



CITY OF YELLOWKNIFE

BY-LAW NO. 5133

BP 125

A BY-LAW of the Council of the Municipal Corporation of the City of Yellowknife in the Northwest Territories, to establish indemnities and allowances of Council members;

PURSUANT TO section 102 of the *Cities, Towns and Villages Act*, S.N.W.T. 2003, c.22, as amended;

NOW, THEREFORE, THE COUNCIL OF THE MUNICIPAL CORPORATION OF THE CITY OF YELLOWKNIFE, in regular sessions duly assembled, enacts as follows:

SHORT TITLE

1. This by-law may be cited as the “Council Remuneration By-law”.

INTERPRETATION

2. In this By-law:

“Councillor”	means a member of Council other than the Mayor;
“Deputy Mayor”	means the Councillor appointed by Council from time to time to serve as Deputy Mayor; and
“Member”	means a member of Council, inclusive of the Mayor.

APPLICATION

3. Annual remuneration payable under this By-law shall be paid bi-weekly. Where a person commences or ceases holding office during a calendar year, any annual remuneration payable under this By-law shall be prorated based on the number of days during which the person holds the applicable office or appointment.
4. The Mayor of the City of Yellowknife, in recognition of their full-time commitment to office, shall receive:

- a) an annual indemnity of \$160,264 (one hundred and sixty thousand two hundred and sixty-four dollars);
 - b) for greater certainty, the annual indemnity established in subsection (a) was set having regard to a local labour-market parity reference point of \$123,280 and a 1.3 executive responsibility or workload multiplier adopted for the 2027 remuneration review;
 - c) an annual vacation with indemnity of four weeks, provided that if the Mayor is absent on vacation for a period of more than four weeks in any calendar year, an amount proportionate to the number of days by which the total period for which the Mayor is absent on vacation in the calendar year exceeds four weeks shall be deducted from the annual indemnity payable; and
 - d) benefits as outlined in Schedule A attached to and forming part of this By-law including the detailed terms, premium-sharing arrangements, and coverage levels set out therein.
5. The Deputy Mayor of the City of Yellowknife, in recognition of the part-time commitment and additional responsibilities of the office, shall receive:
- a) the annual indemnity payable to a Councillor under section 6; and
 - b) an additional annual indemnity equal to 7.6% of the annual indemnity payable to a Councillor under section 6.
6. Each Councillor of the City of Yellowknife, other than the Deputy Mayor, in recognition of the part-time commitment of the office, shall receive an annual indemnity of \$40,682 (forty thousand, six hundred and eighty-two dollars).
7. For greater certainty, the annual indemnity established in section 6 was set at 33% of the local labour-market parity reference point of \$123,280 for the 2027 remuneration review;
8. Each Council Member of the City of Yellowknife, other than the Mayor or the Deputy Mayor acting in the Mayor's capacity, shall receive a taxable honoraria allowance of \$260 per day for each day that the member is required to be away from full-time employment in order to travel on City business, as duly authorized by a resolution of Council.
9. Each Council Member of the City of Yellowknife, including the Mayor, shall be compensated for travel expenses, including mileage, air fares, registration fees, meals, lodging, and other direct out-of-pocket expenses reasonably incurred in performing their duties as a Council Member, in accordance with the rates established and amended from time to time by the Treasury Board of Canada for the Northwest Territories for each day that the member is required to travel outside of Yellowknife on City business, as duly authorized by a resolution of Council.

10. Where the Deputy Mayor or any Councillor of the City of Yellowknife is duly appointed to perform the duties of the Mayor in the Mayor's absence in excess of 14 days, that person shall be compensated by an amount of 12% (twelve percent) of their annual indemnity for each day that the person performs the duties of Acting Mayor for acting periods greater than 14 days. Benefits will remain unaffected.
11. The Mayor and each Council Member shall be entitled to reasonable childcare expenses, to a maximum of \$4,000 per annum per member, for childcare expenses incurred while attending regular or special Council meetings, committee meetings, conferences, training related to City business, and other meetings, events, or business functions that are duly authorized by a resolution of Council.
12. The Deputy Mayor and each Councillor shall be entitled to the benefits, allowances, reimbursements, and related supports set out in Schedule B attached to and forming part of this By-law. For greater certainty, Schedule B is intended to consolidate and clarify existing entitlements under this By-law and does not create any additional entitlement unless expressly stated.

ANNUAL INDEXATION AND REVIEW

13. Effective January 1, 2028, and on January 1 in each year thereafter, the annual indemnity payable to a Councillor under section 6 shall be adjusted by the annual percentage change in the annual average All-Items Consumer Price Index for Yellowknife for the immediately preceding calendar year, as published by the Northwest Territories Bureau of Statistics, or by any successor agency using a successor index.
14. If the annual percentage change referred to in section 13 is negative, the annual indemnity otherwise payable under section 6 shall not be reduced for that year.
15. Any adjusted indemnity amount calculated under section 13 shall be rounded to the nearest whole dollar. The indemnity payable to the Deputy Mayor under section 5 shall be adjusted automatically by application of the formula set out in that section.
16. The Mayor's annual indemnity shall be reviewed annually by Council, in advance of the remuneration year to which the review applies, having regard to the local labour-market parity reference point by the annual percentage change in the annual average All-Items Consumer Price Index for Yellowknife for the immediately preceding calendar year, as published by the Northwest Territories Bureau of Statistics, or by any successor agency using a successor index.
17. If the annual percentage change referred to in section 16 is negative, the annual indemnity otherwise payable under section 4 shall not be reduced for that year.
18. Any adjusted indemnity amount calculated under section 16 shall be rounded to the nearest whole dollar.

19. Council shall cause an independent review of mayoral and councillor remuneration to be undertaken every 8 years from the day this by-law comes into force or any such earlier date as Council may determine is necessary. Any structural adjustment arising from that review is intended to take effect for the subsequent Council term unless otherwise provided by by-law.

REPEALS

20. By-law No. 4982 is hereby repealed.

EFFECT

21. That this by-law shall come into effect on January 1, 2027 and upon otherwise meeting the requirements of Section 75 of the *Cities, Towns and Villages Act*.

Read a First time this 27 day of May, A.D. 2026.

<Original Signed by the Mayor>

Mayor

<Original Signed by the City Manager>

City Manager

Read a Second Time this 23 day of September, A.D. 2026.

<Original Signed by the Mayor>

Mayor

<Original Signed by the City Manager>

City Manager

Read a Third Time and Finally Passed this 23 day of September, A.D. 2026.

<Original Signed by the Mayor>

Mayor

<Original Signed by the City Manager>

City Manager

I hereby certify that this by-law has been made in accordance with the requirements of the *Cities, Towns and Villages Act* and the by-laws of the Municipal Corporation of the City of Yellowknife.

<Original Signed by the City Manager>

City Manager

BY-LAW NO. 5133
Schedule A

MAYOR BENEFITS, ALLOWANCES AND REIMBURSEMENTS

The Mayor of Yellowknife shall receive the following benefits during the term of office:

1. Participation in the City's Dental, Extended Health, Group Life, Accidental Death and Dismemberment, Long-term Disability, and Employee Assistance Program benefits, on terms and conditions substantially equivalent to those established in the Terms and Conditions of Employment for Managerial and Excluded Employees of the City of Yellowknife, except as specifically modified by this Schedule.
2. A vacation travel allowance on terms and conditions identical to those established in the Terms and Conditions of Employment for Managerial and Excluded Employees of the City of Yellowknife.
3. A Pension Plan administered on the same terms and conditions as those established in the Terms and Conditions of Employment for Managerial and Excluded Employees of the City of Yellowknife.
4. One parking stall, free of charge.
5. For greater certainty, except as expressly provided in this By-law and this Schedule, the Mayor is not entitled to any additional employment benefits, payouts, or entitlements applicable to City employees.
6. For greater certainty, there shall be no vacation payout or cash-out payable to the Mayor at the end of the Mayor's term of office.

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Schedule B

DEPUTY MAYOR AND COUNCILLOR BENEFITS, ALLOWANCES AND REIMBURSEMENTS

The Deputy Mayor and each Councillor of the City of Yellowknife shall be entitled to the following benefits, allowances, reimbursements, and related supports during the term of office, subject to the terms of this By-law:

1. The Deputy Mayor and each Councillor shall be entitled to the annual indemnity established under sections 5 and 6 of this By-law, as applicable.
2. The Deputy Mayor and each Councillor shall be entitled to the taxable honoraria allowance described in section 7 of this By-law, subject to the terms of that section.
3. The Deputy Mayor and each Councillor shall be entitled to reimbursement of travel expenses in accordance with section 8 of this By-law.

For greater certainty, eligible travel expenses may include mileage, air fares, registration fees, meals, lodging, and other direct out-of-pocket expenses reasonably incurred while travelling on City business, where duly authorized by resolution of Council.

4. Where the Deputy Mayor or any Councillor is duly appointed to perform the duties of the Mayor in the Mayor's absence in excess of three days, compensation shall be paid in accordance with section 9 of this By-law.
5. The Deputy Mayor and each Councillor shall be entitled to childcare reimbursement in accordance with section 10 of this By-law.
6. For greater certainty, childcare reimbursement applies only to reasonable childcare expenses incurred while attending meetings or conferences duly authorized by resolution of Council, subject to the annual maximum established in section 10.
7. The Deputy Mayor and each Councillor shall be given the option to participate in the City's Registered Retirement Savings Plan whereby each Councillor/Deputy Mayor contributes seven (7%) percent of his/her base salary into an RRSP Plan which shall be matched by the City and the City's portion shall vest immediately in accordance with section 11 of this By-law.
8. Except as expressly set out in this By-law and this Schedule, the Deputy Mayor and Councillors are not entitled to employee benefit plans, insured benefits, paid leave banks, disability benefits, severance, vacation payout, or any other employment-related entitlement available to City employees.