



**City of Cambridge
Member of Council
Compensation Review**

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Principal**



Engagement Approach

➤ **Benchmarking and Comparator Selection**

Comparison with municipalities operating under comparable conditions and governance complexity including population size, geographic proximity, economic profile, governance structure and service mix.

➤ **Comprehensive Data Collection**

Internal data gathered from municipal records, including current salary schedules and benefit entitlements. External data obtained through publicly available sources.

Interviews with all members of council and a workload survey completed to gain qualitative perspectives and quantitative data about time commitments, workload variations, and role expectations.

➤ **Clarifying Position Responsibilities**

Understanding the responsibilities of members of council.

➤ **Role-Value Based Compensation Model**

A model based on grounding compensation in community earning power and reflecting the actual governance burden faced by elected officials. Includes

- Establishing a role-value base salary by expressing each council position as a percentage of the local median full-time employment income, adjusted for inflation to the current year.
- Adjusting the base salary for municipal complexity using a weighted index of population, operating budget, staff full time equivalents (FTEs), and service mix to reflect differences in governance burden.

The results are compared to the 50th percentile of the municipal comparators and a reasonableness check is performed using the councillor workload hours collected through the workload survey.

Recommended Base Salary, Benefits and Allowances

Position	Percentage	Rationale	2026 Base Salary	Model Recommended Base Salary	Recommendation
Councillor	65%	Substantial part-time role; reflects constituent engagement and committee work.	\$56,206	\$59,827	One-time increase of approximately \$3,620 per councillor salary in the first year of the new term of Council with annual increases based on Ontario CPI beginning in 2027.
Mayor	135%	Full-time equivalent role; chief spokesperson for municipality.	\$135,607	\$124,255	No increase. Remains fixed at 2026 base salary with annual increase based on Ontario CPI beginning in 2027.
Benefits and Allowances					
Current benefits and allowances remain the same for mayor and councillors.					

Additional Recommendations

➤ **Member of Council Compensation Guidelines**

Adopt guiding principles for council remuneration to deliver clear benchmarks for assessing compensation proposals, minimizing bias while aligning choices with public needs and budgetary discipline.

➤ **Member of Council Position Mandates**

Develop position mandates for the mayor and councillors to define clear expectations around key responsibilities, including policy development, constituent representation, budget oversight, and committee involvement.

➤ **Member of Council Meeting Attendance Reporting**

Include council member attendance in the annual council remuneration report.



Thank you

