



## 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

**Statement of Council and Committee Remuneration and Expenses for 2025**

	Total 2025	Total 2024 (Restated)	Change
<b>Council</b>			
Mayor Natasha Salonen	\$ 58,128.21	\$ 57,804.99	0.56%
Councillor Stewart Cressman	24,889.64	24,932.61	-0.17%
Councillor Lillianne Dunstall	25,111.57	26,220.28	-4.23%
Councillor Steven Martin	26,116.73	26,092.61	0.09%
Councillor Harvir Sidhu	23,392.00	26,158.61	-10.58%
Councillor Kris Wilkinson	23,392.00	23,814.16	-1.77%
	<u>\$ 181,030.15</u>	<u>\$ 185,023.25</u>	-2.16%
<b>Committee of Adjustment</b>			
Tyler Bowman	\$ 500.00	\$ 450.00	11.11%
Christine Koehler	600.00	500.00	20.00%
Louise Lalonde	400.00	350.00	14.29%
Steve Miller	600.00	450.00	33.33%
Wayne Roth	600.00	450.00	33.33%
	<u>\$ 2,700.00</u>	<u>\$ 2,200.00</u>	22.73%
<b>Dangerous Dog Committee</b>			
Blain Bechthold	\$ -	\$ 100.00	-100.00%
Joseph Henhoeffler	-	50.00	-100.00%
Rachel Klingenberg	-	-	0.00%
Dennis Mighton	-	152.57	-100.00%
Richard Pfeifle	-	119.69	-100.00%
	<u>\$ -</u>	<u>\$ 422.26</u>	-100.00%
<b>Total</b>	<u><b>\$ 183,730.15</b></u>	<u><b>\$ 187,645.51</b></u>	<b>-2.09%</b>

**Remuneration for 2025**

	Taxable Remuneration	Employment Benefits	Honoraria	Total
<b>Council</b>				
Mayor Natasha Salonen	\$ 39,424.92	\$ 2,906.56	\$ -	\$ 42,331.48
Councillor Stewart Cressman	21,871.92	427.00	-	22,298.92
Councillor Lillianne Dunstall	21,871.92	1,520.08	-	23,392.00
Councillor Steven Martin	21,871.92	1,520.08	-	23,392.00
Councillor Harvir Sidhu	21,871.92	1,520.08	-	23,392.00
Councillor Kris Wilkinson	21,871.92	1,520.08	-	23,392.00
	\$ 148,784.52	\$ 9,413.88	\$ -	\$ 158,198.40
<b>Committee of Adjustment</b>				
Tyler Bowman	\$ -	\$ -	\$ 500.00	\$ 500.00
Christine Koehler	-	-	600.00	600.00
Louise Lalonde	-	-	400.00	400.00
Steve Miller	-	-	600.00	600.00
Wayne Roth	-	-	600.00	600.00
	\$ -	\$ -	\$ 2,700.00	\$ 2,700.00
<b>Total</b>	<b>\$ 148,784.52</b>	<b>\$ 9,413.88</b>	<b>\$ 2,700.00</b>	<b>\$ 160,898.40</b>

**Enova Remuneration and Expenses for 2025**

	Remuneration	Meeting Expenses	Total 2025	Total 2024	Change
<b>Council</b>					
Mayor Natasha Salonen					
Director, Enova Energy Corp.	\$ 3,944.16	\$ 1,187.50	\$ 5,131.66	\$ 5,687.51	-9.77%
Director, Enova Power Corp.	3,944.16	1,187.50	5,131.66	5,687.51	-9.77%
	<u>\$ 7,888.32</u>	<u>\$ 2,375.00</u>	<u>\$10,263.32</u>	<u>\$ 11,375.02</u>	<u>-9.77%</u>

**Enova Remuneration and Expenses for 2024**

	Remuneration	Meeting Expenses	Total 2024
<b>Council</b>			
Mayor Natasha Salonen			
Director, Enova Energy Corp.	\$ 3,837.51	\$ 1,850.00	\$ 5,687.51
Director, Enova Power Corp.	3,837.51	1,850.00	5,687.51
	<u>\$ 7,675.02</u>	<u>\$ 3,700.00</u>	<u>\$11,375.02</u>

Note: Enova-related remuneration and expenses are paid directly by Enova entities and are not funded by the Township of Wilmot or supported by municipal tax revenues. These amounts are included in this report solely to meet the disclosure requirements of Section 284 of the Municipal Act, 2001.

**Other Expenses for 2025**

	Total 2025	Total 2024 (Restated)	Change
<b>Council</b>			
Mayor Natasha Salonen	\$ 250.00	\$ 227.82	9.74%
Councillor Stewart Cressman	-	-	0.00%
Councillor Lillianne Dunstall	-	66.15	-100.00%
Councillor Steven Martin	-	66.15	-100.00%
Councillor Harvir Sidhu	-	132.29	-100.00%
Councillor Kris Wilkinson	-	122.12	-100.00%
	<u>\$ 250.00</u>	<u>\$ 614.52</u>	<u>-59.32%</u>

**Conferences and Professional Development for 2025**

	<b>Total</b>
<b>Council</b>	
Mayor Natasha Salonen	
Rural Ontario Municipal Association (ROMA) Annual Conference Toronto, ON, January 2025	\$ 1,153.15
Association of Municipalities Ontario (AMO) Annual Conference Ottawa, ON, August 2025	4,130.26
	<u>\$ 5,283.41</u>
Councillor Stewart Cressman	
Rural Ontario Municipal Association (ROMA) Annual Conference Toronto, ON, January 2025	\$ 681.79
Association of Municipalities Ontario (AMO) Annual Conference Ottawa, ON, August 2025	1,908.93
	<u>\$ 2,590.72</u>
Councillor Lillianne Dunstall	
Rural Ontario Municipal Association (ROMA) Annual Conference Toronto, ON, January 2025	\$ 803.73
Association of Municipalities Ontario (AMO) Annual Conference Ottawa, ON, August 2025	915.84
	<u>\$ 1,719.57</u>
Councillor Steven Martin	
Rural Ontario Municipal Association (ROMA) Annual Conference Toronto, ON, January 2025	\$ 681.79
Association of Municipalities Ontario (AMO) Annual Conference Ottawa, ON, August 2025	2,042.94
	<u>\$ 2,724.73</u>
Councillor Harvir Sidhu	\$ -
Councillor Kris Wilkinson	\$ -
<b>Total</b>	<u><u><b>\$ 12,318.43</b></u></u>



## CORPORATE SERVICES *Staff Report*

---

REPORT NO: COR-2025-15

TO: Council

SUBMITTED BY: Greg Clark, Director of Corporate Services, CFO

PREPARED BY: Greg Clark, Director of Corporate Services, CFO

REVIEWED BY: Greg Clark, Acting CAO

DATE: March 24, 2025

SUBJECT: Council and Committee Remuneration and Expenses - 2024

---

### RECOMMENDATION:

THAT Report COR-2025-15 Council and Committee Remuneration and Expenses – 2024 be received for information, and

THAT Report COR-2025-15 be posted in the Council section of the Township’s website for public accountability and transparency.

### SUMMARY:

This report outlines the Remuneration and Expenditures of Council and Committee Members for the Year Ended December 31, 2024.

### BACKGROUND:

In accordance with Section 284 of the Municipal Act, the Treasurer is required to submit to Council, by March 31st of the following year, an itemized statement of remuneration and expenses paid to each member of Council, and to each person appointed to local boards, for the preceding year.

This statement shall identify the by-law under which the remuneration or expenses were authorized to be paid.

### REPORT:

The attached statement summarizes remuneration and expenses for Members of Council and Council Appointees for the year ended December 31, 2024. By-law number 2000-42 authorized remuneration paid to Members of Council of the Township of Wilmot, the values of which have been indexed during budgets since that time. Further, the 2024 annual budget containing provisions for the payment of Council and committee compensation was approved by Council by motion at its meeting of March 4, 2024. By-law #2024-16 is the bylaw confirming the meeting's actions of Council.

In addition to Members of Council, honorariums are provided for committee members, based upon the number of meetings required per year.

Mileage allocations are based upon mileage claimed by Members of Council and committees which are reimbursed based on the Township's standard mileage rate.

Other than being presented to Council, there is no requirement to post this report publicly. The Township has the practice of including these statements in the Council information section of the Township's official website.

### ALIGNMENT WITH THE TOWNSHIP OF WILMOT STRATEGIC PLAN:

Trustworthy Leadership

### FINANCIAL CONSIDERATIONS:

Honorariums and expenditures of Council Members and Council Appointees were included within the approved 2024 budget, with similar provisions included in the 2025 budget. The expenses include those paid by the member and reimbursed by the Township, as well as expenses directly paid by the Township on the member's behalf.

Compensation paid directly to our Mayor by the Regional Municipality of Waterloo in connection with her role on Regional Council is not included in this report, as it is reported separately by the Region of Waterloo in a public report during the month of March each year.

### ATTACHMENTS:

Appendix A – Treasurer's Statement – Remuneration and Expenses

**The Corporation of the Township of Wilmot  
Treasurer's Statement - Remuneration and Expenses**

**Paid to Members of Council and Committees**

**For the Year Ended December 31, 2024**

Members of Council	Salary/ Honorarium	Benefits (CPP/EHT)	Conference and Training	Mileage & Parking	Other (Mobile Phones, etc.)	Total
Mayor Natasha Salonen**	\$ 39,425	\$ 2,907	\$ 3,870	\$ -	\$ 228	\$ 46,430
Councilor Stewart Cressman	21,872	427	2,634		549	25,482
Councilor Kris Wilkinson	21,872	1,520	300		672	24,364
Councilor Harvir Sidhu	21,872	1,520	2,634		682	26,708
Councilor Lilliane Dunstall	21,872	1,520	2,762		616	26,770
Councilor Steven Martin	21,872	1,520	2,634		616	26,642
<b>Totals</b>	<b>\$ 148,785</b>	<b>\$ 9,414</b>	<b>\$ 14,834</b>	<b>\$ -</b>	<b>\$ 3,363</b>	<b>\$ 176,396</b>

Committee of Adjustment	Honorarium	Mileage	Total
Wayne Roth	450	\$ -	\$ 450
Steve Miller	450		450
Louise Lalonde	350		350
Tyler Bowman	450		450
Christine Koehler	500		500
<b>Totals</b>	<b>\$ 2,200</b>	<b>\$ -</b>	<b>\$ 2,200</b>

Dangerous Dog Committee	Honorarium	Mileage	Total
Dennis Mighton	\$ 100	\$ 53	\$ 153
Blain Bechthold	100		100
Richard Pfeifle	100	\$ 19.69	120
Joseph Henhoeffler	50		50
<b>Totals</b>	<b>\$ 350</b>	<b>\$ 72</b>	<b>\$ 422</b>

\*\* Compensation paid to the Mayor by the Regional Municipality of Waterloo is not included in this report. The Region prepares their own report.

All remuneration and expenses were properly documented and approved. All were authorized by by-laws and were within approved budgets. This statement prepared for Council and the public pursuant to Section 284(1) of the Municipal Act, 2001.

\_\_\_\_\_  
Greg Clark, CPA  
Treasurer and Chief Financial Officer  
March 24, 2025