



RE: Council Remuneration Policy Amendments  
Date: August 22, 2024

**General Overview:**

The propose of this staff report is to propose changes to the Council Remuneration Policy as directed by Council.

**Background:**

At the July 25, 2024 Regular Council Meeting, the following motion was carried, *“THAT Council direct staff to amend the Council Remuneration Policy to increase Council remuneration by 25% and add provisions for dependent care to not exceed \$3,000 annually.”*

Attached to this report is an amended version of the Council Remuneration Policy with the directed amendments included.

**Financial Analysis:**

The proposed changes to the Council Remuneration Policy would have the following potential financial implications:

Dependent Care	Up to \$21,000 annually
Mayor Remuneration Increase	\$5690.69
Deputy Mayor Remuneration Increase	\$3444.29
Councillor Remuneration Increase	\$2995.14
Potential Total	\$45,110.65

**Climate Analysis:**

There are no anticipated climate implications.

**Links to Strategic Plan:**

2.3 - Governance to Meet the Expectations of our Growing Community

**Recommendation:**

It is recommended,

**THAT Council** adopt the Council Remuneration Policy as amended.

Respectfully submitted,

Eric J. Levy

Deputy CAO



# Town of Mahone Bay

## Council Remuneration Policy

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### 1.0 Intent

It is the intent of this policy to provide guidelines concerning Council remuneration. This policy takes effect April 1<sup>st</sup>, 2024 with the exception of section 4.3 Dependent Care, which will take effect November 1, 2024

### 2.0 Scope

The Council Remuneration Policy applies to all Town of Mahone Bay Council members.

### 3.0 Definitions

Council: elected members of Mahone Bay Town Council, including the Mayor, Deputy Mayor and all Councillors.

Immediate Family: a parent (including legal guardian or person who acted in the capacity of parent), spouse, child (including step-children), brother, sister, parents-in-law, grandchild, grandparent, or ward. These include Chosen Family, in situations where people are detached or estranged from their biological families, they may choose people to act as family members.

Remuneration: the amount paid to each Council member for attendance at Town meetings and Town functions and work fulfilling the responsibilities of the position held by each and by virtue of being an elected official.

### 4.0 General Guidelines

4.1 There shall be a rational relationship between the amount of compensation paid to the Mayor and Deputy Mayor and that paid to Councillors. The Mayor will receive compensation at a rate of 190% of the amount paid to Councillors and the Deputy Mayor will receive 115% of that amount.

4.2 As of the date of this policy coming into effect the remuneration paid to Councillors shall be \$14,975.68 per year.

4.3 Effective November 1, 2024, Council Members will be reimbursed for the costs of dependent care to a maximum of \$3,000 per fiscal year.

(i) Dependent Care can involve caring for a child, immediate family member with a disability (long-term or short-term) or attending to immediate family member's needs at the end of life. Care can only be expensed during official Council and Committee/Board meetings, Nova Scotia Federation or Municipalities activities, Federation of Canadian Municipalities, or other professional association recognized by Council, and public events where attendance is required when the Council Member is the sole caregiver at the time of the meeting or event. Care equates to care of a dependent, time, and does not include expenses related to medical bills, meals, etc.

(ii) This policy shall not cover costs for child care provided by a spouse/partner, former spouse/partner with custody rights of the child or for dependent care of a senior or disabled person provided by their spouse or child.

(iii) Council Members may claim expenses by submitting an expense claim and Appendix A: Affidavit of Cost to the Finance Department.

4.4. (i) Remuneration shall increase annually on April 1<sup>st</sup> in accordance with changes in the Nova Scotia Provincial Consumer Price Index.

(ii) If it is Council's determination that the annual remuneration rate should be reviewed to increase more than Nova Scotia's annual Consumer Price Index, then a citizen based committee shall be appointed by resolution of Town Council to review the remuneration paid to elected officials. The citizen-based committee will be responsible to submit a report, including recommendation, to Town Council for consideration not less than two months prior to a forthcoming municipal election, with any approved changes taking effect the following April.

(iii) The CAO or designate shall issue a call for community members interested in serving on the remuneration review committee and facilitate the initial meeting, including the appointment of a chair. The CAO may allocate staff to assist the committee in conducting its review.

4.5 There shall be no other benefits for elected officials.

4.6 (i) Notwithstanding Section 4.4, the Mayor and Councillors shall be provided with a computer by the Town of Mahone Bay. This computer shall remain the property of the Town throughout the elected official's term of office, at the end of which it shall be returned to the Town.

(ii) Notwithstanding Section 4.4, the Mayor shall be provided with a smart phone or comparable technology and all reasonable associated expenses by the Town of Mahone Bay. This device shall remain the property of the Town throughout the Mayor's term of Office, at the end of which it shall be returned to the Town.

(iii) Supplementary costs, such as home internet service, shall be the financial responsibility of the Mayor and Councillors.

**Clerk's Annotation for Official Policy Book**

Date of Notice to Council Members of Intent  
to Consider {7 days minimum notice}: February 12, 2019

Date of Passage of Policy: February 28, 2019

\_\_\_\_\_

Clerk

\_\_\_\_\_

Date

**Appendix A: Affidavit of Cost**

I, \_\_\_\_\_ swear that the amount of the expenses claimed for dependent care per the Town of Mahone Bay Council Remuneration Policy are true and correct to the best of my knowledge.

Signed this \_\_\_\_\_th day of \_\_\_\_\_ 20\_\_\_\_\_

Signature:

Printed:

### Option 1



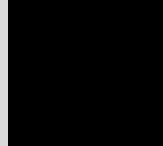
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### Option 3



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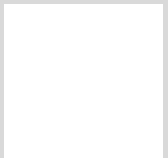


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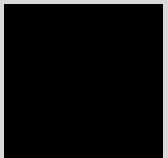
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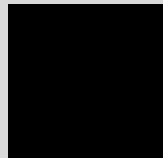
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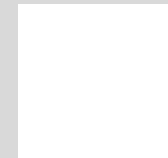
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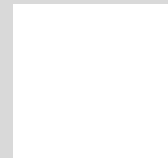
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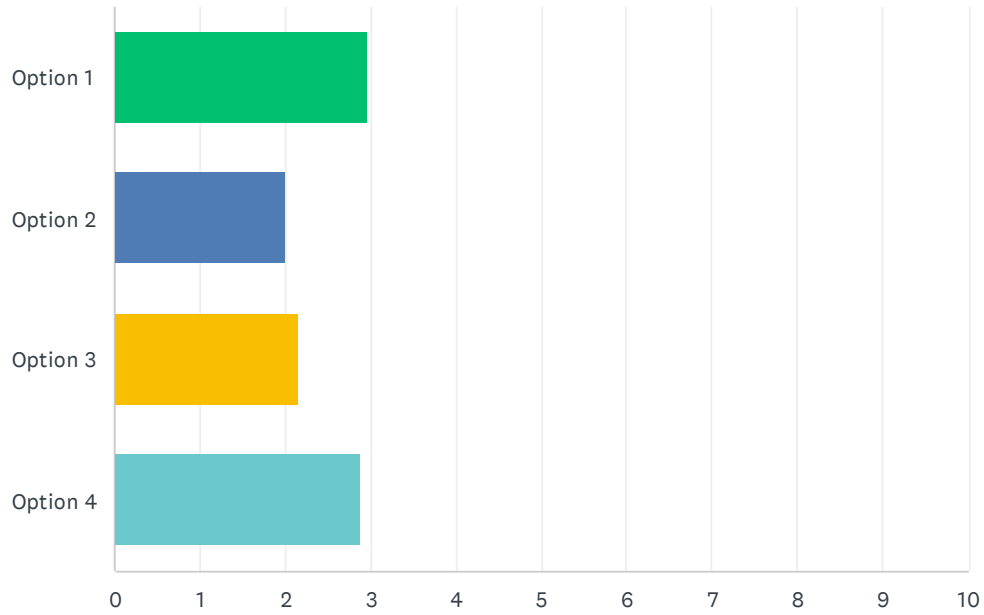


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# Q1 Please rank the above colour options for the exterior of Town Hall from your most to least favourite

Answered: 51 Skipped: 0



	1	2	3	4	TOTAL	SCORE
Option 1	29.41% 15	39.22% 20	29.41% 15	1.96% 1	51	2.96
Option 2	13.73% 7	17.65% 9	23.53% 12	45.10% 23	51	2.00
Option 3	15.69% 8	21.57% 11	25.49% 13	37.25% 19	51	2.16
Option 4	41.18% 21	21.57% 11	21.57% 11	15.69% 8	51	2.88