

City of Fredericton
By-law A-16, Remuneration of City Council

| | <u>2024</u> | <u>2025</u> |
|--|-------------------------|--------------------------|
| Mayor | Annually | Annually |
| Salary: | 78,112.18 | 80,205.59 |
| Benefit Spending Allowance (health/dental) | 5,854.03 | 6,010.92 |
| <i>Subtotal Base Salary:</i> | <u>83,966.21</u> | <u>86,216.50</u> |
| Allowances: | | |
| Car allowance | 8,294.46 | 8,516.75 |
| Communication allowance | 3,283.54 | 3,371.54 |
| Clothing Allowance | 2,564.78 | 2,633.52 |
| <i>Subtotal Allowances:</i> | <u>14,142.78</u> | <u>14,521.82</u> |
| Total Salary and Allowances: | <u>98,108.99</u> | <u>100,738.32</u> |
| Deputy Mayor | Annually | Annually |
| Salary: | 39,220.07 | 40,271.17 |
| Benefit Spending Allowance | 5,854.03 | 6,010.92 |
| <i>Subtotal Base Salary:</i> | <u>45,074.10</u> | <u>46,282.08</u> |
| Allowances: | | |
| Communication allowance | 3,283.54 | 3,371.54 |
| <i>Subtotal Allowances:</i> | <u>3,283.54</u> | <u>3,371.54</u> |
| Total Salary and Allowances: | <u>48,357.64</u> | <u>49,653.63</u> |
| Council | Annually | Annually |
| Salary: | 30,556.11 | 31,375.01 |
| Benefit Spending Allowance | 5,854.03 | 6,010.92 |
| <i>Subtotal Base Salary:</i> | <u>36,410.14</u> | <u>37,385.93</u> |
| Allowances: | | |
| Communication allowance | 3,283.54 | 3,371.54 |
| <i>Subtotal Allowances:</i> | <u>3,283.54</u> | <u>3,371.54</u> |
| Total Salary and Allowances: | <u>39,693.68</u> | <u>40,757.47</u> |

As per By-law A-16, Mayor and Council's remuneration is adjusted annually by an amount equal to the average increase in the Consumer Price Index (CPI) NB. 2021 and prior was based on the annual posted CPI for the preceding year and after 2021 follows the City's HR Tactical Plan which uses CPI for the period of May 1 - April 30 of the preceding year.

CPI application as follows:

- 2.68% increase for 2025
- 6.83% increase for 2024
- 5.38% increase for 2023
- 0.53% increase for 2022
- 0.2% increase for 2021
- 1.7% increase for 2020
- 2.1% increase for 2019
- 2.3% increase for 2018
- 2.2% increase for 2017
- 0.5% increase for 2016
- 1.5% increase for 2015