



## Council Report

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**Report Number:** CORP2026-023  
**Meeting Date:** April 21, 2026  
**Title:** Council Remuneration (2027 to 2030)  
**Description:** To set council remuneration for 2027 through to 2030  
**Author and Title:** Ron Taylor, Chief Administrative Officer  
Sara Beukeboom, Director of Corporate Services

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### Recommendation(s):

**That** Report CORP2026-023, **Council Remuneration (2027 to 2030)**, be received;

**That** Council salaries be established with a three percent annual increase effective the next term of Council (2027 to 2030);

**That** compensation for the Deputy Mayor be increased to \$12,000 per annum effective the next term of Council (2027 to 2030);

**That** the necessary by-laws be forwarded to Council for approval.

**Department Head:** \_\_\_\_\_

**Financial/Legal/HR/Other:** \_\_\_\_\_

**Chief Administrative Officer:** \_\_\_\_\_

## **Background:**

Council compensation rates were last changed in 2022 through Report CORP2022-005 (see Appendix A), for the Council term from 2023 to 2026.

This report sets out the recommendations for Council remuneration for the next four-year term from 2027 to 2030.

## **Rationale:**

City Council members serve as public representatives, policymakers, and community stewards. Many of these responsibilities are defined in provincial legislation. Council members are also expected to ensure the City's financial and administrative resources operate efficiently and effectively.

In delivering this public service, Council members must attend meetings, serve on Boards and Committees, engage and be responsive to local constituents, and advocate for the City's best interests.

The base salary established for this term (2023 to 2026) of Council is outlined in the table below.

Remuneration	2023	2024	2025	2026
Mayor Salary	\$117,734	\$120,020	\$121,974	\$124,175
Deputy Mayor Salary	\$53,678	\$54,664	\$55,617	\$56,620
Councillor Salary	\$50,613	\$51,588	\$52,427	\$53,372
Total Salary Cost of Council	\$525,702	\$535,799	\$544,577	\$554,399

The Mayor and Council also receive a mileage reimbursement for all travel to conduct City business (both inside and outside of the Ward and City) at the rate set by Council through policy. (73 cents per kilometre). Additionally, the Mayor receives up to \$10,000 per annum and Councillors up to \$5,000 per annum for conference, training, and meeting expenses.

A Deputy Mayor is elected by Council for a one-year term with additional compensation. It is recommended that this be set at \$12,000 annually based upon the significant workload increase in addition to the ward duties. (up from the previous approximate \$2,500 per annum compensation).

Remuneration rates for the term of Council for the 2027 through to 2030 period should be set with an understanding of the rate of inflation as well as comparative salaries in the municipality.

A 3% annual increase would result in the following remuneration over the four-year term.

Remuneration	2027	2028	2029	2030
Mayor Salary	\$127,900	\$131,737	\$135,689	\$139,760
Deputy Mayor Salary	\$66,973	\$68,622	\$70,321	\$72,071
Councillor Salary	\$54,973	\$56,622	\$58,321	\$60,071
Total Salary Cost of Council	\$579,686	\$596,716	\$614,258	\$632,325
Additional Budget Impact per annum	\$25,287	\$17,031	\$17,541	\$18,068

### **Other Alternatives Considered:**

Council may recommend another option for the remuneration and direct staff to consider an alternative.

### **Alignment to Strategic Priorities**

This recommendation aligns with the Council strategic priority under Good Government – Provide accountable government and responsible management of resources.

### **Financial/Operation Impacts:**

The budgetary impact for Council remuneration will be included in the base budget annually.

### **Consultations:**

City Treasurer

Supervisor, Budget and Financial Planning

### **Attachments:**

Appendix A – Council Report CORP2022-005



CORP2022-005

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**Department Head: Sara Beukeboom, Director of Corporate Services**