

Report to Infrastructure and Corporate Services Committee

To: Chair and Members
Infrastructure and Corporate Services Committee

From: Anna Lisa Barbon, Deputy City Manager, Finance Supports

Subject: Elected Officials and Appointed Citizen Members 2025 Remuneration

Date: March 24, 2025

Recommendation

That, on the recommendation of the Deputy City Manager, Finance Supports, the report dated March 24, 2025 entitled “Elected Officials and Appointed Citizen Members 2025 Remuneration” BE RECEIVED for information.

Executive Summary

On April 12, 2022, Municipal Council resolved that for this term of Council, the annual compensation for serving as a Ward Councillor BE SET at the 2020 median full-time employment income for Londoners as determined from the 2021 Census data. Further, the annual adjustment for Council compensation be based on the average annual variation in median full-time employment income determined from published Census data over the most recent census period (2021 Census data) as opposed to the Labour Index or CPI. The adjustment factor is 3.505%.

Remuneration for the City of London’s appointed citizen members of local boards and commissions, where stipends are paid for 2025, will be adjusted annually as set out in the ‘Remuneration for Elected Officials and Appointed Citizen Members Policy’ adopted by By-law No. CPOL. -70-302. In accordance with this policy, 2025 remuneration for appointed citizen members will increase by 2.39% over 2024 effective January 1, 2025. This reflects the lesser of the Labour Index, or the Consumer Price Index, Ontario.

Analysis

1.0 Background Information

1.1 Background

In 2021, a Council Compensation Task Force was established which produced a final report that was presented to Council in April 2022. Municipal Council adopted several recommendations, noting that one of the recommendations was to set the annual compensation for serving as a Ward Councillor at the 2020 median full-time employment income for Londoners as determined from the 2021 Census data and that the method for annual adjustments be changed.

“...the Municipal Council, at its meeting held on April 12, 2022 resolved:

That the following actions be taken with respect to Council compensation:

- a) consistent with current practice, and effective with the commencement of the next term of Council, the annual compensation for serving as a Ward Councillor BE SET at the 2020 median full-time employment income for Londoners as determined from the 2021 Census data, it being noted that while 2021 data will not be available until July 2022, it will be available well prior to the effective date of adjustment;

b) the current formula for adjusting Council compensation on annual basis BE AMENDED to be based on the average annual variation in median full-time employment income determined from published Census data over the most recent census period (2021 Census data) as opposed to the Labour Index or CPI;...”

Although the 2021 Council Compensation Task Force addressed Council compensation and indexing, the Task Force did not address appointed citizen members. As such, the ‘Remuneration for Elected Officials and Appointed Citizen Members Policy’ still applies and sets out the formula for how the annual remuneration is adjusted for appointed citizen members of local boards and commissions whose remuneration is paid by the City of London.

Stipends for appointed citizen members of local boards and commissions are to be adjusted annually on January 1st by the percentage increase reflected in the Labour Index, on the understanding that:

- if such an index reflects a negative percentage, the annual adjustment to the salaries of the appointed citizen members will be 0%;
- on the further understanding that if the Labour Index has increased by a percentage greater than the Consumer Price Index, Ontario, the annual percentage increase in the salaries and honorariums of the appointed citizen members will be no greater than the increase in the Consumer Price Index, Ontario; and
- the escalator for annual adjustment purposes shall not be applied in those years where the non-union staff wages are frozen.

1.2 Previous Reports Related to this Matter

- Strategic Priorities and Policy Committee, April 5, 2022, 2021 Council Compensation Review Task Force Final Report, Items for Direction # 4.1
- Corporate Services Committee, July 17, 2023, Elected Officials and Appointed Citizen Members 2023 Remuneration, Consent Item # 2.2
- Strategic Priorities and Policy Committee, January 16, 2024, Mayor J. Morgan – Deputy Mayor and Budget Chair Positions, Items for Direction # 4.4
- Corporate Services Committee, March 25, 2024, Elected Officials and Appointed Citizen Members 2024 Remuneration, Consent Item # 2.4

2.0 Discussion and Considerations

2.1 2025 Council Compensation Adjustment

In accordance with recommendations from the 2021 Council Compensation Task Force, the annual stipend for ward councillors for this term of Council was based on the median full-time income for Londoners as identified in the 2021 Census. In applying the annual adjustment factor as set out by the Council Compensation Task Force, which was based on the 2021 Census Data when compared to 2016 Census Data, the annual adjustment for Council would be set at 3.505%.

Based on the application of the 2021 Council Compensation Task Force annual adjustment method, the table below outlines the impact of the 3.505% on the 2025 remuneration which took effect January 1, 2025.

Elected Official	2024 Remuneration	2025 Remuneration as adjusted
Mayor	\$ 157,662	\$ 163,188
Councillor	\$ 65,137	\$ 67,420
Deputy Mayor	\$ 73,279	\$ 75,847
Budget Chair	\$ 73,279	\$ 75,847

2.2 2025 Adjustment Appointed Citizen Members

For 2025, non-union staff wages are not frozen, so the compensation adjustment for appointed citizen members of local boards and commissions, where a stipend is paid, will follow the ‘Remuneration for Elected Officials and Appointed Citizen Members Policy’.

As at the end of December 2024, the Labour Index increased by 5.89%^a over the prior year whereas the Consumer Price Index, Ontario increased by 2.39%^b. Appointed Citizen members compensation will be indexed by 2.39%, which is the lower of the Consumer Price Index, Ontario and the Labour Index.

2.3 Review of Policy

As part of Municipal Council’s direction to increase the remuneration for the Deputy Mayor, and Budget Chair, Municipal Council directed the following:

c) the Governance Working Group BE DIRECTED to review this as part of its larger review of Remuneration for Elected Officials and Appointed Citizen Members Policy on its Deferred Matters list, and provide any recommendations on further changes to the Strategic Priorities and Policy Committee in order to allow for implementation in the 2026-2030 term of Council

2.4 Annual Statement of Remuneration and Expenses

On March 4, 2025, Council resolved the following:

“ i) the Civic Administration BE DIRECTED to change the format of all future reports to show remuneration, benefits, and expense amounts separately (without totaling these distinct items) and that the Civic Administration report benefits using the definition of taxable benefits according to Canada Revenue Agency guidelines;

Civic Administration was requested to provide the sample revised presentation format of how this reporting will be shown in the future March 2026 reporting in accordance with Section 284 of the *Municipal Act, 2001*. The attached Appendix A shows the revised disclosure and separation of the remuneration and expenses reporting using the 2024 statement of remuneration and expenses. Benefits have been reported consistent with 2024 for this sample presentation, however, starting with the 2025 statement of remuneration and expenses, the current benefits column reporting will be replaced with the total of taxable benefits in accordance with Canada Revenue Agency guidelines that will be totalled consistent with total remuneration.

^a Statistics Canada. Table: 14-10-0213-01 [Fixed weighted index of average hourly earnings for all employees, by industry, monthly](#) Release date: 2025-02-27

^b Statistics Canada. Table: 18-10-0005-01 [Consumer Price Index, annual average, not seasonally adjusted](#) Release date: 2025-01-21

3.0 Financial Impact/Considerations

The calculated increases for 2025 have been accommodated within the 2024-2027 Multi-year Operating Budget.

Conclusion

In accordance with Council direction, Ward Councillors and the Mayor received their annual adjustment of 3.505% to their stipend on January 1st, 2025. For appointed citizen members to local boards and commissions, where stipends are paid, a 2.39% increase in remuneration will be applied (retroactively) effective January 1, 2025.

Prepared and submitted by: **Ian Collins, CPA, CMA, Director, Financial Services**

Recommended by: **Anna Lisa Barbon, CPA, CGA, Deputy City Manager, Finance Supports**

Appendix "A"
2024
STATEMENT OF REMUNERATION AND EXPENSES
FOR ELECTED OFFICIALS

REMUNERATION			
Appointment(s)		Stipends ¹	Benefits ²
Mayor	Josh Morgan	157,661.14	39,151.19
Vehicle allowance/reimbursement ³			8,400.00
		157,661.14	47,551.19
Councillor Ward 1	Hadleigh McAlister	65,137.80	19,986.92
Vehicle allowance/reimbursement ³			2,124.00
		65,137.80	22,110.92
Councillor Ward 2	Shawn Lewis	65,137.80	18,050.14
Deputy Mayor		8,140.86	
Vehicle allowance/reimbursement ³			2,124.00
		73,278.66	20,174.14
Councillor Ward 3	Peter Cuddy	65,137.80	19,017.25
Vehicle allowance/reimbursement ³			2,124.00
		65,137.80	21,141.25
Councillor Ward 4	Susan Stevenson	65,137.80	19,729.52
Vehicle allowance/reimbursement ³			2,124.00
		65,137.80	21,853.52
Councillor Ward 5	Jerry Pribil	65,137.80	19,928.42
Vehicle allowance/reimbursement ³			1,680.00
		65,137.80	21,608.42
Councillor Ward 6	Samuel Trosow	65,137.80	14,336.31
Vehicle allowance/reimbursement ³			1,200.00
		65,137.80	15,536.31
Councillor Ward 7	Corrine Rahman	65,137.80	19,928.49
Vehicle allowance/reimbursement ³			2,124.00
		65,137.80	22,052.49
Councillor Ward 8	Steve Lehman	65,137.80	19,821.56
Vehicle allowance/reimbursement ³			1,896.00
		65,137.80	21,717.56
Councillor Ward 9	Anna Hopkins	65,137.80	15,098.87
Vehicle allowance/reimbursement ³			2,124.00
		65,137.80	17,222.87
Councillor Ward 10	Paul Van Meerbergen	65,137.80	19,001.42
Vehicle allowance/reimbursement ³			1,140.00
		65,137.80	20,141.42
Councillor Ward 11	Skylar Franke	65,137.80	19,876.96
Vehicle allowance/reimbursement ³			2,124.00
		65,137.80	22,000.96
Councillor Ward 12	Elizabeth Peloza	65,137.80	21,556.83
Budget Chair		8,140.86	
Vehicle allowance/reimbursement ³			2,124.00
		73,278.66	23,680.83
Councillor Ward 13	David Ferreira	65,137.80	19,765.84
Vehicle allowance/reimbursement ³			1,860.00
		65,137.80	21,625.84
Councillor Ward 14	Steve Hillier	65,137.80	19,171.22
Vehicle allowance/reimbursement ³			2,124.00
		65,137.80	21,295.22

Appendix "A"
2024
STATEMENT OF REMUNERATION AND EXPENSES
FOR ELECTED OFFICIALS

REMUNERATION

Notes:

- ¹ Stipends
Stipends identified above reflect T4 reporting, which is recorded on a cash basis, noting that there were 26 pay periods in 2024.
- ² Benefits to be changed to taxable benefits in the future
Civic Administration was directed to report benefits using the definition of taxable benefits according to Canada Revenue Agency guidelines for 2025 future reporting. The benefits have been reported consistent with 2024 reporting.
- ³ Vehicle allowance/reimbursement
Councillors can elect to receive a monthly transportation allowance or a per kilometer rate reimbursement for parking and kilometer usage per By-law No. CPOL.-228-480: Council Members' Expense Account Policy. Allowances are a taxable benefit and reported on Councillors' T4's and are reported under the Benefit column on this appendix. Reimbursements are not a taxable benefit and are reported under the Expense column on this appendix.

Appendix "A"
2024
STATEMENT OF REMUNERATION AND EXPENSES
FOR ELECTED OFFICIALS

EXPENSES		
Appointment(s)		Expenses
Mayor	Josh Morgan	21,527.38 ¹
Technology allowance/reimbursement/standard issuance	4	<u>153.55</u>
		<u>21,680.93</u>
Councillor Ward 1	Hadleigh McAlister	11,237.26 ²
Councillors' Office Postage	3	2,786.98
AMO, Annual Conference Registration	3	875.14
FCM, Annual Conference Registration	3	<u>1,119.00</u>
		<u>16,018.38</u>
Councillor Ward 2	Shawn Lewis	10,621.43 ²
Councillors' Office Postage	3	3,453.85
AMO, Annual Conference Registration	3	<u>875.14</u>
		<u>14,950.42</u>
Councillor Ward 3	Peter Cuddy	12,835.51 ²
AMO, Annual Conference Registration	3	<u>875.14</u>
		<u>13,710.65</u>
Councillor Ward 4	Susan Stevenson	12,540.07 ²
Councillors' Office Postage	3	3,995.17
London Police Services Board, Conferences and Webinars		12,965.28
AMO, Annual Conference Registration	3	875.14
Western Fair Association		541.50
Middlesex-London Paramedic Services Authority Board		<u>1,116.11</u>
		<u>32,033.27</u>
Councillor Ward 5	Jerry Pribil	12,969.04 ²
Councillors' Office Postage	3	4,289.01
AMO, Annual Conference Registration	3	<u>875.14</u>
		<u>18,133.19</u>
Councillor Ward 6	Samuel Trosow	6,704.89 ²
Councillors' Office Postage	3	4,437.07
AMO, Annual Conference Registration	3	875.14
FCM, Annual Conference Registration	3	<u>1,119.00</u>
		<u>13,136.10</u>
Councillor Ward 7	Corrine Rahman	9,414.18 ²
Councillors' Office Postage	3	6,352.98
AMO, Annual Conference Registration	3	808.99
FCM, Annual Conference Registration	3	<u>1,119.00</u>
		<u>17,695.15</u>
Councillor Ward 8	Steve Lehman	5,987.38 ²
Councillors' Office Postage	3	<u>2,945.54</u>
		<u>8,932.92</u>
Councillor Ward 9	Anna Hopkins	6,311.92 ²
AMO, Annual Conference Registration	3	875.14
AMO, Board Representation	3	<u>4,087.24</u>
		<u>11,274.30</u>
Councillor Ward 10	Paul Van Meerbergen	907.08 ²
		<u>907.08</u>
Appointment(s)		Expenses
Councillor Ward 11	Skylar Franke	9,218.35 ²
Councillors' Office Postage	3	4,023.63
AMO, Annual Conference Registration	3	101.76
FCM, Annual Conference Registration	3	1,119.00
FCM, Board Representation	3	<u>4,652.22</u>
		<u>19,114.96</u>
Councillor Ward 12	Elizabeth Peloza	10,902.07 ²
Councillors' Office Postage	3	3,575.80
Western Fair Association		<u>273.00</u>
		<u>14,750.87</u>

Appendix "A"
2024
STATEMENT OF REMUNERATION AND EXPENSES
FOR ELECTED OFFICIALS

EXPENSES		
Councillor Ward 13	David Ferreira	8,644.12 ²
Councillors' Office Postage	3	3,494.93
AMO, Annual Conference Registration	3	875.14
		<u>13,014.19</u>
Councillor Ward 14	Steve Hillier	- ²
		<u>-</u>

Notes:

- ¹ Mayor's travel expenses
The Mayor's travel expenses may include Councillor and/or staff travel expenses who attended events as guests of or on behalf of the Mayor. Details can be found on the Mayor's 2024 Expense Report. A link is provided below:
<https://london.ca/sites/default/files/2025-02/2024%20Q4%20Expenses%20-%20Mayor.pdf>
- ² Council Members' Expense Account
Expenses for individual Council Members to support them in performing their diverse roles and representing their constituents, including the associated condition for use of the budget allocation per By-law No. CPOL.-228-480: Council Members' Expense Account Policy.
Details of the Council Members Expense Account are posted quarterly and can be accessed from the following link:
<https://london.ca/government/council-civic-administration/city-council>
- ³ Councillors' Expenses not counted against \$15,000 annual budget allocation
In accordance with By-Law No. CPOL-228-480: Council Members' Expense Policy, as per section 4.2(a) the \$15,000 annual budget allocation per Councillor does not apply to registration costs (4.2(a)(xii)) such as Annual Conference Registration(s) for Federation of Canadian Municipalities (FCM) or Association of Municipalities of Ontario (AMO), one annual ward-wide mail out (4.2(a)(xiii)), and other expenses outlined in 4.2(a).
- ⁴ Technology allowance/reimbursement/standard issuance
Councillors can elect to receive the corporate standard issuance or a reimbursement for self-purchased equipment or receive an allowance per By-law No. CPOL.-68-300, section 4.4: Issuance of Technology Equipment to Council Members Policy. Allowances are a taxable benefit and reported on Councillors' T4's and are reported under the Benefit column on this appendix. Reimbursements are not a taxable benefit and are reported under the Expense column on this appendix. These allowances and reimbursements are recorded net of refundable HST.