



Date: May 27, 2026
To: Municipal Council
cc: Kim Ramsay, Chief Administrative Officer
From: Councillor Garden-Cole, Corporate and Residential Services Committee Chairperson
RE: **Corporate & Residential Services**

The Committee held regular meeting on May 19, 2026 in Council Chambers. The following motions are coming forward as a result of that meeting:

1. **DR. JT SNOW BURSARY AND LEADERSHIP AWARDS - PRESENTER SELECTION**

Council awards a \$2,500 Dr. James T. Snow Bursary annually to a recipient at each of the following schools: Hants East Rural High School, Avon View High School and Hants North Rural High School. Traditionally, a member of Council attends the graduation ceremony to make the presentation on behalf of Council. As well, a member of Council is asked to present the Leadership Awards to recipients at the following schools: Hants North Rural High School, Riverside Education Centre and Uniacke District School.

The Corporate & Residential Services Committee recommends that ***Council appoint the following presenters for the 2026 Dr. JT Snow Bursary awards: Hants East Rural High - Councillor Mitchell; Avon View High School - Councillor Perry; Hants North Rural High School - Warden Roulston.***

The Corporate & Residential Services Committee recommends that ***Council appoint the following presenters for the Leadership awards: Hants North Rural High - Councillor Rhyno or Warden Roulston; Riverside Educational Centre - Councillor MacPhee; Uniacke District School - Councillor Perry.***

As Chair of the Committee, I so move....

2. **CAO AUTHORITY POLICY**

A review of the CAO authority policy has been completed and amendments have been recommended. The amendments do not grant the CAO additional powers, they clarify the authority to take actions which occur in the management of the Municipality. Recent changes made to the MGA via Bill 212 are reflected in these amendments for the purposes of clarifying the oversight relationship between Council and the CAO.



The Corporate & Residential Services Committee recommends that *Council adopt the amended CAO Authority Policy as presented and attached to the May 19, 2026 Corporate and Residential Services Committee agenda.*

As Chair of the Committee, I so move....

3. DECEMBER 31, 2025 ACTUARIAL VALUATION REPORT RESULTS

Results have been received for the December 31, 2025 tri-annual actuarial review of the defined benefit pension plan. This full actuarial valuation review is required by legislation every three years. In April of 2023 Council approved upgrading the definition of average earnings for those employees who were retiring between January 1, 2023 and September 30, 2026 only. As these retirements occur, special payments to the pension plan may be required and they are funded through the pension reserve fund. A recommended continuation of this commitment to September 30, 2029 is being made.

The Corporate & Residential Services Committee recommends *that the final December 31, 2025 actuarial valuation be filed based on the results as outlined in the report to Corporate & Residential Services Committee, dated May 13, 2026, Results: Tri-Annual Actuarial Review - December 31, 2025;*

That pension payments as required by legislation are approved for payment into the Plan;

That the definition of average earnings for service prior to January 1, 2026 be upgraded to December 31, 2025 earnings, with no pension being greater than the best five years income of the employee, for those employees who are retiring between May 1, 2026 and September 30, 2029 only, and that these special payments, as they arise, be funded through the pension reserve fund;

That the employer contribution rate be 6.85% for contributions on earnings after January 1, 2026 and adjusted by future cost certificates/pension valuations as legislation requires;

That the Actuary be asked to do the standard upgrade calculation as part of the December 2028 actuarial review. This calculation will upgrade the definition of average earnings (to redefine average earnings to December 31, 2028 earnings with no pension being greater than the best five years income of the employee); and



That Plenus Consultants be appointed as the Actuary for the Municipality of East Hants pension plan.

As Chair of the Committee, I so move....

The Corporate & Residential Services Committee recommends to Council that *the 2028 actuarial review look at increasing employee pension contributions.*

As Chair of the Committee, I so move....

This concludes the report.