



**EAST HANTS**

# COUNCIL REMUNERATION & TRAVEL REIMBURSEMENT POLICY

Council  Administrative



## PURPOSE

To outline policy with respect to Council remuneration including travel, and cases where an additional claim is permitted for reimbursement of travel expense, as a non-taxable reimbursement.

## SCOPE

This policy applies to all elected officials of the Municipality.

## POLICY

### POLICY STATEMENT

Councillors shall be paid a base salary and a travel allowance every two weeks dependent on the distance they are located from the Municipal Office. Unless otherwise determined this amount shall be adjusted upward each April 1 by the CPI for Nova Scotia. Council remuneration shall be paid on a bi-weekly basis and will include any tax deductions for internet and/or cell phone benefits. Councillors are eligible for life insurance, accidental death & dismemberment, dependent life insurance, and health/dental coverage.

#### 1. Annual Remuneration & Travel Allowance

Effective April 1, 2025 Councillor annual remuneration shall be as follows:

Salary:

Position	Salary
Warden	\$65,377
Deputy Warden	\$41,908
Councillor	\$33,525

Salary & Travel Allowance:

Travel - Warden	Travel Allowance	Salary	Salary Including Travel Allowance
Up to 25 KM	\$1,265	\$65,377	\$66,642
More than 25, less than 50 KM	\$2,532	\$65,377	\$67,909
Between 51 to 75 KM	\$3,800	\$65,377	\$69,177
Between 75 to 100 KM	\$5,069	\$65,377	\$70,446
Between 100 to 125 KM	\$6,334	\$65,377	\$71,711
Between 125 to 150 KM	\$7,603	\$65,377	\$72,980
Between 150 to 175 KM	\$8,870	\$65,377	\$74,247



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Travel - Deputy Warden	Travel Allowance	Salary	Salary Including Travel Allowance
Up to 25 KM	\$495	\$41,908	\$42,403
More than 25, less than 50 KM	\$992	\$41,908	\$42,900
Between 51 to 75 KM	\$1,491	\$41,908	\$43,399
Between 75 to 100 KM	\$1,986	\$41,908	\$43,894
Between 100 to 125 KM	\$2,483	\$41,908	\$44,391
Between 125 to 150 KM	\$2,979	\$41,908	\$44,887
Between 150 to 175 KM	\$3,474	\$41,908	\$45,382

Travel - Councillor	Travel Allowance	Salary	Salary Including Travel Allowance
Up to 25 KM	\$495	\$33,525	\$34,020
More than 25, less than 50 KM	\$992	\$33,525	\$34,517
Between 51 to 75 KM	\$1,491	\$33,525	\$35,016
Between 75 to 100 KM	\$1,986	\$33,525	\$35,511
Between 100 to 125 KM	\$2,483	\$33,525	\$36,008
Between 125 to 150 KM	\$2,979	\$33,525	\$36,504
Between 150 to 175 KM	\$3,474	\$33,525	\$36,999

The above amounts shall be adjusted annually (April 1) by the annual CPI at October 31st for Nova Scotia for the previous calendar period (average of 12 months indices).

## 2. Reimbursable Travel

A Councillor is entitled to submit a travel claim for the following:

- a) Attendance at Council/Committee meetings that are held at a location other than the Municipal offices (Council/ Executive, PAC, Operations, Corporate Services, EMO, Fire, PRC) and other public meetings conducted by the Planning department, such as Public Information Sessions and Public Hearings at a location other than Council Chambers.
- b) Attendance at an "agency" meeting to which Council has appointed the member (i.e. Library Board).
- c) Travel to regional events put on by the Province, NSFM, FCM, AMA or another external agency where municipal topics are being discussed. Where multiple events are available throughout the province, it is expected that mileage would only be reimbursed at the distance of the event closest to the home of the Councillor.
- d) Municipal hosted events such as summer and fall Burntcoat Park events, municipal funding announcements, official municipal openings including parks, buildings, and playgrounds, and volunteer recognition.



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- e) Public events where a councillor attends in official capacity (official capacity means that Council has appointed the councillor to attend), such as award recognition at school awards and Sport Hall of Fame events.
- f) Remembrance Day events when laying a Municipal wreath.
- g) Where a Councillor wishes to attend an event and be reimbursed travel, where the event is not covered under one of the scenarios above, the Councillor may ask for an eligibility review of the event, to be conducted by the CAO and Warden.

### **3. Transportation**

Councillors will be reimbursed travel costs to attend meetings to locations other than the Council chamber at the rate per kilometer then in effect for committees to which they have been appointed by Council (i.e. Library Board).

Councillors are considered, through their travel allowance, to have been compensated for travel to community events and other meetings/events that they may choose to attend that are of interest to them.

Councillors will be compensated for travel to attend NSFM and FCM events if they are approved by Council to attend (subject to policy below).

### **4. Other Travel Expense**

If travel to an event involves an individual choice between vehicle travel and air or some other form of travel, the Councillor will be reimbursed for the lowest cost option, regardless of the option they have used. The organization may deem it appropriate to have all delegates travel by means other than the lowest cost option. All forms of transportation will be economy class.

Other expenses for which the Councillor will be reimbursed will be determined as they are for staff members. Itemized receipts must support all claims.

For greater clarity, personal expenses will not be reimbursed including but not limited to movies, other entertainment, personal calls, personal products (newspapers, tooth brushes), travel costs not related to the event being attended and alcoholic beverages.

### **5. Meals**

Councillors will be given an allowance for meals during conference/training attendance not to include meals which are provided as part of the registration fee. The allowance will be paid to the Councillor before the event occurs and will not require any receipts.

Councillors may claim a meal allowance for lunch on Executive Committee meeting days.



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Allowances (including tip) will be paid as follows:

Meal	Rate (per day)
Breakfast	\$18.00
Lunch	\$21.00
Dinner	\$30.00

(This is the maximum allowed under the Income Tax Act without provision of receipts.)  
The same rates will be used should a reimbursement of a meal expense be applicable.

## **6. Accommodation**

The Municipality will cover a reasonable cost for accommodations for conferences and other Council approved overnight events. Every effort will be made to keep costs to a minimum considering the circumstances (event venue may define the costs).

Only accommodation costs will be paid by direct bill to the Municipality as prearranged by staff with the venue. No other costs will be able to be charged to the bill.

## **7. Equipment**

Each Councillor shall be provided with a municipally owned laptop, monitor, and printer (if requested), during their term of service to be used for municipal business. The Municipality will pay a \$65 monthly allowance (includes HST) for each Councillor to have access to the Internet from their homes. A review of internet costs will be conducted bi-annually.

The Warden shall be provided with a municipally owned cell phone during their term as Warden for Municipal use. The Municipality will absorb the capital and operating expense of the cell phone. If the Warden chooses to have a personal cell phone and use it for Municipal purposes there will be a \$30 per month reimbursement made to them. The provision of internet and cell phone reimbursement are taxable benefits.

## **8. Claims Submission**

Staff are authorized to process claims for reimbursement submitted no later than the end of the first week of each month for expenses related to the previous month. Submissions made beyond the end of a fiscal year for prior years will require Council approval to be processed. Councillors are responsible to ensure that their claims are in accordance with this policy and must certify that they are.



## 9. Training & Development

Councillors can request training that is relevant to their role through the CAOs office. Where sufficient budget exists, the CAO may approve the training opportunity. Travel will be paid in accordance with this Policy. The CAO may refer the approval to Council if they deem it necessary.

# ROLES AND RESPONSIBILITIES

Title/Role	Responsibilities
Policy Editor	<p>The Policy Editor is a person having managerial and policy-making responsibility related to the writing, compilation and revision of content and will:</p> <ul style="list-style-type: none"><li>• Ensure policies in their care and control are always up-to-date, reviewed annually or sooner if necessary</li><li>• Draft new or edit existing policy content</li><li>• Be able to interpret and explain policy content</li><li>• Ensure policy documents are branded and any supporting documents, ie. applications forms are also branded and content consistent with the policy</li><li>• Ensure policy content is relevant and accurate</li><li>• Seek and secure approval recommendation of the policy from the Policy Owner</li><li>• Seek and secure approval of the policy from the appropriate Approver; and,</li><li>• Provide the final approved policy document to the Assistant Municipal Clerk</li></ul>
Policy Owner	<p>The Policy Owner will:</p> <ul style="list-style-type: none"><li>• Provide oversight to ensure policies in their care and control are always up-to-date, reviewed annually or sooner if necessary by the assigned Policy Editor</li><li>• Be able to interpret and explain policy content</li><li>• Provide oversight to ensure policy documents are branded and any supporting documents, ie. application forms are also branded and content consistent with the policy</li><li>• Provide oversight to ensure policy content is relevant and accurate</li><li>• Review the policy and make recommendation for approval to the appropriate Approver; and,</li><li>• Ensure that the final approved policy document has been provided to the Assistant Municipal Clerk</li></ul>
Approver	<p>The Approver will:</p> <ul style="list-style-type: none"><li>• Review Policy recommendations for approval consideration (approve, reject or edit); and,</li><li>• Notify the Policy Editor, Policy Owner and Assistant Municipal Clerk of decision</li></ul>
Assistant Municipal Clerk	<p>The Assistant Municipal Clerk will:</p> <ul style="list-style-type: none"><li>• Facilitate an annual Policy Review; and,</li><li>• Ensure final approved policies are maintained, stored and posted where appropriate</li></ul>
Employees	<p>The Employees will:</p> <ul style="list-style-type: none"><li>• Adhere to the policy</li></ul>



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## RELATED DOCUMENTATION

Related forms, processes, procedures and other documents that support the policy.

Document Name	Document ID	Document Type
Income Tax Act		Legislation
Municipal Government Act (MGA)		Legislation
Councillor Training & Expense Form		Form

## VERSION LOG

Version Number	Amendment Description	Amendment/Policy Editor	Amendment/Policy Owner	Approver	Approval Date
1.0	Approved Policy of Council		Director of Finance	Council	March 2007
1.1	Approved medication - Motion C10(123)		Director of Finance	Council	March 24, 2010
1.2	Consolidated with 2012 rates (adjusted by CPI) for Councillor orientation		Director of Finance & Administration	Approved by policy	November 5, 2012
1.3	Consolidated 2013 rates (adjusted by CPI)		Director of Finance & Administration	Approved by policy	February 27, 2013
1.4	Consolidated 2014 rates (adjusted by CPI)		Director of Finance & Administration	Approved by policy	March 24, 2014
1.5	Consolidated 2015 rates (adjusted by CPI)		Director of Finance & Administration	Approved by policy	April 7, 2015
1.6	Consolidated 2016 rates (adjusted by CPI)	Manager of Finance	Director of Finance & Administration	Approved by policy & CAO	May 13, 2016
1.7	Consolidated 2017 rates (adjusted by CPI)	Manager of Finance	Director of Finance & Administration	Approved by policy & CAO	April 20, 2017
1.8	Consolidated 2018 rates (adjusted by CPI)	Manager of Finance	Director of Finance & Administration	Approved by policy & CAO	April 4, 2018
1.9	Remove reference to 1/3 tax exemption per Income Tax Act & transfer to new template	Manager of Finance	Director of Finance	Council	September 26, 2018
1.10	Consolidated 2019 rates (adjusted by CPI)	Manager of Finance	Director of Finance	Approved by policy & Acting CAO	April 8, 2019
1.11	Adjustment to Travel Allowance section 2	Manager of Finance	Director of Finance	Council	November 27, 2019



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Version Number	Amendment Description	Amendment/Policy Editor	Amendment/Policy Owner	Approver	Approval Date
1.12	Adjustment to Salaries section 1 and Travel Allowance section 2 (b), (c), (g), and Transportation section 3	Manager of Finance	Director of Finance	Council	March 26, 2020
1.13	Add the \$65 amount for Internet to section 7 and review of internet costs bi-annually	Manager of Finance	Director of Finance	Council	October 14, 2020
1.14	Consolidated 2021 rates (adjusted by CPI)	Manager of Finance	Director of Finance	Approved by policy & CAO	April 19, 2021
1.15	Consolidated 2022 rates (adjusted by CPI)	Manager of Finance	Director of Finance	Approved by policy & CAO	March 11, 2022
1.16	Consolidated 2023 rates (adjusted by CPI)	Manager of Finance	Director of Finance	Approved by policy & CAO	March 15, 2023
1.17	Adjustment to 5 meal rates in section 5	Manager of Finance	Director of Finance	Council	June 28, 2023
1.18	Consolidated 2024 rates (adjusted by CPI)	Manager of Finance	Director of Finance	Council	April 24, 2024
1.19	Re-Adoption of Policy by Council following the election per Section 23 of the MGA	Manager of Finance	Director of Finance	Council	December 18, 2024
1.20	Consolidation of 2025 rate (adjusted by CPI) and addition of section 9 re Training and Development	Manager of Finance	Director of Finance	Council	April 23, 2025
1.30	Addition of wording to section 5	Manager of Finance	Director of Finance	Council	December 17, 2025

## **CERTIFICATION**

I, Kim Ramsay, Municipal Clerk for the Municipality of East Hants, hereby certify that this policy was duly approved.

Kim Ramsay  
Municipal Clerk