



To: Mayor Glover and Members of Council
From: Carrie Sykes, Director of Corporate Services/Clerk
Date: 14 Oct 2025
Subject: Council Remuneration for 2026-2030 Term of Council

Report Highlights

- Review and update Council remuneration for the next term of Council 2026-2030.

Recommendation

WHEREAS the Council of the Corporation of the Township of Lake of Bays receives the staff report “Council Remuneration for the 2026-2030 Term of Council”, dated October 14, 2025.

BE IT RESOLVED THAT Council approves the following changes to Council remuneration for the upcoming term of Council for 2026-2030:

- Maintain base remuneration for the Mayor and adjust the Deputy Mayor and Councillors to the 60th percentile rate (2025): Deputy Mayor to \$32,782 (10.39% increase) and Councillor to \$28,253 (11.34% increase).
- Amend the stipend for Information Technology costs to \$500 annually for each member of council and provide organizational managed devices and standardized IT support.
- Provide the Mayor with a corporate cell phone.

AND FURTHER THAT a by-law to authorize payment of remuneration to the members of council of the Township of Lake of Bays be brought forward at the November 11th, 2025 meeting of council for adoption.

Origin

Pursuant to Section 283(7) of the Municipal Act, 2001, S.O., 2001, as amended and Township By-law 2022-026 and Township By-law 2025-029 to authorize payment of remuneration to the members of Council of the Township of Lake of Bays, said by-law shall be reviewed at a public meeting at least once during the four years corresponding to the term of office of its members after a regular election.

Analysis

Staff collected and analyzed salaries of council members from other municipalities from the lower tier District of Muskoka municipalities and the Townships of Algonquin Highlands, Penetanguishene, Wasaga Beach and Sequin. As Council approved the 60th percentile for employee job rates this year, it is recommended that members of Council salaries also reflect the same percentile in this analysis. This reflects a progressive approach in aligning job rates with an evolving and competitive pay market with the term of council. This pay practice has regard to size/scope of the comparator group, proximity to geographic placement and attraction and retention challenges.

Table 'A'
Council Remuneration Analysis

Mayor		The Mayor's remuneration is currently 8.86% over the average salary of the comparator group and aligns with the 60th percentile.
Algonquin Highlands	\$38,192.60	
Sequin	\$46,374.00	
Penetanguishene	\$47,881.00	
Bracebridge	\$48,507.00	
Gravenhurst	\$49,613.00	
Muskoka Lakes	\$53,559.00	
Lake of Bays	\$55,540.21	
Huntsville	\$59,310.00	
Georgian Bay	\$62,510.00	
Wasaga Beach	\$65,100.00	
Deputy Mayor		The Deputy Mayor's remuneration is currently 10.39% lower than the average of the comparator group. The 60th percentile for this group would be \$32,782.
Lake of Bays	\$28,694.91	
Algonquin Highlands	\$30,554.20	
Muskoka Lakes	\$30,604.00	
Gravenhurst	\$31,801.00	
Bracebridge	\$32,782.00	
Penetanguishene	\$32,976.00	
Huntsville	\$34,603.00	
Wasaga Beach	\$36,219.00	
Georgian Bay	n/a	
Sequin	n/a	

Councillor		The Councillors remuneration is currently 11.34% lower than the average salary of the comparator group. The 60th percentile for this group would be \$28,253.
Lake of Bays	\$25,608.40	
Algonquin Highlands	\$25,631.10	
Gravenhurst	\$25,907.00	
Muskoka Lakes	\$26,779.00	
Bracebridge	\$27,795.00	
Huntsville	\$28,460.00	
Penetanguishene	\$28,046.00	
Georgian Bay	\$30,873.00	
Wasaga Beach	\$31,659.00	
Sequin	\$34,853.00	

Currently, members of Council receive the following expenses in addition to their salary:

- Cost of Living Adjustment (COLA) applied each year, with the exception of those years that Council may issue a stay of salaries for the Corporation;
- Reimbursement of expenses incurred while conducting business on behalf of the Township (i.e. mileage, meals, etc.);
- 24-hour Accident Insurance coverage for \$100,000;
- \$1,000 annually in lieu of Health and Dental benefits;
- \$1,200 the first year and \$500 annually each year thereafter for the remainder of the term of Council for Information Technology (IT) costs incurred (local ward councillors only); and
- Employee Assistance Program (EAP) coverage.

The IT allowance will be amended this term to provide a more strategic and beneficial approach for council members including computers and a more comprehensive IT coverage. While stipends offer convenience and flexibility we recognize that they introduce significant security risks, IT support challenges and potential inconsistencies in productivity and equipment quality.

	Stipend/Allowance	Comprehensive IT Coverage
Equity & Standardization	Might not cover the full cost of a reliable laptop or internet plan leaving members with varying levels of access and performance	Providing computers ensures everyone has equal, standardized equipment that meets organizational requirements
Reliability & Compatibility	Members might buy underpowered or incompatible devices causing frustration and inefficiencies	Providing computers ensures it has the right specifications, software and security features.

Security & Compliance	Personal devices may lack proper safeguards, increasing risks of data breaches	Organizational managed devices can have security policies, antivirus, VPNs and encryption installed.
Support & Maintenance	No support or maintenance provided	IT Department will provide consistent support and maintenance for standardized devices
Cost Efficiency	Stipends can be insufficient or get used inefficiently, leading to more requests for help later	Bulk purchasing computers often lowers costs compared to members buying their own
Long-term Value	A stipend is a one-time or recurring expense but it doesn't guarantee the right investment	A centrally provided computer ensures the user has a durable, updated tool for the entire term of council.
User Experience	Buying a cheap device, their experience and productivity may suffer	Standardized, supported devices reduce downtime and frustration.

Providing devices and IT coverage ensures equity, security, consistency and productivity while stipends often lead to gaps, inequities and inefficiencies.

Staff would also recommend that the Mayor receive a cell phone under the corporate account to recognize cost savings in the next term.

Recommendations for Consideration

1. Maintain the base remuneration for the Mayor and adjust the Deputy Mayor and Councillors to the 60th percentile rate (2025): Deputy Mayor to \$32,782 (10.39% increase) and Councillor to \$28,253 (11.34% increase).
2. Alternatively - Maintain the base remuneration for the Mayor and adjust the Deputy Mayor and Councillor to fall within +5% of the 60th percentile rate: Deputy Mayor to \$30,241.57 (5.39% increase) and Councillor to \$27,232.37 (6.34% increase)
3. Continue to adjust the base remuneration annually as per Cost of Living adjustment. Maintain the 24-hour Accident Insurance coverage for \$100,000.
4. Maintain the \$1,000 cash annually in lieu of Health and Dental benefits.

5. Amend the stipend for Information Technology costs to \$500 annually for each member of council and provide organizational managed devices and standardized IT support.
6. Provide the Mayor with a corporate cell phone.
7. Maintain reimbursement of expenses incurred while conducting approved business on behalf of the Township.
8. Maintain employer paid Employee Assistance Program (EAP) coverage.

Financial Implications

Item	Description	Budget Variance
Mayor	No change to remuneration	\$0
Deputy Mayor	Increase remuneration from \$28,694.91 to \$32,782.00 to reflect 60th percentile	\$4,087.09
Councillor x 5	Increase remuneration from \$25,608.40 to \$28,253.00 to reflect 60th percentile	\$13,223.00
Computers	Devices (laptops/tablets) for all members	\$7,000.00
IT Allowance	Increase stipend from only ward councillors from \$12,800 to all councillors \$14,000	\$1,200
	Note: Cost of computers would be included in the election budget for the first year and the maintenance would be incorporated into the IT budget for the remainder of the term.	
Cellphone	Provide the Mayor with a corporate phone realizing a cost savings from \$3,743/term to \$2,880/term	\$-863.00

Strategic Priorities:

Municipal Governance & Engagement

Approved by:

Carrie Sykes, Director of Corporate Services/Clerk

Approved - 16 Sep 2025

Patricia Allen, Director of Finance/Treasurer

Approved - 17 Sep 2025

Geoff Carleton, Chief Administrative Officer

Approved - 17 Sep 2025

References:

- By-law 2025-029, being a by-law to authorize payment of remuneration to the members of Council of the Township of Lake of Bays.
- Remuneration data from various municipalities within Ontario