

The Corporation of the City of Kawartha Lakes

By-law 2026-

A By-Law to Set the Remuneration Level to be Paid to the Municipal Council in the City of Kawartha Lakes

Recitals

1. The Municipal Act, 2001 requires the passage of by-laws when dealing with Council remuneration.
2. Council, at the Regular Council Meeting of April 21, 2026, approved Council salaries for the 2027-2030 term through resolution CR2026- .
3. This by-law is therefore required to implement Council's decisions under the legislation.

Accordingly, the Council of The Corporation of the City of Kawartha Lakes enacts this By-law 2026-

Section 1.00: Definitions and Interpretation

1.01 **Definitions:** In this by-law,

“City”, “City of Kawartha Lakes” or “Kawartha Lakes” means The Corporation of the City of Kawartha Lakes.

“Council” or “City Council” means the municipal council for the City.

“Member of Council” means an individual, other than the Mayor, elected as part of the Council.

“Mayor” means the individual elected to hold the position of head of Council (as contemplated by the Municipal Act).

“Treasurer” means the person within the administration of the City which fulfils the function of the City Treasurer as required by the Municipal Act.

1.02 **Interpretation Rules:**

(a) The Schedules attached to this by-law form part of the by-law, and are enforceable as such.

(b) The words “include” and “including” are not to be read as limiting the meaning of a word or term to the phrases or descriptions that follow.

1.03 **Statutes:** References to laws in this by-law are meant to refer to the statutes, as amended from time to time, that are applicable within the Province of Ontario.

- 1.04 **Severability:** If a court or tribunal of competent jurisdiction declares any portion of this by-law to be illegal or unenforceable, that portion of this by-law shall be considered to be severed from the balance of the by-law, which shall continue to operate in full force and effect.

Section 2.00: Remuneration of the Mayor

- 2.01 **Salary:** The Mayor shall be paid a salary commencing the effective date of this by-law. Annually, the salary is to increase by 3%, in accordance with the table that follows below:

Remuneration	2027	2028	2029	2030
Mayor Salary	\$127,900.00	\$131,737.00	\$135,689.00	\$139,760.00

- 2.02 **Other Stipends Received:** The salary set out in Section 2.01 of this By-law is total compensation for all duties required to be fulfilled by the Mayor. No per diems or other stipend shall be paid for serving as a representative on a committee, board or agency on behalf of the City of Kawartha Lakes.
- 2.03 **Benefits & Pension:** The Mayor may purchase, at his/her sole option, health and other benefits to which he/she may be eligible and to which staff may be entitled (ie. Fitness) through the City. Participation in the Ontario Municipal Employees Retirement program may be a requirement subject to current legislation.
- 2.04 **Mileage:** The Mayor shall receive compensation for mileage for business travel at the rate set in the City's Council Expense Policy.
- 2.06 **Expenses:** The Mayor shall be reimbursed for actual, out-of-pocket expenses as defined through the City's Council Expense Policy. The Mayor shall also be provided with an upset limit of \$10,000.00 per annum for Conference, Training and Meeting expenses including partner's programs subject to budget approval.

Section 3.00: Remuneration of the Deputy Mayor

- 3.01 **Salary:** Deputy Mayor shall be appointed for a one year term and will be paid a salary commencing the start of each term. Annually, the salary is to increase by 3% in accordance with the table that follows below:

Remuneration	2027	2028	2029	2030
Deputy Mayor Salary	\$66,973.00	\$68,622.00	\$70,321.00	\$72,071.00

- 3.02 **Other Stipends Received:** The salary set out in Section 3.01 of this By-law is total compensation for all duties required to be fulfilled by the Deputy Mayor. No per diems or other stipend shall be paid for serving as a representative on a committee, board or agency on behalf of the City of Kawartha Lakes.
- 3.03 **Benefits & Pension:** The Deputy Mayor may each purchase, at his or her sole option, health and other benefits to which he or she may be eligible for and to which staff may be entitled through the City. Participation in the

Ontario Municipal Employees Retirement program may be a requirement subject to current legislation.

- 3.05 **Mileage:** The Deputy Mayor shall receive compensation for mileage for business travel at the rate set in the City's Council Expense Policy
- 3.06 **Expenses:** The Deputy Mayor shall be reimbursed for actual, out-of-pocket expenses as defined through the City's Council Expense Policy. The Deputy Mayor shall also be provided with an upset limit of \$5,000.00 per annum for Conference, Training and Meeting expenses including partner's programs, subject to budget approval.

Section 4.00: Remuneration of the other Members of Council

- 4.01 **Salary:** The remaining Members of Council shall be paid a salary commencing the effective date of this by-law. Annually, the salary is to increase by 3% in accordance with the table that follows below:

Remuneration	2027	2028	2029	2030
Councillor Salary	\$54,973.00	\$56,622.00	\$58,321.00	\$60,071.00

- 4.02 **Other Stipends Received:** The salary set out in Section 3.01 of this By-law is total compensation for all duties required to be fulfilled by the other Members of Council. No per diems or other stipend shall be paid for serving as a representative on a committee, board or agency on behalf of the City of Kawartha Lakes.
- 4.03 **Benefits & Pension:** The other Members of Council may each purchase, at his or her sole option, health and other benefits to which he or she may be eligible for and to which staff may be entitled through the City. Participation in the Ontario Municipal Employees Retirement program may be a requirement subject to current legislation.
- 4.05 **Mileage:** Other Members of Council shall receive compensation for mileage for business travel at the rate set in the City's Council Expense Policy.
- 4.06 **Expenses:** Each other Member of Council shall be reimbursed for actual, out-of-pocket expenses as defined through the City's Council Expense Policy. Each Member of Council shall also be provided with an upset limit of \$5,000.00 per annum for Conference, Training and Meeting expenses including partner's programs, subject to budget approval.

Section 5.00: Effective Date

5.01 **Effective Date:** This By-law shall come into force with the inauguration of the new term of Council on November 16, 2026.

By-law read a first, second and third time, and finally passed, this 21st day of April, 2026.

Doug Elmslie, Mayor

Cathie Ritchie, City Clerk