

TOWN OF TWO HILLS



Policy Number: 2011-01
Date of Issue: October 24, 2017
January 10, 2011
November 12, 2011
Policy Subject: Council Benefits

POLICY STATEMENT:

The purpose of this policy is to identify individual Council Members' options of benefits or RRSP contributions.

PROCEDURES:

1. At the beginning of their four-year mandate, each member of Council may elect to receive benefits offered by the Town of Two Hills to their employees.
2. Members of Council shall be charged for the benefit coverage they select on the same cost-sharing ratio as Town Staff according to the Town's Personnel Policy. Once benefit coverage is selected, it can only be changed if the Council member experiences a 'life event change'.
3. Members of Council are entitled only to the Benefits allowed by the specific plan and the Town will not provide coverage beyond what is specified in the plan.
4. Members of Council shall not be eligible for the following employee benefits:
 - a. Workers Compensation Coverage;
 - b. Pension Benefits;
 - c. Severance Benefits; or
 - d. Long Term Disability Insurance.
5. Members of Council are automatically enrolled in the *Employee and Family Assistance Program*. As with any other Town staff, there is no charge to members of the Council for this employment benefit.
6. Council members have the option to participate in the benefits provided as stated above (1 – 3) or to receive a cheque in the amount of \$2,500.00 (two thousand five hundred dollars) per year (October to October) to purchase RRSPs in lieu of benefits. This payment in lieu is payable at the end of each year, not at the beginning of the term/year. In the event a Council member does not complete their term the payment will be prorated.

MAYOR

CHIEF ADMINISTRATIVE OFFICER

