

APPENDIX A: Base Income for Mayors of Canadian Provincial Capital Cities

Provincial Capital City	Population Statistics * 2021 StatsCan 2023 Canadian Mayor	Mayors' Base Income (2024 or 2025) Based on August 27, 2025 Information
Victoria, BC	91,867 – 97,000	City (2024) \$130,620, (2025) \$135,810 plus CRD (2024) \$33,699** Total ≥ \$169,509
Other		
Fredericton, NB	63,115 – 67,000	\$80,206 (2025) (have not included Allowances)
Charlottetown, PE	38,809 – 44,000	\$89,241 (2025, without annual CPI adjust.)
St. John's, NL	110,525 – 109,000	\$144,529 (effective July 1, 2025)
Regina, SK	226,404 – 243,000	\$164,197 (2024) (small payment for 2 boards)
Quebec City, QC	549,459 – 557,000	\$180,571 (2024)
Halifax, NS	439,819 – 480,000	\$197,564 (2024)
Edmonton, AB	1,010,899 – 1,087,000	\$223,235 (2025)
Winnipeg, MB	749,607 – 783,000	\$223,338 (March 2024 report)
Toronto, ON	2,794,356 – 2,732,000	\$227,037 (2024)
Total		\$1,665,728 (10 cities) “new base” \$166K \$1,529,918 (without Victoria) “new base” \$170K
Potential new Fall 2026 Victoria Mayor base income (minimum, without CPI)		Proposed City \$166K to \$170K range Plus CRD \$33,699 (2024) Proposed Total ≈ \$200K
Potential Fall 2026 Victoria Councillor If current base income (45%) ≈ \$ 61K range If current base income (40%) ≈ \$ 54K range		45% of City mayor “new base” ≈ \$75,600 range 40% of City mayor “new base” ≈ \$67,200 range Plus Acting Mayor payments Plus CRD income for three councillors

Notes:

*Research was based on Drive report, Canadian Mayors, StatsCanada data, and on-line searches of annual reports. The February 21, 2024 Drive Organizational Development Ltd. report *Elected Officials Remuneration Research*, City of Victoria provides additional information on six of the nine provincial capital cities. Research was done in August and confirmed, where possible, at the October 2025 CCCO meeting.

Canadian Mayors: <http://www.citymayors.com/mayors/canadian-mayors.html>

Drive link: <https://pub-victoria.escribemeetings.com/filestream.ashx?DocumentId=96225>

**Victoria's mayor and three councillors are paid to represent Victoria on the CRD Board and Committees. Years ago, the CRD provided base remuneration, non-taxable allowances and expense payments for directors. In response to CRA considerations, in 2016 the allowances were melded into a basic remuneration. Involvement on CRD committees are part of the obligation of each Director. Salary/allowances paid to CoV Directors is found on page 58 of the CRD Financial Statement document: <https://www.crd.ca/media/file/2024-crd-statement-financial-information>

There are divergent models to regional service delivery in Canada, including single tier and 2-tier models and inter-municipal agreements. Some provincial capital cities provide regional services as part of their mandate without additional pay (e.g. Fredericton Mayor receives \$160 for each CMA (regional) meeting)