



**BY-LAW NUMBER XXX-2025  
OF  
THE CORPORATION OF THE CITY OF STRATFORD**

---

BEING a By-law to establish the indemnity and remuneration of members of Council for the City of Stratford and to repeal By-law 20-98.

---

**AND WHEREAS** Sections 8 and 9 of the Municipal Act, 2001, S.O. 2001, c.25 as amended, ("the Municipal Act, 2001"), confers authority on municipalities to govern their affairs as they consider appropriate;

**AND WHEREAS** Section 5 of the Municipal Act, 2001, authorizes council to exercise the powers of the municipality by by-law;

**AND WHEREAS** Section 283 of the Municipal Act, 2001, authorizes municipalities to pay remuneration and expenses of the members of any local board of the municipality and of the officers and employees of the local board if the expenses are of those persons in their capacity as members, officers or employees, and if the expenses are actually incurred or the expenses are a reasonable estimate, in the opinion of the council or local board, of the actual expenses that would be incurred;

**NOW THEREFORE BE IT ENACTED** by Council of The Corporation of the City of Stratford as follows:

1. That the annual allowance to be paid to the Mayor, shall be as follows:

- Effective January 1, 2025: \$86,800.16 plus out-of-pocket expenses

and that the remuneration be indexed to follow the most current available annualized Consumer Price Index, monthly, not seasonally adjusted or 3%, whichever is lower, for future annual increases.

2. That the annual allowance to be paid to each member of Council, other than the Mayor, shall be as follows:

- Effective January 1, 2025: \$22,390.14 plus out-of-pocket expenses

and that the remuneration be indexed to follow the most current available annualized Consumer Price Index, monthly, not seasonally adjusted or 3%, whichever is lower, for future annual increases.

3. That the annual allowance to be paid to the Deputy Mayor, shall be as follows:

- Effective January 1, 2025: \$24,333.75 plus out-of-pocket expenses

and that the remuneration be indexed to follow the most current available annualized Consumer Price Index, monthly, not seasonally adjusted or 3%, whichever is lower, for future annual increases.

4. That, notwithstanding Section 1-3 above, the Mayor and Councillors elected to the Council of The Corporation of the City of Stratford and appointed to any other body, are entitled to receive any remuneration payable to them in that capacity, such as

but not limited to Stratford Police Services Board and Festival Hydro Inc., and Festival Hydro Services Inc. so far as such remuneration is not funded by The Corporation of the City of Stratford.

5. In addition to the remuneration provided for in this By-law, Councillors shall also be paid remuneration in accordance with the scale provided for in Paragraph 6 herein, while attending the following:
  - a) meetings of local boards or other bodies to which they have been appointed by Council, or on which they serve as ex-officio members, other than Council, Standing Committees or Sub-committees of Council;
  - b) Trade Shows and meetings attended on behalf of the City of Stratford, outside the Corporation limits as authorized in the Conference and Travel Policy;
  - c) except that where such local boards or other bodies provide a stipend or remuneration to the members appointed thereto, then the member shall receive such stipend or remuneration from the local board or other body and not the remuneration set out in paragraph 6 herein;
  - d) Members of Council shall not be paid remuneration for attending the following meetings:
    - i) Public Meetings;
    - ii) Presentations by consultants;
    - iii) Open Houses;
    - iv) Public consultations;
    - v) Visioning sessions;
    - vi) Ceremonial functions.
6. Any stipend or remuneration paid by local boards or other bodies as provided for in paragraph 5 herein, shall be paid to the City of Stratford and not to the member of Council who sits on such local board or other body, and the Treasurer of the City of Stratford shall pay such stipend or remuneration to the member of Council:
  - For a meeting, the duration of which is three (3) hours or less - \$75.00;
  - For a meeting, the duration of which is more than three (3) hours in any one day - \$150.00.
7. That the mileage rate to be paid to members of Council shall be at the City's approved rate per kilometre.
8. That each member of Council will receive \$4,000.00 in lieu of group extended health care and dental coverage or the option to purchase group extended health care and dental coverage through The Corporation of the City of Stratford.
9. That By-law Number 20-98 and any amendments thereto, and any other by-laws or policies inconsistent with the provisions of this By-law, are hereby repealed.

Read a FIRST, SECOND and THIRD time and

FINALLY PASSED this 10th day of February, 2025.

---

Mayor – Martin Ritsma

---

Clerk – Tatiana Dafoe