



## POLICY NO. 8

### ANNUAL REMUNERATION AND BENEFITS FOR COUNCILLORS

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#### 1. COUNCILLORS ANNUAL REMUNERATION

- The annual remuneration to be paid to the Warden shall be \$26,927.00 effective January 1, 2019.
- The annual remuneration to be paid to the Deputy Warden shall be \$23,619.00 effective January 1, 2019.
- The annual remuneration to be paid to Councillors shall be \$21,710.00 effective January 1, 2019.

Council shall annually provide councillors with a cost of living adjustment based on the ~~National~~ **Nova Scotia** Consumer Price Index, based on statistics as of ~~February 28<sup>th</sup>~~ **January 31<sup>st</sup>** of each year for any cost of living increase up to 2.5%. Any cost of living adjustment over 2.5% will be referred to Council for consideration. The cost of living adjustment shall be effective April 1<sup>st</sup> of each year.

#### 2. DEDUCTIONS

The deduction to be made from the remuneration of such persons for missing more than three (3) Council Meetings, or for missing more than three (3) Committee Meetings in a year shall be \$100.00 per meeting. No deduction shall be made for meetings missed due to the following causes:

- Employment obligations
- Illness
- Vacation
- Other conflicting municipal business
- Death or illness in the immediate family

3. REMUNERATION TO COUNCILLORS FROM OTHER GROUPS

Where a Council Member is nominated or appointed by the Council to a Board, Commission or other position, or is otherwise appointed as a representative of the Municipality, any remuneration from that position, to which that Council Member is entitled, shall be paid to the Council Member.

4. METHOD OF PAYMENT

Annual remunerations are to be paid to Council Members in equal installments at the same time as the regular bi-weekly employee payroll.

5. PENSION PLAN

Councillors shall be given the opportunity to join the Municipal Pension Plan after 6 months of continuous service with the Municipality. Council has the authority to waive the 6 months waiting period, if they so wish. If waived, a letter of waiver must accompany Pension Plan Enrolment Form.

The minimum councillor contribution shall be 2% of earnings. The Municipality will match all contributions up to ~~6.5~~ 7% of the councillor's earnings.

A councillor may make voluntary contributions to the plan up to a maximum amount allowed under the provision of the Income Tax Act.

A councillor shall be considered to have withdrawn from the plan on the date the councillor is no longer in service with the Municipality.

For death benefits, benefit payments and any other matters, reference should be made to the actual pension plan documents.

**Chief Administrative Officer’s Annotation for Official Policy Book**

Date of Notice to Council members of Intent to Consider Committee of the Whole Council Meeting	May 13, 2019
Date of Passage of current Policy	May 27, 2019
I certify that this Policy No. 8 “Annual Remuneration and Benefits for Councillors” was amended by Council as indicated above.	
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Chris Frotten Chief Administrative Officer	Date

**VERSION LOG**

Version Number	Amendment Description	Amendment/Policy Owner	Approved By	Approval Date
1	Approved by Council	Municipal Clerk	Council	Feb 24, 1999
2	Revised	Municipal Clerk	Council	May 5, 1999
3	Revised	Municipal Clerk	Council	June 23, 1999
4	Revised	Municipal Clerk	Council	Sept 11, 2002
5	Revised	Municipal Clerk	Council	August 13, 2003
6	Revised	Municipal Clerk	Council	April 14, 2004
7	Revised	Municipal Clerk	Council	June 13, 2005
8	Revised	Municipal Clerk	Council	July 25, 2005
9	Revised	Municipal Clerk	Council	May 8, 2006
10	Revised	Municipal Clerk	Council	January 14, 2008
11	Revised	Municipal Clerk	Council	March 10, 2008
12	Revised	Municipal Clerk	Council	February 25, 2013
13	Revised	Municipal Clerk	Council	May 26, 2014
14	Revised	Municipal Clerk	Council	August 21, 2014