



Administrative Report

To: Warden MacDonald and Members of Essex County Council

From: Melissa Ryan, CPA, Director, Financial Services/Treasurer

Date: Wednesday, February 18, 2026

Subject: 2025 Statement of Councillors' Remuneration

Report #: 2026-0218-FIN-R05-MR

Purpose

To provide County Council with the 2025 Statement of Councillors' Remuneration and the 2025 Schedule of Other Remuneration, as required by S.284 of the Municipal Act, S.O. 2001, c.25, as amended.

Background

Annually, no later than March 31, administration provides County Council with a detailed report outlining the remuneration and schedule of other compensation disbursed to members of Council in the preceding year. This report fulfills the requirements of Section 284 of the *Municipal Act, 2001*, S.O. 2001, c.25, as amended, which mandates that the Treasurer of a municipality must present to Council an itemized statement of remuneration and expenses paid to each Council member for their services.

Furthermore, Section 284 of the Act stipulates that, notwithstanding the *Municipal Freedom of Information and Protection of Privacy Act*, the statement of remuneration and expenses must be made available as a public record, ensuring transparency and accountability in the use of public funds.

Sections 283(1) and (2) of the Act authorize Council to establish provisions for reimbursing, either fully or partially, the expenses incurred by Council members in the course of their official duties. In addition, Section 283(2)(b) empowers Council to establish compensation through specified amounts or rates in lieu of actual expenses incurred, reasonably reflecting typical expenditures such as daily meal allowances and mileage.

Discussion

Attached as Schedule A, are the 2025 Statement of Councillors' Remuneration and the 2025 Schedule of Other Remuneration.

The annual payments were made in accordance with allocations made in the approved 2025 Budgets of the County of Essex (including the Essex County Library) and the Essex Windsor Solid Waste Authority (EWSWA).

Council remuneration is governed by By-law 2024-27 and the Council and Committee Remuneration Policy (Policy No. 2024-018). Together, these documents establish a clear, standardized framework for how Members of Council, Alternate Members, Committee Members, and Local Board Members are compensated.

Under the Policy:

- The Warden, Deputy Warden, and Councillors receive an annual base salary intended to cover all aspects of their role, including attending meetings, preparing for Council business, managing correspondence and constituent matters, and participating in community and ceremonial events.
- Meeting stipends are only paid for:
 - Emergency meetings of Council; and
 - Meetings of Ad Hoc Committees, Committees of Council, and Local Boards.Regularly scheduled and Special Council meetings are already covered by the base salary and do not receive additional stipends.
- Alternate Members of Council are paid a per-meeting stipend when attending in place of a Member of Council. This stipend is offset by a deduction from the base salary of the Member being replaced, ensuring no additional net cost to the County.
- Lay Appointees to Committees of Council and Local Boards are compensated through per-meeting stipends, with higher rates for Chairs or acting Chairs.

Base salaries for the Warden, Deputy Warden, Councillors, and Alternate Members are adjusted annually in line with the percentage increase approved for management and non-union staff. For the 2026 Budget year, Council voted to reject their own salary increase and will be paid at 2025 rates.

Financial Implications

The figures in Schedule A reflect all remuneration paid to members during the 2025 calendar year. Because of payroll timing, this includes earnings from December 2024 (paid in January 2025) through November 2025 (paid in December 2025). Presenting the data this way ensures it aligns with the County's payroll cycle and provides an accurate view of compensation disbursed in 2025.

Consultations

Amy Wolters, Deputy Treasurer/Manager of Accounting - Operations

Strategic Plan Alignment

Working as Team Essex County	Growing as Leaders in Public Service Excellence	Building a Regional Powerhouse
<input type="checkbox"/> Scaling Sustainable Services through Innovation <input type="checkbox"/> Focusing "Team Essex County" for Results <input type="checkbox"/> Advocating for Essex County's Fair Share	<input type="checkbox"/> Being an Employer with Impact <input type="checkbox"/> A Government Working for the People <input checked="" type="checkbox"/> Promoting Transparency and Awareness	<input type="checkbox"/> Providing Reliable Infrastructure for Partners <input type="checkbox"/> Supporting Dynamic and Thriving Communities Across the County <input type="checkbox"/> Harmonizing Action for Growth <input type="checkbox"/> Advancing Truth and Reconciliation

Recommendation

That Essex County Council receive report number 2026-0218-FIN-R05-MR, Statement of Councillors' Remuneration as information.

Approvals

Respectfully Submitted,

Melissa Ryan

Melissa Ryan, CPA, Director, Financial Services/Treasurer

Concurred With,

Sandra Zwiers

Sandra Zwiers, MAcc, CPA, CA, Chief Administrative Officer

Appendix	Title
A	2025 Statement of Councillors' Remuneration and 2025 Schedule of Other Remuneration