULE A

That salaries for the Mayor and Councillors of the Township of Brock be established as follows, effective December 1, 2002.

MAYOR	\$21,460.00
REGIONAL COUNCILLOR	\$14,330.00
COUNCILLORS	\$13,360.00

That salaries for Township of Brock Councillors and the Mayor be reviewed annually and effective December 1, 2003, be automatically increased in the same proportion as the general increases given to the Township Management Group.

INSUREDS BENEFIT PROGRAM

SCHEDULE B

The Township of Brock continue to offer an Insureds Benefit Program as currently provided to Township of Brock Management. The Insureds Benefit Program will be initiated upon request of the specific member of Council, subject to eligibility.

RETIREMENT PLAN

SCHEDULE C

The current employee pension plan, available through the Ontario Municipal Employees Retirement System (OMERS) is not totally suited to the circumstance of elected officials. It is not recommended that a by-law be passed to provide for participation therein.

In lieu of a Retirement Pension Plan, effective January 1, 2003, the Township of Brock will contribute up to 5% of the Mayor's and Councillors' salary (including tax free allowance) to a Retirement Savings Plan.

EXPENSE ALLOWANCE (VEHICLE)

SCHEDULE D

An annual expense allowance for a private vehicle used for Township purposes within the corporate limits will be granted to members of Council as follows:

MAYOR	\$4,000.00
REGIONAL COUNCILLOR	\$2,500.00
COUNCILLORS	\$2,500.00

COUNCILLORS ACCIDENTAL DEATH/DISMEMBERMENT POLICY

SCHEDULE E

The Township of Brock will carry a policy to address Accidental Death/Dismemberment.

This policy provides accident insurance coverage for the benefit of the municipality's elected officials. All benefits are payable in addition to any other benefits that the injured person may be in receipt of.

Please refer to the insurance contract for all limits, terms, conditions and exclusions that apply.

GENERAL

SCHEDULE F

A member of Council shall be reimbursed for a township-related expense upon submission of the receipt(s) to the Township Treasurer.

- Internet Fee
- ✓ - Cell Phone
- ✓ - Meals
- ✓ - Hotel
- ✓ - Parking

SEVERANCE PACKAGE

SCHEDULE G

That a severance package of one month's total remuneration (being a Councillor's annual Township stipend including both the tax exempt and taxable portions) for each continuous year of service, pro-rated for part years of service, with a maximum of twenty-four months' payment, and as calculated on the income as at the date of severance, be paid to any current or future member of Council who loses office due to election defeat, or upon resignation, except that no such allowance shall be made to a member of Council under age 65 who dies in office or who is removed from office by judicial process or who is otherwise disqualified from holding office.

CONFLICT OF INTEREST INSURANCE

SCHEDULE H

The Township of Brock will carry a policy to address Conflict of Interest.

This policy provides for the reimbursement of legal fees and expenses incurred by the elected or appointed members of Council who are charged under the *Municipal Conflict of Interest Act*, provided that a court finds (1) there has been no contravention, or (2) contravention has occurred by reason of inadvertence, remoteness, or insignificance, or (3) contravention has occurred by reason of a bona fide error in judgment.

Please refer to the insurance contract for all limits, terms, conditions and exclusions that apply.

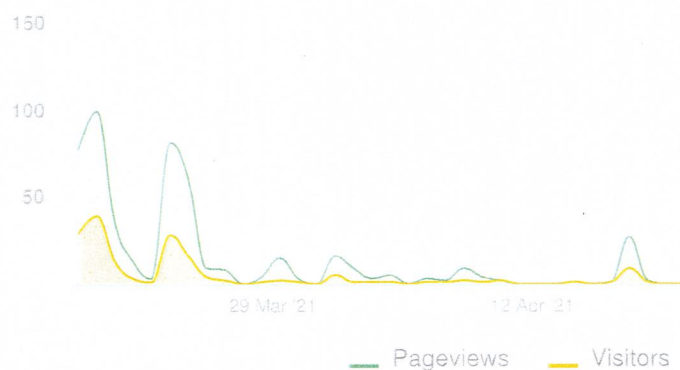
Project Report

17 March 2021 - 19 April 2021

Let's talk Brock Council Compensation Survey



Visitors Summary

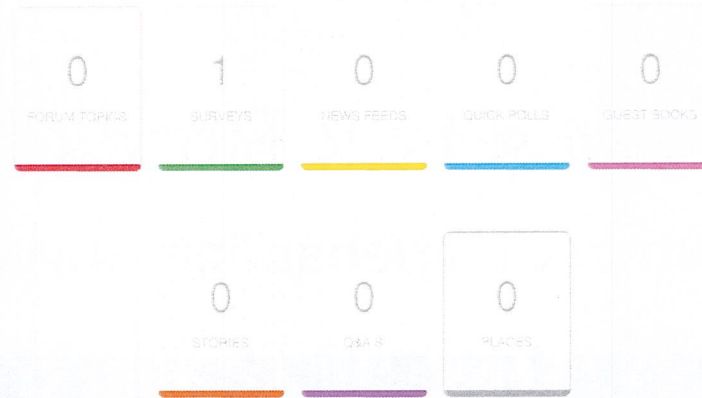


Highlights

TOTAL VISITS	MAX VISITORS PER DAY	
174	39	
NEW REGISTRATIONS		
0		
ENGAGED VISITORS	INFORMED VISITORS	AWARE VISITORS
90	131	160

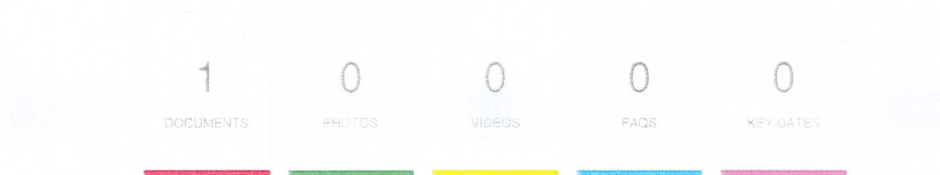
Aware Participants	160	Engaged Participants	90		
Aware Actions Performed	Participants	Engaged Actions Performed	Registered	Unverified	Anonymous
Visited a Project or Tool Page	160	Contributed on Forums	0	0	0
Informed Participants	131	Participated in Surveys	1	0	89
Informed Actions Performed	Participants	Contributed to Newsteds	0	0	0
Viewed a video	0	Participated in Quick Polls	0	0	0
Viewed a photo	0	Posted on Guestbooks	0	0	0
Downloaded a document	23	Contributed to Stories	0	0	0
Visited the Key Dates page	0	Asked Questions	0	0	0
Visited an FAQ list Page	0	Placed Pins on Places	0	0	0
Visited Instagram Page	0	Contributed to Ideas	0	0	0
Visited Multiple Project Pages	42				
Contributed to a tool (engaged)	90				

ENGAGEMENT TOOLS SUMMARY



Tool Type	Engagement Tool Name	Tool Status	Visitors	Contributors		
				Registered	Unverified	Anonymous
Survey Tool	Council Compensation Survey	Approved	119	1	0	89

INFORMATION WIDGET SUMMARY



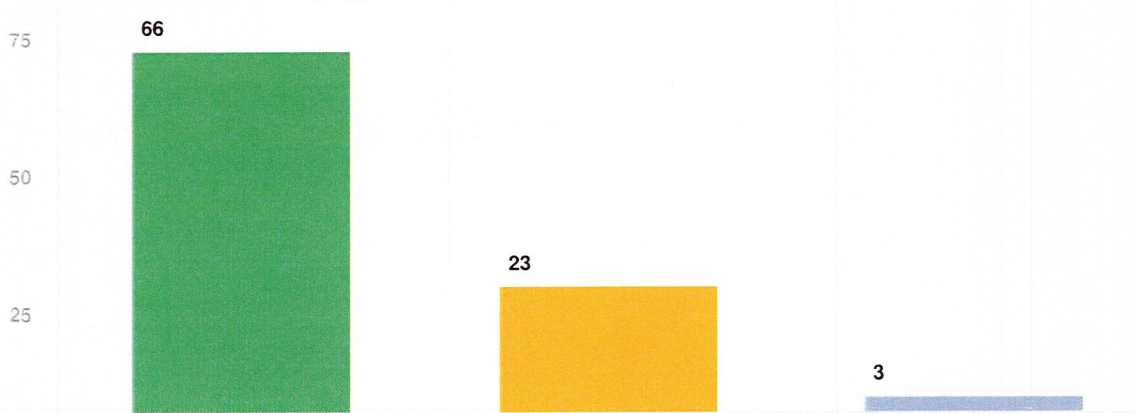
Widget Type	Engagement Tool Name	Visitors	Views/Downloads
Document	2021-CO-09 Council Remuneration and Expense - For the 2020 Fiscal Y...	23	24

ENGAGEMENT TOOL: SURVEY TOOL

Council Compensation Survey

Visitors	119	Contributors	90	CONTRIBUTIONS	92
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With Brock Township having a population of 11,642, the Council Compensation Review Committee has selected Uxbridge Township...



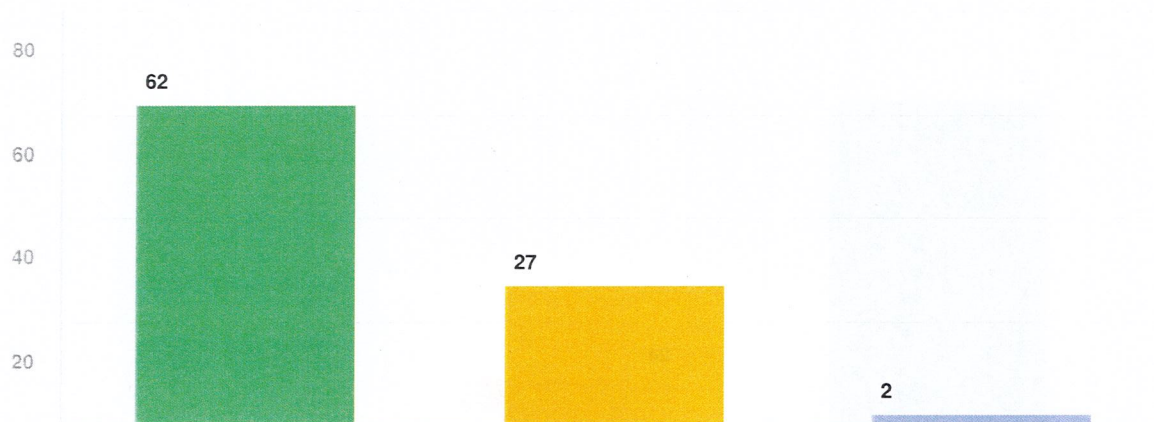
Question options

● YES ● NO ● NO OPINION

Optional question (92 response(s), 0 skipped)

Question type: Checkbox Question

Looking at the following comparative Municipalities:Uxbridge Township Councillors
receive a salary on average of \$42,117 an...



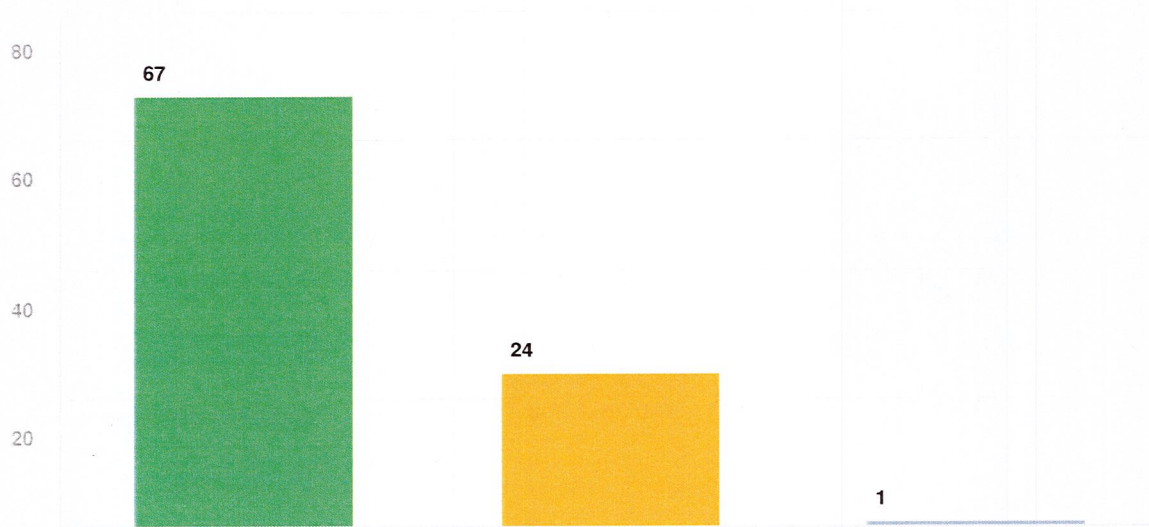
Question options

☒ YES ☐ NO ☐ NO OPINION

Optional question (91 response(s), 1 skipped)

Question type: Checkbox Question

Do you believe it is appropriate that Councillors should receive compensation for additional expenses such as mileage, meal...



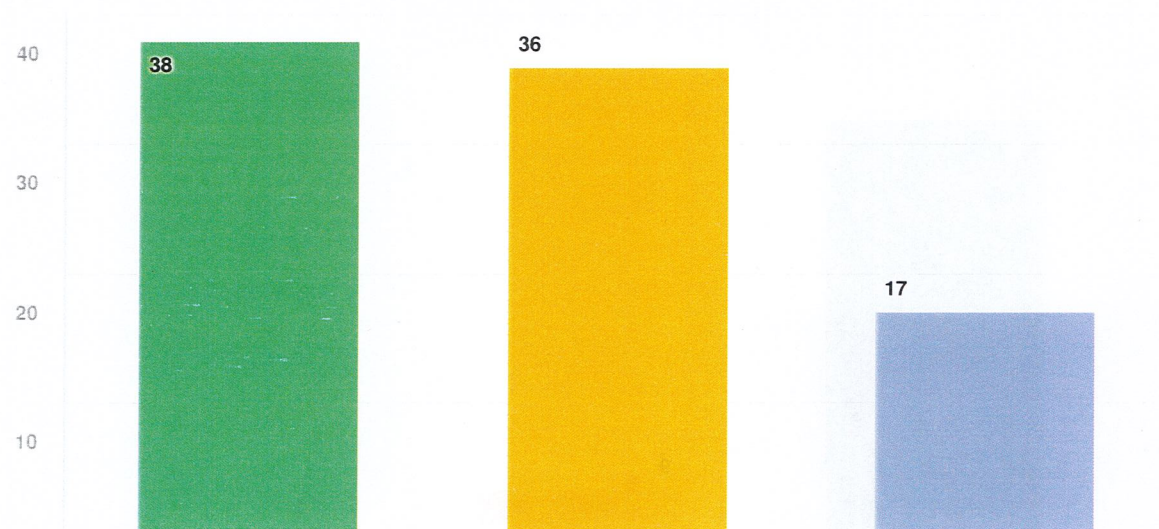
Question options

☒ YES ☐ NO ☐ NO OPINION

Optional question (91 response(s), 1 skipped)

Question type: Checkbox Question

A Council Compensation Review has not been conducted in the last 20 years. How often do you feel this type of review should...



Question options

- ☒ At the end of each 4-year term? ☐ At the end of every 2 terms (8 years)? ☐ Every 10 + years

Optional question (91 response(s), 1 skipped)

Question type: Checkbox Question

Currently there is not a formal expense policy in place for Councillors. Do you feel this should be created and implemented?



Question options

☒ YES ☐ NO ☐ NO OPINION

Optional question (91 response(s), 1 skipped)

Question type: Checkbox Question