

Direction Number: MDI-2025-01

Date: June 25, 2025

Purpose: Direction to Staff to research and report back to council on council remuneration

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In accordance with section 284.3 of the *Municipal Act, 2001* (the “Act”) which allows the head of council, in writing, to exercise the powers of the municipality to direct employees to undertake research and provide advice to the head of council and the municipality on policies and programs of the municipality or of the head of council as they relate to the powers and duties.

I, Natasha Salonen, Mayor of the Township of Wilmot, in accordance with 284.3(a) of the *Act*, hereby direct the clerk’s department and other relevant staff to:

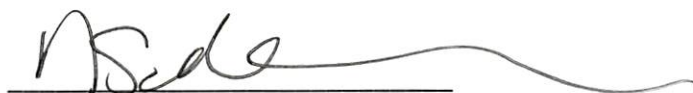
Undertake research related to Council remuneration, with findings to be brought forward to Council for information by September 2025. This report may inform the 2026 budget process, with the intent that any changes to Council remuneration would take effect for the next term of Council (2026–2030).

This research should include, but is not limited to:

- A comparative review of Council remuneration across similar municipalities;
- An assessment of remuneration options should the role of Mayor transition from part-time to full-time, including relevant comparators under both models;
- Policy options for establishing a regular review cycle of Council remuneration;
- A summary of current research, data, and scholarly literature related to political remuneration trends, including but not limited to AMO’s *Healthy Democracy* work and Apolitical’s *Mere Mortals* report;
- A public engagement component to gather local feedback on potential updates to Council remuneration.

This direction is being issued at the request of staff, who have advised that a formal direction is preferred in the absence of an existing Council policy to support the development of such a report. Issuing this direction ensures staff can proceed with clarity and provides Council with the necessary context to inform future budget and governance decisions.

This direction takes effect on the date stated above and remains in effect until modified or revoked.



Natasha Salonen  
Mayor