

# **COUNCIL COMPENSATION REVIEW**

**MARCH 16, 2026**



# Background

- ✦ Last review completed in 2018 when CRA removed partial exemption of Council compensation
- ✦ Compensation is governed by Indemnity By-law No. 7220
- ✦ Council passed the following resolution at the November 17, 2025 meeting:

That Administration undertake a comprehensive review of the Indemnity By-law and provide a Council Remuneration Review Report back to City Council reviewing the current compensation structure, market analysis on comparable municipalities, size and structure of council, whether designating council members as full-time is warranted, and any proposed changes to the pay, benefits, and expenses for council members.  
**CARRIED.**

# Analysis

## ✦ Cities reviewed:

- City of Moose Jaw, Saskatchewan
- City of Prince Albert, Saskatchewan
- City of St. Albert, Alberta
- City of Medicine Hat, Alberta
- City of Spruce Grove, Alberta

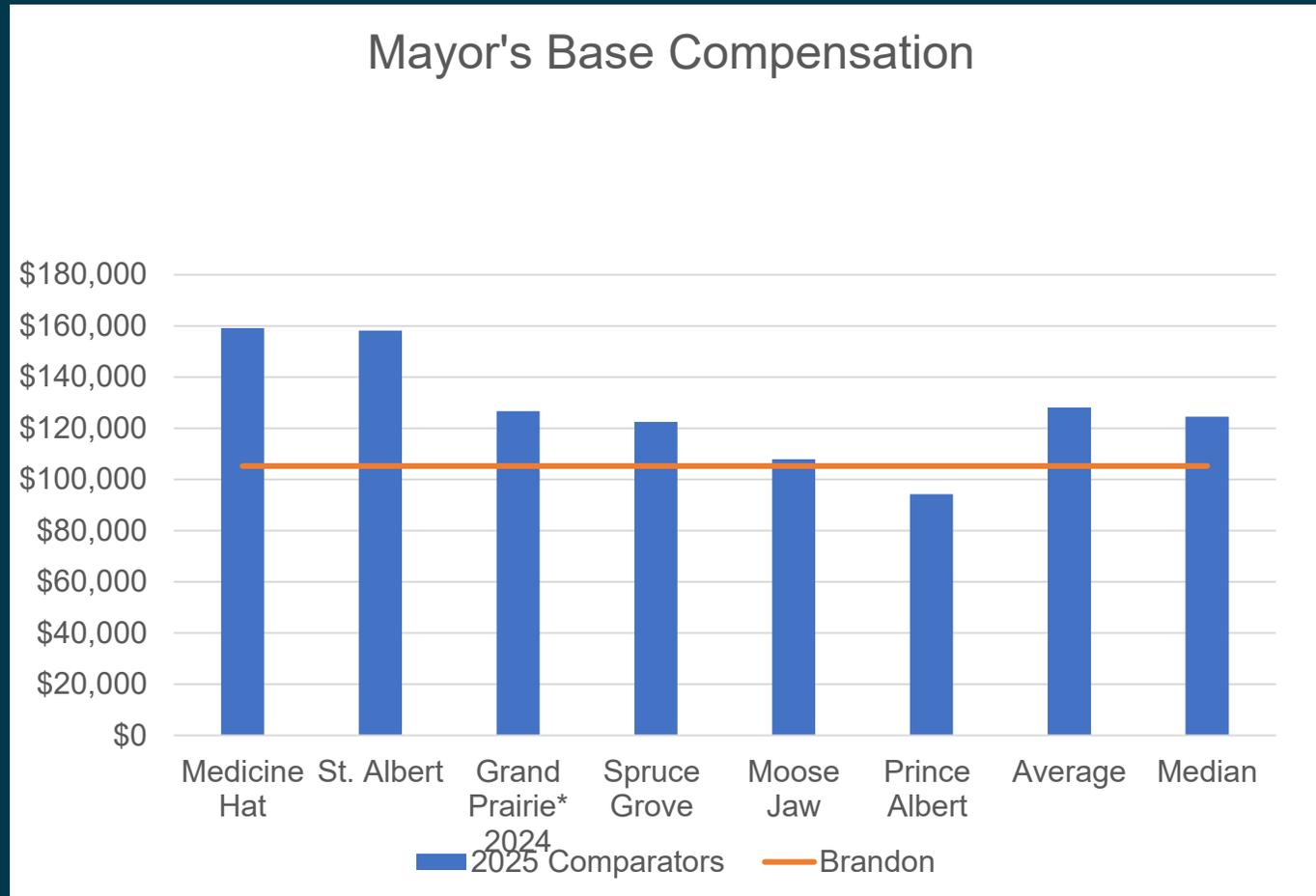
✦ **City of Brandon Council compensation is significantly lower than the peer comparator group**

# Base Compensation - Mayor

2025 Rate - \$105,271

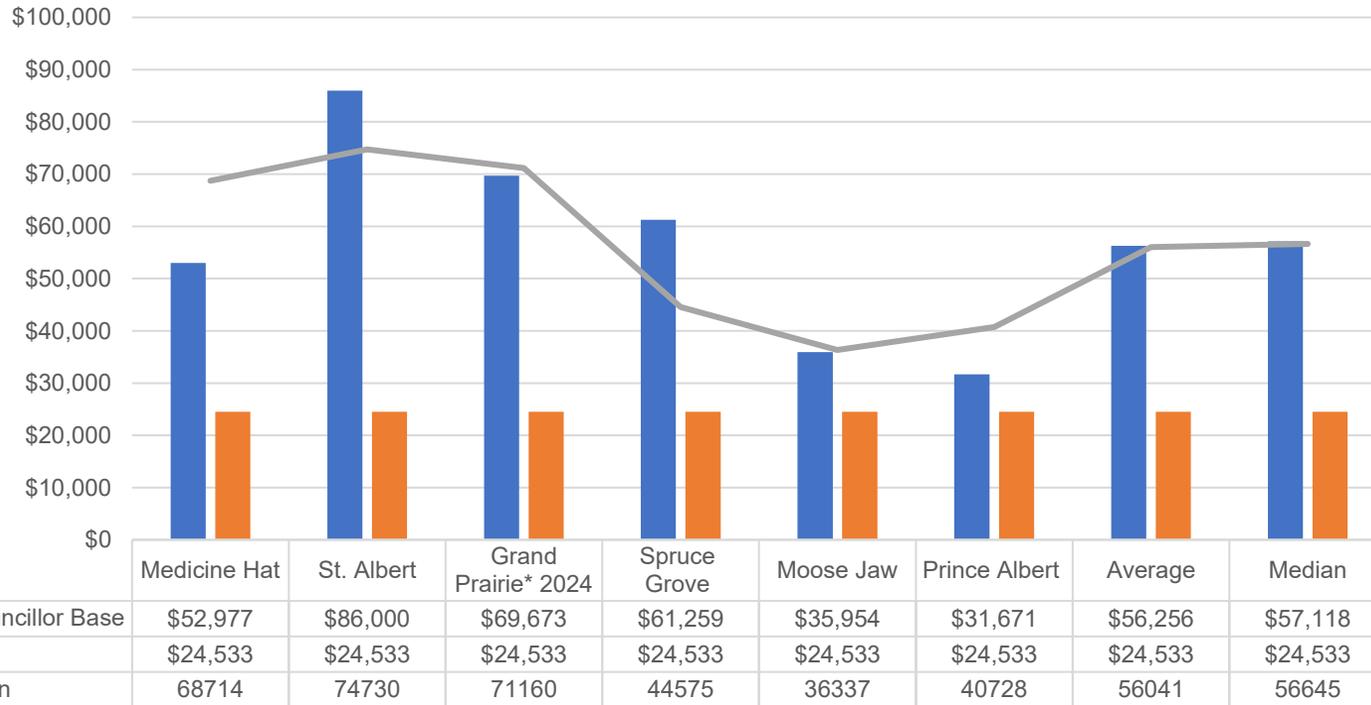
Average Rate - \$128,118

Brandon's Mayor compensation is 21.7% below the average



# Base Compensation - Councillor

Councillor Base Comparison



2025 Rate - \$24,533

Average Rate - \$56,256

Brandon's Councillor compensation is 43.6% below the average

2025 Councillor Base    Brandon    Population

# Recommendations

## ✦ Recommendations 1, 2 & 3 – Base Compensation

	Current (2026)	Proposed (2027)	Proposed (2028)	Proposed (2029)	Proposed (2030)
<b>Mayor</b>	\$108,429.43	\$115,000	3% Increase	3% Increase	3% Increase
<b>Deputy Mayor</b>	\$31,520.69	\$36,855	33% of Mayor's base	33% of Mayor's base	33% of Mayor's base
<b>Councillor</b>	\$25,268.47	\$33,505	30% of Mayor's base	30% of Mayor's base	30% of Mayor's base

## ✦ Recommendations 4, 5 & 6

- Per Diems
- Expense Allowance
- Personal Vehicle Allowance
- Status quo for benefits

Indemnity	Current	2027 Proposed Rates
Per Diems*	\$1,560.86	\$2,000
Expense Allowance*	\$923.63	\$1,000
Mayor PVA**	\$430.00	\$6,000
Deputy Mayor PVA	\$0.00	\$2,160
Councillor PVA	\$0.00	\$1,980
<b>Total Budget</b>	<b>\$7,644.49</b>	<b>\$13,140</b>

- ✦ Recommendations 7, 8, 9 & 10
- Councillor's remain "part-time"
- Reduce council members from 11 to 9
- Repeal the ward by-law to an at-large electoral system
- Designate administrative City Districts for to appoint councillors

City	Population (2025 Estimate)	Council Members	Electoral Structure
Moose Jaw	36,337	7	At-Large
Prince Albert	40,728	9	Ward
Spruce Grove	44,575	7	At-Large
Brandon	59,444	11	Ward
Medicine Hat	68,714	9	At-Large
Grand Prairie* 2024	71,160	9	At-Large
St. Albert	74,730	7	At-Large
	56,527		

<b>Indemnity</b>	<b>Current Rates</b>	<b>2026 Budget - 11 Council Members</b>	<b>2027 Proposed Rates</b>	<b>9 Council Members</b>	<b>11 Council Members</b>
<b>Mayor Base</b>	\$108,429.43	\$108,429.43	\$111,682	\$111,682	\$111,682
<b>Deputy Mayor Base</b>	\$31,520.69	\$31,520.69	\$36,855	\$36,855	\$36,855
<b>Councillor Base</b>	\$25,268.47	\$227,416.23	\$33,505	\$234,533	\$301,542
<b>Per Diems*</b>	\$1,560.86	\$15,608.60	\$2,000	\$16,000	\$20,000
<b>Expense Allowance*</b>	\$923.63	\$9,236.30	\$1,000	\$8,000.00	\$10,000.00
<b>Mayor PVA**</b>	\$430.00	\$5,164.56	\$6,000	\$6,000	\$6,000
<b>Deputy Mayor PVA</b>	\$0.00	\$0.00	\$1,980	\$1,980	\$1,980
<b>Councillor PVA</b>	\$0.00	\$0.00	\$1,800	\$12,600	\$16,200
<b>Total Budget</b>		\$397,375.81		\$427,650	\$504,260
<b>*Mayor excluded from per diem claims</b>					
<b>** PVA = Personal Vehicle Allowance</b>					

# Alternative Recommendations:

- Adopt Prince Albert's method of compensation by setting the Mayor's salary at 67% of a Manitoba Cabinet Minister approved April 1 of the previous year;
- Set the Mayor's Personal Vehicle Allowance to \$500 without adding a PVA for the Deputy Mayor and Councillors; and
- Set the total per diem & expense allowance for the Deputy Mayor and Councillors to \$4,000 annually.
- Reduces costs of \$980 for Deputy Mayor and \$800 per Councillor.

# By-law Requirements

- **Indemnity By-law:**
  - Redrafted and presented to Council as the Compensation By-law
- Any amendments to the following by-laws must received 3<sup>rd</sup> Reading by May 1 to take effect for the 2026 general election:
  - Ward Boundaries By-law No. 7332
  - Organizational By-law No. 6550 (number of council members)
  - Campaign Expense and Contributions By-law No. 6974

# Administrative Recommendations:

- That the Mayor's base compensation be increased by 3% annually on January 1, 2027 until January 1, 2030.
- That the Deputy Mayor's salary be adjusted annually to be 33% of the Mayor base compensation for the 2026-2030 term.
- That Councillor's salary be adjusted annually to be 30% of the

**Questions?**