
1.0 GENERAL

- 1.1 This Policy will apply to Mayor, Deputy Mayor, Councillors, and resident members of a committee who were appointed by Council.
- 1.2 In this Policy,
 - (a) “Committee of Council” means a committee formed pursuant to a by-law, policy or resolution of Council.
 - (b) “Council members” means the elected Mayor and Councillors of the Region of Windsor and West Hants Municipality (or name of the Regional Municipality given as per Section 11 of the Region of Windsor and West Hants Municipality Act), effective December 10, 2024, and includes the Deputy Mayor, except where specified.
 - (c) “Municipal or Municipality” means the Region of Windsor and West Hants Municipality (or name of the Regional Municipality given as per Section 11 of the Region of Windsor and West Hants Municipality Act), effective December 10, 2024.

2.0 COUNCIL REMUNERATION

- 2.1 Effective December 10, 2024, the Mayor will be paid \$ 68,752.66 per annum, paid bi-weekly. In addition, the Mayor will have an expense allowance as determined in the annual budget.
- 2.2 Effective December 1, 2024, the Deputy Mayor will be paid \$ 37,814.03 per annum, paid bi-weekly. In addition, the Deputy Mayor will have an expense allowance as determined in the annual budget.
- 2.3 Effective December 1, 2024, Councillors, excluding those appointed as Deputy Mayor, will be paid \$ 34,376.33 per annum bi-weekly. In addition, Councillors will have an expense allowance as determined in the annual budget.
- 2.4 Effective December 1, 2024 Council members have the option to enter into a *Defined Contribution Group Pension Plan* (matching funds of Council members and Municipality at 8%).
- 2.5 The salary of Council members will be adjusted annually by the Statistics Canada Consumer Price Index (CPI) for All-Items for the Province of Nova Scotia for the preceding calendar year.
- 2.6 As provided by the Income Tax Act (Canada), all payments to Council members will be paid as a taxable stipend.



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- 2.7 Council members will normally attend all meetings of Council, Committees of Council, and other committees which Council has appointed them as part of their annual remuneration.
 - 2.8 Council members may miss up to three (3) Council or Committee of Council meetings for any reason and will be allotted two (2) sick days per year (January to December).
 - 2.9 A deduction of \$ 50.00 from the annual remuneration will be incurred for each missed Council or Committee of Council meeting beyond those stated in Section 2.8 of this Policy. This deduction will not be incurred if the absence is due to attendance at another Municipal commitment or bereavement. Absence from consecutive meetings on a single day will be deemed as one (1) absence.
 - 2.10 Where a Council member is nominated or appointed by Council to any board or commission or other position or is otherwise appointed as a representative of the Municipality, any remuneration from that position, excluding reimbursement of expenses from committees, to which the member is entitled, will be paid to the Municipality.
 - 2.11 Attendance for the purpose of remuneration is tracked by Municipal staff for Committees of Council. Those appointed to other committees should contact the appointed member of Municipal staff to confirm attendance at meetings of those committees.

3.0 APPLICATION

- 3.1 All resident members appointed to a Committee of Council will be paid a remuneration of \$ 100.00 for attending a meeting.
- 3.2 Attendance for the purpose of remuneration is tracked by Municipal staff for Committees of Council. Those appointed to other committees should contact the appointed member of Municipal staff to confirm attendance at meetings of those committees.
- 3.3 Where a resident member is appointed by Council to any board or 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 the member is entitled, will be paid to the Municipality.



4.0 REPORTING OF EXPENSES

- 4.1 Quarterly, the remuneration and travel expenses incurred by a Council member will be posted to the Municipal website.

5.0 REPEAL

- 5.1 The Council Remuneration Policy RCOHR-001.00 approved April 1, 2020 is hereby repealed effective December 10, 2024.

I, Deanna Snair, Municipal Clerk of the West Hants Regional Municipality, in the Province of Nova Scotia, do hereby certify that this is a true copy of the Policy as adopted by the Council of the West Hants Regional Municipality at a meeting duly called and held on the 10th day of **December, 2024**.

Deanna Snair
Municipal Clerk

<i>Adoption</i>	
<i>Notice to Council:</i>	February 10, 2020
<i>Approval:</i>	February 24, 2020
<i>Description:</i> Initial approval of the Council Remuneration Policy, RCOHR-001.00. Approved by the Co-ordinating Committee of the Region of Windsor and West Hants Municipality.	
<i>Adoption</i>	



WEST HANTS REGIONAL MUNICIPALITY
COUNCIL REMUNERATION POLICY

RCOHR-001.01

<i>Notice to Council:</i>	<i>Date: December 3, 2024</i>
<i>Approval:</i>	<i>Date: December 10, 2024</i>
<i>Description: First amendment and approval of the Council Remuneration Policy, RCOHR-001.01 for the West Hants Regional Municipality. Approved by the Council, elected October 19, 2024.</i>	