Ontario Medical Association

OMA Leader Compensation Policy



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1. Purpose

The purpose of this policy is to establish clear and consistent standards for the compensation and reimbursement of OMA Leaders who engage in official Ontario Medical Association (OMA or the Association) business. As a not-for-profit organization funded by member dues, the OMA provides compensation not as an income replacement, but as a way to acknowledge the significant contributions members make to strengthen the profession and support their colleagues.

2. Scope

This policy applies to all governing members of the OMA, who are compensated or reimbursed for engaging in Association related business. This policy applies to:

- The Board of Directors and its officers (chair, president, president-elect, and immediate past-president)
- Committees, task forces, panels and working group members
- Constituency group leaders; and
- Members of the General Assembly (GA) including Priority and Leadership Group (PLG) Delegates

3. How to Use This Policy

- This policy applies to all OMA Leaders, which is defined as a member of the Association or public member holding an elected or appointed leadership role.
- If you are a committee, task force, panel, or General Assembly member, please refer to **Sections 4-8.**
- If you are a director of the OMA Board of Directors, please refer to **Section 9.**
- In recognition of the unique obligations associated with Constituency Groups, Constituency Group compensation is addressed separately; please refer to **Sections 10 and 11.**
- For any questions, please reach out to your OMA staff contact.

4. Payment for Time Spent in Meetings

The OMA values the time, expertise, and commitment members bring to meetings and other Association business. Honoraria and stipends are provided to recognize that contribution and to offset the time members spend supporting OMA work.

Compensation applies to eligible OMA meetings or activities organized in Ontario, whether they are held in person or virtually. Members may join from any location.

To ensure timely processing and responsible use of member funds, claims need to be submitted within six (6) months of the meeting or activity date.

4.1 Meeting Honoraria

Meeting honoraria is compensation for an OMA Leader's time spent in an eligible meeting.

- Meeting honoraria is paid on an hourly basis, in 30-minute increments.
- Only eligible meetings held in Ontario qualify for compensation.
- Meetings must be a minimum of 30 minutes in duration to be eligible.
- Where the scheduled meeting length and actual duration differ, payment will be based on the longer duration.
- When two eligible meetings occur simultaneously, members are compensated for the time they attend and contribute, not for both meetings. Compensation will be applied using the rate associated with the meeting attended.
- As noted, OMA Leaders are encouraged to submit claims promptly following each meeting. The OMA will not reimburse claims received more than six (6) months after the date of the meeting.

4.2 Stipends

Stipends are regular, fixed payments that recognize the ongoing time and responsibility associated with a member's role. They are based on the position held and are meant to acknowledge leadership and contribution, not replace income.

Stipends cover the expected time required to fulfill the role. They do not include travel time honoraria or reimbursement for out-of-pocket expenses, which are claimed separately under this policy.

If a member takes on substantial additional work beyond the time covered by their stipend, that work may be eligible for additional hourly compensation, consistent with this policy and approved in advance by the program lead.

Eligible roles that receive a stipend are members of:

- The Board of Directors
- Negotiations Task Force
- Physician Payment Committee
- Physician Services Committee
- General Assembly Steering Committee Chair

5. Travel Time Honoraria

Members often travel to contribute their time and expertise to Association work. Travel honoraria is offered to compensate members for time spent going to and from eligible in-person meetings. Travel honoraria acknowledges that time and helps to ensure members are not out of pocket for their commitment.

- Travel honoraria is payable for round trips of at least 30 minutes in duration, payable in half hour increments.

- Eligible travel time begins when the OMA Leader departs from their home or place of work and ends upon arrival at the meeting location or overnight accommodation, whichever occurs first.
- For return travel, eligible time begins when the OMA Leader leaves the meeting or overnight accommodation and ends upon arrival at their home or place of work.
- Members travelling more than 8 hours round trip to attend an OMA meeting will receive an additional travel allowance which will be calculated at $50 per hour of travel exceeding 8 hours.
- If travel disruptions or routing constraints require an additional overnight stay, reasonable out-of-pocket expenses will be reimbursed. Travel honoraria will also be provided for additional waiting time incurred, excluding the period from 10:00 p.m. to 7:00 a.m. to account for rest.
- If a member chooses a means of travel that is not the most efficient or cost-effective, the travel honoraria will be calculated and paid based on the normal travel time by the most efficient means.
- Travel honoraria will not be paid for time spent on personal activities.

6. Out-of-Pocket Expenses

OMA Leaders will be reimbursed for reasonable and necessary transportation, accommodation, meals, caregiving, and other incidental out-of-pocket expenses incurred while attending eligible meetings.

In-person meetings must be at least 3.5 hours in duration to qualify for reimbursement of travel-related expenses (except when Constituency Group District Leaders engage with their members and support local district initiatives).

All expense claims must be submitted on the approved OMA expense form and be accompanied by detailed receipts for all expenses over $25 (except for mileage, private residence stays, and expenses that would constitute a caregiving allowance as defined below).

6.1 Transportation

Members are reimbursed for their actual transportation expenses, subject to the following limitations:

- The mode of transportation (e.g., air, rail, automobile) must reflect the most efficient and cost-effective means of travel.
- Regardless of the means of transportation, the total transportation costs may not be higher than the cost of Air Canada Economy – Flex class airfare plus related ground transportation.
- Rail travel reimbursement will be capped at the equivalent of a VIA Rail Business Class fare, in addition to associated transportation expenses such as parking and/or taxi expenses. As VIA Rail Business Class also comes with a complimentary meal, leaders who

travel by VIA Rail business class will have their daily meal allowance reduced from $100 to $60.

- Re-booking or change fees will be reimbursed when incurred for reasons beyond the OMA Leader's control.
- Members using their personal vehicles for OMA-related work, may claim a mileage allowance at the Canada Revenue Agency (CRA) maximum rate for kilometers in excess of 5,000 kms per year, plus the actual parking charges.

6.2 Accommodation

- Accommodation reimbursement rates will be based on the cost of the negotiated Local Hospitality Directory rates. If standard rates are not available within a reasonable distance of the OMA business destination, an exception may apply.
- Typically, one (1) night's accommodation will be reimbursed for a one-day meeting. However, the duration of your travel is taken into consideration when reviewing a claim. Members are advised to obtain pre-approval for any accommodation that is outside of this.
- When staying as a guest in a private residence in lieu of a hotel, a taxable allowance of $100 per night may be claimed.

6.3 Meals

Members will be reimbursed for the reasonable cost of meals required during their absence from home to engage in OMA business, subject to the following:

- Meal costs should be reasonable and not exceed $60 per meal or $100 per day (before tax and gratuity);
- Submission of detailed, itemized receipts; credit card slips alone are not sufficient for audit purposes.
- Gratuities should be reasonable, up to 15-20% of the after-tax amount.
- Reimbursement of one (1) alcoholic drink is permitted when consumed with a meal.

6.4 Caregiving

The OMA will reimburse reasonable caregiving expenses incurred for dependents when attendance at an eligible meeting necessitates alternate care arrangements, subject to the following:

- OMA Leaders may claim a taxable allowance of $165 for a full day and $100 for a half day of caregiving.
- If alternate incremental costs are incurred, such as additional accommodation costs in lieu of direct caregiving expenses, the incremental expenses will be reimbursed to a maximum of the amount that would have been reimbursable as caregiving expenses.

6.5 Other Expenses

- The OMA will not reimburse expenses of a personal nature, including but not limited to: laundry (except as below), personal telephone calls, drinks, or entertainment, including in-room bar.
- Essential laundry and pressing may be claimed when travel for OMA-related work extends for three or more consecutive days of travel.

7. Accessibility and Accommodation Costs

The OMA is committed to removing barriers and supporting full participation of all members in Association business. Members who require accommodation or accessibility-related supports will be reimbursed for reasonable expenses incurred to enable their participation.

To ensure appropriate planning and support, please discuss your needs in advance with your OMA staff contact.

Pre-approval is required for accessibility or accommodation-related expenses so that we can confirm eligibility and explore the most effective way to meet individual needs.

8. Committees, Task Forces, Panels and Working Groups

OMA committees, task forces, panels, and working groups are staff-supported bodies established under the authority of the OMA's bylaws, board of directors, or the Chief Executive Officer. Appointments to these groups are made in accordance with their Terms of Reference or by the authorizing body.

8.1 Recognizing Additional Responsibility

The OMA recognizes and values the contributions made by all OMA Leaders. Some leadership roles, however, carry greater accountability, which demands additional preparation time. To acknowledge this added effort fairly, certain roles are eligible to receive an hourly multiplier for meeting time. This approach reflects the weight of the decisions made in these positions and the accountability that accompanies them. It also ensures fairness and transparency in how additional effort is recognized.

- This contribution will be recognized with an hourly multiplier applied only to time spent in meetings and does not include travel time honoraria or out-of-pocket expenses as set out in **Sections 5 and 6**.
- If an OMA Leader is eligible for more than one type of multiplier, the applicable multipliers will be combined and applied to meeting times.
- OMA Leaders may be eligible for one of three types of multipliers:
    - Chair and Vice-Chair multiplier
    - Designated body multiplier
    - Meeting preparation multiplier

8.2 Chair and Vice Chair Multiplier

Chairs and Vice-Chairs play a key role in guiding discussions, preparing agendas, and ensuring effective governance. To recognize these additional duties:

- Chairs receive an additional 25% multiplier, and
- Vice-Chairs receive an additional 12.5% multiplier

on all eligible meeting honoraria for meetings attended in their official leadership capacity.

8.3 Designated Bodies

Certain OMA bodies carry greater accountability and workload due to the scope of their oversight, along with their potential fiduciary and/or strategic decision-making responsibilities. Members serving on these designated bodies are eligible to receive an additional 25% multiplier of meeting honoraria in recognition of that work.

- The following are designated bodies:
  - the OMA's Board of Directors,
  - board committees when meeting separately from the board,
  - the Negotiations Task Force, and
  - any other bodies as formally approved by the board and as reflected in the bodies' Terms of Reference.

8.4 Meeting Preparation

Certain OMA bodies are required to do significant work between meetings due to the workload involved in the role. Members serving on these bodies are eligible to receive an additional 25% multiplier on the meeting honoraria in recognition of that work.

- Eligible bodies will have been approved by the Board of Directors to recognize the workload required.
- The following are eligible bodies:
  - the OMA's Board of Directors,
  - Board committees when meeting separately from the board,
  - the Negotiations Task Force,
  - Physician Payment Committee,
  - Physician Services Committee, and
  - any other eligible bodies as approved by the board from time to time.

8.5 Recognition of Work Done Outside of Meetings

The OMA recognizes that, on an exceptional basis, an OMA Leader who does not fit into the criteria outlined in **Sections 8.1 to 8.4** may be required to complete a significant amount of work outside of eligible meetings. While these OMA Leaders are generally not eligible for compensation related to preparation time, there may be instances where compensation for work

performed outside of meetings is warranted. In such cases, the OMA Leader may submit a request for consideration.

- To be eligible, compensation must be agreed to and approved in advance in consultation with the chair, the OMA staff support and the OMA executive sponsor of the committee, task force, panel or working group.
- Work done outside of meetings is eligible for compensation with honoraria on an hourly basis.
- Compensation will be provided only to the individual or individuals required to do the work and only for the length of time reasonably expected to complete the work.

8.6 Cancelled Meetings

The OMA recognizes that members plan their schedules well in advance to participate in meetings, and that cancellations can cause both inconvenience and lost time.

- If a meeting is cancelled with less than two weeks' notice, members will receive the applicable honorarium in recognition of the time set aside for OMA business.
- Members will also be reimbursed for any non-recoverable out-of-pocket expenses (such as travel or accommodation) when a meeting is cancelled or when they are unable to attend due to meeting-related circumstances beyond their control (for example, travel delays).
- To support transparency and audit requirements, the chair or secretariat of the body responsible must provide formal notice of the meeting and its cancellation when members submit claims.

9. The Board of Directors and Officers of the Board of Directors

The Board of Directors and Officers of the Board meet regularly and predictably. As such, there is a predictable amount of time allocated to their efforts which aligns with a stipend model.

9.1 Directors of the Board

- Directors of the OMA Board of Directors receive an annual stipend.
- The stipend is paid in equal monthly installments over the director's term in office and is based on:
  - the anticipated meeting schedule of the Board and any Board committees the Director serves on;
  - any applicable hourly multipliers; and
  - expected work outside of formal meetings.
- The annual stipend covers attendance at:
  - Board meetings
  - Board committee meetings
  - The Annual General Meeting
  - The Annual General Assembly meeting
  - The Annual Priority and Leadership Group meeting

- Travel time honoraria and out-of-pocket expenses will be reimbursed under **Section 5 and 6** of this policy.
- The stipend amount is reviewed periodically and may be updated from time to time to reflect changes in overall rates or workload.

9.2 President, President-Elect, and Immediate Past President

In recognition for the significant responsibilities associated with the role, the president of the OMA's Board of Directors along with the past-president, will be paid an annual set stipend in an amount established by the Board of Directors, which may exceed the amount set for directors under **Section 9.1**.

- The president and immediate past-president will be paid an annual stipend in an amount established by the Board of Directors.
- The stipend will be paid in equal monthly installments over the one-year term in office.
- The president-elect will receive applicable stipends aligned with their roles (for example, a board director stipend). Any responsibilities not captured within the stipend model will be compensated on an hourly basis.
- Out-of-pocket expenses and travel for the president, president-elect, and past president will be reimbursed under the usual terms of this policy.

9.3 Directors of the Board Education & Technology Reimbursements

- Directors of the board can access an annual amount of $2,500 for education-related courses and technology expenses.
- Up to $500 of the $2,500 can be allocated to technology expenses. These would include items that directly support board and/or board committee participation including, but not limited to: laptops; cellular phones; webcams; etc.
- With pre-approval, Directors can access up to the full allowable amount for their two-year term ($5,000) for a single education-related expense or ($1,000) for an approved technology expense.

9.4 Chair of the General Assembly Steering Committee

- The chair of the General Assembly Steering Committee serves as a formal, non-voting observer of the board and a voting member of the Governance and Nominating Committee. This role helps strengthen communication and alignment between the board and the General Assembly. The observer will receive a stipend for attendance at:
    - Board meetings
    - Board committee meetings where participation is required
    - The Annual General Meeting
    - The Annual General Assembly meeting
    - The annual Priority and Leadership Group meeting
- Any work performed outside of these meetings will be compensated on an hourly basis with appropriate multipliers applied in accordance with this policy.

9.5 Directors-Elect

A member who has been elected as a director but has not yet started their term of office may be paid honoraria and reimbursed out-of-pocket expenses under the usual terms of the policy for the following meetings:

- General Assembly meetings if not attending in any other capacity.
- Strategic planning meetings of the board of directors.
- Meetings of the board of directors, or board committees by invitation of the Chair of the Board.
- Board orientation and onboarding meetings.
- Meetings attended in lieu of an incumbent Director by invitation of the Chair of the Board or the incumbent Director when the incumbent is unable to attend.

10. Constituency Group Funding

The OMA provides central funding to Constituency Groups to carry out their core responsibilities as defined in the Charters.

A Constituency Group is a group of members connected by a shared area of practice, location, interest, or other common purpose. Constituency groups include sections, districts, fora, medical interest groups, branch societies, and any future member structures formally approved by the Association.

- This includes:
    - **Meeting Entitlements:** Funding for virtual and in-person meetings.
    - **Flexible Entitlements**: Funding for work done by a Constituency Group as required to fulfill their mandate, including work done outside of meetings.
    - **Member Engagement Entitlements**: Funding provided to communicate and engage with members.
- In instances where funding amounts are calculated based on the number of primary members in a Constituency Group, allotments will be based on the number of members in a given Constituency Group as of December 31st of the previous calendar year.
- Constituency Group leaders may opt to redirect their meeting honoraria, travel time honoraria, and/or out-of-pocket expenses back to their Constituency Group's discretionary account. This direction can be indicated on the member expense claim form at the time of submission. Any meeting and travel time honoraria that is redirected is deemed to be income and will be reflected on the T4 issued for the year in which the redirection was made.

10.1 Constituency Group Meeting Entitlements

- Meeting entitlements are provided to support attendance at Executive meetings and Annual General Meetings of the Constituency Group and only apply to time spent in meetings. Meeting entitlements may not be used to compensate for work completed outside of meetings.

- To be eligible for compensation, draft meeting minutes must be submitted to the OMA. At a minimum, the minutes must include the meeting date, location, start and end times, members in attendance, and any resolutions passed.
- Submission of meeting minutes constitutes authorization for the use of meeting entitlements.
- In-person meeting entitlements include allocations for travel time honoraria and eligible out-of-pocket expenses.
- The number of in-person hours each Constituency Group is eligible for is outlined in **Appendix 1**.
- Virtual meeting entitlements include only hourly honoraria for the duration of the meeting.
- If a Constituency Group opts not to hold in-person meetings, the corresponding meeting hours reserved for in-person meetings may be reallocated to provide honoraria for additional virtual meetings.
- Constituency Groups may invite guests to their Executive meetings when their attendance is deemed to be necessary. Guests must be OMA members to be eligible for compensation. Guest compensation will be paid out of the Constituency Group's meeting entitlement allotment. Travel honoraria and out-of-pocket expenses for in-person meetings will be extended to guests. Guests to be reimbursed must explicitly be identified in the submitted meeting minutes.

10.2 Constituency Group Flexible Entitlements

- Flexible entitlements are provided to Constituency Groups to fund additional work required to support the mandate as set out in the Constituency Group Charter.
- Non-leadership members are eligible to be compensated with flexible entitlements for work done on behalf of the constituency groups with approval from the Constituency Group leadership.
- The use of Flexible entitlements must be authorized by the Chair, Treasurer, or delegate of authority of the Constituency Group. If the Chair is claiming reimbursement, the Vice Chair, Treasurer, or delegate of authority will need to authorize reimbursement.
- The number of flexible entitlements each Constituency Group receives is determined by the number of primary members in each Constituency Group as of December 31st of the previous calendar year and as detailed in **Appendix 1.**

10.3 Constituency Group Member Engagement Funding

Each Constituency Group will have access to a designated pool of funds to support member engagement activities and communications. The amount allocated to each Constituency Group is detailed in **Section 10.5** of this policy.

Eligible expenses for member engagement funding include, but are not limited to:

- Distribution of information by post, fax, or email.
- Costs associated with hosting virtual meetings, social media management, and website setup or support.

- Marketing and design costs.
- Tools, software, and equipment to support communication with members.
- Costs associated with in-person member engagement events or Annual General Meetings, including venue rental, catering, audiovisual services and speaker fees.
- Printing or designing member engagement materials such as a billing guide.
- Out-of-pocket travel expenses incurred by executive members to engage with members in the community.
- Other Reasonable costs directly related to member engagement, provided they align with the principles outlined in the Constituency Group's Charter.

- For questions regarding eligibility or further clarification, contact OMA Physician Leader Engagement staff or OMA Finance staff.

10.4 Constituency Group Delegates at the General Assembly

Appointed Constituency Group delegates attending the General Assembly are eligible for meeting honoraria, travel time honoraria and out-of-pocket expenses as outlined in **Sections 4 to 6** of this policy and will not impact Constituency Group budgeted entitlements.

10.5 Constituency Group Specific Funding

10.5.1 Sections

- Sections are allotted: Meeting Entitlements, Flexible Entitlements, Member Engagement Funding
  - Meeting and Flexible Entitlements are based on membership size (as of Dec 31 prior year; see **Appendix 1**)
  - Member Engagement Funding: $500 + $0.50 per member

10.5.2 Districts

- Districts are allotted: Meeting Entitlements, Flexible Entitlements, Member Engagement Funding
  - Meeting and Flexible Entitlements are detailed in **Appendix 1**
  - Member Engagement Funding: $20,000

10.5.3 Fora

- Fora are allotted: Meeting Entitlements, Flexible Entitlements, Member Engagement Funding
  - Meeting and Flexible Entitlements are based on membership size (as of Dec 31 prior year; see **Appendix 1**)
  - Member Engagement Funding: $500 + $0.50 per member

10.5.4 Medical Interest Groups

- Medical Interest Groups receive 42 entitlement hours (single pool which can be applied as either meeting entitlements or flexible entitlements)
- Member Engagement Funding: $500, regardless of number of members.

10.5.5 Branch Societies

- Branch Societies entitlements are based on Territorial Division size (see **Appendix 1** and entitlements form single pool which can be applied as either meeting entitlements or flexible entitlements)
- Member Engagement Funding: $500 + $0.50 per member

10.5.6 Exceptions

For the Section of Medical Students, the OMA will provide a contribution to the section's discretionary account in lieu of all other entitlement hours or honoraria.

11. Constituency Group Raised Funding (Discretionary Funds)

In addition to OMA funding, Constituency Groups may choose to solicit voluntary contributions from their members to support the Constituency Group's mandate. These voluntary contributions are referred to as discretionary funds or Constituency Group Raised Funding.

When requested, the OMA can assist with the collection and management of discretionary dues on behalf of a Constituency Group.

11.1 Collection process:

- The OMA will contact the Constituency Group to confirm whether they wish to begin or continue collecting discretionary funds.
- Upon request, the OMA will include a discretionary fund contribution option on the OMA's MyAccount page of the Constituency Group
- Subject to the terms of a Service Level Agreement entered into by the Constituency Group and the OMA, the OMA can provide banking, cash disbursement, bookkeeping and reporting services for funds collected.

11.2 Services Provided and Account Administration

For fund management services, the OMA holds funds on behalf of the Constituency Group and disburses them in accordance with the Constituency Group's instructions. The SLA will include provisions that:

- Describe the services to be provided, the charges to be made for those services, and interest on the account balance.
- Identify Constituency Group individuals who are authorized to accept and receive instructions and approve expenditures on behalf of the Constituency Group.
- Describe authorization procedures for expenditures.
- Identify where financial reports are to be sent.

12. Lobbying and Advocacy Training

12.1 Lobbying

Lobbying means trying to influence a government decision, such as a law, regulation, policy, funding program, or contract, by communicating with elected officials, their staff, or public servants.

In Ontario, these activities are regulated by the Lobbyists Registration Act, which sets out rules on who must register and what types of communications are considered lobbying.

No compensation or reimbursements will be provided for any meetings, events, or work directly or indirectly associated with lobbying activities. This includes, but is not limited to, payment of honoraria, registration fee for political events, contributions to political parties or candidates, parking, or travel related costs. Lobbying activities include but are not limited to, attending government meetings (e.g., provincial budget consultations), attending legislative events (e.g., appearing at committees on legislation), and attending political party events (e.g., local and party fundraisers).

Neither OMA funding nor discretionary funds may be applied to any direct or indirect lobbying efforts.

12.2 Advocacy Training

The OMA offers advocacy training for leaders. When required by the OMA to attend training as part of their role, the following applies:

- No honoraria will be paid for attending training sessions.
- The OMA will reimburse reasonable out-of-pocket expenses related to attending, provided that such expenses are not already reimbursed as part of another eligible meeting. Refer to **Section 6** for out-of-pocket expense details.
- The OMA will pay meeting and travel honoraria for members who have a role presenting in the training meeting's agenda.

13. Insurance

Directors & Officers (D&O) insurance is a type of liability insurance that helps protect the personal assets of individuals serving as directors or officers and provides coverage for the organization (the OMA) in situations where legal claims are made for alleged wrongful actions done in an official leadership capacity.

Errors & Omissions (E&O) insurance is a type of professional liability insurance that protects against claims related to erroneous or negligent advice; in essence, alleged mistakes made during the provision of professional advice or services. This coverage would not include any claims related to the provision of Continuing Medical Education.

Physician leaders are covered under the OMA's D&O and E&O insurance. If you receive a threat of legal proceeding or notice that a legal proceeding has been initiated against you, **please contact OMA Legal as soon as possible and no later than 3 calendar days after you become aware**. There are time sensitivity considerations under the insurance policies that are essential to ensuring coverage.

14. Adjudication and Appeals

The OMA aims to resolve questions or concerns about claims quickly, fairly, and at the earliest stage possible. Members are encouraged to first discuss any questions with the staff or program team supporting their work, as most issues can be resolved informally.

If a claim cannot be resolved in this way, it will be reviewed jointly by the Executive Director, Finance (or delegate), and the accountable program lead, with input from the Chief Financial and Operating Officer or Chief Executive Officer as needed.

15. Policy Review

This policy will be reviewed on an annual basis.

APPENDIX 1 – CONSTITUENCY GROUP ENTITLEMENT ALLOTMENT TABLES

Sections

Primary Membership	Max Executive Size	Meeting Entitlement Hours		Flexible Hours	Total
		Virtual	In-Person		
1-300	10	40	35	50	125
301-600	10	40	35	73	148
601-900	10	40	35	75	150
901-1200	10	40	35	79	154
1201-1600	10	40	35	165	240
1601-2000	10	40	35	220	295
2001-2400	11	44	38.5	237	319.5
2401-2800	11	44	38.5	286	368.5
2801-3100	11	44	38.5	330	412.5
SGFP	18	441	630	1361	2432

Districts

Primary Membership	Max Executive Size	Meeting Entitlement Hours		Flexible Hours	Total
		Virtual	In-Person		
1-2000	9	36	31.5	84	151.5
2001-4000	9	36	31.5	96	163.5
4001-5000	9	36	31.5	108	175.5
5001-6000	10	40	35	108	183
6001-8000	10	40	35	120	195
8001-10000	10	40	35	132	207
10001-12000	11	44	38.5	144	226.5
12001+	11	44	38.5	156	238.5

Fora

Primary Membership	Max Executive Size	Meeting Entitlement Hours		Flexible Hours	Total
		Virtual	In-Person		
All Fora	10	40	35	79	154

Branch Societies

Primary Membership	Max Executive Size	Total Entitlement Hours
1-300	3	31.5
301-600	3	42
601-900	4	56
901-1200	5	87.5
1201-1500	6	105
1501-1800	7	122.5
1801+	8	140