

Table 1 – Remuneration and Expenses Paid by Haldimand County to Members of Council

Council Member	Remuneration (Note 1)	Benefits & OMERS (Note 2)	Sub-total	Mileage	Professional Development (Note 3)*	Reimbursed Expenses (Note 4)*	Wireless Communications (Note 5)*	Total
<b>Mayor</b>								
Shelley Ann Bentley	\$116,672	\$26,983	<b>\$143,656</b>	\$2,841	\$5,251	\$7,746	\$611	<b>\$160,105</b>
<b>Councillors</b>								
Dan Lawrence	\$63,026	\$17,756	<b>\$80,783</b>	\$0	\$682	\$150	\$762	<b>\$82,376</b>
John Metcalfe	\$66,326	\$14,372	<b>\$80,698</b>	\$775	\$2,850	\$200	\$208	<b>\$84,730</b>
Patrick O'Neill	\$63,026	\$17,756	<b>\$80,783</b>	\$0	\$4,222	\$0	\$237	<b>\$85,242</b>
Stewart Patterson	\$63,317	\$16,896	<b>\$80,212</b>	\$157	\$2,913	\$0	\$555	<b>\$83,837</b>
Robert Shirton	\$63,026	\$17,756	<b>\$80,783</b>	\$0	\$1,006	\$175	\$1,208	<b>\$83,172</b>
Marie Trainer	\$59,630	\$3,894	<b>\$63,525</b>	\$0	\$880	\$0	\$257	<b>\$64,662</b>
<b>Total</b>	<b>\$495,025</b>	<b>\$115,414</b>	<b>\$610,439</b>	<b>\$3,772</b>	<b>\$17,804</b>	<b>\$8,271</b>	<b>\$3,839</b>	<b>\$644,125</b>

\*Costs are net of rebateable HST, where applicable.

Note 1 – Remuneration for Council members includes amounts paid during the year, including base remuneration, as well as annual stipend for additional workload associated with Council approved appointments to various boards and committees, and excludes any year end accruals. The Deputy Mayor remuneration is included in the applicable Councillor's remuneration. Councillor John Metcalfe was appointed Deputy Mayor under By-law 2401/22 effective December 12, 2022 and extended through report CLE-09-2023 for an additional 1-year until November 14, 2024. Councillor Stewart Patterson was appointed Deputy Mayor under By-law 2555/24 effective November 15, 2024. Councillor Robert Shirton was appointed Deputy Mayor under By-law 2575/24 effective December 16, 2024.

Note 2 – Benefits/OMERS column includes Canada Pension Plan, Accidental Death & Dismemberment Insurance, Life Insurance, Employer Health Tax and Extended Health/Dental Plan premiums and Ontario Municipal Employee Retirement Savings (OMERS), as applicable.

Note 3 – Professional Development expenses includes attendance at conferences, seminars and other meetings intended to promote professional development. Details of these expenses are outlined in Table 2 to this report.

Note 4 – Reimbursed expenses includes attendance at meetings, community events and meals and other related costs (net of any offsetting revenues). Details of these expenses are outlined in Table 3 of this report.

Note 5 – Wireless Communications represents specific charges paid (net of reimbursements for personal usage, if applicable) on behalf of Council members for cell phone communication costs.

Table 2 – Professional Development Expenses for Members of Council

Nature of Event	Rural Ontario Municipal Association Annual Conference	Ontario Good Roads Association Conference	Association of Municipalities of Ontario Annual Conference	Economic Developers Council of Ontario	Total
<b>Mayor</b>					
Shelley Ann Bentley	\$1,470	\$880	\$2,901	\$0	\$5,251
<b>Councillors</b>					
Dan Lawrence	\$682	\$0	\$0	\$0	\$682
John Metcalfe	\$0	\$0	\$2,850	\$0	\$2,850
Patrick O'Neill	\$0	\$0	\$2,689	\$1,533	\$4,222
Stewart Patterson	\$0	\$0	\$2,913	\$0	\$2,913
Robert Shirton	\$1,006	\$0	\$0	\$0	\$1,006
Marie Trainer	\$0	\$880	\$0	\$0	\$880
<b>Total</b>	<b>\$3,158</b>	<b>\$1,760</b>	<b>\$11,353</b>	<b>\$1,533</b>	<b>\$17,804</b>

Note: Above costs include applicable Registration, Accommodations, Travel Expenses and Per Diem.

Table 3 – Reimbursed Expenses for Members of Council

Nature of Event	Meeting Expenses (various meetings, and related expenses), Promotional / Event Supplies	Donations/Gifts	Total
<b>Mayor</b>			
Shelley Ann Bentley	\$4,906	\$2,840	\$7,746
<b>Councillors</b>			
Dan Lawrence	\$150	\$0	\$150
John Metcalfe	\$200	\$0	\$200
Robert Shirton	\$175	\$0	\$175
<b>Total</b>	<b>\$5,431</b>	<b>\$2,840</b>	<b>\$8,271</b>

Table 4 – Remuneration of Expenses Paid by Haldimand County to Council Appointees to Local Boards

## Committee of Adjustment

Appointed Member	Remuneration	Mileage	Professional Development	Total
Paul Brown	\$3,817	\$2,340	\$1,348	<b>\$7,505</b>
Carolyn Bowman	\$3,817	\$1,815	\$1,541	<b>\$7,174</b>
Paul Fleck	\$3,499	\$2,149	\$0	<b>\$5,648</b>
Paul Makey	\$3,824	\$1,723	\$0	<b>\$5,548</b>
Don Ricker	\$3,832	\$1,818	\$0	<b>\$5,649</b>
Brian Snyder	\$3,817	\$1,774	\$0	<b>\$5,591</b>
Brian Wagter	\$3,198	\$1,767	\$0	<b>\$4,965</b>
<b>Total</b>	<b>\$25,804</b>	<b>\$13,386</b>	<b>\$2,890</b>	<b>\$42,080</b>

1. Includes ad hoc matters associated with Property Standards, Sign Variance or Animal Control Muzzle Appeals.
2. Remuneration includes Employer Health Tax benefits

## Public Library Board

Appointed Member	Remuneration	Mileage	Professional Development	Total
Jo Geary	\$0	\$0	\$0	<b>\$0</b>
Adrienne Johnston	\$0	\$0	\$0	<b>\$0</b>
Mary Kent	\$0	\$0	\$0	<b>\$0</b>
Pat MacDonald	\$0	\$0	\$0	<b>\$0</b>
Shelley Ann Bentley	\$0	\$0	\$0	<b>\$0</b>
Ashley Aldridge	\$0	\$0	\$0	<b>\$0</b>
Linda Van Ede	\$0	\$0	\$0	<b>\$0</b>
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## O.P.P. Detachment Board

Appointed Member	Remuneration	Mileage	Professional Development	Total
Mayor Shelley Ann Bentley	\$0	\$0	\$2,171	<b>\$2,171</b>
Lorne Boyko (Chair)	\$4,894	\$586	\$2,697	<b>\$8,177</b>
Kelly Shaw	\$1,580	\$0	\$1,094	<b>\$2,674</b>
Stewart McAskill	\$2,462	\$0	\$0	<b>\$2,462</b>
<b>Total</b>	<b>\$8,935</b>	<b>\$586</b>	<b>\$5,962</b>	<b>\$15,483</b>

1. Remuneration includes Employer Health Tax benefits.
2. Councillor's receive an annual stipend for additional workload associated with Council approved appointments to various boards and committees, which is included in the Total Remuneration in Table 1.

Table 5 – Remuneration and Expenses Paid by Local Boards to Council Appointees to Local Boards

## Haldimand-Norfolk Housing Corporation

Appointed Member	Remuneration	Per Diem	Mileage	Professional Development	Reimbursed Expenses	Total
Bernie Corbett	\$0	\$0	\$471	\$0	\$0	\$471
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$471</b>	<b>\$0</b>	<b>\$0</b>	<b>\$471</b>

## Niagara Peninsula Source Protection Committee

Appointed Member	Remuneration	Per Diem	Mileage	Professional Development	Reimbursed Expenses	Total
Councillor Robert Shirton	\$0	\$400	\$0	\$0	\$0	\$400
<b>Total</b>	<b>\$0</b>	<b>\$400</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$400</b>

## Conservation Authorities

## Grand River Conservation Authority

Appointed Member	Remuneration	Per Diem	Mileage	Professional Development	Reimbursed Expenses	Total
Councillor Dan Lawrence	\$0	\$1,807	\$235	\$0	\$0	\$2,042
Councillor Robert Shirton	\$0	\$1,807	\$96	\$0	\$0	\$1,903
<b>Total</b>	<b>\$0</b>	<b>\$3,613</b>	<b>\$332</b>	<b>\$0</b>	<b>\$0</b>	<b>\$3,945</b>

## Niagara Peninsula Conservation Authority

Appointed Member	Remuneration	Per Diem	Mileage	Professional Development	Reimbursed Expenses	Total
Councillor John Metcalfe	\$5,505	\$2,207	\$2,038	\$0	\$233	\$9,983
Councillor Patrick O'Neill	\$0	\$609	\$57	\$0		\$666
<b>Total</b>	<b>\$5,505</b>	<b>\$2,816</b>	<b>\$2,095</b>	<b>\$0</b>	<b>\$233</b>	<b>\$10,649</b>

## Long Point Region Conservation Authority

Appointed Member	Remuneration	Per Diem	Mileage	Professional Development	Reimbursed Expenses	Total
Mayor Shelley Ann Bentley	\$0	\$1,110	\$815	\$0	\$0	\$1,925
Councillor Stewart Patterson	\$0	\$999	\$625	\$0	\$0	\$1,624
<b>Total</b>	<b>\$0</b>	<b>\$2,109</b>	<b>\$1,440</b>	<b>\$0</b>	<b>\$0</b>	<b>\$3,549</b>