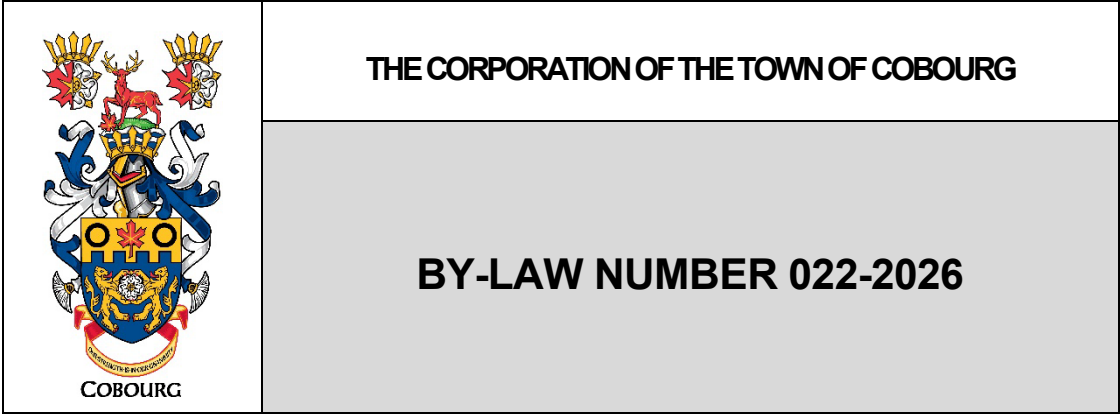




BEING A BY-LAW TO PROVIDE FOR THE PAY OF REMUNERATION INCLUDING EXPENSES, INSURANCE, AND BENEFITS TO MEMBERS OF COUNCIL FOR THE 2026-2030 TERM AND TO REPEAL BY-LAWS 078-2015 AND 003-2025

WHEREAS section 238 (1) of the *Municipal Act, 2001*, S.O. 2001, c. 25 (“Act”) as amended, provides a municipality may pay any part of the remuneration and expenses of the members of any local board of the municipality and of the officers and employees of the local board; and

WHEREAS section 238 (2) of the *Municipal Act, 2001*, as amended, provides 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 as members, officers or employees and if,

- (a) the expenses are actually incurred; or
- (b) the expenses are, in lieu of the expenses actually incurred, a reasonable estimate, in the opinion of the council or local board, of the actual expenses that would be incurred; and

WHEREAS Council passed a resolution to set the remuneration for the 2026-2030 term of Council at the February 25, 2026 Regular Meeting.

NOW THEREFORE BE IT RESOLVED THAT THE MUNICIPAL COUNCIL OF THE CORPORATION OF THE TOWN OF COBOURG ENACTS AS FOLLOWS:

- 1. Council Remuneration
 - 1.1 That the Mayor of the Corporation of the Town of Cobourg shall be paid an annual allowance/remuneration in the amount of \$88,793.00 per annum paid bi-weekly.
 - 1.2 That the Deputy Mayor of the Corporation of the Town of Cobourg shall be paid an annual allowance/remuneration in the amount of \$47,901.00 per annum paid bi-weekly.
 - 1.3 That each Councillor of the Corporation of the Town of Cobourg shall be paid an annual allowance/remuneration in the amount of \$40,231.00 per annum paid bi-weekly.
 - 1.4 Annual adjustments to the salary grid shall take into consideration, and be subject to Budget approval with the following information:
 - (1) Ontario Consumer Price Index (CPI) rates for the 12 months prior to Budget approval.

(2) Approved increase for the Canadian Union of Public Employees (CUPE) group; and

(3) Average of projected increases across the defined comparator municipalities.

1.5 The remuneration set out in Section 1 of this By-law may be subject to a reduction in the amount of \$250.00 per meeting for absence from Regular Council and Standing Committee meetings in excess of five (5) meetings per annum.

2. Insurance Benefits

2.1 Members of Council may be provided with any group insurance benefits that may be provided for the employees of the municipally and any other benefits of a like nature that Council considers appropriate.

2.2 Members of Council are included in the non-union salary group of eligible insurance benefits.

2.3 Members of Council will be provided with an opportunity to acquire life insurance and accidental death and dismemberment insurance and major medical insurance including: a non-deductible drug plan, a vision care plan; and a dental plan. Amounts and coverage will be established by resolution of the Cobourg Municipal Council.

2.4 At the beginning of each new term and, if circumstances change during the term, members will meet with Human Resources personnel to review the Corporation's benefit package particulars and potential overlaps in coverage with other policies.

3. Council Pension

3.1 Members who are currently receiving an Ontario Municipal Employment Retirement System (OMERS) Pension or who are above the age of 71 shall receive a contribution to an RRSP, a Tax-Free Savings account, or as otherwise directed by the recipient. The amount received would be equivalent to the employer's contribution that other members of Council would receive if they were participating in the Plan.

3.2 Subject to By-law No. 036-2024, as amended, every person who becomes a Member of Council ("Member") after the effective date shall become a member of the OMERS Primary Pension Plan and the Retirement Compensation Arrangement for the OMERS Primary Pension Plan on the date the person becomes a Member.

4. Council Per Diem

4.1 Each Member of Council may be paid remuneration for loss of wages in the amount of \$250.00 per day to a maximum of \$1,000.00 per annum for attendance at labour conciliation/mediation meetings and at conferences, seminars, workshops and other meetings which a member of Council may be required to attend representing a service function for the Corporation, or at out-of-town delegations authorized by Council.

4.2 Claims for loss of wages require submission of an itemized list of days, times, purpose and amount of loss of wages.

- 4.3 Claims for loss of wages are to be submitted once per year and must be approved by the Mayor for reimbursement.
- 4.4 Council members that are required to attend Town of Cobourg labour conciliation/mediation meetings shall be paid remuneration in the amount of one hundred dollars per diem.
- 4.5 Each Member of Council shall be paid a per diem for any unscheduled Special and Emergency Council meeting only in the amount of \$150.00

5. Council Expenses

- 5.1 Members of Council are entitled to reimbursement in respect of expenses incurred while attending conferences, conventions or educational seminars as required by their Council position and appointments as follows:

(1) Registration Fees:

Reimbursement for the municipal delegate for attendance at authorized conferences, workshops or seminars.

(2) Hotel Accommodation:

Reimbursement of a single or double room rate arranged by the municipality, including room tax and hotel parking upon presentation of receipts, for authorized attendance at:

- (i) Meetings,
- (ii) Workshops,
- (iii) Seminars,
- (iv) conferences or conventions, or
- (v) where attendance is greater than one day or distance warrants overnight accommodation.

(3) Attendance at Meetings:

Reimbursement of expenses incurred for attending a one day meeting, workshop, seminar or conference upon submission of receipts for parking, taxi and meals, including gratuities.

(4) Alcoholic Beverages:

Reimbursement will not be provided for the purchase and/or consumption of alcoholic beverages.

(5) Approval Process

The Mayor will sign reimbursement forms on behalf of Council members and the Chief Administrative Officer will sign for the Mayor.

(6) Travel/ Mileage Allowance

Automobile travel allowance provided at the rate per kilometre as established by resolution of the Cobourg Municipal Council for attending: meetings, authorized workshops, seminars, conferences or any other use by Council members of their person vehicles while acting in their capacity as officers of the Municipality.

(7) Admission Fees

Reimbursement of a legitimate expense for the cost of admission for the Council representative and their guest for attending functions on behalf of and representing the municipality for their area of Council responsibility and/or as approved by the Mayor.

5.2 Annual Conference Expense Allowance - Maximum

Members of Council shall be limited (in total) to an annual expense allowance of an amount established in the annual Council Operating Budget for approved attendance at conferences and conventions.

5.3 All receipts and supporting documents must be attached to the prescribed Expense Claim form, to be signed by the Mayor, in order to receive reimbursement for expenses related to Council responsibilities.

5.4 Reimbursement may be provided for training and courses related to the Council member's area of responsibility and/or with approval from the Mayor.

5.5 Members of Council shall not be entitled to receive expense allowances authorized by the Town of Cobourg's Council Remuneration by-law where expenses and/or mileage allowances are provided by the County of Northumberland, the Lakefront Public Utilities Inc. or affiliated boards/committees; the Ganaraska Region Conservation Authority, Cobourg Police Services Board or other related sponsoring organizations.

6. Conference Reporting

6.1 Members of Council members are encouraged to submit a report following attendance at conferences, trainings or seminars attended on behalf of the Municipal Corporation. The conference reports are to be provided to the Mayor for filing.

7. Council Memberships

7.1 The Corporation of the Town of Cobourg pays the annual fees for on-going memberships in the associations and organizations approved during the annual budget deliberation process.

7.2 Elected and appointed officers of the Corporation are authorized to attend meetings of the associations and organizations approved during the annual budget deliberation process at the expense of the Corporation in accordance with budget allocations and expense policies established by the Cobourg Municipal Council.

8. Council Parking – Car Allowance

8.1 Members of Council are provided with an annual pass each year during their term of office for use in all municipal parking areas excluding handicapped, no stopping, fire routes, reserved or other restricted parking areas.

8.2 Additionally, the Mayor is provided with a reserved parking space beside Victoria Hall along the west side of Second Street.

- 8.3 The Mayor of the Corporation of the Town of Cobourg shall be provided with an annual car allowance in the amount of (\$1,000.00) per year for local travel.
9. That upon this By-law coming into force and effect that By-law Nos. 078-2015 and 003-2025 be hereby repealed.
10. That this By-law shall come into effect on the 15th day of November, 2026.

READ and finally passed in Open Council this 22nd day of April, 2026.

“Lucas Cleveland”

Lucas Cleveland, Mayor

“Brent Larmer”

Brent Larmer, Clerk