

**ATTACHMENT F**

**2025 Council Remuneration Survey Results - Child Care Reimbursement**

Municipality	TWELVE COMPARABLE MUNICIPALITIES Details of Dependant/Child Care Policy – For Council	Reference
<b>New Westminster</b>	<p><b>4. Policy</b></p> <p>4.6 Eligible Expenses are defined as follows:</p> <p>e. Child Care</p> <p>If the Mayor or Councillors incurs the expense of child care (actual cost of child-minding expense) to attend an Event or Official Function, the Mayor or Councillors may expense to a maximum of \$40.00/day. Events include the annual Federation of Canadian Municipalities (FCM), the Union of British Columbia Municipalities (UBCM) and the Lower Mainland Local Government Association (LMLGA) and any other local government related convention, conference, course or seminar approved by Council in advance. Official Functions include any function where municipal business is carried out, or is of a nature where municipal representation is required; and includes representation on an outside Committee, Board or similar entity.</p>	Council Travel and Expense Policy
<b>North Vancouver (District)</b>	No Policy	

**ATTACHMENT F**

**Council Remuneration Survey 2025**

<p><b>Maple Ridge</b></p>	<p><b>Definitions:</b></p> <p><b>“Professional Childcare Services”</b> means childcare services offered by a third party through licensed childcare professionals to supervise children 14 years of age or younger, offered as part of a Conference offered to all Conference attendees as an optional services. This definition excludes any childcare services offered by family members or any relatives of the child.</p> <p><i>Childcare</i></p> <p>15. Where Mayor and Council are attending a Conference, they may register for and use Professional Childcare Services available to all Conference attendees.</p> <p>16. The cost of using those Professional Childcare Services at the Conference may be claimed as an eligible expense, up to \$100 per day of the Conference, which will be reimbursed through the prescribed budget set out in Schedule A.</p> <p>17. Costs incurred for Professional Childcare Services must be supported by receipts and submitted to the Finance Department within 30 days of Conference attendance prior to issuance of any reimbursement for claimed expenses.</p>	<p>Council Expense Policy (No. 3.07)</p>
<p><b>Victoria</b></p>	<p>No Policy</p>	
<p><b>Chilliwack</b></p>	<p>No Policy</p>	
<p><b>Kamloops</b></p>	<p>No Policy</p>	

**ATTACHMENT F**

**Council Remuneration Survey 2025**

<b>Delta</b>	<p><b>Reimbursement for Expenses</b></p> <p>6) Subject to section 8, Council members are entitled to reimbursement for the following actual costs incurred and supported by receipts as a result of their attendance at an Event or Official Function on behalf of Council subject to such costs being not otherwise reimbursed or included as part of a registration fee:</p> <p>e) child care costs to a maximum of \$40.00 per day for babysitting or child-minding expenses incurred by a Council member while attending an Event or Official Function; and</p>	Delta Mayor and Council Members Remuneration and Expense Bylaw No. 8241, 2023
<b>Saanich</b>	No Policy	
<b>Langley (District)</b>	No Policy	
<b>Kelowna</b>	No Policy	
<b>Coquitlam</b>	No Information Provided	
<b>Abbotsford</b>	No Policy	

**ATTACHMENT F**

**Council Remuneration Survey 2025**

**OTHER BC MUNICIPALITIES**

<b>Municipality</b>	<b>Details of Dependant/Child Care Policy – For Council</b>	<b>Reference</b>
<b>Kitimat (District)</b>	<p><b>Policy Statement</b></p> <p>A statement of policy and procedure is required to govern the reimbursement of childcare expenses incurred by members of Council, District Advisory Commissions, District Committees, the Kitimat Museum &amp; Archives Board, and the Kitimat Public Library Association Board to attend meetings and other District of Kitimat business.</p> <p><b>Scope</b></p> <p>Reimbursable childcare expenses are considered to be those over and above the recipient’s regular child care expenses and is not intended to reimburse normal child care expenses.</p> <p>Where reimbursement for childcare expenses exists from other sources, the District of Kitimat will reimburse for any amount not covered by the other source(s) provided the request for reimbursement meets the policy guidelines.</p> <p>For meetings held in Kitimat, reimbursement will be considered for child care costs associated with the time required to attend the meeting as well as up to ½ hour of travel time per meeting.</p> <p>For meetings held outside of Kitimat, reimbursement will be considered for child care costs associated with the time required to attend the meeting as well as up to two (2) hours of travel time per meeting.</p> <p><b>Limits</b></p> <p>Childcare expenses provided by the member’s partner or immediate family members (grandparent, children, grandchildren, siblings, in-laws, or the child(ren)’s parent) are not eligible for reimbursement.</p>	<p>Expense Claim – Childcare (Policy E-02, Expense Policy – Travel &amp; Other Expenses)</p>

**ATTACHMENT F**

**Council Remuneration Survey 2025**

	<p>Childcare expenses will be reimbursed at an hourly rate not exceeding British Columbia's minimum wage.</p>	
<b>Nelson (City)</b>	<p><b>7. Childcare allowance</b></p> <p>7.1 The current Local Government Members' Determination issued by the Remuneration Authority allows that a childcare allowance may be provided as a contribution towards expenses that may be incurred by a member for provision of childcare while the member is engaged on Council business. The allowance is capped at a maximum of \$6,000 per annum, per child.</p> <p>7.2 The childcare allowance is only payable if –</p> <ul style="list-style-type: none"> <li>• the member is a parent or guardian of the child, or is a person who usually has responsibility for the day-to-day care of the child (other than on a temporary basis); and</li> <li>• the child is under 14 years of age; and</li> <li>• the childcare is provided by a person who –             <ul style="list-style-type: none"> <li>○ is not a family member of the member; and</li> <li>○ does not ordinarily reside with the member; and</li> </ul> </li> <li>• the member provides evidence satisfactory to Council of the amount paid for childcare. An invoice copy showing date/time/cost details is preferred.</li> </ul>	<p>Members' Reimbursement and Expense Policy</p>
<b>North Vancouver (City)</b>	<p><b>3. ELIGIBLE GENERAL EXPENSES</b></p> <p>3.5 The City will cover reasonable costs of child care, when required, to enable a member of Council to attend a municipal business event for which no compensation is received from other sources. This provision does not apply to attendance at regular or special Council meetings, or meetings of Finance Committee, Policy Committee or Parks and Recreation Committee. In addition, child care expenses will not be paid to enable a Council member to attend seminars, training workshops, or conferences, or meetings of the</p>	<p>Council Expense Bylaw, 2023, No. 7487</p>

## ATTACHMENT F

### Council Remuneration Survey 2025

	Union of B.C. Municipalities, the Lower Mainland Municipal Association, or the Federation of Canadian Municipalities.	
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Municipality	ALBERTA MUNICIPALITIES Details of Dependant/Child Care Policy – For Council	Reference
<b>Banff (Town)</b>	<p><b>11.0 ALLOWANCES AND EXPENSES</b></p> <p>11.5 Child Care Expenses Members of Council shall be reimbursed for reasonable child care expenses incurred when attending meetings, conferences, conventions or seminars in an official capacity, upon submission of receipts.</p>	Council Remuneration Policy (No. C1005-01)
<b>Canmore (Town)</b>	<p><b>GENERAL</b></p> <p>39. Upon submission of receipts, and where alternate arrangements could not be made, Council shall be reimbursed for reasonable child or family care expense up to a maximum of \$2000 per annum if incurred while attending meetings, conferences, conventions, education or training courses, in an official capacity.</p>	Council Remuneration Policy (No. EX-002)
<b>Okotoks (Town)</b>	<p><b>Policy Statement</b></p> <p>3. Upon submission of expense claims with receipts or other proof of expense, and where rescheduling and other alternate arrangements could not be made, Councillors will be compensated up to the maximum rate indicated in Appendix A for the following expenses incurred in order to attend designated meetings identified in Clause 1 above:</p> <ul style="list-style-type: none"> <li>i) Child care;</li> <li>ii) Alternate staffing arrangements where required by the elected official's primary employer;</li> <li>iii) Direct loss of wages normally earned through primary employer; and</li> </ul>	Council Compensation and Expense Reimbursement Policy (No. GP-C2.2)

**ATTACHMENT F**

**Council Remuneration Survey 2025**

	<p>iv) Where the elected official is self-employed or obtains the majority of income through a commission, allowances will be made to recognize potential loss of income.</p> <p><b>EXPENSE REIMBURSEMENT</b></p> <p>C. Notwithstanding Clause 1, the rate of reimbursement for loss of regular wages and child care for Councillors according to Clause 1 of the policy shall be:</p> <ul style="list-style-type: none"> <li>i) Up to \$100 per half-day (4 hours or less);</li> <li>ii) Up to \$200 per full-day (more than 4 hours);</li> <li>iii) Up to \$10 per hour for in-home child care, or the actual cost of childcare at a licensed day care or day home, will be reimbursed for Councillor's dependents when a Councillor does not qualify for reimbursement of loss of regular wages and alternate child care arrangements could not be made.</li> </ul> <p>D. Councillors may claim either child care or loss of regular wages where applicable but not both for the same meeting. All claims will be approved by the Mayor.</p> <p>E. Total reimbursement for loss of regular wages and child care shall not exceed \$2,800 annually (to be adjusted during an election year on a prorated basis).</p>	
<p><b>St. Albert (City)</b></p>	<p><u>Travel and General Expenses</u></p> <p>25. Council Members are entitled to claim for reasonable out-of-pocket child</p>	<p>City Council Remuneration and Expense Reimbursement Policy (No. C-CC-03)</p>

**ATTACHMENT F**

**Council Remuneration Survey 2025**

<b>ONTARIO MUNICIPALITIES</b>		
<b>Municipality</b>	<b>Details of Dependant/Child Care Policy – For Council</b>	<b>Reference</b>
<b>Sarnia (City)</b>	<p><b>3.0 Definitions</b></p> <p>“Caregiver” means a person who is providing care to a dependant of a Member of Council during a scheduled Council or Committee meeting.</p> <p>“Dependent” means the following family member or custodial individuals who reside on a full or part-time basis with the member:</p> <ul style="list-style-type: none"> <li>• a child under 18 years of age</li> <li>• a person with a disability</li> <li>• an adult, who is a dependent, requiring care</li> </ul> <p><b>4.0 Policy</b></p> <p>Where the Member must compensate a caregiver of a Member’s dependent during a scheduled Council or Committee meeting, the City will cover costs for care during the time of the meeting,</p> <p>Dependent Care expenses incurred to attend Council or Committee meetings will be eligible up to a maximum of the rate equivalent to the minimum wage as established by the <i>Employment Standards Act, 2000</i>. The amount payable will be calculated by the official start and end time of the meeting plus up to a maximum of one hour for traveling time, to and from the meeting.</p> <p>Specialized Dependent care expenses (for persons with exceptional needs) incurred to attend official meetings will be eligible up to a maximum of \$40.00/hour. The amount payable will be calculated by the official start and end time of the meeting plus up to a maximum of one hour for traveling time, to and from the meeting.</p>	Caregiver Policy for Members of Council (LC-021)

**ATTACHMENT F**

**Council Remuneration Survey 2025**

	<p><b>5.0 Exclusions</b></p> <p>This policy shall not cover costs of care provided by a spouse/partner, former spouse/partner with custody rights, or a relative residing in the household.</p> <p>This policy shall not cover childcare costs where the dependent is regularly enrolled in daycare services.</p>	
<p><b>Prince Edward County</b></p>	<p><b>4. Definitions</b></p> <p>f) <b>Care of a dependent</b> can involve caring for a young child, supporting a direct family member with a disability or attending to someone’s needs at the end of life. For the purposes of this policy, care will only be applicable to a direct family member (parent, spouse or child) utilizing the definitions of each in the Municipal Conflict of Interest Act. Care can only be expensed during official Council and committee/board meetings. Care equates to care of a dependent, time, and does not include expenses related to medical bills, meals, etc.</p> <p><b>8. Permitted Expenses</b></p> <p>i) Care during official meetings of Council or an advisory committee/board of a direct family member (parent, spouse, child). Care equates to care of a dependent, time, and does not include expenses related to medical bills, meals, etc.</p> <p>i. Reimbursement of care will be limited to the eligible expense, for example elder care or child care for official meetings of Council or an advisory committee/board meeting.</p>	<p>Council Remuneration and Expense Policy (No. CLS-08)</p>

ATTACHMENT F

DEPENDANT/CHILD CARE REIMBURSEMENT - COUNCIL

Example: Dependant care reimbursement- for 1 Council Member

Type of Meeting	No. of Meetings	Average Hours per Meeting	Travel Time (1/2 hr each way)	Total Hours Reimbursed	2025 Minimum Wage	Flat Rate per Meeting	Option 1 - Pay Per Meeting	Option 2a - Hourly	Option 2b - Specialized Care - Hourly*	No. of Council Members
Council Meeting	22	5	1	132	\$ 17.85	\$ 60.00	\$ 1,320.00	\$ 2,356.20	\$ 5,280.00	9
Public Hearings (Special Council)	10	1	1	20	\$ 17.85	\$ 60.00	\$ 600.00	\$ 357.00	\$ 800.00	9
Finance and Audit Committee	11	3	1	44	\$ 17.85	\$ 60.00	\$ 660.00	\$ 785.40	\$ 1,760.00	9
Special Finance and Audit Committee	4	5	1	24	\$ 17.85	\$ 60.00	\$ 240.00	\$ 428.40	\$ 960.00	9
Governance and Priorities Committee	11	3	1	44	\$ 17.85	\$ 60.00	\$ 660.00	\$ 785.40	\$ 1,760.00	9
<b>Estimated Cost - All Council</b>							<b>\$ 3,480.00</b>	<b>\$ 4,712.40</b>	<b>\$ 10,560.00</b>	
<b>Select Committees:</b>										
Advisory Committee on Accessibility and Inclusiveness	6	2	1	18	\$ 17.85	\$ 60.00	\$ 360.00	\$ 321.30	\$ 720.00	2
Design Advisory Panel	21	2	1	63	\$ 17.85	\$ 60.00	\$ 1,260.00	\$ 1,124.55	\$ 2,520.00	2
Mayor's Leadership Table	4	1.5	1	10	\$ 17.85	\$ 60.00	\$ 240.00	\$ 178.50	\$ 400.00	1
Public Safety Committee	6	2	1	18	\$ 17.85	\$ 60.00	\$ 360.00	\$ 321.30	\$ 720.00	2
<b>Estimated Cost - Select Committees</b>							<b>\$ 2,220.00</b>	<b>\$ 1,945.65</b>	<b>\$ 4,360.00</b>	
							<b>\$ 5,700.00</b>	<b>\$ 6,658.05</b>	<b>\$ 14,920.00</b>	

\*\$40/hr max.