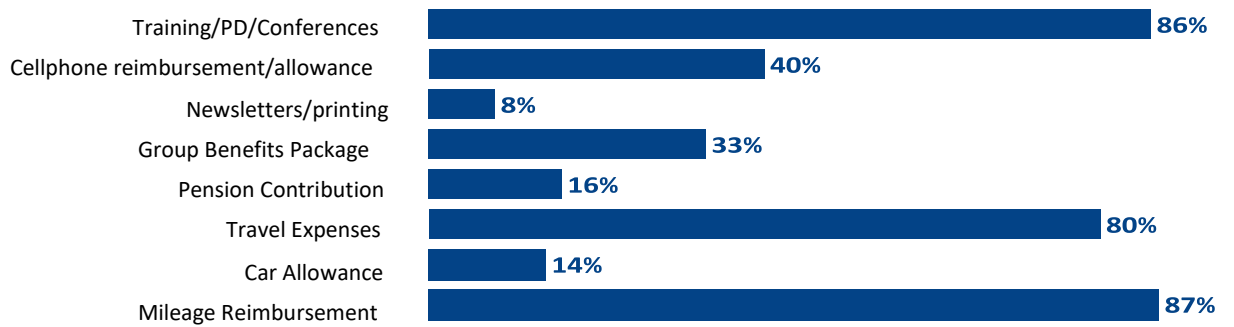


Non-Compensation Benefits Research

Source: Municipal Council Compensation in Ontario, March 2018

Other Benefits In addition to salaries, honorariums, and stipends, municipalities also provide a range of other benefits to their councils. For instance, a strong majority of municipalities provide mileage reimbursement, travel expenses, and dedicated funding for attending conferences, training and professional development. A smaller number of municipalities (40% and 33% respectively) provide an allowance or reimbursement for cellphones, and access to a group benefits package. Approximately 16% of municipalities provide a pension contribution, while 14% provide a car allowance, and 8% provide a budget for printing newsletters and other materials.

Council Compensation—Salaries (per year)



As seen in Table 7, larger municipalities are more likely to provide optional benefits like cellphone reimbursement, newsletter printing or a pension contribution. For instance, most municipalities (83%) with a population over 250,000 provide reimbursement or an allowance for a cell phone, while less than a third of municipalities with a population below 10,000 do the same. Similarly, a majority of municipalities with a population above 100,000 provide pension contributions and a group benefits package while fewer than a third of municipalities with a population below 10,000 provide a group benefits package, and fewer than 7% provide a pension contribution.

Table 7.

Non-salary benefits provided by municipalities, by population size

	Cell phone reimbursement/ allowance	Newsletters / Printing	Group benefits package	Pension Contribution	Car Allowance
Less than 4,999	29%	1%	14%	7%	5%
5,000 – 9,999	32%	5%	32%	0%	5%
10,000 – 24,999	49%	8%	45%	21%	17%
25,000 – 49,999	69%	13%	63%	25%	44%
50,000 – 99,999	56%	25%	44%	44%	44%
100,000 – 249,999	64%	36%	73%	64%	36%
More than 250,000	83%	67%	83%	83%	33%

Non-Salary Benefits offered by the Town of The Blue Mountains:

- EAP, Extended Health and Dental – same benefit program as FT staff (minus STD, LTD and life insurance is capped at \$50,000) – cost for Council & Dependents annually **\$6, 541.56**
- Annual IT Allowance of **\$1,200**
- Meeting Per-Diem - \$100 full day, \$75.00 half day
- Annual Mileage for in-town travel **\$2,400**. Mileage for attending meetings outside of Town boundaries – CRA – 2019 \$.58 per kilometer for the first 5000 kms, \$.52 for any amount over 5000 kms.
- Cell Phone, Laptop for term of Council
- Access to all Town resources, including printing etc.