

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 2026 Remuneration

Date: March 23, 2026

Recommendation

That, on the recommendation of the Deputy City Manager, Finance Supports, the report dated March 23, 2026, entitled “Elected Officials and Appointed Citizen Members 2026 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 2026, 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, 2026 remuneration for appointed citizen members will increase by 1.91% over 2025 effective January 1, 2026. 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
- Infrastructure and Corporate Services Committee, March 24, 2025, Elected Officials and Appointed Citizen Members 2025 Remuneration, Consent Item # 2.11
- Strategic Priorities and Policy Committee, October 28, 2025, 2025 Council Resourcing Review Task Force Final Report, Items for Direction #4.1

2.0 Discussion and Considerations

2.1 2026 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 2026 remuneration which took effect January 1, 2026.

Elected Official	2025 Remuneration	2026 Remuneration as adjusted
Mayor	\$ 163,188	\$ 168,908
Councillor	\$ 67,420	\$ 69,783
Deputy Mayor	\$ 75,847	\$ 78,505
Budget Chair	\$ 75,847	\$ 78,505

2.2 2026 Adjustment Appointed Citizen Members

For 2026, 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 2025, the Labour Index increased by 3.01%^a over the prior year whereas the Consumer Price Index, Ontario increased by 1.91%^b. Appointed Citizen members compensation will be indexed by 1.91%, which is the lower of the Consumer Price Index, Ontario, and the Labour Index.

2.3 2025 Council Resourcing Review Task Force Final Report

In 2025, a task force was struck with a broader mandate to better consider both Council compensation and related supports. Through that work, pertinent to this report, Municipal Council resolved the following:

That, on the recommendation of the 2025 Council Resourcing Review Task Force, and in accordance with the Final Report dated October 3, 2025, the following actions BE IMPLEMENTED with respect to Councillor resourcing effective November 15, 2026:

b) the current annual adjustment formula in the Remuneration for Elected Officials and Appointed Citizen Members Policy BE MAINTAINED;

d) the Council base compensation and the annual adjustment formula BE UPDATED in 2027 to reflect data from the 2021 – 2026 census period, and that the new data be used to calculate Council compensation starting in 2028, such that 2028 base compensation will equal 70th percentile 2025 full-time individual employment income in the London CMA, as reported in 2026 census data;

3.0 Financial Impact/Considerations

The calculated increases for 2026 have been accommodated within the adopted 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, 2026. For appointed citizen members to local boards and commissions, where stipends are paid, a 1.91 % increase in remuneration will be applied (retroactively) effective January 1, 2026.

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

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

^a Statistics Canada. Table: 14-10-0213-01

[Fixed weighted index of average hourly earnings for all employees, by industry, monthly](#) Release date: 2026-02-26

^b Statistics Canada. Table: 18-10-0005-01 [Consumer Price Index, annual average, not seasonally adjusted](#) Release date: 2026-01-19