

REMUNERATION POLICY
MUNICIPALITY OF THE COUNTY OF INVERNESS

Policy Number:	2021-01-21-03
Effective Date:	2021-02-04

ARTICLE 1: Title

- 1 (1) This Policy shall be known as the Remuneration Policy.

ARTICLE 2: Authority

- 2 (1) This Policy is made pursuant to Section 23(1)(d) and Section 23(2) of the *Municipal Government Act*, SNS 1998, c 18, as amended.

ARTICLE 3: Definitions

- 3 (1) In this Policy, the following words shall have the following meanings:
- (a) “**CAO**” means the Chief Administrative Officer of the Municipality or an employee of the Municipality delegated any responsibilities or powers of the CAO pursuant to Section 29(b) of the *Municipal Government Act*, as amended;
 - (b) “**Council**” means the Council of the Municipality of the County of Inverness;
 - (c) “**Councillor**” means a Councillor of the Municipality of the County of Inverness;
 - (d) “**Deputy Warden**” means the serving deputy warden of the Municipality;
 - (e) “**District**” means each of the six (6) electoral districts within the Municipality;

- (f) “**Municipality**” means the Municipality of the County of Inverness;
- (g) “**Policy**” means this Remuneration Policy, as amended from time to time; and
- (h) “**Warden**” means the serving warden of the Municipality.

ARTICLE 4: Purpose of this Policy

- 4 (1) The Purpose of this Policy is to provide for and fix:
 - (a) The annual remuneration to be paid to the Warden;
 - (b) The annual remuneration to be paid to the Deputy Warden;
 - (c) The annual remuneration to be paid to Councillors; and
 - (d) 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.

ARTICLE 5: Application of this Policy

- 5 (1) This Policy applies to Councillors, Warden, and Deputy Warden.

ARTICLE 6: Remuneration

- 6 (1) As of April 1, 2020, the annual remuneration to be paid to Councillors, Warden, and Deputy Warden is as follows:
 - (a) to the Warden, Fifty-Nine Thousand Seven Hundred Eighty-Seven Dollars and

Seven Cents (\$59,787.07);

(b) to the Deputy Warden, Forty-Three Thousand One Hundred Twenty-Seven Dollars and Twenty-Nine Cents (\$43,127.29); and

(c) to the Councillors, Thirty-Eight Thousand Eight Hundred Seventy-Six Dollars and Sixty-Nine Cents (\$38,876.69).

6 (2) In subsequent years, the annual remuneration to be paid to the Councillors, Warden, and Deputy Warden set out in Section 6(1) of this Policy may be increased at the beginning of the Municipality's fiscal year to reflect an increase in the Consumer Price Index for Nova Scotia as reported by the Nova Scotia Department of Finance and Treasury Board, upon resolution of Council.

6 (3) The annual remuneration for Councillors, Warden, and Deputy Warden pursuant to this Policy is deemed to include:

(a) the cost of expenses incidental to the discharge of their respective duties, including but not limited to:

- i. the cost of office supplies, photocopies, mailing costs; and
- ii. mileage for travel within the geographical boundaries of their respective Districts for all municipal-related matters and business;

(b) the costs of an iPad and iPhone provided by the Municipality to each Councillor, to be used for municipal-related matters and business. Councillors must return their iPad and iPhone to the Municipality at the end of their elected term; and

(c) the annual cost of medical benefits, currently in the amount of \$1,200.00 per Councillor.

ARTICLE 7: Office Space

7 (1) Councillors, Warden, and Deputy Warden must not be reimbursed for expenses they incur related to their use of office space for municipal business.

- 7 (2) In the event Councillors, Warden, and/or Deputy Warden lease an accessible office space that is provided through a not-for-profit organization, the Municipality will provide a contribution to that not-for-profit organization (as a contribution towards the cost of the office space) in an amount that does not exceed \$250.00 a month. This amount will be paid quarterly by the Municipality directly to the not-for-profit organization.

ARTICLE 8: Remuneration for Appointed Positions

- 8 (1) Where a Councillor, Warden, or Deputy Warden is 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 they are entitled, excluding reimbursement of expenses, shall be paid to the Municipality.

ARTICLE 9: Application of Expense Policy

- 9 (1) The Expense Policy of the Municipality applies to and governs the reimbursement of eligible expenses incurred by Councillors, Warden and Deputy Warden. For greater certainty, this Policy does not apply to the reimbursement of eligible expenses incurred by Councillors, Warden and Deputy Warden.

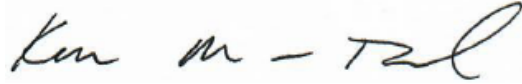
ARTICLE 10: Policy Review

- 10 (1) This Policy must be reviewed by Council every four (4) years.

Date of Notice to Council:	Thursday, January 21, 2021
Date of Council Resolution approving Policy ("Effective Date"):	Thursday, February 4, 2021

Approval:

**This is to certify that the above Policy was adopted by Council
of the Municipality of the County of Inverness on February 4, 2021.**

A handwritten signature in black ink, appearing to read "Keith MacDonald".

Keith MacDonald, Chief Administrative Officer