



The Corporation of the Town of Milton

Report To: Council

From: Glen Cowan, Chief Financial Officer / Treasurer

Date: March 16, 2026

Report No: ES-010-26

Subject: 2025 Annual Statement of Remuneration and Expenses

Recommendation: **THAT the 2025 Annual Statement of Remuneration and Expenses be received for information.**

EXECUTIVE SUMMARY

This report satisfies the requirements of Section 284 of the Municipal Act, 2001 by presenting the remuneration and expense amounts for the fiscal year 2025.

REPORT

Background

Section 284 of the Municipal Act, 2001 requires a report be submitted to Council by March 31st of each year to outline the remuneration and expenses paid in the previous year to each member of Council in respect of his or her service as:

- a member of Council
- a member of any other body to which the member has been appointed by Council or holds office by virtue of being a member of Council;
- an officer or employee of the municipality or other body described above.

The Town is also required to report for each person, other than a member of Council, appointed by the municipality to serve as member of any body, for his or her services as a member of that body. Accordingly, this report is being submitted to disclose remuneration and expenses for the year ended December 31, 2025.

Discussion

Listed below are expenses incurred for 2025 authorized through the 2025 Budget and in accordance with the policies approved via CORS-055-22 (Council Compensation Policy) as well as CORS-042-19 (Council Expense Policy):

Members of Council



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Discussion

Name	Salary ¹	Benefits	Professional Development ²	Council Expenses ^{2,3}	Mileage/Car Allowance	Total
Ali, Sameera	\$47,005	\$15,383				\$62,388
Best, Colin	\$47,005	\$15,383				\$62,388
Challinor II, John	\$40,404	\$5,353				\$45,757
Ijaz, Sammy	\$47,005	\$10,907				\$57,912
Khalqi, Adil	\$47,005	\$13,170	\$3,413	\$885		\$64,571
Krantz, Gordon	\$131,181	\$5,350			\$8,283	\$144,814
Malboeuf, Richard	\$47,005	\$9,065				\$56,070
Marshall, Sarah	\$47,005	\$15,144	\$2,624			\$64,773
Minakakis, George	\$9,907	\$3,345				\$13,252
Tesser Derksen, Kristina	\$8,038	\$1,318				\$9,356
Total	\$471,560	\$94,418	\$6,037	\$885	\$8,283	\$581,180

Note 1: Councillor salaries may vary where increases have been declined by Members of Council.

Note 2: Figures are presented net of reimbursable HST.

Note 3: Through the 2025 review process, it was identified that a 2024 expense was accidentally excluded from report ES-008-25 in error. The value of that 2024 expense was \$834 (net of reimbursable HST), and it was submitted by Councillor Khalqi.

The differences in benefit amounts arise between members of Council due to three factors: age, optional items and family versus single. The table below lists all potential benefits and explains the variations that may exist:

Benefit Type	Age Threshold	Optional	Basis of Calculation
AD&D Insurance	70	Yes	% of income
Canada Pension Plan ¹	70	No	% of income
Dental	N/A	Yes	Flat Amount - Single or Family
Employer Health Tax	N/A	No	% of income
Health Benefits	N/A	Yes	Flat Amount - Single or Family
Life Insurance	85	Yes	% of income
OMERS	71	No	% of income
Travel Benefit	N/A	Yes	Flat Amount - Single or Family

Note 1 - Optional between age of 65 and 69.



Discussion

The “Age Threshold”, identifies benefits that would be removed once the age threshold is met. The “Optional” column identifies items that a member of Council could opt out of. The last column of the table indicates whether the benefit amount calculated is based on percentage of income or a flat rate. Of note is that the cost of individual benefits, such as CPP, EHT, or OMERS, that are based on a percentage of income may also vary because of taxable benefits (i.e. Life Insurance, AD&D, mileage allowance) not being applicable to all members of Council.

Other individuals appointed by Council that require disclosure include the Committee of Adjustment and Consent members, Property Standards Committee members, Milton Public Library Board members as well as Milton Hydro Holdings Inc. and its Subsidiaries:

Committee of Adjustment and Consent

Name	Meeting Allowance	Mileage	Total
Ogunlaja, Comfort	\$450	\$102	\$552
Ellahi, Salman	\$900	\$123	\$1,023
Jayaveer, Tharushe	\$300	\$41	\$341
Kluge, Mark	\$1,100	\$237	\$1,337
Slaght, Tyler	\$850	\$97	\$ 947
Trombino, Christopher	\$900	\$397	\$1,297
Total	\$4,500	\$997	\$5,497

Property Standards Committee

In 2025, no remuneration was paid to members of the Property Standards Committee.

Milton Public Library Board

In 2025, no remuneration was paid to members of the Milton Public Library Board.

Milton Hydro Holdings Inc. and its Subsidiaries

Council also appoints the Board members for Milton Hydro Holdings Inc. (MHHI), and as such disclosure of remuneration and expenses for those members in relation to the activities of MHHI is required. As per CORS-004-20 (Proposed Governance Changes for Milton Hydro Holdings Inc.), remuneration and expenses of the subsidiaries of MHHI is also included in the



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Discussion

Town's annual reporting. In 2025 the subsidiaries consist of Milton Hydro Distribution Inc. (MHDI) and Milton Energy and Generation Solutions Inc. (MEGS). In 2025, there were no remunerations paid for MEGS.

Name	MHHI	MHDI	Total
Best, Colin	\$10,827	\$5,283	\$16,110
Dick, Kevin	\$9,057	\$5,283	\$14,340
Gibson, Tim	\$10,228	\$4,112	\$14,340
Leitch, Matthew	\$12,319	\$5,283	\$17,602
Malboeuf, Richard	\$12,561	\$5,283	\$17,844
McFadden, Katrina	\$12,570	\$5,283	\$17,853
Minakakis, George	\$13,587	\$2,923	\$16,510
Swan, William	\$13,723	\$4,702	\$18,425
Wing, Shannon	\$10,228	\$4,702	\$14,930
Total	\$105,100	\$42,854	\$147,954

Council also appoints members to other committees (i.e. DBIA, Halton Healthcare). No remuneration or expenses have been identified for these appointed roles for 2025.

Finally, it should be noted that for roles where Milton Council makes recommendations as to appointments (versus appointing the roles directly), the annual disclosure resides with the body that makes the final appointment. As such, remuneration and expenses related to Town-recommended members (i.e. Conservation Halton, Joint Compliance Audit Committee and the Grand River Conservation Authority) are reported at the regional level.

Financial Impact

All remuneration and expenses incurred by the Town are in compliance with the related policies and reporting procedures and accommodated as part of the annual budget process.

Respectfully submitted,

Glen Cowan
Chief Financial Officer / Treasurer



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For questions, please contact:

Zaneta Kowalik, Manager,
Accounting and Payroll

Phone: Ext. 2122

Attachments

None

Approved by CAO
Andrew M. Siltala
Chief Administrative Officer

Recognition of Traditional Lands

The Town of Milton resides on the Treaty Lands and Territory of the Mississaugas of the Credit First Nation. We also recognize the traditional territory of the Huron-Wendat and Haudenosaunee people. The Town of Milton shares this land and the responsibility for the water, food and resources. We stand as allies with the First Nations as stewards of these lands.