



Expenditure Reimbursement Policy

Approved: 2026-01-20

Motioned by Commissioner Van Kroonenburg

"I move that Village of Bible Hill revoke the Expenditure Reimbursement Policy and adopt the amended Expenditure Reimbursement Policy."

Seconded by Commissioner Giddens

Motion carried

Purpose

1. To safeguard the appropriate use of municipal funds through the establishment of uniform standards and procedures respecting reimbursement of expenses incurred by Commissioners, the Clerk and Treasurer, employees, BHFE Officers, and BHFE Members in relation to Village of Bible Hill business.

Definitions

2. In this policy,
 - a. "employee" means any person employed by the Village.
 - b. "BHFE" means Bible Hill Fire & Emergency.
 - c. "Member" means any full-time member of BHFE.
 - d. "Officer" means any full-time member of BHFE duly elected to a position of authority under the by-laws of BHFE.

Principles Supporting Policy

3. Operation of the Village Commission, administration, and BHFE inherently involves circumstances that require Commissioners, the Clerk and Treasurer, employees, BHFE Officers, and BHFE Members to perform their duties outside of their regular office or workspace and in doing so, incur expenses on behalf of the Village.

Terms of Policy

Signing Authorities

4. The following are the expenditure reimbursement form signing authorities for the positions referred to, and shall be responsible for administering this policy with respect to the individuals in those positions:

Position	Signing Authority
Commissioner	Clerk and Treasurer
Clerk and Treasurer	Commissioner
Employee	Clerk and Treasurer
BHFE Officer	Clerk and Treasurer
BHFE Member	Clerk and Treasurer

5. A signing authority may designate a secondary signing authority. The designation of a secondary signing authority shall be in writing and shall state the name and position of the designate.
6. A signing authority is prohibited from authorizing expenses incurred on their own behalf.
7. A signing authority is authorized to approve permitted expenses in an amount not to exceed the value set from time to time in the Village's Procurement Policy that requires a purchase decision to be passed by a motion of the Commission.

Individual Responsibilities

8. Everyone who incurs an expense to be considered for reimbursement under this policy is responsible for:
 - a. familiarizing themselves and complying with the provisions of this policy;
 - b. consulting with the Clerk and Treasurer, prior to incurring such expense, to ensure that sufficient current year budget allocations are available to cover the expense;
 - c. exercising reasonable diligence and care in incurring expenses prudently and responsibly;
 - d. with respect to travel, cancelling reservations as required, safeguarding travel advances and funds provided, and considering alternatives to travel such as teleconferencing and videoconferencing; and
 - e. completing and submitting expense claims with necessary supporting documentation.

Permitted Expenses

9. In accordance with this policy, the following expenses incurred by a Commissioner, the Clerk and Treasurer, an employee, a BHFE Officer, or a BHFE Member are eligible for reimbursement:
 - a. Authorized travel within Nova Scotia, including transportation, accommodation, and meal costs;
 - b. Pre-approved out-of-province travel, including transportation, accommodation, and meal costs;
 - c. Pre-approved training or continuing education costs; and

- d. Other expenditures relating to Village business as defined by job position descriptions, or policies in effect from time to time by motion of the Village Commission.

Authorized Travel

- 10. A Commissioner shall be reimbursed for the reasonable expenses incurred in attending:
 - a. the annual meeting of the Association of Nova Scotia Villages;
 - b. meetings or conferences at which the Commissioner's attendance is authorized or requested by Commission;
 - c. a meeting of any Board, Committee, or other organization to which the Commissioner has been appointed by Commission, except that no reimbursement shall be provided if the Commissioner is entitled to reimbursement of expenses directly from the applicable organization;
 - d. in the case of the Chair and Deputy Chair, attendance at functions, meetings, or conferences involving less than fifteen hundred dollars in reimbursable expenses in respect of which one or more municipal officials has been invited or requested or would otherwise reasonably be expected to attend, unless Commission has specifically directed the Chair or Deputy Chair not to attend;
 - e. in the case of a Commissioner, attendance on behalf of the Village at functions, meetings, or conferences, involving less than fifteen hundred dollars in reimbursable expenses provided that such attendance is either:
 - i. at the request of the Chair or Deputy Chair to attend in lieu of the Chair or Deputy Chair;
 - ii. at the request of the Chair or Deputy Chair to attend as a Commissioner which has a special interest in, or connection with the subject of the meeting or conference or because of special knowledge and experience of the Commissioner relative to the subject of the meeting or conference.
 - f. a training or continuing education event in accordance with the provisions of this policy concerning training and education.

- 11. The Clerk and Treasurer shall be reimbursed for the reasonable expenses incurred in attending:
 - a. the semi-annual meetings of the Association of Municipal Administrators, Nova Scotia;
 - b. meetings or conferences at which the Clerk and Treasurer's attendance is authorized or is requested by Commission;

- c. a meeting of any Board, Committee, or other organization to which the Clerk and Treasurer has been appointed by Commission, except that no reimbursement shall be provided if the Clerk and Treasurer is entitled to reimbursement of expenses directly from the applicable organization;
 - d. functions, meetings, or conferences involving less than fifteen hundred dollars in reimbursable expenses in respect of which one or more municipal representatives has been invited or requested or would otherwise reasonably be expected to attend, unless Commission has specifically directed the Clerk and Treasurer not to attend;
 - e. a training or continuing education event in accordance with the provisions of this policy concerning training and education; and
 - f. sites directly relating to their employment while carrying out their duties.
12. An employee shall be reimbursed for the reasonable expenses incurred in attending:
- a. meetings or conferences at which the employee's attendance is authorized or is requested by the Clerk and Treasurer;
 - b. a meeting of any Board, Committee, or other organization to which the employee has been appointed, except that no reimbursement shall be provided by the Village of Bible Hill if the employee is entitled to reimbursement of expenses directly from the applicable organization;
 - c. functions, meetings, or conferences involving less than fifteen hundred dollars in reimbursable expenses in respect of which one or more municipal representatives has been invited or requested or would otherwise reasonably be expected to attend, unless the Clerk and Treasurer has specifically directed the employee not to attend;
 - d. a training or continuing education event in accordance with the provisions of this policy concerning training and education; and
 - e. sites directly relating to their employment while carrying out their duties.
13. A BHFE Officer shall be reimbursed for the reasonable expenses incurred in attending:
- a. meetings or conferences at which the Officer's attendance is authorized or is requested by the Clerk and Treasurer or Commission;
 - b. a meeting of any Board, Committee, or other organization to which the Officer has been appointed by BHFE or the Village Commission, except that no reimbursement shall be provided if the Officer is entitled to reimbursement of expenses directly from the applicable organization;
 - c. functions, meetings, or conferences involving less than fifteen hundred dollars in reimbursable expenses in respect of which one or more BHFE Officers has

been invited or requested or would otherwise reasonably be expected to attend, unless the Commission or Clerk and Treasurer has specifically directed the Officer not to attend; and

- d. a training or continuing education event in accordance with the provisions of this policy concerning training and education.

- 14. A BHFE Member may apply to a BHFE Officer in advance to incur expenses described in the preceding section and, after receiving approval, shall be reimbursed for the reasonable expenses incurred in attending the approved items. Proof of BHFE Officer approval shall be provided to the Village in the form of a signature on the claimant's form as described in section 34.

Out-of-Province Travel Authorization

- 15. All requests for out-of-province travel shall be made in writing and shall contain the following information:
 - a. the purpose and duration of the trip;
 - b. the location(s) to be visited;
 - c. the dates and times of arrival and departure;
 - d. any pre-paid transportation, meals, or accommodation; and
 - e. any other anticipated expenses.
- 16. All requests for out-of-province travel shall be reviewed by the Clerk and Treasurer, who shall consider the necessity for and benefit of travel based on the information provided.
- 17. When two or more out-of-province travel requests are made for the same purpose, the Clerk and Treasurer shall determine the appropriate number of persons necessary to represent the Village.
- 18. If a request for out-of-province travel is approved, and the claimant pays all or some of the expenses for the travel, the claimant will be eligible for reimbursement of those expenses after submitting an expense claim in accordance with this policy.

Training and Continuing Education

- 19. If the Village has established training and education budget expense items, a Commissioner, the Clerk and Treasurer, an employee, a BHFE Officer, or a BHFE

Member may apply for reimbursement approval to the applicable signing authority in advance of incurring expenses for training and education, provided that:

- a. the request is made in writing, and includes an estimate of all costs that will be incurred for reimbursement, including the course or enrollment fee and all required transportation, accommodation and meal costs;
- b. the training or education course, meeting or conference, is related to the business of the Village;
- c. in the case of a Commissioner or BHFE Officer, the course, meeting or conference is completed prior to the next election date that applies to their position;
- d. by doing so, the claimant agrees to reimburse the Village for the cost of all, or alternatively the pro-rated cost, of any enrollment fees in the event of failure to attend all or some of the event without reasonable justification; and
- e. the claimant describes the nature and benefit of the training and education at the time of submitting an expense claim for reimbursement.

Limits on Reimbursement of Expenses

20. Notwithstanding any other provision of this policy, the following limits shall apply to the reimbursement of expenses:

- a. a Claimant shall only be reimbursed for costs that they have incurred;
- b. the expenses of a Commissioner for political activity associated with election or re-election shall not be reimbursed;
- c. airplane travel shall be booked by the Clerk and Treasurer or shall only be reimbursed at the lowest rate which would have been available if the Clerk and Treasurer had booked the airfare;
- d. hotel accommodations shall not exceed the cost of a standard room, double occupancy, except when hotel accommodation has been booked by an employee for out-of-province hotels;
- e. airfare or hotel upgrades shall be at the personal expense of the claimant unless there are ergonomic necessities attributable to physical requirements including accessibility;
- f. reimbursement of one personal long-distance phone call shall be permitted for each night of overnight travel;
- g. reimbursement for meals for an individual shall not exceed the per diem meal amounts set out in this policy, except in the case of out-of-province travel, in which event the applicable Signing Authority may authorize reimbursement of meal expenses to a comparable standard;
- h. the cost of any alcoholic beverage shall not be reimbursed;

- i. fees, deposits, interest and surcharges incurred on a personal credit card shall not be reimbursed;
- j. when personal and Village business travel is combined, only documented expenses directly related to the Village business portion are reimbursable (extended travel time and related expenses are at the claimant's own expense);
- k. reimbursement shall not be provided for fines incurred by a claimant;
- l. reimbursement shall not be provided for loss of personal effects; for medical and hospital treatment; for purchase of luggage, clothing and other personal equipment; or for personal services such as shoe shines, valet services, dry-cleaning, laundry, haircuts and other personal services; and
- m. reimbursement of travel and related expenses shall not be provided for individuals other than a Commissioner, the Clerk and Treasurer, an employee, a BHFE Officer, and a BHFE Member, unless approved by the Clerk and Treasurer or Village Commission.

Travel Advances

21. Advances are intended to cover out of pocket expenses incurred during travel. The following limits shall apply to the use of advances:
- a. all advances must be approved by the Clerk and Treasurer;
 - b. advances will only be issued where an overnight stay is required;
 - c. advances will not be made for less than \$200;
 - d. the Clerk and Treasurer must not approve an advance unless satisfied that there is a reasonable need for the advance;
 - e. upon completion of the travel for which an advance has been made, the recipient must complete an expense claim in relation to the travel costs that reconciles the amount of the advance with the actual reimbursable expenses incurred. The recipient must repay any unused portion of the advance owing to the Village within 10 days of completing the travel; and
 - f. an advance shall only be issued by way of cheque.

Use of Village of Bible Hill Credit Cards

22. The following limits shall apply to the use of Village of Bible Hill credit cards:
- a. the use of travel advances is prohibited if the claimant has a Village credit card;
 - b. Village credit cards shall only be used for expenses that are permitted under policy, and without limiting the generality of the foregoing, shall not be used for cash advances or personal expenses; and

- c. reimbursement for interest incurred on a Village of Bible Hill credit card is prohibited.

Per Diem Meal Allowances

- 23. For each day or partial day of travel, the claimant shall be paid a meal allowance for each meal the claimant is required to pay at the amounts authorized from time to time as per diem meal allowances.
- 24. Per diem meal allowances are as follows:

Meal	Rate
Breakfast	\$20.00
Lunch	\$20.00
Dinner	\$50.00

- 25. The cost of breakfast may be claimed only when the claimant has been travelling on Village business for more than one hour before the recognized time for the start of the day's work, 8:30 am. The cost of the lunch meal may be claimed when the claimant is travelling during noon hour, between 12:00 PM and 1:00 PM. The cost of the evening meal may be claimed when the claimant is not expected to return to his or her residence before 6:30 pm.
- 26. When the claimant has the ability to participate in a meal that is provided free of charge during travel, meal allowances shall not be reimbursed, except pursuant to the following subsection.
- 27. A claimant whose religious beliefs or medical requirements prohibit them from consuming certain foods should be aware that appropriate meals can normally be obtained from caterers, provided that adequate notice of a special requirement is given. Should special dietary requirements negate the ability to participate in a meal that is provided free of cost, and as a result the claimant must pay for a meal, the claimant shall be paid a meal allowance for that meal.

Kilometrage

- 28. A claimant shall be paid a kilometrage allowance for use of personal vehicles for authorized travel at the maximum rate stipulated from time to time by the Province of Nova Scotia.

29. A claimant shall use the address of the Village Office, 67 Pictou Road, Bible Hill as a starting and ending point for calculating the kilometrage allowance.

Vehicle Rentals

30. The cost of rental of a vehicle shall be a reimbursable expense in instances where:
 - a. reasonable ground transportation services such as public transit, taxis or hotel shuttles are unavailable; or
 - b. two or more Commissioners, the Clerk and Treasurer, employees, BHFE Officers, BHFE Members, or any combination thereof, are traveling together and it is more economical than the combined cost of other reasonable ground transportation.
31. Compact, economical vehicles must be used unless three or more persons are travelling together, the bulk or weight of goods being transported necessitates a larger vehicle, or a compact, economical vehicle is unavailable.
32. For the protection of the claimant and the Village, a claimant shall ensure that roadside assistance and adequate insurance (collision, comprehensive, and third-party liability insurance) is in place for all drivers by purchasing a policy from the rental agency. The applicable deductible must be the lowest available for the coverage described above.
33. The cost of reasonable emergency auto repairs to a rental or owned automobile incurred as a direct result of business travel such as towing, tire repair, and wheel repair shall be eligible for reimbursement, unless disqualified by the Clerk and Treasurer.

Expense Claims

34. Expense claims must be submitted on the form provided from time to time by the Village and shall be signed by the claimant.
35. The business reason for each expense must be submitted with all expense claims and a detailed itemized receipt is required for all expense claims except:
 - a. claims for per diem meal allowances;
 - b. incidental expenses of less than twenty dollars per day for reasonable road or bridge tolls, parking meters, or coffee; or
 - c. claims for personal vehicle kilometrage for authorized travel.
36. If no receipt is available, a written attestation signed by the claimant must be submitted to explain why the receipt is unavailable, and a description itemizing and

confirming the expenses must be provided. A debit or credit card transaction record is not an acceptable form of receipt.

37. Expenses incurred by one individual on behalf of another must be attributed to the individual for whom those expenses were incurred. A claimant may only request reimbursement of expenses directly incurred and not on behalf of another party.
38. No expense claim shall be paid unless the claim is first approved for payment by the signing authority who has authority to approve the claim. Before approving an expense claim, the signing authority must ensure that:
 - a. the claim is consistent with this policy;
 - b. the expenses claimed were necessarily incurred in the performance of Village business;
 - c. appropriate receipts are provided to support the claim, and the claim documentation is appropriately filed;
 - d. the expenses claimed have appropriate justification; and
 - e. all requirements, as determined from time to time by the Audit Committee, have been fulfilled.
39. In considering an expense claim for payment, a signing authority may request additional explanations, documentation or justification from the claimant, and may refuse to approve any claim or expense that the signing authority decides is unreasonable or not in compliance with this policy.
40. The use of petty cash to pay an expense claim is prohibited.

Timeframe

41. A claim for reimbursement of an expense shall be submitted for approval within sixty (60) days of the expense being incurred.
42. Expenses must be submitted in the fiscal year in which they were incurred. Expenses cannot be carried forward for reimbursement in future years.

Fraud, Misuse or Misappropriation of Municipal Funds

43. Fraudulent irregularity, misuse or misappropriation of Village funds shall result in disciplinary action up to and including termination of employment.

44. Suspicious activity and potential misuse of funds must be reported immediately to the Audit Committee.

Other

45. In the event of any conflict between this policy and the Collective Agreement entered into from time to time between the Village and employees, the terms of the Collective Agreement shall prevail.

Reporting and Review Requirements

46. Pursuant to the Municipal Government Act, the Clerk and Treasurer shall ensure that the Village is in compliance with the following requirements:

- a. Within 90 days of the end of each fiscal quarter, prepare and post an expense report on the Village of Bible Hill website for each reportable person on their reimbursed expenses regarding the following:
 - i. Travel and travel related expenses, including transportation, accommodation and incidentals;
 - ii. Meals; and
 - iii. Training and education.
- b. By September 30th of each year, prepare and file with the Minister of Municipal Affairs an annual summary report that summarizes the expense reports for the preceding fiscal year.
- c. Reports prepared pursuant to subsection 44 (a) and (b) shall be compliant with the requirements of the Department of Municipal Affairs set out in the Financial Reporting and Accounting Manual.

47. The Village Commission shall review this policy by January 31st each year and either re-adopt or adopt an amended policy.

Policy Document Attestation

Date of Notice to Village Commission of Intent to Consider: 2026-01-13

Date of Passage of Policy: 2026-01-20

I certify that this Policy was adopted by Village Commission as documented above:



Chair

03-02-2026

Date



Clerk and Treasurer

2026-02-03

Date