

# Staff Report



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To	Committee of the Whole
Service Area	Corporate Services
Date	Tuesday, February 3, 2026
Subject	<b>Council Remuneration Review</b>

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## Recommendation

1. That the salary for the position of Mayor be set at \$187,067.42 for the 2026-2030 term of office, as outlined in the report titled Council Remuneration Review, dated February 3, 2026.
  2. That the salary for the position of City Councillor be set at \$70,218.19 for the 2026-2030 term of office, as outlined in the report titled Council Remuneration Review, dated February 3, 2026.
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## Executive Summary

### Purpose of Report

The market review for Council remuneration occurs on a four-year cycle in the year prior to a municipal election. The purpose of this report is to determine if Guelph's Council remuneration is aligned with the 55<sup>th</sup> percentile (P55) of the market, which, in line with Council approved policy, aligns with the City's non-union municipal employee (NUME) group.

### Key Findings

The result of this review is that the Mayoral remuneration lags the market by 10.1 per cent, while Councillor remuneration lags by 32.8 per cent.

### Strategic Plan Alignment

Council remuneration plays a role in ensuring fair compensation for elected members of Council, which in turn, supports the City's mission of delivering responsible, responsive and professional public services to Guelph's growing and diverse community. This report and subsequent decisions by Council [support ongoing transparency surrounding City Council members' compensation](#), which relates to leading with accountability by ensuring the continued effectiveness of Council processes, including compensation related considerations.

### Future Guelph Theme

Foundations

### Future Guelph Objectives

Foundations: Lead with accountability

## Financial Implications

The cost (in 2026 dollars) for the market adjustment to remuneration to maintain the P55 is \$17,172.06 per annum for the Mayor and \$17,361.67 per Councillor per annum, totaling \$225,512.10 per annum for Mayor and Council. The cost inclusive of benefits is \$271,133.10. The property tax impact is an increase of 0.08 per cent.

## Report

The market review for Council remuneration occurs cyclically in the year prior to a municipal election. The purpose is to determine if Guelph's Council remuneration is aligned with P55 of the market, per the City's NUME compensation policies. The result of this review demonstrates that Mayoral remuneration lags the market by 10.1 per cent, while Councillor remuneration lags by 32.8 per cent.

The data represents 14 out of the 15 comparators responses from the recently updated comparator list. The list of comparators was updated on [September 16, 2025](#). The combined upper and lower tier (as applicable) remuneration is used from the comparators, as shown in Attachment 1.

The proposed implementation date for any market adjustments is November 15, 2026, the date of the start of the new term of Council. Data collection and analysis are in 2025 dollars. The proposed remuneration for the Mayor and Councillors, respectively, is shown in Table 1.

Table 1 - Proposed Remuneration

	<b>Mayor</b>	<b>Councillor</b>
Jan 1, 2026	\$169,890.36	\$52,856.52
Nov 15, 2026* (bringing remuneration to P55)	\$187,062.42	\$70,218.19

\*These values are indexed by 3 per cent due to the NUME economic increase.

Based on the above, Council will receive an economic increase based on the NUME group's economic increase on January 1, 2027.

For historical reference and in accordance with Council direction in [March 28, 2022](#), the following rates were confirmed for the current term of Council in November 2022:

Mayor: \$152,500

Councillors: \$47,446

At that time, Council direction was to provide equal annual increases to that of the NUME group for members of Council, as well as standard market reviews to be conducted by city staff on the four-year cycle outlined in this report.

The recommendation contained within this staff is in direct alignment with previous Council direction from September 2025 whereby a complete list of municipal comparators for the purpose of compensation analysis was set by Council. There are many differentiating factors amongst comparator municipalities that make individual comparisons on the remuneration of members of Council difficult. These

factors include whether comparator municipalities operate in single-tier structures versus lower-tier/upper-tier structures, their population, their size, their proximity to Guelph or the Greater Toronto Hamilton Area (GTHA), and whether Councillors in lower-tier structures all sit on the upper-tier Council or whether only a subset of Councillors in these structures sit on the upper-tier Council. It is these variations and differentiations that make direct comparisons challenging when evaluating remuneration for Guelph members of Council against individual comparators on the list. As such, staff support a straight analysis of remuneration for members of Council based on the use of the whole of the approved comparator list as the basis for determining the P55 line.

While not supported by staff, for the purposes of comparison and reference, the P55 line for Councillors in those municipalities that are identified as having only part-time Councillors, like Guelph, would rest at \$50,382.00, which is \$2,474.52 less than the current remuneration level for Councillors as of January 1, 2026.

### **Financial Implications**

The cost (in 2026 dollars) for the market adjustment to remuneration to maintain the P55 is \$17,172.06 per annum for the Mayor and \$17,361.67 per Councillor per annum, totaling \$225,512.10 per annum for Mayor and Council. The cost inclusive of benefits is \$271,133.10. The property tax impact is an increase of 0.08 per cent.

### **Consultations and Engagement**

Finance staff were consulted to validate financial implications.

### **Attachments**

Attachment-1 - Remuneration of approved comparators

### **Departmental Approval**

None.

### **Report Author**

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