

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

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**To:** Regional Council  
**Meeting Date:** April 22, 2026  
**Report Title:** Remuneration Recommendation

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**1. Recommendation**

That the Regional Municipality of Waterloo approve the following as recommended by the external consultant, Mungall Consulting Group, for Council remuneration, benefits, and staff support during the 2026-2030 term of Council as outlined in PDL-CAS-26-009 dated April 22, 2026:

- 1) Maintain the current practice of annual adjustments to the base compensation for the Regional Chair, Regional Councillor and Regional Standing Committee Chair, effective January 1 each year,
  - a. by the average annual change in the all-items Consumer Price Index for Ontario for the previous year, not to exceed 3.0%; and
  - b. In years when Council has approved a freeze or austerity salary budget increase for Regional Municipality non-union staff, such Council-approved freeze or austerity increase shall extend to the approved increase for Regional Council members.
- 2) Maintain components of total remuneration, including insured benefits and pension treatment; and
- 3) Direct staff to include in the 2027 preliminary budget:
  - a. one (1) additional Individual Contributor FTE to provide direct support to Regional Council members; and
  - b. one (1) additional Specialist / Analyst FTE in the Office of the Regional Chair.

**2. Purpose / Issue:**

The purpose of this report is to consider the recommendation provided by the external consultant, Mungall Consulting Group, for 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:**

- Tammy Elliot and Andrea Friesen, Mungall Consulting Group, conducted a review of the remuneration, benefits, and staff support provided to Regional Council, including the Regional Chair’s office. The review included comparator organizations and interviews with Councillors and staff.
- The external recommendation was presented to Council for information on March 25, 2026. The public had the opportunity to provide input at either the March or April Council meetings. No comments have been received from the public at this point.
- Council can choose to do the following:
  - approve the consultant’s recommendation as listed in the report;
  - approve an amended recommendation; or
  - take no action and leave the existing formula in place for the 2026-2030 term of Council.

**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. The work was completed prior to the opening of nominations for the 2026 municipal election and staff are seeking direction from Council prior to May 1<sup>st</sup>.

**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 were contacted by the consultant as needed.

**Public:** The public had the 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	Annualized into 2027 budget \$263,000 (estimate)
<b>Capital Plan Impact?</b>	No new impact	No new impact

The annual cost associated with the addition of two positions, an Individual Contributor and a Specialist / Analyst, is estimated to be approximately \$263,000 including benefits and other contributions. The actual cost will be determined once the positions are evaluated and a grade is assigned. The funding source for these roles would be the regional levy.

<b>OPERATING BUDGET (\$000s)</b>	<b>2027 Budget Requirement (estimated)</b>
Expenditure	
Individual Contributor FTE	\$121
Specialist / Analyst FTE	\$142
<b>Subtotal Expenditure</b>	<b>\$263</b>
<b>Net Regional Levy</b>	<b>\$263</b>

Note that these roles would be subject to review along with all other adjustments at the time of budget 2027 to ensure council has a complete view of their investment choices.

**8. Conclusion / Next Steps:**

If approved as recommended, Staff will include the two additional FTE in the 2027 preliminary budget and will maintain Council’s remuneration and benefit processes.

**9. Attachments:**

None.

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