



## **TOWN OF KENTVILLE POLICY STATEMENT G5 COUNCIL REMUNERATION AND BENEFITS**

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### **1.0 PURPOSE**

1.1 To establish a policy for fixing the annual remuneration for elected members of Town Council.

### **2.0 DEFINITIONS**

2.1 This policy applies to all elected officials of the Town of Kentville.

### **3.0 SCOPE**

### **4.0 PROCEDURES**

4.1 The Mayor, Deputy Mayor and each councillor will be remunerated for conduct of their duties as an elected member of Town Council. Including but not limited to attendance at all council meetings, committee meetings and Town events.

4.2 Where a Council member is nominated:

4.2.1 To a committee established by the council member is not entitled to additional remuneration for serving on the committee but may be reimbursed for expenses incurred as a committee member; and

4.2.2 Or appointed by Council to an external board, commission or other position, or is otherwise appointed as a representative of the Town of Kentville, any remuneration from that position will be paid to the Town of Kentville and may be reimbursed for expenses incurred as a committee member.

4.3 The Chief Administrative Officer shall conduct a market analysis, for reporting to Council in September, prior to the regular municipal election, with any new rates effective upon appointment of the council for the upcoming term of office.

4.3.1 The market analysis will include, but will not be restricted to, a history of the number of meetings held, number of committees and overall time commitment and an average of the remuneration paid to the elected officials for towns with similar size, level of service and responsibility.

4.3.2 The statistics pertaining to the current term of office will be incorporated in Schedule A attached.

4.4 All council remunerations shall be adjusted annually in accordance with the Consumer Price Index (CPI) increases of the previous calendar year by motion of council.

4.5 The annual remuneration will be divided into weekly instalments and paid out in accordance with the Town's payroll procedure. The last pay for remuneration

- in any year, will allow for any deductions for unexcused meetings, as outlined in Policy Statement G70 - Council Meeting Policy.
- 4.6 All councillors will be eligible to participate in the health, dental, and Employee Assistance Program (EAP) for the Town of Kentville, as outlined in the Human Resources Manual.

## 5.0 ASSOCIATED DOCUMENTS

- 5.1 Schedule A: Council Remuneration and Allowances, 2016-2020 Term of Office
- 5.2 Municipal Government Act - PART 1, Section 23(1) (d) (i) (ii) (iii) (v)
- 5.3 Municipal Government Act - PART 1, Section 23(2)
- 5.4 Municipal Government Act - PART 1, Section 24(5)
- 5.5 Policy G70 Council Meeting Policy
- 5.6 Policy G57 Committees of Council Policy

## 6.0 POLICY REVISION HISTORY

Date Created:	March 29, 1999
Revisions:	July 9, 2008
	October 8, 2008
	January 24, 2011
	September 24, 2012
	November 25, 2013
	May 30, 2016
	November 28, 2016
	January 2017. Reformatted.
	November 26, 2018
	June 24, 2019



Chief Administrative Officer, Mark Phillips

## Schedule A: Council Remuneration

Up to October 2020

<b>Municipality</b>	<b>Population 2016</b>	<b>Mayors/Warden Remuneration</b>	<b>Dep. Mayor – Warden Remuneration</b>	<b>Councillors Remuneration</b>
Amherst	9,413	\$41,178	\$27,723	\$25,050
Berwick	2,509	\$16,316	\$9,690	\$8,824
Bridgewater	8,241	\$36,525	\$23,560	\$20,230
New Glasgow	9,562	\$30,351	\$20,867	\$19,222
Port Hawkesbury	3,214	\$35,699	\$20,486	\$18,268
Truro	12,059	\$49,317	\$30,909	\$27,456
Wolfville*	4,260	\$34,614	\$23,162	\$20,712
County of Kings	60,589	\$58,766	\$43,394	\$36,316
Windsor/West Hants	19,016	\$53,000	\$27,950	\$26,500
Kentville	6,094	\$46,318	\$27,510	\$25,132

\*Wolfville Council moved not to include their COLA increases starting in March 2020

Starting November 2020.

<b>Municipality</b>	<b>Population 2016</b>	<b>Mayors/Warden Remuneration</b>	<b>Dep. Mayor – Warden Remuneration</b>	<b>Councillors Remuneration</b>
Amherst	9,413	\$41,178	\$27,723	\$25,050
Berwick	2,509	\$16,316	\$9,690	\$8,824
Bridgewater	8,532	\$62,300	\$36,700	\$25,000
New Glasgow	9,562	\$30,351	\$20,867	\$19,222
Port Hawkesbury	3,214	\$36,412	\$20,895	\$18,633
Truro	12,059	\$49,317	\$30,909	\$27,456
Wolfville**	4,195	n/a	n/a	n/a
County of Kings	60,600	\$58,766	\$43,394	\$36,316
Windsor/West Hants	19,016	\$53,000	\$27,950	\$26,500
Kentville	6,271	\$46,455	\$27,591	\$25,206

\*\* Wolfville Council will re-evaluate remuneration in November 2020