

**To:** Chair and Members  
Muskoka District Council

**From:** Eric Schat  
Manager of Finance, Expenditures

**Date:** March 16, 2026

**Subject:** 2025 Council Remuneration

**Report:** 3(2026)-2

---

### **Recommendation**

THAT Report 3(2026)-2 regarding 2025 Council Remuneration **be received.**

### **Origin**

The Municipal Act, 2001, S.O. 2001, c. 25, as amended, section 284(1) requires the Treasurer of a municipality to provide a statement to Council itemizing remuneration and expenses paid to each Member of Council in respect of his or her services as a Member of the Council or any other body, including local Boards and Committees.

### **Analysis**

The attached statement outlines the remuneration and expenses paid to, or on behalf of, Members of District Council for the year ending December 31, 2025. The total remuneration is \$774,381 compared to \$718,357 in 2024, an increase of approximately 7.8%. The key factors contributing to the net increase of \$56,024 are as follows:

- An increase of \$37,628 in honorariums paid compared to the prior year, as a result of the approved annual Council remuneration increase per By-law 2022-4;
- Council members that started serving OPP boards were paid cumulatively an additional \$11,600 in honorariums for 2025, this included \$1,100 relating to the first 2024 OPP board meeting;
- A total increase of \$3,643 in mileage costs incurred compared to 2024, with \$1,434 relating to OPP Board meetings;
- An increase of \$2,319 in District Chair expenditures compared to 2024, mainly attributable to conference and annual board meeting attendance; and
- An increase of \$834 compared to 2024, to Council members serving as board members for the Simcoe-Muskoka District Health Unit.

The Remuneration column on the attached statement includes the honorarium for each Member of Council and health benefits paid for the District Chair. The authority for such payments is contained in [By-law 2022-4](#).

In addition, the remuneration paid to the District Councillors in their capacity as Simcoe Muskoka District Health Unit Board Members and OPP Detachment Board members is also included in this column.

The Travel and Expenses column includes travel expenses pursuant to Finance Policy FI-006-2013 Councillors' Mileage Reimbursement and is based on attendance at eligible meetings. Also included are costs for the office of the District Chair for conference attendance, the annual FCM Board meeting attendance, and cell phone expenses. Alternate Members of Muskoka District Council are entitled to mileage reimbursement only.

The District provides up to \$2,442 to each of the lower-tier municipalities to support District Councillor attendance at conferences under Finance Policy FI-011-2025. As well, under Finance Policy FI-017-2019, the District provides up to \$5,000 to a District Councillor who participates in a designated association as a board member, such as the Association of Municipalities of Ontario and Ontario Good Roads Association, where the purpose of that participation is to advocate for the interests of the District of Muskoka at large. These costs are reported by the lower-tier municipalities for the applicable Members of Council. The cost submitted for Councillor conference attendance relating to 2025 is \$11,833 compared to \$9,187 in 2024.

### **Financial Considerations**

Total Council remuneration and expenditures for 2025 increased as anticipated, consistent with the approved annual increase to Council honoraria and the inclusion of additional OPP Board honoraria. Expenditures for 2026 are projected to increase in line with the approved budget.

### **Climate Change Implications**

The District assesses climate implications in all staff reports using the Clean Air Partnership's '[Municipal Climate Lens Tool](#)' to consider climate impacts or benefits associated with any project, program or initiative. There is no climate impact related to this report.

### **Communications**

The 2025 Council Remuneration is submitted to Council in accordance with section 284(1) of the *Municipal Act, 2001*.

### **Strategic Plan**

The District assesses the impact or influence of the information or recommendations included in staff reports toward achieving Council's [Strategic Plan objectives](#).

This report includes information or recommendations that impact or influence the following Strategic Plan Objectives:

- [Objective 9 Investing in our people](#) – Attract great people, develop their talents, and provide work experiences that make them want to stay.

Respectfully submitted,

Eric Schat, CPA, Manager of Finance, Expenditures; and  
Suzanne Oliner, B.Com, CPA, CMA, Commissioner of Finance and Corporate Services

**The District Municipality of Muskoka  
Council Remuneration 2025**

The following is an itemized statement of the remuneration and expenses paid to each member of District Council pursuant to Bylaw 2022-4 for the 2025 calendar year as required by Section 284(1) of the *Municipal Act* R.S.O., 2001.

<b>Name</b>	<b>Remuneration</b>	<b>Travel and Expenses</b>	<b>Total Expenses</b>
Alcock, Nancy	30,345.87	1,100.29	31,446.16
Armour, Dan	26,945.83	1,091.20	28,037.03
Bochek, Brian	26,945.83	1,807.68	28,753.51
Burry, Guy	26,945.83	1,114.44	28,060.27
Cairns, Sandy	30,134.95	372.80	30,507.75
Cooper, Peter	26,945.83	3,303.16	30,248.99
Edwards, Allen	26,945.83	1,085.76	28,031.59
Glover, Terry	36,337.21	1,417.04	37,754.25
Johnston, Peter	26,945.83	459.20	27,405.03
Kelley, Peter	28,745.83	1,683.83	30,429.66
Koetsier, Peter	32,019.57	2,399.52	34,419.09
Lacroix, Robert	26,945.83	723.84	27,669.67
Lehman, Jeffrey	112,038.29	16,658.44	128,696.73
Lorenz, Heidi	30,145.87	706.80	30,852.67
Maloney, Rick	28,745.83	328.80	29,074.63
Morrison, Wilfred	26,945.83	916.80	27,862.63
Nishikawa, Ruth	26,945.83	1,105.72	28,051.55
Peppard, Michael	26,945.83	3,086.85	30,032.68
Rhodes, Brenda	26,945.83	83.28	27,029.11
Smith, Don	26,945.83	197.93	27,143.76
Stone, Robert	26,945.83	1,073.60	28,019.43
Strength, Erin	26,945.83	574.40	27,520.23
Sutherland, Tatiana	26,945.83	150.80	27,096.63
<b>Alternate Members of Council</b>			
**Brooks, Rick	0.00	83.00	83.00
**FitzGerald, Jason	0.00	115.67	115.67
**Graziano, Kristian	0.00	0.00	0.00
**Hunter, Christina	0.00	25.81	25.81
**McIntyre, Mary Ellen	0.00	0.00	0.00
**Struthers, Andrew	0.00	13.32	13.32
<b>Total</b>	<b>732,700.87</b>	<b>41,679.98</b>	<b>774,380.85</b>

\*\*Alternate Members of Council

As Simcoe-Muskoka District Health Unit board members for 2025, Councillors P. Koetsier and S. Cairns received \$1,873.70 and \$3,189.12 respectively, included in the above remuneration figures.

As OPP Detachment board members for 2025, the Council members listed below received the following honorariums that have been included in the above remuneration figures:

- N. Alcock: \$1,400
- T. Glover: \$1,200
- P. Koetsier: \$1,200
- H. Lorenz: \$1,200
- R. Maloney: \$1,800
- P. Kelly: \$1,800
- J. Lehman: \$3,000