

**MUNICIPALITY OF THE COUNTY OF**  
**ANTIGONISH**

**COMMITTEE OF THE WHOLE AGENDA**

**Tuesday, November 21<sup>st</sup>, 2017 5:30pm**

**Municipal Administration Centre**

- 1) Call to Order – Chairman, Warden Owen McCarron
- 2) Approval of Agenda
- 3) Approval of November 14<sup>th</sup>, 2017 Committee of the Whole Minutes
- 4) Business Arising from the Minutes
- 5) Northumberland & Eastern Shore Area Guide Advertising Request
- 6) Consideration of a Community Signage Initiative
- 7) Follow-up – Committee Appointments
- 8) Council Stipend Review
- 9) Staff Reports
- 10) Adjournment

**TO:** COMMITTEE MEMBERS  
**FROM:** STAFF  
**SUBJECT:** *ASSET MANAGEMENT COMMITTEE MEMO*  
**DATE:** NOVEMBER 21<sup>ST</sup>, 2017

---

**NORTHUMBERLAND & EASTERN SHORE AREA GUIDE ADVERTISING REQUEST (For Decision)**

The Municipality has received a request Ross Hamid is requesting that the County purchase an advertisement in the 2018 Northumberland & Eastern Shore Area Guide. The Municipality purchased an advertisement in this publication's 2015 edition, but elected not to purchase advertising in the 2016 edition. At the request of Mr. Hamid, the Committee considered a request to purchase advertising space in the 2017 edition in March; while the Committee moved to purchase an advertisement, the publication deadline had passed.

**CONSIDERATION OF A COMMUNITY SIGNAGE INITIATIVE (For Decision)**

Ms. Donovan will be providing the Committee with an update regarding steps taken to date regarding the Community Signage Initiative.

**FOLLOW-UP – COMMITTEE APPOINTMENTS**

Following the discussion at the October meeting, members of Council were requested to identify any municipal committees that they wished to be added to or removed from.

**COUNCIL STIPEND REVIEW**

Further to the discussion held on the 14<sup>th</sup>, staff has undertaken a review of the stipends and benefits provided to the Municipality's elected officials, and will be presenting recommendations for consideration.

**STAFF REPORTS**

Administration

- All-staff training sessions are scheduled to take place on Tuesday November 28<sup>th</sup> and Tuesday December 12<sup>th</sup>, from 2:30 to 4:30pm.
- On November 14<sup>th</sup> and 15<sup>th</sup>, members of Council and staff participated in a two-day CEDI Joint Workshop with members of the Paqtnkek Mi'kmaw Nation.

Recreation

- A request for funding was received by Recreation via the Recreation, Sport, Cultural and Leadership Travel Assistance Grant program in October for a trip to Ireland in March 2018. Upon review of the application, it was determined that the request did not meet the established criteria for this program, and the application would be better suited for consideration under the Operating Grant Section of the Municipality's Community Partnership Grants Policy. However, the timing of their trip and the application process for the Community Partnerships Grants means that consideration of their grant application will occur after the trip has taken place.

Planning

- Year-to-date building permit information, up to the end of October, is attached for the Committee's information.

**COMMITTEE OF THE WHOLE MEETING MINUTES**

A Committee of the Whole Meeting was held Tuesday, November 14<sup>th</sup>, 2017 following the Asset Management Committee meeting in the Council Chambers of the Municipal Administrative Centre, 285 Beech Hill Road, Antigonish NS.

Present were:               Warden Owen McCarron, Chair  
                                  Councillor Mary MacLellan  
                                  Councillor Donnie MacDonald  
                                  Councillor Vaughan Chisholm  
                                  Councillor Rémi Deveau  
                                  Councillor John Dunbar  
                                  Councillor Gary Mattie  
                                  Councillor Neil Corbett  
                                  Councillor Bill MacFarlane

                                  Glenn Horne, Municipal Clerk/Treasurer  
                                  Shirlyn Donovan, Strategic Initiatives Coordinator  
                                  Allison Duggan, Director of Finance

Regrets:                     Deputy Warden Hughie Stewart

**CALL TO ORDER**

The meeting of the Committee of the Whole was called to order by the Chair, Warden McCarron, at 6:42pm.

**APPROVAL OF AGENDA**

The following items were added to the agenda:

- Introduction to Councillor Stipend Review
- Dangerous and Unsightly Property Discussion
- Christmas Party
- Sisters of St. Marthas

*Moved by Councillor Deveau and seconded by Councillor MacFarlane that the agenda be approved as amended. Motion carried.*

**APPROVAL OF MINUTES**

Warden McCarron called three times for any errors or omissions in the October 17<sup>th</sup> Committee of the Whole minutes.

*Moved by Councillor MacDonald and seconded by Councillor Mattie that the Committee of the Whole minutes of October 17<sup>th</sup> be approved as presented. Motion carried.*

**BUSINESS ARISING FROM THE MINUTES**

There was no business arising from the minutes.

### **CHRISTMAS DADDIES DONATION REQUEST**

The Municipality has received a request to make a donation to the Christmas Daddies Telethon, which raises funds for the Salvation Army in Cape Breton and Eastern Nova Scotia. Councillors came to a consensus that they would deny the request and keep donations local.

### **RK MACDONALD LIGHTS OF LOVE CAMPAIGN**

The Municipality has received a request to participate in the 2017 Lights of Love Christmas Campaign, run by the RK Nursing Home Foundation. Funds this year will go towards Phase 2 of the Dementia-friendly Healing and Sensory Garden. In the past, the Municipality has supported this program at the “gold” level.

*Moved by Councillor MacLellan and seconded by Councillor Mattie that the Committee recommend that Municipal Council sponsor the RK MacDonald Lights of Love Campaign in the amount of \$1000. Motion carried.*

### **ÉCOLE ADADIENNE DE POMQUET COOKBOOK ADVERTISEMENT**

Councillor Deveau reviewed the request to purchase an advertisement in the cookbook being produced by the École acadienne de Pomquet to fund their trip to Europe.

*Moved by Councillor Deveau and seconded by Councillor Mattie that the Committee recommend that Municipal Council purchase an ad in the École acadienne de Pomquet cookbook in the amount of \$150. Motion carried.*

### **CONSIDERATION OF RESPONSE TO CANNABIS CONSULTATION**

Ms. Donovan provided the Committee with an update regarding proposed legislation regarding Cannabis. Consultations were held across the province in the past few weeks regarding the new cannabis legislation. The Province has asked for feedback on the following four areas:

1. Setting the legal age to purchase, possess and use cannabis at 19 years of age.
2. Using an existing Crown Corporation, such as the NSLC, to sell recreational cannabis.
3. Limits on public use of cannabis.
4. Establishing penalties for drug-impaired driving

A draft letter was circulated to the Committee and they were asked to provide feedback and input and give their approval to submit the letter to the Province.

*Moved by Councillor Chisholm and seconded by Councillor Deveau that the Committee recommend that Municipal Council forward the letter with feedback from the Cannabis working group to the Province. Motion carried.*

### **INTRODUCTION TO COUNCILLOR STIPEND REVIEW**

Committee members were given a document to review stipend levels including six comparable municipalities. The topic will be added to an agenda at a later date.

### **DANGEROUS AND UNSIGHTLY PREMISES DISCUSSION**

Councillor MacFarlane has asked for a debrief from the Easter District Planning Commission outlining the steps that were taken, the complaints that were made and the actions that were taken regarding a property on Highway 7. Councillor MacFarlane would like a recommendation from EDPG on how the process for dangerous and unsightly premises can be improved going forward.

**COUNCILLOR CHRISTMAS PARTY**

The Committee discussed the Council Christmas Party.

**THE MARTHA'S PROJECT**

Council has previously committed funding to the Martha's Project. They have asked that we forward the funding to Joe MacDonald with the foundation.

**IN-CAMERA: ACQUISITION, SALE, LEASE, AND SECURITY OF MUNICIPAL PROPERTY & CONTRACT NEGOTIATION**

These subject matters fall within Section 22(2) of the Municipal Government Act as matters that a committee may discuss in a closed session. It is recommended a motion be made to initiate an in-camera session.

*Moved by Councillor Dunbar and seconded by Councillor MacLellan that the Committee of the Whole Meeting be adjourned to an In-Camera Session to discuss the Acquisition, Sale, Lease, and Security of Municipal Property and Contract Negotiations. Motion carried.*

*Moved by Councillor Deveau and seconded by Councillor MacFarlane that the In-Camera session be adjourned at 7:58pm. Motion carried.*

**ADJOURNMENT**

*Moved by Councillor Chisholm and seconded by Councillor MacLellan that the Committee of the Whole meeting be adjourned at 7:58pm. Motion carried.*

---

Warden Owen McCarron

---

Glenn Horne, Municipal Clerk/Treasurer

*HAMCO DIRECT*  
*MARKETING & COMMUNICATIONS*

Ph: (902) 752-1144

Fax: (902) 695-2521

---

423 Essex Drive, New Glasgow, N.S. B2H-5M6

September 2<sup>nd</sup> 2017

*Beth Schumacher, MCIP, LPP*  
*Deputy Municipal Clerk,*  
*Municipality County of Antigonish,*  
*285 Beech Hill Road, Antigonish,*  
*NS, B2G- 5C6*

Dear Ms Schumacher!

Re: *Northumberland & Eastern Shore Area Guide 2018 Edition*

Hope you all are keeping well and enjoying the lovely summer days and prior to the early fall season.

Please find enclosed information with regards the above noted guide along with the Municipality County of Antigonish, past promotional material.

The noted cost will be \$289.00 plus tax, for your budgeting requirements. **We can issue invoice as required 2017/2018 year or 2018/2019 year.** We normally invoice end of April, unless it is required at an earlier date. (Not sure if the approval already given for 2017 could be used for the March 2018 edition.)

We hope you found this year's 2017 edition of the *Northumberland & Eastern Shore Area Guide*, to your satisfaction.

The Municipality has been a valued partner and a promotional sponsor in the Guide the past many years and once more we welcome your valuable input in improving and promoting next year's 2018 Edition.

- Please review the Antigonish County Area for **accuracy** and let us know along with any Festivals & Events and other related information by **Jan. 20<sup>th</sup> 2018.**
- Deadline for Advertising/Promotional space booking no later than February 20<sup>th</sup> 2018.
- If you have any "New Photos" of the area, please provide them, appropriate credit will be provided.
- A shipment of the Guide will be sent, when they are ready in April/May 2018.

Should you require any further information, please let us know. Once more we would like to thank you for your interest and co-operation in producing the Northumberland & Eastern Shore Area Guide. Looking forward to working with you.

Best Regards

Ross Hamid 

*Advertising Promotions – Business Forms - Marketing*

**Reach out to an Expanded Market Coverage: Five Counties!**

Your One Stop Area Guide for:

Cumberland, Colchester, Pictou, Antigonish & Guysborough Counties

What do Visitors, Motorists, New Home Owners, Seasonal Residents & Recreational Enthusiasts frequently ask? INFORMATION! on the local area...

*The Guide has it all, at your Finger Tips. **No Pages to turn!***

The Year round Area Guide With a Difference! It includes information such as:

- **Directions** - Local Maps & Trans Canada Exits.
- **Shopping Information** - Shopping Guide with quick referral phone numbers
- **Guide to Advertisers** - Advertiser location by easy locator numbers
- **Festivals, Events, Walking Trails, Provincial Parks, Beaches** & more.. Quick Info Guides.
- **Back ground Information on local Area** - Profile on the Local Communities.
- **Accommodation, Dining, Attractions & Tours** - Quick referral guides.
- **Public Services** - Directory of local Public, Regional & Emergency Services.

*It is an ideal handout for your Guests, Customers, Visitors as well as out of province inquires.*

*We are currently booking orders for advertising space for the 2018 Edition. The rates are as follows:*

# - Reg. Business Card Ad: \$389.00 - Dbl Size Cd.Ad. 535.00  
Single Card Ad (Back Cover): \$439.00 - Double Card Ad (Back Cover): \$575.00  
HST extra. NOTE: You will only be invoiced in **April 2018**  
**Space is limited - Reserve your promotional space early.**

*Further Information please contact **Ross Hamid Hamco Direct Marketing** -*

*Ph: 902-752-1144 - Fax 902-695-2521*

*email: [hamid.hamco@eastlink.ca](mailto:hamid.hamco@eastlink.ca)*

✓ Yes \_\_\_ We, would like to take advantage of this adverti order indicated below to reserve your space. You will only be

Advertising Insertion Order:

Mail/Fax to: *Hamco Direct Marketing & Communications* - Attn: 423 Essex Drive, New Glasgow, NS B2H 5M6 - **Fax No: 695-25**

Renew Current Ad or Book Space New Ad Size: \_\_\_\_\_ Name of Company & Address: \_\_\_\_\_

Postal Code: \_\_\_\_\_ Ph: \_\_\_\_\_ Fax: \_\_\_\_\_

\* ----- Enclosed/Forward your previous/New Promotional material/ (Please Indicate any changes required).

7



**Municipality of the County of Antigonish**

The Warden, Councillors & Citizens extend a warm welcome to the County of Antigonish. Enjoy our Highland Hospitality!

Information: 902-863-1117 [www.antigonishcounty.ns.ca](http://www.antigonishcounty.ns.ca)

---

---

**MUNICIPALITY OF THE COUNTY OF**  
**ANTIGONISH**

**REQUEST FOR DIRECTION**

---

---

**TO:** COMMITTEE OF THE WHOLE  
**FROM:** SHIRLYN DONOVAN, STRATEGIC INITIATIVES COORDINATOR  
**SUBJECT:** *COMMUNITY IDENTIFICATION SIGNAGE PROPOSAL*  
**DATE:** NOVEMBER 21, 2017

---

**BACKGROUND**

Community identification signage was featured prominently in a Forum Media signage strategy prepared in 2013. At a recent meeting, Council requested staff research a coordinated system of community identification signage.

In spring 2015, the Municipality posted Highway oriented Community Identity signs on Highway 104 at Marshy Hope and Aulds Cove. These signs were designed by We.Us.Them and have received a great deal of positive feedback. On a visit to the area Rick Mercer shared a picture of this sign on his television show the Rick Mercer Report and on Twitter, receiving national exposure to hundreds of thousands of viewers.

The Municipality has also completed a Municipal Property Identification Signage program.

**CONSIDERATIONS**

At the moment there is no coordination of community identification signage. Some communities have signs welcoming guests and residents (ie: St. Andrews, Brierly Brook Rd, etc). The vast majority either have no signage or the standard green banner sign provided by TIR.

A program for community identification signage would permit each community to retain a sense of individuality through community-specific images and colours. Typography and graphic styles would be consistent across the Municipality. In this way community identification signs can simultaneously contribute to a sense of local community and to a larger municipal community. Examples of community identification signage from the Antigonish Wayfinding Strategy and the Municipality of the District of Guysborough can be seen in Figures 1 & 2 respectively. Halifax's old and new signs are shown in Figure 3.

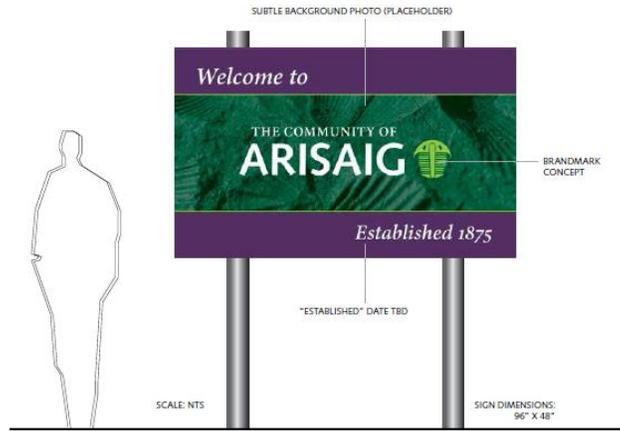


Figure 1 – Wayfinding Example of Community Identification Sign

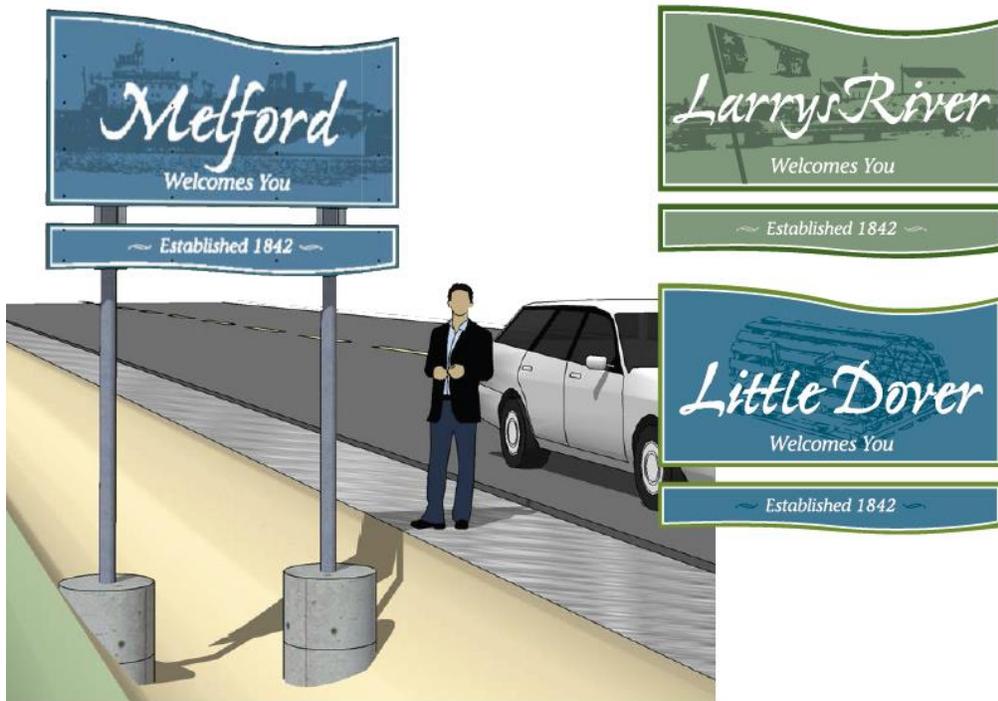


Figure 2 – Guysborough Examples of Community Identification Signs



Figure 3 – Halifax Examples of Community Identification Signs

Community identification signage would enhance the Municipality’s presence through visibility of coordinated graphics, colours and typography. The signage elements would be designed to welcome residents and guests to communities within the Municipality.

The Municipality will have to investigate installation parameters with the Department of Transportation and Infrastructure Renewal.

### **STRATEGIC PLAN**

The Wayfinding Strategy prepared by Forum Media for the Antigonish Regional Development Authority included community identification signage as an important component of an overall system of wayfinding signage throughout the Municipality. To date no components of this strategy have been implemented by the Municipality. However, the Municipality has contributed to the Town’s wayfinding initiative.

Such a program would also contribute to a number of goals within the Municipality’s Integrated Community Sustainability Plan, such as: #12 Beautification & Orderly Premises, #20 Tourism Planning & Development, and #22 Preservation and Promotion of Local Heritage & Culture.

### **WORK PLAN IMPLICATIONS**

The design and printing of signage will be completed by an outside organization, requiring coordination by municipal staff. If a consultation program is implemented that will also have implications for staff time. The posting of signs would be put to tender. Posting of signs will be phased with installation occurring in the spring of each year. Significant staff time would be dedicated to this project during the design and installation stages.

## BUDGET IMPLICATIONS

<b>Community Identification Signage Proposed Budget (over multiple years, beginning in 2018/19)</b>				
<b>Costs</b>				
<b>Component</b>	<b>Design</b>	<b>Printing</b>	<b>Number of Signs</b>	<b>Total</b>
<b>1) Community Signage</b>	\$2000	\$500	100	\$50,000
<b>Installation per sign**</b>		\$1000	100	\$100,000
<b>TOTAL</b>			100	\$152,000
*Assumes five communities per district, two signs per community (one facing each direction, where applicable).				
** Based on what Halifax pays/budgets for each sign.				

The Municipality of the District of Guysborough has conducted a similar Community Identification Signage program. MODG's program was phased in over 3 years. Each Municipal Councillor was able to choose 3 communities in the first year of the program, 1 the second year and 1 the third year for a total of 5 signs per district.

The decision as to which communities were selected to receive signs was done by the Councillors from each district. Community meetings were held by the Councillors in each of the selected communities to choose the background image or picture for each sign. These meetings ranged from small kitchen table meetings to larger gatherings at community centres.

MODG's signs have been in place for about 8 years now. The signs are still in relatively good shape, they have had to replace the finger board on a few of them (the narrow board at the bottom featuring year of establishment). Angie Tavares, Recreation Director suggested not getting the finger boards and just have everything on one sign because most of their problems have been with the finger boards.

Halifax's community signage program has been ongoing for about 14 years. Their signs are 3x6ft on main roads and 2x4 on back roads where motorists would be going slower. The signs are printed internally at their sign shop on Allupanel with highly reflective white lettering. They are on a plain blue background. Each community has the option to add a line under their sign with a community slogan, Home of the "...", Established in "Year", Bienvenue, etc. The extra cost of those signs are covered by the Councillors district grants.

Through conversation with the community signage lead in Halifax, it is estimated that each sign costs about \$1000 to install. This can increase or decrease based on location of the sign, the distance from the shoulder of the road and whether or not flagging crews are necessary.

The signs are posted on 6x6 frames which are dug and filled with gravel (specifications from Halifax are available).

### **ALTERNATIVES**

- 1) Municipal Council can determine how many signs they would like per district and how many years they would like to roll the program out over.
- 2) Not proceeding with any signage is also an alternative, which would leave the Municipality with the status quo.

### **COMMUNICATION CONSIDERATIONS**

If consultation is required a plan will be developed.

### **NEXT STEPS**

Based on this analysis, staff are seeking direction from Municipal Council on how to proceed with signage. If council determines to proceed:

1. A Formal workplan will be developed for the project
2. Estimates will be provided to the Finance Department for consideration in the 2018/2019 Budget.

MUNICIPALITY OF THE COUNTY OF  
**ANTIGONISH**

**MEMO FOR DECISION**

**TO:** MUNICIPAL COUNCIL  
**FROM:** GLENN HORNE, MUNICIPAL CLERK TREASURER  
**SUBJECT:** *REVIEW OF COUNCIL STIPENDS*  
**DATE:** SEPTEMBER 19, 2017

---

**SUMMARY**

Municipal Council remuneration was last reviewed in 2001. Although no review has been conducted since that time, remuneration has been adjusted annually by CPI in accordance with the Council Remuneration Policy. This policy was last amended in 2016, but simply to adjust the stipend amounts to present values.

Staff has studied the council remuneration for a number of municipalities to determine if the Municipality was in line with other units of similar size and service level. This review shows that the Municipality's current remuneration levels are not significantly out of sync with the identified comparative municipalities, but could reasonably be adjusted. Staff has also reviewed benefits provided to Council. Using the information summarized from the remuneration review, staff has provided Council with options to consider.

**BACKGROUND**

During 2017/18 Operating Budget deliberations, Council requested that a review of its remuneration be undertaken. Section 23 (1) (d) of the Municipal Government Act allows Council to make policy to fixing the annual remuneration to be paid to the Warden, Deputy Warden and each councillor as well as as the part of the remuneration that is an allowance for expenses incidental to the discharge of duties of such persons elected as officials of the municipality.

**CONSIDERATIONS**

Council Policy #14 (Council Remuneration Policy) was last amended in 2016, but simply to adjust the stipend amounts to present values. Although no review has been conducted since 2001, remuneration has been adjusted annually by CPI in accordance with policy. Staff has used a combination of direct survey data and data available from the Union of Nova Scotia Municipalities to determine if the current council remuneration was in line with other units of similar size and scope.

A comparable group of municipalities was developed based on the following attributes:

- Rural municipalities (county or district)
  - Towns and rural differ sufficiently to make this a reasonable distinction.
- Similar in population (three immediately higher & three immediately lower)
  - This is the single most common attribute by which Council remuneration is based.

- Similar in Uniform Assessment (three immediately higher & three immediately lower)
  - A significant measure of a municipality's financial health and outlook, derived from its own-source revenue. This figure is the total of the taxable property assessment plus the value of grants it receives from special property tax arrangements.
- Council Size (three immediately higher & three immediately lower)
  - An indicator of the workload for councillors.

Using a variety of criteria enhances the reliability of any assessment or analysis. Municipal units meeting all four of these attributes (Annapolis, Cumberland, West Hants) or three of these attributes (Inverness, Pictou & Victoria) were selected as comparable municipalities. For additional details on remuneration in rural municipalities, see Appendix 1.

**Table 1: Remuneration levels of Comparable Municipalities**

Municipality	Warden	Deputy	Councillor
<b>Municipality of Antigonish</b>	<b>\$39,434</b>	<b>\$24,478</b>	<b>\$20,946</b>
Municipality of Annapolis	\$41,335	\$26,869	\$20,668
Municipality of Cumberland	\$38,572	\$25,050	\$22,772
Municipality of Inverness	\$47,250	\$35,852	\$31,911
Municipality of Pictou	\$48,511	\$23,561	\$18,021
Municipality of Victoria	\$37,730	\$22,330	\$20,789
Municipality of West Hants	\$39,953	\$21,794	\$18,162
<b>AVERAGE</b>	<b>\$42,225</b>	<b>\$25,909</b>	<b>\$22,053</b>
Town of Antigonish	\$32,962	\$20,931	\$18,897

*Note that the Town of Antigonish was not used for any calculations. The information is provided as a reference only.*

Table 1 and Appendix 1 demonstrate that the Municipality's current remuneration levels are not significantly out of sync with the identified comparative municipalities. Remuneration provided by the Municipality is higher than the average for the 18 rural municipalities for which we have data. However, it is slightly lower than the average of the group of six comparative municipalities. Therefore, remuneration rates could reasonably be adjusted based on this assessment. Options for adjustment are presented in *Next Steps*.

*Council Benefits*

In addition to the stipend, Municipal Council is also eligible to take part in the Municipality's Employee and Family Assistance Plan and has life insurance and accidental death and disability through the Municipality's insurance. Staff also undertook a review of the additional benefits provided to municipal councillors in each of our comparator units. Table 2 summarizes those findings.

**Table 2: Benefits Provided by Comparator Municipalities**

Municipality	EFAP	Accidental Death & Disability	Dental	Drug / Extended Health	Life Insurance	Long-Term Disability	Pension
<b>Municipality of Antigonish</b>	<b>Yes</b>	<b>Yes</b>	<b>No</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>No</b>
Municipality of Annapolis	Yes	Yes	Yes	Yes	Yes	No	Yes
Municipality of Cumberland	No	No	No	No	No	No	Yes
Municipality of Inverness	No	No	No	No	No	No	No
Municipality of Pictou	No	No	Yes	Yes	No	No	No
Municipality of Victoria	Yes	Yes	Yes	Yes	Yes	No	No
Municipality of West Hants	No	Yes	No	No	No	No	No

The benefits available to municipal councillors vary widely in municipalities across the province. Of the 37 rural municipalities and towns canvassed, the prevalence of each benefit category is as follows:

- 12 (32%) provide an Employee and Family Assistance Plan;
- 8 (22%) provide Accidental Death & Disability Insurance;
- 7 (19%) provide a Dental Plan;
- 7 (19%) provide a Drug and Extended Health Plan;
- 6 (16%) provide Life Insurance;
- 1 (3%) provide Long-Term Disability; and
- 5 (14%) provide a municipal Pension.

No municipality outside Halifax and Cape Breton Regional municipalities provide a full suite of benefits to councillors. 17 (46%) provide no benefits to councillors (only one municipality in the comparative group provided no benefits); while 12 (32%) provide one or two of the benefits outlined.

### **NEXT STEPS**

The Committee is in a position to recommend to Municipal Council one of the options identified below. Alternatively, the Committee can provide further direction to staff to address any additional information it deems pertinent.

#### **Option 1: Status Quo**

No changes are made to stipend levels or benefits. In the fiscal year 2018/19, the Warden shall receive remuneration of \$39,434, the Deputy Warden shall receive remuneration of \$24,478 and each Councillor shall receive remuneration of \$20,946. These rates will be adjusted by the CPI rate for the 2018 calendar year.

---

### **Option 2: Average of Comparator Municipalities**

Stipends paid to councillors are increased to the average stipend of the comparative group. In the fiscal year 2018/19, the Warden shall receive remuneration of \$42,225 (7% increase), the Deputy Warden shall receive remuneration of \$25,909 (5.8% increase), and each Councillor shall receive remuneration of \$22,053 (5.3% increase). These rates will be adjusted by the CPI rate for the 2018 calendar year.

The option results in a total increase in elected official stipends of \$13,078 + CPI.

### **Option 3: Consideration of Additional Benefits**

Councillors are currently enrolled in the EFAP program and receive accidental death & disability and life insurance coverage through the Municipality's insurance policy.

Seven of the ten current councillors are eligible for additional dental and health coverage. The Municipality's coverage ends at the age of 70. The addition of family drug & extended health benefits is \$175.05/month/person (\$14,704.20 annually). The addition of family dental benefits cost comes at a cost of \$72.74/month/person (\$6110.16 annually). The Municipality covers 50% of these costs for staff; the other 50% is borne by the employee.

Assuming a 50/50 split, this options results in a total increase in cost to the Municipality for elected official drug & health benefits of \$7,352.10, annually; for dental an increase of \$3,055.08 annually.

### **Option 4: Various Combinations of Options 1, 2 & 3**

These variations can be explored as directed by Council.

### **MOTION(S)**

If the Committee deemed it appropriate the following motions are in order:

***The Committee recommends to Municipal Council that the Council Remuneration Policy be amended to reflect Option #\_\_.***

and,

***The Committee recommends to Municipal Council that the Council Remuneration Policy be amended by adding: "3.8 Municipal Council remuneration shall be reviewed in conjunction with the market assessment conducted for municipal staff."***

**APPENDIX 1 – Available Municipal Data**

Name of Municipality	Warden	Deputy Warden	Councillor	Population	UA	Council Size
Municipality of Annapolis	\$41,335	\$26,869	\$20,668	18,252	1,167,837,597	11
Municipality of Antigonish	\$39,434	\$24,478	\$20,946	14,584	1,088,710,331	10
Municipality of Argyle	\$31,764	\$21,706	\$19,535	7,899	503,707,087	9
Municipality of Barrington	\$22,790	\$19,454	\$18,786	6,646	419,850,147	5
Municipality of Chester	\$39,395	\$21,366	\$18,696	10,310	1,524,133,103	7
Municipality of Cumberland	\$38,572	\$25,050	\$22,772	19,402	1,470,829,396	13
Municipality of Digby	\$32,693	\$23,211	\$21,809	7,107	463,336,275	5
Municipality of East Hants	\$37,705	\$24,324	\$19,461	22,453	1,625,246,383	11
Municipality of Guysborough	\$38,782	\$25,209	\$21,546	4,670	442,319,267	8
Municipality of Inverness	\$47,250	\$35,852	\$31,911	13,781	994,421,025	6
Municipality of Lunenburg	\$46,274	\$32,390	\$24,277	24,863	2,562,519,971	11
Municipality of Pictou	\$48,511	\$23,561	\$18,021	20,692	1,564,978,833	12
Municipality of Richmond	\$40,026	\$26,683	\$21,350	8,458	864,785,937	5
Municipality of Shelburne	\$25,193	\$19,468	\$16,376	4,288	385,839,493	7
Municipality of St. Mary's	\$19,990	\$17,769	\$12,216	2,233	177,530,383	7
Municipality of Victoria	\$37,730	\$22,330	\$20,789	6,552	723,904,350	8
Municipality of West Hants	\$39,953	\$21,794	\$18,162	15,368	1,063,434,736	10
Municipality of Yarmouth	\$36,421	\$25,177	\$21,680	9,845	681,818,779	7
<b>AVERAGE</b>	<b>\$36,878</b>	<b>\$24,260</b>	<b>\$20,500</b>			
<b>AVERAGE minus high &amp; low</b>	<b>\$37,207</b>	<b>\$23,942</b>	<b>\$20,305</b>			
Town of Antigonish	\$32,962	\$20,931	\$18,897	4,364	472,496,654	7

*Municipalities that have been highlighted in the table above were used for the analysis of comparable municipalities.*

**Antigonish County****Building Permits (January 1, 2017 - October 31, 2017))**

<b>Residential</b>	Permits	Value
New	44 \$	10,941,500
Mobile Homes	40	4,572,981
Additions, Alterations and Renovations	35	1,170,000
Garages and Accessory Buildings	64	1,673,300
Multiple Units	0	-
	<b>183 \$</b>	<b>18,357,781</b>
<b>Agricultural, Commercial or Industrial</b>		
Agricultural	6 \$	1,030,000
Commercial	16	2,153,500
Industrial	1	35,000
	<b>23 \$</b>	<b>3,218,500</b>
<b>Institutional Buildings</b>		
New	0 \$	-
Additions and Alterations	1	1,165,400
	<b>1 \$</b>	<b>1,165,400</b>
<b>Other</b>	0 \$	-
<b>Total</b>	<b>207 \$</b>	<b>22,741,681</b>