



## FINANCIAL SERVICES *Staff Report*

---

REPORT NO: FIN-2026-02  
TO: Council on April 27, 2026  
SUBMITTED BY: Harjot Grewal, Director of Financial Services/Treasurer  
PREPARED BY: Harjot Grewal, Director of Financial Services/Treasurer  
REVIEWED BY: Jeff Willmer, Chief Administrative Officer  
DATE: April 16, 2026  
SUBJECT: Council and Committee Remuneration and Expenses for 2025

---

### RECOMMENDATION:

THAT Report FIN-2026-02 Council and Committee Remuneration and Expenses for 2025 be received for information; and,

THAT Council direct staff to publish Report FIN-2026-02 Council and Committee Remuneration and Expenses for 2025 on the Township's website for public accountability and transparency.

### SUMMARY:

This report summarizes the remuneration and expenses paid to Members of Council and Committee Members for the year ended December 31, 2025.

### BACKGROUND:

Section 284 of the Municipal Act, 2001 requires municipalities to prepare an annual statement of remuneration and expenses paid in the previous year to Members of Council and appointed members of local boards and committees.

The Township of Wilmot provides remuneration and reimburses eligible expenses to Members of Council and Committee Members in accordance with applicable by-laws, policies, and established compensation frameworks.

This report fulfills the Township's legislative requirement by providing a detailed summary of all remuneration and expenses paid to Members of Council and Committee Members for the year ended December 31, 2025.

## REPORT:

The attached statement summarizes remuneration and expenses for Members of Council and Council appointees for the year ended December 31, 2025.

Remuneration includes salaries, honoraria, and taxable benefits paid in accordance with Township by-laws and applicable policies. Expense reimbursements include costs incurred while performing official duties, such as conference attendance, training, travel, and other eligible business expenses.

Beginning with the 2025 reporting year, remuneration and expenses paid through Enova that are attributable to Members of Council are included in this statement. These amounts were not previously disclosed but have been determined to fall within the scope of Section 284 of the Municipal Act, 2001. This approach aligns with practices followed by other municipalities within Waterloo Region. A reporting process has been established with Enova to ensure this information is captured and reported on an ongoing basis. For comparative purposes, 2024 amounts have been restated to include Enova-related remuneration and expenses.

Historically, the Township's disclosure included the cost of monthly service plans associated with Township-issued cell phones. Beginning in 2025, these costs have been removed from the statement, as they represent corporate administrative expenses rather than remuneration or reimbursed expenses paid directly to Members of Council. This change is intended to better align with the intent of Section 284 of the Municipal Act, 2001 and with practices observed in other municipalities. For comparative purposes, 2024 amounts have also been restated to remove these costs.

Expenses reimbursed by the Region of Waterloo are not included in this statement, as they are disclosed separately by the Region through its own annual remuneration and expense statement. This approach is consistent with the practices of other lower-tier municipalities.

The Dangerous Dog Committee did not meet in 2025; therefore, no remuneration or expenses were incurred for this committee.

There is no legislative requirement to post this report publicly; however, the Township includes these statements in the Council information section of its website for transparency and accountability.

## ALIGNMENT WITH THE TOWNSHIP OF WILMOT STRATEGIC PLAN:

Trustworthy Leadership

## FINANCIAL CONSIDERATIONS:

All remuneration and expenses reported herein were included in the Township's approved 2025 operating budget.

There are no additional financial impacts associated with this report.

**ATTACHMENTS:**

Statement of Council and Committee Remuneration and Expenses for 2025.pdf

COR 2025-15 Council and Committee Remuneration and Expenses - 2024.pdf