

## Remuneration Policy

<b>Policy Number</b>	2026-01-08-2
<b>Effective Date</b>	2026-01-08

### 1. Title

1.1 This Policy shall be known as the Remuneration Policy.

### 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.

### 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 Sections 28 and 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 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.

#### **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 duties of elected officers of the Municipality.

#### **5. Application of this Policy**

5.1 This Policy applies to Councillors, Warden, and Deputy Warden.

#### **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 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 phone and a tablet or laptop provided by the Municipality to each Councillor, to be used for municipal-related matters and business. Councillors must return their devices 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.

## **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.

## **8. Remuneration for Appointed Positions**

8.1 Where a Councillor, Warden, or Deputy Warden is appointed by the Council to a board, commission 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.

**9. Application 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.

**10. Policy Review**

10.1 This Policy must be reviewed by Council every four (4) years.

I, Keith MacDonald, CAO and Clerk of the Municipality of the County of Inverness hereby certify that the above-noted policy was passed on January 8, 2026 at a meeting of the Municipality of the County of Inverness.

  
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 Keith MacDonald

**Policy History**

<b>Notice of Motion</b>	November 13, 2025
<b>First Adopted</b>	February 4, 2021
<b>Amendments</b>	
<i>Amendments made to:</i>	
<i>3(a): Reference to section 28 of MGA added;</i>	
<i>3(e): Removed reference to number of districts from 'district' definition;</i>	
<i>4(d): Removed 'discharge of the' and 'such persons</i>	

*as' from sentence for ease of comprehension;*  
*6.2: Removed 'in subsequent years' for being repetitive;*  
*6.3(b): Replace 'iPhone and iPad' with 'phone and tablet/laptop' and 'devices' to avoid inaccuracy;*  
*8.1: Removed 'or other position' for being repetitive*