

Town of Riverview

COUNCIL REPORT FORM



Presented to: Mayor & Council

Department: Legislative Services

Date: February 9, 2026

Subject: Council Compensation By-Law 100-15-11

BACKGROUND

The Council Compensation Committee is struck the year prior to an election in order to review market data, analyze findings, and provide evidence-based recommendations to ensure Riverview's compensation practices reflect fairness, competitiveness, and accountability.

The Council Compensation Committee [presented its recommendations](#) to Council in September 2025 and Council unanimously voted to accept the recommendations as outlined in their presentation and report. The By-Law now reflects the following changes which will come into effect upon the swearing in of the new Council in May 2026.

- Adjusted salaries to align with the market median amount. Mayor Salary – From \$45,642 to \$56,632 (24% increase) Deputy Mayor Salary - From \$23,999 to \$25,500 (6% increase) Councillor Salary – From \$19,348 to \$23,000 (19% increase)
- In the event of a permanent vacancy of the Mayor, a remuneration adjustment for the Deputy Mayor filling in for the Mayor for such vacancy may be considered by resolution of Council.
- In addition to the annual CPI-based adjustment, an additional increase of 2% shall be applied annually for four consecutive years (May 2027-2030).
- Effective May 2027, the Town shall cover 50% of the applicable health & dental benefit premiums.
- As in previous years, a Council Compensation Committee will be established by the Mayor in the year immediately preceding a general election, ensuring compensation decisions are made independently and apply only to the incoming Council following the election.

CONSIDERATIONS This report is for informational purposes.

Legal: N/A

Financial: The total proposed adjustment for the first year is \$34,403, which represents slightly less than 1% of the Town's annual budget of \$41,283,291. This illustrates that the recommend changes have a minimal financial impact relative to the overall budget.

Policy: N/A

Interest Holders: N/A

Strategic Plan: Service Excellence, Thriving Community, Active & Engaged Community – Council compensation should reflect market realities as well as the Town's long-term vision to attract & retain leaders who share Riverview's values and vision for the future. Elected officials require a commitment of time, accountability, and active community engagement.

Interdepartmental Consultation: N/A

Communication Plan: N/A

OPTIONS

RECOMMENDATION FROM STAFF First Reading of By-Law Feb. 9, 2026, 2nd and 3rd readings March 9, 2026

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