



Municipality of the County of Kings

Council and Committee Remuneration Policy

Policy Category	Finance	Most Recent Amendment	May 6, 2025
First Council Approval	April 6, 1999	Future Review Date	July 2026

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 or required of the Municipality by Provincial Statute.

2. Scope

This Policy applies to all members of Council (Mayor, Deputy Mayor, and Councillors), citizens appointed by Council to any Committee, Board, or Corporation established by Council, the Ministerial appointee to the Police Advisory Board, and the Nova Scotia Federation of Agriculture Appointee to the Fences Arbitration Committee.

3. Policy Statements

3.1 Sections 23, 24, and 202 of the *Municipal Government Act* provide that Council may establish policies for remuneration of all members of Council and citizens appointed by Council to any Committee, Board, or Corporation established by Council.

3.2 Municipal Council recognizes the importance of adequate remuneration for members of Council and citizen appointees that reflects the duties and responsibilities of these individuals.

Remuneration for Elected Officials

3.3 As of April 1, 2025, the Mayor, Deputy Mayor, and Councillors shall have annual remuneration as follows:

Mayor	\$96,006.35
Deputy Mayor	\$63,440.88
Councillors	\$53,764.57

3.4 The remuneration established in Section 3.3 of this Policy is exclusive of any optional benefits a Member of Council may choose to receive at cost.

3.5 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 (s.23(2) *Municipal Government Act*).

Consumer Price Index Annual Adjustment to Remuneration

- 3.6 The remuneration established in Section 3.3 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.
- 3.7 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

- 3.8 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

- 3.9 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.
- 3.10 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

- 3.11 The honorarium for any citizen appointed to a Corporation, Committee, or Board who has been appointed by Council or the Province of Nova Scotia or Nova Scotia Federation of Agriculture 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.
- 3.12 Honoraria shall be based on actual meeting attendance in accordance with any committee-related by-laws and policies of Council.
- 3.13 Exceptions to Section 3.11 include:
- Audit & Finance Committee \$400 per meeting to a maximum of \$1,200 per year

Mileage Reimbursement for Citizen Members

- 3.14 Citizen members appointed by Council who are not Members of Council or are appointed by the Province of Nova Scotia or the Nova Scotia Federation of Agriculture shall be reimbursed for mileage at the Province of Nova Scotia's rate per kilometre.

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; and
 - 4.1.2 review and amend this Policy as required.

- 4.2 The Chief Administrative Officer will:
 - 4.2.1 implement this Policy; and
 - 4.2.2 identify and propose revisions to this Policy.

5. Amendments

Date	Amendments
October 5, 2004	
June 7, 2005	
May 2, 2006	
March 4, 2008	
May 20, 2008	
May 5, 2009	
August 4, 2009	
August 2, 2016	
June 5, 2018	
November 6, 2018	
July 16, 2024	Migration to new template. Update figures per July 5, 2022 Council motion adjusted by CPI. Addition of governing legislation for Council to establish remuneration policies.
May 6, 2025	Addition of provisions for remuneration and reimbursement of expenses for the Ministerial appointee to the Police Advisory Board and Nova Scotia Federation of Agriculture appointee to the Fences arbitration committee. Removal of references to Kings Regional Rehabilitation Board following divestment in 2025.