

TOWN OF ANNAPOLIS

ROYAL

POLICY

TITLE: Council Remuneration	
POLICY NO.: #2025-02	SUPERSEDES: June 8, 2013
EFFECTIVE DATE: January 23, 2025	APPROVED BY COUNCIL MOTION NO.: #C2025-01-22-06

Purpose:

Pursuant to Section 23 (1) (d) of the Municipal Government Act the Town of Annapolis Royal establishes a policy fixing the annual remuneration to be paid to the Mayor, Deputy Mayor and each Councillor of the Town.

1. Definitions:

- 1.1 "Fiscal year" means any twelve (12) month period beginning on April 1 of one year and ending on March 31 of the following year.
- 1.2 "Town" means the Town of Annapolis Royal.
- 1.3 "CPI" means Consumer Price Index for the Province of Nova Scotia, as determined and published by Statistics Canada.
- 1.4 "Council Members" means the Mayor, Deputy Mayor and each Councillor of the Town.
- 1.5 "General Operating Revenues" means the total of revenues from municipal taxes, grants in lieu of taxes, unconditional transfers from other governments, sale of services, and other own source revenue; accounted for in accordance with Canadian public sector accounting standards, and reported on the Operations Statement for the General Fund in the Town's financial statements.

2. Policy Statement

- 2.1 The annual remuneration to be paid to the Mayor, the Deputy Mayor, and Councillor of the Town beginning on January 1, 2025 shall be as follows:
 - a. Mayor - \$12,898
 - b. Deputy Mayor - \$8,237
 - c. Each Councillor - \$6143
- 2.2 Effective at the beginning of each fiscal year subsequent to the fiscal year beginning on April 1, 2025, the annual remuneration to be paid to

Council Members may be adjusted by the average annual CPI change for the twelve (12) months in the immediately preceding calendar year.

2.3 During the first three months (January – March) of 2025 and each four years thereafter, the amount of remuneration paid to Council Members may be reviewed. The review process will include, but need not be restricted to:

- a. a survey of remuneration paid to elected officials for municipalities of similar size, level of service, responsibility;
- b. an assessment of the Town's performance for at least the two preceding years, where consideration shall be given to matters such as:
 - i. financial performance in relation to budget,
 - ii. economic growth as indicated by changes in the level of taxable assessment and otherwise,
 - iii. achievement of goals and objectives in relation to the Town's Strategic plan, Integrated Community Sustainability Plan, and like planning documents,
 - iv. external awards and recognitions, and
 - v. "municipal indicator" measurements published by Service Nova Scotia and Municipal Affairs
- c. stakeholders input shall be obtained via publication of a notice of Council's intention to review the level of remuneration to be paid to Council Members, and an invitation for members of the public to provide feedback on the matter.

2.4 Following the completion of a review as provided for at 3. above and considered warranted on the basis of such review, Council may by resolution amend the amounts fixed for annual remuneration to be paid to Council Members. If Council Member remuneration is so amended, the change shall be come effective of April 1 of the Fiscal Year that begins immediately following the review.

2.5 Notwithstanding anything else herein contained, the aggregate for remuneration to be paid to all Council Members during any one Fiscal Year shall not exceed 2.5% of General Operating Revenues for the immediately preceding Fiscal Year.

2.6 In accordance with Section 81 (3) of the Income Tax Act, one-third of the total sum paid to each Councillor or other remuneration, including all non-accountable expense money, shall be declared an allowance for expenses to be excluded from income under the Income Tax Act of Canada.

3. Repeal and Replace

11.1 A policy know as Policy on Council Expense Allowance as adopted by Council on June 8, 2013 is hereby repealed.

THIS IS TO CERTIFY that this policy was duly passed by a majority vote of the whole Council at a duly called Council meeting held on the 22 day of January 2025.

GIVEN under the hand of the CAO and under the seal of the Town of Annapolis Royal the 23 day of January 2025.


Sandi Millett-Campbell
Chief Administrative Officer



