



Policy 101 COUNCIL REMUNERATION

1. Policy Purpose

The purpose of this policy is to articulate the remuneration amounts and benefits available to each member of council when elected to office, including processes for accessing and public reporting.

2. Policy Application

The policy shall apply to all council members of the Town while elected to office until their successor is sworn in.

3. Definitions

- a. "Chief Administrative Officer" means Chief Administrative Officer or their designate for Town of Kentville.
- b. "Council" means council of the Town of Kentville.
- c. "Town" shall mean Town of Kentville.

4. Legislation

Section 23 of the *Municipal Government Act* states that

- (1) The council may make policies
 - (d) providing for and fixing
 - (i) the annual remuneration to be paid to the mayor,
 - (ii) the annual remuneration to be paid to the deputy mayor
 - (iii) the annual remuneration to be paid to councillors,
 - (iv) 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,
 - (v) the deduction to be made from the remuneration of such persons, other than persons on parental accommodation, for missing more than three council or committee meetings in a year, and

- (2) The council may, by policy, require that where a council member is nominated or 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, excluding reimbursement of expenses, to which that council member is entitled shall be paid to the municipality.

5. Remuneration

- a. Beginning on April 1, 2026, the Mayor's remuneration shall be \$58,509, and will increase each April 1st thereafter by the average percentage wage increase given to all non-union employees of the Town for the year previous.
- b. Beginning on April 1, 2026, the Deputy Mayor's remuneration shall be \$36,333, and will increase each April 1st thereafter by the average percentage wage increase given to all non-union employees of the Town for the year previous.
- c. Beginning on April 1, 2026, a Councillor's remuneration shall be \$30,857, and will increase each April 1st thereafter by the average percentage wage increase given to all non-union employees of the Town for the year previous.

6. Benefits

All members of council shall be entitled to enroll in the Town's medical plan and Employee Assistance Program (EAP), subject to eligibility requirements, under the same terms and conditions as non-union staff.

7. External Appointments

Where a council member is nominated or appointed by council to an external board, commission or other position or is otherwise appointed as a representative of the Town, any remuneration from that position, excluding reimbursement of expenses, to which that council member is entitled shall be paid to the Town.

8. Repeal

Policy G5, Council Remuneration and Benefits Policy, approved on the 24th day of June 2019, is hereby repealed.

Seven Day Notice of Policy: January 12, 2026

Council Approval: January 26, 2026

In Effect: January 26, 2026

This is to certify that Policy 101, Council Remuneration, was approved by Town Council on the 26th day of January, 2026.

Original signed by Andrew Zebian

Original signed by Chris McNeill

Mayor

Clerk