



CORPORATE SERVICES

Staff Report

REPORT NO: COR-2026-09
TO: Council on April 27, 2026
SUBMITTED BY: Harold O’Krafka, Deputy CAO / Director of Corporate Services
PREPARED BY: Harold O’Krafka, Deputy CAO / Director of Corporate Services
REVIEWED BY: Jeff Willmer, Chief Administrative Officer
DATE: April 1, 2026
SUBJECT: Council Remuneration Review 2026-2030 Term

RECOMMENDATION:

THAT Report COR-2026-09 Council Remuneration Review 2026-2030 Term be received for information;

THAT Council approve an increase of \$10,651.57 to the base annual remuneration for the Mayor for a total of \$50,076.57 effective for the new term of Council;

THAT Council approve an increase of \$3,343.25 to the base annual remuneration for Councillors for a total of \$25,215.25 effective for the new term of Council;

THAT Council direct Staff to present a by-law respecting Remuneration and Expenses for Members of Council for the 2026-2030 term of Council prior to ‘Nomination Day’ in accordance with Policy CL-2025-01; and,

That a comprehensive comparative analysis of the remuneration of the Mayor and Councillors be completed in 2027 as part of the Market Compensation Review of employees.

SUMMARY:

Staff were directed to complete an internal administrative review and recommendation on the remuneration for the Mayor and Councillors for the 2026-2030 term of Council.

Staff have considered four options including current salary plus retroactive cost of living adjustment (COLA), the 2023 50th Percentile plus retroactive COLA, the 2023 60th Percentile plus retroactive COLA and a simple matching of the recently approved Woolwich Township remuneration.

Staff recommend that utilizing the 60th percentile of the 2023 Compensation Review completed by Pesce, together with the retroactive application of COLA which has been applied to staff remuneration and reflects an equitable treatment of Council and staff.

Staff further recommend that the remuneration of the Mayor and Council be included as part of the 2027 Market Compensation Review of employees.

BACKGROUND:

At its meeting of February 23, 2026 Council directed staff to provide an internal administrative review to recommend the remuneration for the Mayor and Councillors for the 2026-2030 term of Council.

Previous staff reports included a very detailed review contained in report COR-2025-46 which is attached to this report for information. Some of the information within that report has been updated within this report to reflect the impact of the additional COLA of 2.6% which was applied to the remuneration of staff but not applied to Council remuneration at the direction of Council within the 2026 budget process.

The recent decision of the Township of Woolwich in respect of the remuneration for their Mayor and Council has also now been completed which provides a good benchmark for Wilmot Township as the two Townships share many similarities in structure.

In addition to the remuneration recommended in this report staff recommend that a comprehensive comparative analysis of the remuneration of the Mayor and Councillors be completed in 2027 as part of the Market Compensation Review of employees.

REPORT:

The current remuneration for the Mayor of the Township of Wilmot is \$39,425 annually. The current remuneration for Councillors of the Township of Wilmot is \$21,872 annually.

The Mayor also receives a base salary from the Region of Waterloo for service as a Regional Councillor and is eligible for additional remuneration from service to various boards such as Enova and GRCA.

These base salaries have not changed since 2023.

In December of 2023 a Compensation Review was completed by Pesce & Associates for Township staff and Council. Council implemented the 60th percentile recommendation for staff but did not move forward with adjustments to their own base salary at the time. Council has also forgone annual cost of living adjustments during their term of office.

At its meeting of February 23, 2026 Council directed staff to provide an internal administrative review and make a recommendation for the remuneration for the Mayor and Councillors for the 2026-2030 term of Council.

Previous staff reports included a very detailed review contained in report COR-2025-46 which is attached to this report for information. Some of the information within that report has been updated within this report to reflect the impact of COLA as applied to the remuneration of staff for 2026.

The recent decision of the Township of Woolwich in respect of the remuneration for their Mayor and Council has also now been completed which also provides a good benchmark for Wilmot Township as the two Townships share many similarities in structure.

Based on the above, staff propose four options for the base remuneration for the 2026-2030 term of Council:

Option 1: Apply retroactive COLA to the remuneration of the Mayor and Councillors based on the current 2023 salary

This option would apply the COLA applied by Council to the remuneration of staff to the base salary for Council in 2023.

The Mayor's salary would increase from the current salary of \$39,425 to \$42,746.60 which reflects the 2023 salary plus COLA as applied to the remuneration of staff.

Councillors' salaries would increase from the current salary of \$21,872 to \$23,714.74 which reflects the 2023 salary plus COLA as applied to the remuneration of staff.

Option 2: Apply retroactive COLA to the remuneration of the Mayor and Councillors based on the 50th Percentile recommendation of the 2023 Compensation Review

This option would utilize the 50th percentile salary identified in the Pesce 2023 Compensation Review plus COLA as applied to the remuneration of staff.

The Mayor's salary would increase from the current salary of \$39,425 to \$47,337.34 which reflects the 2023 recommendation of \$43,659.02 plus COLA.

Councillors' salaries would increase from the current salary of \$21,872 to \$23,219.83 which reflects the 2023 recommendation of \$21,415.55 plus COLA.

Option 3: Apply retroactive COLA to the remuneration of the Mayor and Councillors based on the 60th Percentile recommendation of the 2023 Compensation Review

This option would utilize the 60th percentile salary identified in the Pesce 2023 Compensation Review plus COLA as applied to the remuneration of staff.

The Mayor's salary would increase from the current salary of \$39,425 to \$50,076.57 which reflects the 2023 recommendation of \$46,185.40 plus COLA.

Councillors' salaries would increase from the current salary of \$21,872 to \$25,215.25 which reflects the 2023 recommendation of \$23,255.91 plus COLA.

Option 4: Match the updated remuneration of the Mayor and Councillors for the Township of Woolwich as being reflective of our closest comparator.

The Township of Woolwich recently approved updated remuneration of \$47,808 for the Mayor and \$26,255 for each Councillor commencing with the new term of Council.

Woolwich Township logically represents our closest direct comparator as a large Township in a two tier Regional structure with its Mayor serving a dual role as a Regional Councillor with the possibility of also sitting as a paid member of various Boards and Commissions.

In consideration of the four options staff recommend Option 3. It aligns with the previous decision of Council in respect of the strategic placement of Wilmot at the 60th percentile of comparators and it retroactively incorporates the COLA adjustments to align the 2023 Pesce recommendations for Council and staff remuneration.

In order to ensure continued alignment with comparators for both Council and staff it is recommended that the 2027 Market Compensation Review include the salaries of the Mayor and Councillors.

ALIGNMENT WITH THE TOWNSHIP OF WILMOT STRATEGIC PLAN:

Financial Stability

FINANCIAL CONSIDERATIONS:

The increase in the remuneration for the Mayor and Councillors will be included and accounted for within the 2027 Operating Budget for the Township of Wilmot.

The cost implications of the four options presented for the 2027 Operating Budget is as follows:

Current: Mayor \$39,425 + Councillors 5 x \$21,872 Total = \$148,785.00

Option 1: Mayor \$42,746 + Councillors 5 x \$23,714.74 Total = \$161,319.70

Option 2: Mayor \$47,337.34 + Councillors 5 x \$23,219.83 Total = \$163,436.49

Option 3: Mayor \$50,076.57 + Councillors 5 x \$25,215.25 Total = \$176,152.82

Option 4: Mayor \$47,808 + Councillors 5 x \$26,255 Total = \$179,083

ATTACHMENTS:

Attachment A: Report COR-2025-46 Mayoral Direction 2025-01 Council Remuneration Review