

[View this email in your browser](#)

## Monday Memo



NOVA SCOTIA FEDERATION  
OF MUNICIPALITIES

### ADVOCACY COMMITTEE UPDATE

#### Equity & Community Wellbeing Committee

The committee met on January 15 and received a presentation from the two new AMANS Municipal Accessibility, Equity, and Anti-Racism Support Program Coordinators. The discussion included an overview of available resources and cross-promotion of EDIA-related resources and events. The Committee's recommendations on library funding and EDIA training will be brought forward to the NSFM Board on February 6. The next Committee meeting is scheduled for March 26.

### NEW & NOTEWORTHY

#### NS Quality of Life Survey

In February, [Engage Nova Scotia](#) and the [Canadian Index of Wellbeing](#) will be launching the largest Quality of Life population survey in North America. For municipal governments this represents an opportunity to gather data about topics impacting your residents. Nova Scotians can help make life better for themselves and their communities by completing the Nova Scotia Quality of Life Survey. Encourage your residents to complete the survey. More info: [mknezacek@engagenovascotia.ca](mailto:mknezacek@engagenovascotia.ca)

**Share your Story. Take the Survey. Seed our Future.**



## Recommendations for Municipalities Facing Hate & Harassment

The [Strong Cities Network](#) presents a 90-minute webinar showcasing toolkits for local elected officials and municipal staff. Successive crises have put considerable strain on municipalities as they face rising levels of unrest and dissatisfaction. This toxic environment leaves local elected leaders and municipal officials, particularly women, facing increased hate, harassment, and threats often preventing them from performing their duties and discouraging others from running for local office and choosing a career in local government. This practice-focused webinar will explore concrete steps and tools to address this anti-government hate and harassment facing local elected officials and municipal staff.

- Friday January 30 @ 2:00 pm
- Register [here](#)
- More information: [of@strongcitiesnetwork.org](mailto:of@strongcitiesnetwork.org)

## Changes to B.C.'s Pay Transparency Act

Starting in 2026, all organizations in BC with 50 or more employees are required to publish annual pay-transparency reports. The reports must disclose information about gender-based pay differences using data collected from employees. The [Pay Transparency Act](#) requires employers to publish the completed reports on a publicly accessible website. If an employer does not have a website, they must make the report available at the workplace and to any member of the public on request. Pay transparency legislation is in the works in several provinces in Canada.

[HR Covered](#) is a program partner of NSFM. Reach out to the advisory team if you need more information on this item, as well as many other great HR resources offered at **no-charge** to municipal units in NS. More info: [partnerships@hrcovered.com](mailto:partnerships@hrcovered.com)

## HR Services Program

simple and cover all avenues, at a fraction of the cost. Backed by the extensive experience of certified and qualified HR leaders, HR Covered is the most sought after HR solution in the country. The following service offerings are available **for free** to all municipal units:

- [HR Hub document library](#)
- [Engaging webinars](#)
- [Complementary policy manual](#)
- [Program information](#)
- More info: [partnerships@hrcovered.com](mailto:partnerships@hrcovered.com)

HR Covered is a [program partner](#) of NSFM

## Managing Risks: Climate Resilient Shorelines for Canada

Canada's coastal communities play a vital role in sustaining our economy, biodiversity, and cultural heritage. These environments face amplified pressures as climate change accelerates. Stronger storms, fluctuating sea and lake levels, and thawing permafrost are increasing flooding and erosion, testing the resilience of communities across the country. Despite growing awareness, Canada's preparedness for these impacts remains uneven.

The Intact Centre for Climate Adaptation has released [Managing Risks: Climate Resilient Shorelines for Canada](#). This report outlines practical strategies aligned with the Canada's National Adaptation Strategy, providing a consistent, a long-term framework for shoreline governance. The guidance aims to strengthen climate resilience across Canada's coastal communities.

The **Intact Centre for Climate Adaptation** is an education partner of the NSFM Municipal Insurance Program.

## Employment Opportunity

The [Association of Nova Scotia Villages](#) (ANSV) is seeking a Coordinator to help formalize the organization's work of supporting villages across the province, turning board direction into action and strengthening how villages are represented.

- Apply [here](#)
- Deadline: January 30
- More info: [mitchell.bell@biblehill.ca](mailto:mitchell.bell@biblehill.ca)

## NEWS

[Are Canadians more afraid of floods — or flood maps? | The Narwhal](#)

[Council looking for new solutions to combat littering](#)

[Council postpones debate on bylaw proposing increased oversight for Uber](#)

[Former Digby private road re-named 'Penny Lane'](#)

[HRM could implement speed cameras this year: councillor](#)

[Mayor's review of 2025 for Port Hawkesbury](#)

[Municipality to review dog bylaw following fatal dog attack](#)

[NS property assessments surpass \\$200 billion](#)

[NSFM President says communication failures worsened latest power outage](#)

[Port Hawkesbury plans to request better cell service from MLA](#)

[Some N.S. towns have tried to ban 'dangerous' dog breeds without much success](#)

## FUNDING

### Opportunities for Empowered Municipal Growth

The NSFM Funding Database is a centralized resource dedicated to our members to help find municipal funding opportunities. A monthly funding update will also be communicated, outlining deadlines and information sessions. The Municipal Funding Database is now a full **Funding Portal**. Visit the new portal: [nsfunding.ca](https://nsfunding.ca).

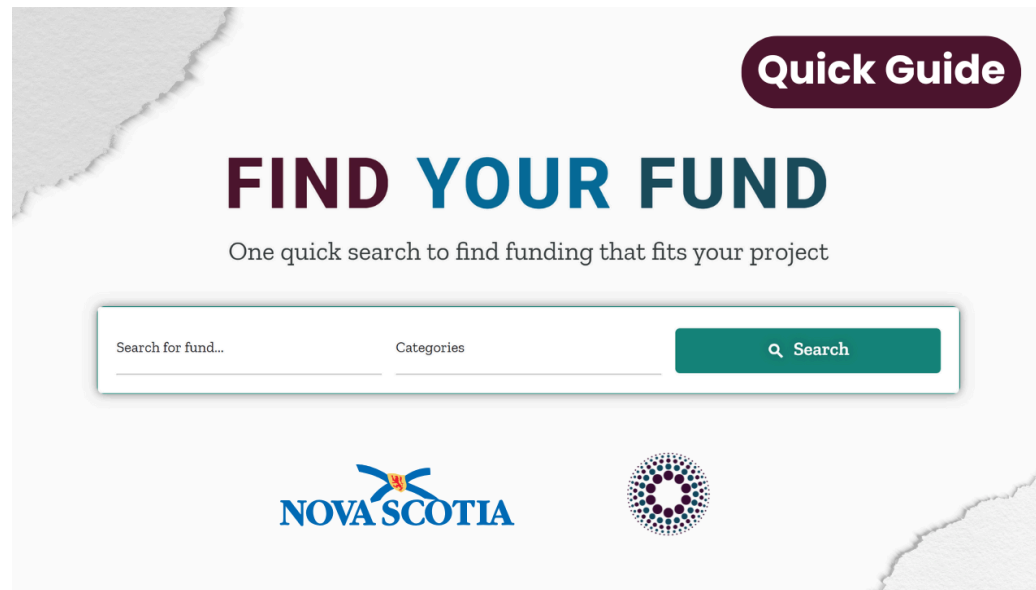
#### New to the Portal: Workforce Development Funding

- [Young Canada Works in Both Official Languages](#): Federal salary subsidies for employers creating short-term bilingual jobs for youth ages 15-30. Non-profits may receive up to 70% of employment costs; public or private sector organizations (including municipalities) up to 50%.
- **Deadline:** February 3, 2026
- [Enabling Accessibility Fund – 2026 Call for Proposals](#): Federal funding of \$500,000 to \$1,000,000 for projects that improve workplace accessibility for persons with disabilities. No matching funds required.

## Video Guide: How to Find Grants on the Nova Scotia Funding Portal

We just published a short video guide covering:

- How to search on the Funding Portal
- How to filter by deadline, eligibility & status
- What to look for on every program page
- How to get funding updates
- To watch the Video Guide click [here](#) or the image below



## PROGRAMS

### Heavy Construction Equipment

Whether moving earth, building roads, constructing bridges, erecting buildings, or maintaining infrastructure, heavy equipment is always on the front lines. The [NSFM/Canoe Heavy Construction Equipment Program](#) offers reliable machines including graders, bulldozers, excavators, backhoes, loaders, dump trucks, and

## Grounds Maintenance

From highway ditch care to greenspace maintenance, tractors to wide-area flail mowers, the [NSFM/Canoe Grounds Maintenance Program](#) has partnered with industry leaders to bring innovative solutions to your landscaping challenges. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

## NSFM/Canoe Supplier List: Updates

[NSFM/Canoe Procurement Program](#) provides a diverse range of procurement options for our members. View the updated list of [new and approved vendors](#) for January. Approved suppliers are selected through an open RFP process that follows a successful proposal evaluation and contract award. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

## Auto Insurance Tips: Wildlife Road Safety

Does your auto policy cover animal collisions? If your auto policy includes comprehensive insurance, then you are covered for animal collisions. If you only have liability insurance, which primarily covers damage you cause others, you are generally not covered for animal collisions. Always ensure you talk with our insurance advisor and understand what type of coverage you have on your insurance policy. Read about our tips for [Wildlife Road Safety](#).

Learn more about the [NSFM Home & Auto Insurance Program](#) benefits and how BrokerLink can provide you with a free, no obligations insurance quote.

## Park'N Fly Discount

The [NSFM/Park'N Fly Discount Program](#) is available for elected municipal leaders and municipal staff within the broader municipal sector. Reserve your next stay and save. Plus, earn valuable Aeroplan points on every eligible stay. Did you know that Park'N Fly offers a discount of up to 20% on airport parking and if you use the discount code, parking is 40% cheaper than parking in the airport lot. Interested in winning a coupon for a one-time free use of Park'N Fly? Email: [imorrison@nsfm.ca](mailto:imorrison@nsfm.ca) by February 13 to qualify.

## Demystifying Job Order Contracting

In this 90-minute webinar presented by the [NSFM/Canoe Procurement Program](#), join us for an engaging Job Order Contracting (JOC) webinar where Micheal Bevis, past Chair of the Centre for Job Order Contracting Certification Council, will introduce procurement practitioners, employees with procurement responsibilities, and facility managers to this collaborative, high-performance contracting model designed specifically for renovations, repairs, and minor construction.

- February 12 @ 3 pm (Atlantic)
- [Register Here](#)

## Recap: Assistance Program for Elected Officials

Did you miss the recent webinar presented by NSFM and AMANS on the **Assistance Program for Elected Officials**? The webinar discussed how to access and navigate the programs and services offered and provided an overview of the new website and app. The program features an extensive number of tools and resources of benefit to elected leaders. You can view the webinar [here](#).

## RESOURCES

### [Winter Municipal Observer](#)

The magazine for the **Nova Scotia Federation of Municipalities**

### [Fall/Winter Atlantic Municipal Magazine](#)

The magazine for the **Atlantic Region of Municipalities**

---



## NOVA SCOTIA FEDERATION OF MUNICIPALITIES

---



Nova Scotia Federation of Municipalities  
Suite #1500, 1809 Barrington Street  
Halifax NS B3J 3K8  
Phone: (902) 423-8331  
[info@nsfm.ca](mailto:info@nsfm.ca)

---

**Want to change how you receive these emails?**

You can [update your preferences](#) or [unsubscribe from this list](#).