



# NEWSLETTER



## SAVE THE DATES

Drafting By-Laws & Policies  
Virtual Workshop  
December 9, 2021  
9:00 – 11:30 am  
[Register here](#)

CEO/CAO Forum\*  
February 10 – 11, 2022  
Truro Nova Scotia

AMA Spring Conference\*  
June 15- 17, 2022  
Oak Island Resort  
Western Shore, NS

AMA Fall Conference\*  
September 20 – 23, 2022  
Holiday Inn  
Sydney, NS

*\*More details will be released in early 2022*

## 2021 Fall Conference—We Celebrated 50 + 1 Years!

AMA held its first in-person conference in two years on October 5 – October 8, 2021, at the Doubletree Hotel Dartmouth, NS. Over 130 delegates attended. To ensure the safety of those in attendance, proof of vaccination was required by all delegates, speakers and exhibitors. While a few adjustments had to be made to the program the conference went smoothly with 99% of those who completed the evaluations rating it either excellent or very good. People were extremely happy to be back together again. If you would like a copy of the conference presentations please reach out to Rebecca Kolstee at [rkolstee@amans.ca](mailto:rkolstee@amans.ca).

A special thanks to Mike Dolter, CAO, Town of Truro whose two-year term as President came to an end. Mike will continue to serve as AMA Past-President and as the AMA representative on the NSFAM Board. John MacKinnon was elected President of the AMA for a two-year term.



## 20 Years

Natalie LeBlanc, Town of Amherst

Nicole MacDonald, Town of Pictou

Kim Ramsay, Municipality of East Hants

Jeff Merrill, Municipality of the District of Lunenburg

Sandra Porter-Lowe, Town of Bridgewater

Donna Patricia Dawn, Halifax Regional Municipality

## 25 Years

Jacques Dubé Halifax Regional Municipality

Shelley Hoeg-Eaton, Municipality of the County of Cumberland

Bruce Fisher, Halifax Regional Municipality

Carolyn Ann Young, Municipality of the County of Annapolis

## 30 Years

Andrew MacDonald, Municipality of Cumberland

Trudy Payne, Municipality of the District of Shelburne

## 40 Years

Jeannette Doucet, Municipality of the District of Claire

Kelly Lee Sloan, Town of New Glasgow

## Congratulations to Long-Service Award Recipients

The 2021 Long-Service Awards were presented at the Annual Fall Conference. The Long Service Awards recognize dedicated service and acknowledge a significant contribution to the institution of local government in the Province of Nova Scotia.

The recipient must have been a member of the AMA, NS for at least five years and must currently hold a membership in the Association. Certificates are granted to a member in recognition of 20 years employment in the field of municipal government and every 5 years thereafter.

## Municipal Website Venture Update

This past September was a busy month for the Municipal Website Venture with the launch of 4 websites: the [Town of Lunenburg](#), [Municipality of the District of Argyle](#), [Lunenburg County Regional Emergency Management Organization](#) and the [Nova Scotia Municipal Finance Corporation](#).

Currently, new websites are being developed for the towns of New Glasgow, Pictou, and Shelburne.

We will be engaging with Recreation Nova Scotia and the Town of Oxford to redevelop their websites. And among other projects, we expect to redevelop the websites for the Municipality of Cumberland County, Richmond County and Cape Breton Regional Municipality at various points in 2022.

Please contact Les Coleman at [coleman@amans.ca](mailto:coleman@amans.ca) for more information about the Municipal Website Venture.

## Municipal Bylaw and Policy Library

Check out the AMA's Municipal Bylaw and Policy Library. The library contains all NS municipal by-laws and policies and is searchable. Check it out on the AMA website at [Bylaw and Policy Library](#)

## 2021-2022 AMANS BOARD OF DIRECTORS

**John MacKinnon, President**  
Deputy CAO, CBRM

**Kim Ramsay, Vice-President**  
CAO, Municipality of East Hants

**Leanne MacEachen, Secretary / Treasurer**  
CAO, Municipality of the County of Victoria

**Mike Dolter, Past-President**  
CAO, Town of Truro

**Lisa MacDonald**  
Pictou Region Rep  
CAO, Town of New Glasgow

**Ashley Cunningham**  
Antigonish/ Guysborough Regional Rep  
Municipal Clerk, Municipality of the District  
of Guysborough

**Rob Simmonds**  
Colchester/East Hants Regional Rep  
CAO, Municipality of the County of  
Colchester

**Maggie MacDonald**  
Halifax Regional Rep  
Director, Regional Recreation Services, HRM

**Greg Barr**  
Valley Regional Rep  
Director of Finance and IT  
Municipality of the County of Kings

**Tara Maguire**  
South Shore Regional Rep  
Deputy CAO, Municipality of the District of  
Chester

**Victoria Brooks**  
Southwestern Shore Regional Rep  
CAO, Municipality of the District of  
Yarmouth

**Keith MacDonald**  
Victoria, Richmond & Inverness Regional Rep  
CAO, Municipality of the County of Inverness

**Jennifer Collins**  
CBRM Regional Rep  
Supervisor Water Utility  
Cape Breton Regional Municipality

**Greg Herrett**  
Cumberland Region Rep  
CAO, Municipality of the County of  
Cumberland

**Byungmin Kang**  
MPA Student Rep, Dalhousie University

**Emily Lutz**  
NSFM Rep  
Deputy Mayor, Municipality of the County of  
Kings

## Municipal Data Collection

AMA has assembled a five year dataset on municipal contributions to corrections, education, local roads, housing authority net operating losses, and regional library boards. AMA staff will continue to add to this dataset as information from future years becomes available. To date, AMA has obtained data for:

- Corrections: 2016/17 – 2020/21, all municipalities
- Education: 2016/17 – 2020/21, all municipalities
- Housing: 2016/17 – 2020/21,
- Local roads: 2015/16 – 2019/20, all relevant municipalities
- Libraries: 2017/18 – 2018/19, all municipalities

The dataset will be available to municipalities by request. If there are additional data categories that you believe would provide value to municipalities, please feel free to submit a request to the Senior Policy Analyst via email: [datchison@amans.ca](mailto:datchison@amans.ca)

\* NOL amounts are currently at \$9.9 million for 2020/21 (a five year high).

## Municipal Salary Survey

AMANS released the results from its 2020 Municipal Salary Survey this past spring. The AMANS Municipal Salary Survey is a biennial survey, which provides municipalities and villages with reliable, comparable, salary and employment information. The response rates of the 2020 survey are as follows:

- 100% (4/4) of regional municipalities,
- 90% (18/20) of rural municipalities,
- 100% (25/25) of towns, and
- 33% (7/21) of villages.

The 2020 Municipal Salary Survey was the best in recent memory, thanks to the cooperation of our members. AMANS would like to extend our sincere thanks to all those that took part in the 2020 Municipal Salary Survey.

Survey results are only available to those municipalities and villages that completed the survey and are sent to the CAO or Municipal Clerk/Treasurer. If you would like more information, contact the Senior Policy Analyst via email: [datchison@amans.ca](mailto:datchison@amans.ca)

## Call for Expressions of Interest

We're looking for people to join our Spring and Fall Conference Planning Committees. The Terms of Reference, outlining time requirements and more information about these committees can be found on our website.

Our 2022 Spring Conference will be held at Oak Island Resort in the **South Shore Region**. The Fall Conference will be held at the Holiday Inn, Sydney and hosted by **CBRM**. If you are interested in serving on one of these committees, please email [rkolstee@amans.ca](mailto:rkolstee@amans.ca) outlining which conference planning committee you are interested in and why.

**The deadline for expressions of interest is Friday, December 17, 2021.**

## Membership Renewals

In January we will send out membership renewals for the upcoming 2022-2023 year. To ensure your membership is not disrupted, we encourage you to renew as soon as possible by sending back the renewal form. Once we receive the form, we can invoice your organization on April 1, 2022.

Those who have not renewed before April 30, will be subject to a late fee and suspension of membership benefits until the membership renewal has been received.

Our membership renewals contain information surrounding our Professional Development Voucher Program, which allows your organization to send a non-member to any AMA event at the AMA member rate. If you have any questions surrounding your membership renewals, please email Li Yun Zhang at [lzhang@amans.ca](mailto:lzhang@amans.ca)

## Municipal Communications Resources

The AMA Communications Committee was established to discuss and find solutions to common issues and challenges municipalities face with respect to communication. It also provides opportunities for smaller municipalities with limited resources to find innovative solutions to communication challenges.

The AMA Communications Committee has developed several communications resources for use by municipalities. Resources developed by the committee include:

- Communications Plan Guide and Template for Municipalities;
- Public Engagement Guide and Template for Municipalities;
- Elections Communications Plan Guide and Template for Municipalities;
- Social Media Administration and Usage Policy for Municipalities;
- Template Schedule of Social Media Engagement Items; and
- Template Social Media Content Calendar.

The communications resources are now available, and can be accessed through the member's only section of the AMA website: <https://www.civicinfo.bc.ca/amans/login/>.

# Municipal Wellness Program Update

The **Municipal Wellness Program** has a great line-up of activities and opportunities coming your way in December and January. There are a range of activities available, including webinars, brand new initiatives and funding opportunities!



## Webinar: Debt Reduction

December 16, 2021, 10:00 am – 11:00 am

How Much is Too Much? While there are definitely industry guidelines around how much debt a person 'should' have, do they really apply to you? Do you represent the 'average' person that these formulae were designed to predict? What if you have extraordinary spending behaviours or have other large cash flow commitments? Learning about the type of debt you have, the cost of borrowing and possible debt reduction techniques to enable you to assess whether you are within your 'personal' debt tolerance levels. [Learn more and register.](#)

## Not Myself Today Campaign

The Municipal Wellness Program (MWP) is committed to supporting municipalities in building mentally healthy workplaces where employees and elected officials can thrive. The MWP recently became an active participant in the Canadian Mental Health Association's Not Myself Today (NMT) initiative. NMT is an evidence-informed initiative that aims to help employers, employees and elected officials enhance mental health in the workplace by increasing awareness and understanding, reducing stigma and fostering safe and supportive work cultures. The NMT includes modules, programs, toolkits, and videos you can integrate into your municipalities, in addition to the guidance from the Municipal Wellness Program.



Early in the New Year, we will be offering multiple information sessions for you to learn about the program and how to get involved. We encourage municipalities to join an information session and become an active member in creating a mentally healthy workplace.

## Municipal Wellness Grant Program

Municipalities favourite workplace funding program will be released in January 2022! The Municipal Wellness Grant program provides start-up funds for health-related activities for municipalities interested in promoting health and wellbeing in the workplace. To date, the program has funded over 50 initiatives, including mental health training, fitness equipment and rooms, bike share program, workplace gardens among other innovative programs.

Full details, including regulations and funding application forms will be released on the [Municipal Wellness Program](#) page in early January.

## Legislative Update

Session 1 of the 64<sup>th</sup> General Assembly of the Legislature saw several bills that amend or introduce legislation that will affect municipalities. Below are summaries of the bills with a municipal impact that have received Royal Assent in Session 1.

### **[Bill 32 - Municipal Government Act \(amended\) and Halifax Regional Municipality Charter \(amended\)](#)**

Bill 32 received Royal Assent on November 5<sup>th</sup>, 2021. Bill 32 amends the MGA and HRM Charter to create an exception to the prohibition of municipalities providing financial assistance to a business if the financial assistance is for the purpose of increasing the availability of affordable housing; enables municipalities to require and regulate affordable housing within developments through land-use by-laws; and allows municipal councils to accept money in lieu of affordable housing provision.

### **[Bill 43 – An Act to Amend Chapter 293 of the Revised Statutes, 1989, the Motor Vehicle Act](#)**

Bill 43 received Royal Assent on November 5<sup>th</sup>, 2021. Bill 43 amends the Motor Vehicle Act to allow for traffic signals for bicycles, clarifies the powers of a peace officer where a person refuses to comply with a demand for drug or alcohol testing, and enables municipalities to make regulations or by-laws respecting noise produced by vehicles.

### **[Bill 57 – The Environmental Goals and Climate Change Reduction Act](#)**

Bill 57 received Royal Assent on November 5<sup>th</sup>, 2021. Bill 57 legislates a number of environmental goals for the Province; EPR is one of those goals. Another goal included in the Bill is “to work with municipalities and First Nations in the Province to take immediate and long-term action on their climate change priorities”.

### **[Bill 61 – Joint Regional Transportation Agency Act](#)**

Bill 61 received Royal Assent on November 5<sup>th</sup>, 2021. Bill 61 establishes a new crown corporation: the Joint Regional Transportation Agency. The bill legislates that the objectives of the Agency are to conduct:

- a) a comprehensive review of all modes of transportation associated with Halifax Regional Municipality including roads, bridges, highways, ferries, transit, rail, airports and ports for the purpose of creating a master transportation plan to ensure
  - i. a regional approach to transportation consistent with the Municipality's growth and development, and
  - ii. the safe, efficient and coordinated movement of people and goods; and
- b) any other activities deemed necessary to fulfill the intent of this Act in accordance with the regulations.

The management and control of the affairs of the Agency are vested in a Board of Directors appointed by the Governor in Council.

### **[Bill 63 – Housing in the Halifax Regional Municipality Act](#)**

Bill 63 received Royal Assent on November 5<sup>th</sup>, 2021. Bill 63 establishes a five-member panel with provincial and municipal representation to recommend ways to accelerate an increase in supply of housing within Halifax Regional Municipality. The bill provides the Minister with the authority to amend or repeal HRM's land-use by-laws and to amend municipal planning strategies within designated special planning areas.

Bill 63 legislates that decisions and actions of the Minister or Panel are binding on HRM and may not be reconsidered by the Municipality without the approval of the Minister or Panel. Bill 63 also relieves the Minister or Panel of any procedural, public participation or public hearing requirements that apply to HRM Council, a community council or a development officer under Parts VIII and IX of the HRM Charter.

## Contact Us

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## Fire Services Educational Awareness Video

At the direction of the Joint Fire Services Committee, AMA staff developed an educational awareness video for new municipal councillors and the public that touches on the history of the fire service in Nova Scotia, legislative framework, roles and responsibilities, funding sources, and other pertinent topics.

The intent of the video is to present, what is at times very dry information, in a manner that is humorous and engaging. The completed video is approximately five minutes in length and will be shared on the AMA's YouTube and social media accounts. The video is also available for use by municipalities, fire departments and other groups. The video can be accessed via the following link: <https://youtu.be/EP0x2358Sil>.

## Modernizing Work with a Four-day Work Week

*Barry Carrol, Christina Bowie and Linda Duxbury,*

Listen to this Policy Options Podcast where Municipality of the District of Guysborough CAO Barry Carrol, Cristina Bowie, Recreation Program and Facilities Manager MODG and Linda Duxbury, Chancellor's Professor at Carleton University talk about how employers can decrease the stress that employees are feeling and how we can rethink work?

<https://policyoptions.irpp.org/magazines/august-2021/modernizing-work-with-a-four-day-week/>



Share **your** thoughts

How can AMA improve its services to members?

Let us know by reaching out to AMA staff or a Board member.