



Middlesex County Council Remuneration Review Council Presentation

APRIL 14, 2026



Council Remuneration Review

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AGENDA

1. Project Mission & Success
2. Market Survey
3. Recommendations
4. Questions

Project Mission

- To partner with Middlesex County to undertake a review of Middlesex County Council's remuneration package against comparator municipalities and provide recommendations on a remuneration package that is line with the market.

Project Success

- Completion of a market survey of comparator municipalities providing data and analysis on all components of Council remuneration.
- Evaluation of alternative remuneration models or structures used by comparable municipalities.
- Recommendations for the full remuneration package for Council, including options and financial recommendations.
- Implementation plan including recommended timing, indexing, and adjustment mechanisms.
- Development of a Council Remuneration Policy or framework.

Market Survey

- Comparator municipalities were selected based on:
 - Similar services
 - Similar size
- Survey was sent to nine (9) municipalities
- Seven (7) municipalities participated in the survey
- Surveyed Council remuneration including:
 - Wages and per diems
 - Remuneration review process
 - Benefits and retirement
 - Mileage
 - Professional development and conference
 - Technology

Compensation

Municipality	Warden	Councillor
Middlesex County	\$92,106.96	\$30,776.52
50th Percentile	\$89,752.56	\$27,741.60
60th Percentile	\$91,190.00	\$29,737.32
75th Percentile	\$92,537.75	\$30,136.83

Comparators:

- Salary includes all Council and external meetings (3 comparators)
- Salary includes Council meetings with per diem for external meetings (1 comparator)
- Salary is the base and there is a per diem for all meetings (3 comparators) – base salary is lower for these municipalities

Middlesex County:

- Base salary for Middlesex County Council is at the 75th percentile of the market.
- Councillors receive per diems for external meetings and conferences. Warden receives per diems for external meetings.

Based on the survey data we recommend the following:

- Move to an all-inclusive base salary (no extra per diems), effective the new Council term. Base salary could be increased to incorporate the average currently paid in per diems.
- Continue to adjust salaries on an annual basis in line with the increase given to non-union management staff.
- Conduct a market review of Council remuneration once per term.
- Implement policy re. pay for Alternates that provides mileage only when Section 268 applies and pro-rated salary plus mileage when Section 267 applies.
- Implement policy that says salary continues while on maternity leave, sick leave or caregiver leave (maximum 2 months for sick/caregiver leave) and unpaid for personal leave of absence.
- Eliminate the practice of providing cell phone, continue providing laptop or tablet.
- Status quo with regards to benefits, retirement and mileage.

Questions



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