

HALIFAX REGIONAL MUNICIPALITY
ADMINISTRATIVE ORDER NUMBER 17
RESPECTING REMUNERATION FOR MEMBERS OF COUNCIL

BE IT RESOLVED as an Administrative Order of the Council of the Halifax Regional Municipality as follows:

SHORT TITLE

1. The Administrative Order may be cited as Administrative Order Number 17, the Council Member Remuneration Administrative Order.

REMUNERATION

2. (1) The annual remuneration to be paid to the members of Council, effective April 1, 2001.
 - (a) to the Mayor, Ninety-six Thousand , Six Hundred and Ninety-three Dollars and Thirty-One Cents (\$96,693.31);
 - (b) to the Deputy Mayor, Forty-nine Thousand, Seven Hundred and Ninety-eight Dollars and Forty-Four Cents (\$49,798.44);
 - (c) to the Councillors, Thirty-nine Thousand, and Eighty-nine Dollars and Ninety Cents (\$39,089.90).
 - (2) One third of the remuneration set forth in subsection (1) shall be an allowance for expenses incidental to the discharge of the duties of the respective member of Council as elected officers of the Halifax Regional Municipality in accordance with Section 81(3) of the *Income Tax Act (Canada)*.
- 2A Effective November 1, 2004 and in each subsequent November, the annual remuneration to be paid to members of Council shall be calculated and paid in accordance with the formula set out in Appendix "A" attached, with no allowance for expenses.

REMUNERATION FROM APPOINTED POSITIONS

3. Where a council member is nominated or appointed by the Council to a board, commission or other position or is otherwise appointed as a representative of the Halifax Regional Municipality, any remuneration from that position, excluding reimbursement of expenses, to which that council member is entitled shall be paid to the Halifax Regional Municipality.
4. Members of Council shall be reimbursed for expenses incurred as a member in the same manner and to the same extent as employees of the Municipality on filing written proof that the expenses have actually been incurred.

Done and passed in Council this 15th day of January A.D. 2002

Amendment No. 1

Subsection (1) of Section 2 amended
Addition of Section 4

Notice of Motion:

December 18, 2001

Approved:

January 15, 2002

Effective Date:

April 1, 2001

Amendment No. 2

Section 2A addition
Amending Section 4

Notice of Motion:

April 20, 2004

Approved:

April 27, 2004

Effective Date:

April 27, 2004

Appendix "A"

Concept for determining a rate of pay for HRM's Mayor and Councillors

1. A universe of municipalities from across Canada is created -(Appendix III)
2. The universe consists of the 7 communities with populations between 300,000 and 650,000 plus HRM = 8 sets of stipend rates**
3. The duties and responsibilities of HRM Mayor and Council are considered to be above the mean average of the "universe" due to the significance of Halifax within Canada and the Atlantic region
4. The above mean average is applied as 50% of the difference between the weighted average and the highest rate
5. As a matter of principle Halifax will never have the highest remunerated Mayor or Councillors within the "universe"
6. Review stipends annually -October 1 st of each year commencing in 2005
7. Rates of remuneration will be reset annually on November 1 st of each year commencing in 2004
8. The deputy mayor, in recognition of that position's duties and responsibilities, will be paid 110% of a councillor's stipend, calculated and paid on a monthly basis.
9. In recognition of the fiscal considerations when implementing this program a seven-year phase-in is adopted.

** Canadian municipal units will enter or leave the "universe" based on population changes known during the annual survey of the "universe" and from statistics Canada data base**

Formula -methodology -weighted average

1. Convert all stipends into fully taxable amounts
2. Add populations
3. Express as a percentage the population of each universe municipality as a portion of the universe total population = weighting factor
4. Multiply the stipend of each mayor or councillor by the weighting factor = weighted salary
5. Add the weighted stipend of each universe municipality= weighted average salary
6. Subtract weighted average salary from the highest salary
7. Divide by 2 = median rate between weighted average and highest rate
8. Add median rate to average rate = HRM stipend
9. Except that:

In 2004 the weighted average only will be paid

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In 2006 the weighted average plus 10% will be paid

In 2007 the weighted average plus 20% will be paid

In 2008 the weighted average plus 30% will be paid

In 2009 the weighted average plus 40% will be paid

In 2010 and all subsequent years the weighted average plus 50% -or median rate -will be paid

Current and new rates:

Mayor:

Current rate after taxable conversion will be: \$ 127,000 fully taxable

Recommended that the Mayor's rate not be increased until formula warrants such increment. (Mayor's stipend currently at a higher than weighted average but within "universe" and consistent with the remuneration philosophy)

Councillor:

Current rate after taxable conversion is: \$ 45,825

Recommended rate after applications of formula: \$ 52,000 (fully taxable)

Deputy Mayor:

Additional \$433 per month (based on \$5,200 annually also fully taxable) assigned to the Councillor serving as Deputy mayor within that given month. This represents a significant decrease from the current supplement assigned to the deputy mayor's duties.