

**Region of Waterloo**  
**Planning, Development, and Legislative Services**  
**Council and Administrative Services**

---

**To:** Regional Council  
**Meeting Date:** January 28, 2026  
**Report Title:** Review of Council Remuneration, Benefits, and Staff Support

---

**1. Recommendation**

For information.

**2. Purpose / Issue:**

The purpose of this report is to inform Council of the beginning, and format, of the review of Council remuneration, benefits, and staff support that will be in place during the 2026-2030 Council term.

**3. Strategic Plan:**

The report aligns with the 2023-2027 Corporate Strategic plan through the Resilient and future-ready organization priority.

**4. Report Highlights:**

- Andrea Friesen, Mungall Consulting Group, will be conducting a review of the remuneration, benefits, and staff support provided to Regional Council, including the Regional Chair's office.
- The review will include a review of Council approved comparator organizations and interviews with Councillors and staff beginning in the first two weeks of February.
- The report will be presented to Council for information on March 25, 2026, and Council will consider the recommendations on April 22, 2026.
- The public will have an opportunity to provide input at either the March or April Council meetings.

**5. Background:**

In 2024, Council directed staff to secure the services of an independent external compensation consultant to conduct a review of the remuneration, benefits, and staff

support provided to Regional Council. This work is being completed prior to the opening of nominations for the 2026 municipal election.

**6. Communication and Engagement with Area Municipalities and the Public**

**Area Municipalities:** Area municipal clerks were previously consulted on processes for similar reviews and the comparable area municipalities will be contacted by the consultant as needed.

**Public:** Input from the public has not been sought, however the public will have an opportunity to provide comments on the consultant’s report before Council makes a decision.

**7. Financial Implications:**

	Current Year	Future Year(s)
<b>Budget Impact?</b>	No new impact	Any future costs will be included in the consultant’s report
<b>Capital Plan Impact?</b>	No new impact	No new impact

The costs for this consulting work (\$50,000) is included in the 2026 operating budget. Future budgetary considerations will be included in the consultant’s report.

**8. Conclusion / Next Steps:**

Councillors will be contacted by the consultant for individual interviews in February and the report will be presented to Council for information on March 25, 2026.

**9. Attachments:**

None.

**Prepared By:** Julie Hale, Deputy Clerk/Manager Council Services

**Reviewed By:** Vandana Shukla, Director, Total Rewards

Tim Brubacher, Regional Clerk/Director, Council & Administrative Services

**Approved By:** Rod Regier, Commissioner, Planning, Development & Legislative Services

Kate Konopka, Commissioner, Human Resources