



## MUNICIPALITY OF THE COUNTY OF KINGS

### Council and Committee Remuneration Policy

**Creation Date:****Approval Date:****Revision Date:**

April 6, 1999

October 5, 2004

June 7, 2005

May 2, 2006

March 4, 2008

May 20, 2008

May 5, 2009

August 4, 2009

August 2, 2016

(effective November 1, 2016)

June 5, 2018

November 6, 2018

**Policy Category:**

Finance

**Next Review Date:**

June 2020

**Replaces:**

Not Applicable

**1. Purpose**

The Municipality of the County of Kings ("the Municipality") will provide fair remuneration for work and contributions of members of Council and citizens appointed to Committees, Boards, and Corporations established by Council. Municipal Council recognizes the importance of adequate remuneration for members of Council and citizen appointees that reflects the duties and responsibilities of these individuals.

**2. Scope**

This Policy applies to all members of Council (Mayor, Deputy Mayor, and Councillors) and citizens appointed by Council to any Committee, Board, or Corporation established by Council.

**3. Guidelines**Remuneration for Elected Officials

- 3.1 The Mayor, Deputy Mayor, and Councillors shall have annual remuneration as follows (as of January 1, 2019):

Mayor	\$58,766
Deputy Mayor	\$43,394
Councillors	\$36,316

July 5, 2022 Council Motion: That Municipal Council adopt the following proposed Council remuneration rates to be implemented with the newly elected Council in October of 2024: in current dollars (2022) **\$85,355 for Mayor, \$56,402 for Deputy Mayor, and \$47,799 for Councillors**, to be adjusted by CPI annually per Policy FIN 05-002 to determine the rates for the newly elected Council.



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- 3.2 The remuneration established in Section 3.1 of this Policy is exclusive of any optional benefits a Member of Council may choose to receive at cost.
- 3.3 Where a Council member is appointed by the Council to a Board, Commission, or Body Corporate, or is otherwise appointed as a representative of the Municipality, any remuneration from that position, excluding reimbursement of expenses, shall be paid to the Municipality.

#### Consumer Price Index Annual Adjustment to Remuneration

- 3.4 The remuneration established in Section 3.1 of this Policy shall be annually adjusted by the December year-over-year Nova Scotia Consumer Price Index rate for all products as determined by Statistics Canada.
- 3.5 Notice of the Consumer Price Index adjustments to remuneration for members of Council shall be calculated and applied by the Director of Finance & IT.

#### Allowable Expenses for Elected Officials

- 3.6 The Municipal Council sets the maximum amount of remuneration allowable for expenses incidental to the discharge of duties for expenses at 20% of the total remuneration provided to Council.

#### Deductions for Missed Meetings

- 3.7 Should any member of Council not attend a meeting of Council or a Committee to which they have been appointed by Council, their regular remuneration shall be deducted by \$50.00 for each unexcused absence after three absences.
- 3.8 If the member of Council is attending a Council, Committee, Corporation, or Board meeting, conference, or seminar held simultaneously to another meeting, there shall be no deduction.

#### Honoraria for Citizen Members

- 3.9 The honorarium for any citizen appointed to a Corporation, Committee, or Board who has been appointed by Council and is not a member of Council, and is not otherwise remunerated by the Corporation, Committee, or Board shall be set at \$100 per meeting to a maximum of \$1,300 per year.

Honoraria shall be based on actual meeting attendance in accordance with any committee-related by-laws and policies of Council.



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3.10 Exceptions to Section 3.9 include:

Audit Committee	\$400 per meeting to a maximum of \$1,200 per year
Kings Regional Rehabilitation Centre	\$450 per quarter, or as determined by the Board of the Kings Regional Rehabilitation Centre

#### Mileage Reimbursement for Citizen Members

3.11 Citizen members appointed by Council who are not Members of Council shall be reimbursed for mileage at the Province of Nova Scotia's rate per kilometer.

#### 4. **Responsibilities**

4.1 Council will:

- 4.1.1 ensure the Municipality has a current and comprehensive Policy to address remuneration for members of Council and citizen appointees to Committees, Corporations, and Boards;
- 4.1.2 periodically review remuneration and honoraria and identify necessary revisions to this Policy.

4.2 The Chief Administrative Officer will:

- 4.2.1 administer and implement this Policy;
- 4.2.2 identify necessary revisions to this Policy.