The Corporation of the Town of Deep River

REPORT

2026-FIN-02

Council Meeting Date: March 25, 2026
Council Meeting Time: 6:00 PM
Council Meeting Place: Council Chambers

Subject: 2025 Council Remuneration and Expenses

Author: Mia Cochrane, Deputy Treasurer

RECOMMENDATION(S):

BE IT RESOLVED THAT Report Number 2026-FIN-02 entitled "**2025 Council Remuneration and Expenses**" be received.

BACKGROUND:

This report is required to meet Section 284 of the Ontario Municipal Act which states;

"Section 284 (1) The Treasurer of a municipality shall in each year on or before March 31 provide to the council of the municipality an itemized statement on remuneration and expenses paid in the previous year to,

> *(a) each member of council in respect of his or her services as a member of the council or any other body, including a local board, to which the member has been appointed by council or on which the member holds office by virtue of being a member of council;*
>
> *(b) each member of council in respect of his or her services as an officer or employee of the municipality or other body described in clause (a); and*
>
> *(c) each person, other than a member of council, appointed by the municipality to serve as a member of any body, including a local board, in respect of his or her services as a member of the body. 2001, c. 25, s. 284 (1).*

The following By-laws provide authorization to pay remuneration:

- By-law No. 2014-41: Council remuneration, per diems, and reimbursement of business expenses

The statement also includes conference, travel and meeting expenses for members of Council and local boards incurred in respect of their capacity as a member. The Town provides reasonable remuneration and expense reimbursement to Members of Council and Committee members for reasonable and permitted expenses incurred while carrying out their respective roles and responsibilities. The following By-law provides authorization to pay expenses related to travel, conferences and related expenses.

- By-law N. 44-2024: Corporate Policies, Policy H-014, A Travel Policy for the Town of Deep River

Members of local boards who are appointed by the Town also receive payments from the local boards. These payments must be reported per Section 284 (1) of the Municipal Act, 2001.

- By-Law No. 55-92: Remuneration for the Committee of Adjustment
- By-Law No. 78-91: Remuneration for the Police Service Board

ANALYSIS & RATIONALE:

Required to meet legislation under the Ontario Municipal Act.

OTHER ALTERNATIVES CONSIDERED:

No alternatives were considered during the preparation of this report.

FINANCIAL IMPLICATIONS:

The total remuneration and expenses paid to or on behalf of Members of Council and others by the Town of Deep River and other bodies and local boards for 2025 was $193,470.10. A remuneration summary is provided in Tables 1 and 2, below.

Table 1: Council Remuneration Summary

Name	Position	Compensation		Conference Registration & Travel (ROMA, AMO, CANHC, CNAC)
		Regular Salaries (Includes CPP, EHT, OMERS)	Per Diem	
D'eon, Suzanne	Mayor	$39,325.19	-	$7,554.71
Doncaster, Glenn	Reeve	$28,058.21	$1,200.00	$4,789.09
Fitton, William	Councillor	$21,204.33	$634.09	$3,314.81
Hughes, Kathy	Councillor	$19,555.22	-	-
Myers, Terry	Councillor	$19,555.22	-	-
Giardini, Christina	Councillor	$19,555.22	-	-
Vaughan, Tom	Councillor	$19,555.22	-	-
Total:		**$166,808.61**	**$1,834.09**	**$15,658.61**
Council Grand Total:				**$184,301.31**

Note: Minor differences to annual salaries are due to pay cycles spanning year ends. There were 27 pay periods in 2025, which resulted in an extra pay period of salaries and benefits.

Table 2: Board/Committee Remuneration Summary

Name	Board/Committee	Committee of Adjustments Honoraria	Police Service Board Honoraria
D'eon Suzanne	Police Service Board	-	$2,983.88
Lapping, Kelly	Police Service Board	-	$2,651.05
Russell, Tracy	Police Service Board	-	$3,383.86
Rodgers, Doug	Committee of Adjustments	$50.00	-
Murphy, Wendy	Committee of Adjustments	$50.00	-
English, Mike	Committee of Adjustments	$50.00	-
Total:		**$150.00**	**$9,018.79**
Board/Committee Grand Total:			**$9,168.79**

ALIGNMENT WITH STRATEGIC PLAN:

This report for information will support Council's strategic priorities with a specific focus on Transparent, Fair & Effective Governance.

Fiscal Responsibility - We are focused on fiscally responsible and efficient core service delivery to ensure our future financial sustainability.

- Protect and optimize our revenue streams
- Modernize our financial policies, processes and practices
- Continue to explore and leverage funding opportunities; improve our grant success ratio
- Continue to analyze and improve our service delivery models

CONSULTATIONS:

None.

ATTACHMENTS:

None.