



## **MUNICIPALITY OF THE DISTRICT OF CLARE**

### **COUNCIL REMUNERATION POLICY**

#### **1. PURPOSE**

To establish a remuneration practice for Council of the Municipality of the District of Clare that is both equitable and competitive while remaining affordable for the taxpayers of the Municipality.

#### **2. SCOPE**

This policy applies to all elected officials of the Municipality of the District of Clare.

#### **3. COUNCILLOR REMUNERATION**

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

|                 |          |
|-----------------|----------|
| ▪ Warden        | \$41,065 |
| ▪ Deputy Warden | \$29,090 |
| ▪ Councillor    | \$25,799 |

The above noted amounts shall be adjusted annually based on the Nova Scotia Consumer Price Index as of December 31<sup>st</sup> of the preceding year, up to a maximum of 3%.

#### **4. REMUNERATION FROM OTHER GROUPS**

Where a Councillor is nominated or appointed by Council to a Board, Commission or other position, or is otherwise appointed as a representative of the Municipality, any remuneration from that position shall be paid to the Councillor.

#### **5. METHOD OF PAYMENT**

Councillors are to be paid in equal installments and following the same schedule as the regular bi-weekly employee payroll.

## 6. PENSION PLAN

Councillors are given the opportunity to participate in the Municipality's pension plan.

The Municipality provides a defined contribution pension plan. Contributions to the plan shall be as follows:

| Years of Service  | Councillor Contribution | Municipal Contribution |
|---|-------------------------|------------------------|
| From having been sworn in to the end of their 10 <sup>th</sup> year of service                                | 5%                      | 5%                     |
| From the start of their 11 <sup>th</sup> year of service to the end of their 20 <sup>th</sup> year of service | 7%                      | 7%                     |
| From the start of their 21 <sup>st</sup> year of service onward   | 9%                      | 9%                     |

A Councillor may make voluntary contributions to the plan up to the maximum amount allowed under the provision of the Income Tax Act.


Whereas the Municipality's pension plan is administered by an external third-party, Councillors should consult the terms of the Municipality's pension plan for specific provisions on investment of funds, payout of benefits, and designation of beneficiaries.

### Chief Administrative Officer's Annotation for Official Policy Book

Date of First Reading: March 5, 2025

Date of Passage of Policy: March 19, 2025

I certify that this Policy was adopted by Council as indicated above.

  
\_\_\_\_\_  
Warden

March 21/25  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Chief Administrative Officer

March 20, 2025  
\_\_\_\_\_  
Date