

| | |
|---|----------------------|
| MUNICIPALITY OF THE COUNTY OF ANNAPOLIS POLICY AND ADMINISTRATION MANUAL | POLICY 114 |
| ADMINISTRATION | Council Remuneration |

1. GENERAL

This policy is referred to as the “**Council Remuneration Policy.**”

2. AUTHORITY FOR POLICY

Section 23(1)(d) of the *Municipal Government Act* states that the council may make policies providing for and fixing:

- (i) the annual remuneration to be paid to the mayor or warden,
- (ii) the annual remuneration to be paid to the deputy mayor or deputy warden,
- (iii) the annual remuneration to be paid to councillors,
- (iv) that part of the salary or remuneration that is an allowance for expenses incidental to the discharge of the duties of such persons as elected officers of the municipality,
- (v) the deduction to be made from the remuneration of such persons, other than persons on parental accommodation, for missing more than three council or committee meetings in a year, and
- (vi) the rate per kilometre as a travelling allowance for such persons for actual distance travelled once each day to go to, and return from, every daily session of a meeting of the council or of a committee.

3. DEFINITIONS

Terms used in this policy shall have the same meaning as in the *Municipal Government Act*, or as their context applies according to a dictionary of the Canadian language.

4. REMUNERATION

a. Warden

The position of Warden shall be compensated at a rate of \$71,342 per annum or part thereof, payable in bi-weekly installments.

b. Deputy Warden

The position of Deputy Warden shall be compensated at a rate of \$47,319 per annum or part thereof, payable in bi-weekly installments.

c. Councillor

The position of Councillor shall be compensated at a rate of \$35,671 per annum or part thereof, payable in bi-weekly installments.

| | | |
|---|----------------------|-------------------|
| MUNICIPALITY OF THE COUNTY OF ANNAPOLIS POLICY AND ADMINISTRATION MANUAL | | POLICY 114 |
| ADMINISTRATION | Council Remuneration | |

d. Annual Increases

On January 1, 2025, and on every January 1st anniversary date thereafter, the Warden, Deputy Warden, and Councillor remuneration amounts will increase by the same percentage increase provided to all non-union staff on the same day.

e. Pension Equivalent

Upon election of a new council every four years, each member of council may elect to immediately enter the Municipality's Public Sector Superannuation Pension Plan through the Province of Nova Scotia by making equal contributions according to the terms and conditions of the Plan. Should a council member be ineligible for entry into the Plan for any reason, the council member shall be compensated with an additional 8.4% of taxable salary.

f. Health Care Benefits

Upon election of a new council every four years, each member of council may elect to immediately enter the Municipality's medical, dental, and life insurance program according to the terms and conditions of the program.

5. ABSENCES

- a. Members of council who are absent from more than three Council, Committee of the Whole, or other meetings of committees in any one year to which they have been appointed by council, shall have their remuneration reduced by \$75.00 for each such absence over three absences, with the dates running from November 1st in any year to October 31st in the following year.
- b. A member of council who is not provided at least five (5) business days' notice of a meeting date shall not be deemed to be absent and shall not accrue any missed meeting time.
- c. Absence from multiple meetings on the same day shall only be deemed to be one absence.
- d. Where a member of council is required to attend an event or function at the request of council at the same time as a formal council or committee meeting, the council member shall not be considered absent and shall not accrue any missed meeting time.

| | | |
|---|----------------------|-------------------|
| MUNICIPALITY OF THE COUNTY OF ANNAPOLIS POLICY AND ADMINISTRATION MANUAL | | POLICY 114 |
| ADMINISTRATION | Council Remuneration | |

6. MILEAGE

Members of council shall be reimbursed for mileage expenses in order to attend Council and Committee meetings at the rate contained within the Municipality's Travel and Expenses Policy.

7. REPEAL

Policy *AM-1.2.1 Remuneration for Warden, Deputy Warden and Councillors Policy*, adopted by Municipal Council of the County of Annapolis on February 21, 2023, is hereby repealed.

| | |
|---|------------------------------|
| Municipal Clerk's Annotation for Official Policy Book | |
| I certify that this policy was adopted by Municipal Council as indicated below: | |
| <i>Seven (7) Day Notice</i> | <i>April 9, 2024</i> |
| <i>Council Approval</i> | <i>April 16, 2024</i> |
| <i>Carolyn Young</i> | <u>April 17, 2024</u> |
| Municipal Clerk | Date |
| At <u>Annapolis Royal</u> Nova Scotia | |