

THE CORPORATION OF THE CITY OF CAMBRIDGE

26-027

Being a by-law to provide for the remuneration of Mayor and Members of Council and to repeal By-law 23-031

WHEREAS pursuant to the Municipal Act, 2001, S.O. 2001, c.25, Section 283, the Council may pass by-laws for paying remuneration to the Members of Council;

AND WHEREAS the Corporation of the City of Cambridge performs regular reviews of compensation to its members of Council, with the last review being in 2023 through a Citizen Committee for Council Compensation;

AND WHEREAS a consultant was retained to undertake a compensation review ahead of the 2026-2030 Term of Council;

AND WHEREAS the Council of the Corporation of the City of Cambridge deems it desirable and necessary to pass a new remuneration by-law implementing the changes recommended by the consultant and approved by Council at its meeting of February 3, 2026,

NOW THEREFORE BE IT RESOLVED THAT the Corporation of the City of Cambridge enacts as follows:

1. **THAT** the salary for Councillors (excluding the Mayor) increase to \$59,827 per annum effective January 1, 2027, and be subject to annual increases based on the Ontario Consumer Price Index every year thereafter beginning January 1, 2027.
2. **THAT** the Mayor's salary be set at \$135,607 per annum, except it shall be subject to annual increases based on the Ontario Consumer Price Index beginning January 1, 2027.
3. **THAT** each member of Council of the Corporation of the City of Cambridge shall have benefits and allowances provided, as set out in Schedule A attached hereto and forming part of this by-law for the 2026-2030 Term of Council.
4. **THAT** By-law 23-031 be repealed as of January 1, 2027.
5. **AND THAT** this by-law come into force and effect on the day it is passed.

ENACTED and PASSED this 24th day of February 2026.

MAYOR

CITY CLERK

Schedule A - Benefits and Allowances

Component	Mayor	Councillor
Allowances	<ul style="list-style-type: none"> • Vehicle (taxable benefit) • Cell Phone/Data Usage • Internet Service 	<ul style="list-style-type: none"> • Cell Phone/Data Usage • Internet Service
Benefits*	<p>Automatic enrollment in:</p> <ul style="list-style-type: none"> • Extended Health Care • Dental Care • Life Insurance • Long Term Disability • Ontario Municipal Employee’s Retirement System (OMERS) 	<p>Automatic enrollment in Ontario Municipal Employee’s Retirement System (OMERS)</p> <p>Option to enroll in:</p> <ul style="list-style-type: none"> • Extended Health Care • Dental Care • Life Insurance • Long Term Disability

*Premiums are paid by the City as follows: 100% for extended health, life insurance (taxable benefit), and long-term disability (to age 65) and 91% for dental care. Accidental death and dismemberment (AD&D) insurance is available only if 75% of the members opt for this insurance. Enrollment in benefits and OMERS are subject to the specific terms and conditions (e.g. age limits, etc.) of each program.