

# Denise Holmes

**From:** Shaen Armstrong [REDACTED]  
**Sent:** Monday, March 2, 2026 1:33 PM  
**To:** Denise Holmes  
**Cc:** [REDACTED]  
**Subject:** Re: Input Regarding Remuneration Mar 5 2026 Agenda

Hi Denise, appreciate your guidance and we understand this will be an addendum to the Feb 24 email.

This new chart has the following updates:

- \* all townships are now comparing 2024 remuneration data against 2021 Census to ensure proper Per Capita comparisons (previous chart had mixture of 2023-2025 data due to difficulty in finding)
- \* I have kept record of all data sources as they are very difficult to find but I can provide citations if any question on validity.

	A	B	C	D	E	F	G	H	I
	TOWNSHIP & YEAR of REMUNERATION	CENSUS 2021	TOT REMUNERATION	SALARY	CPP	PER DIEM	MIGS/ CONF/ EDUC	MILEAGE	IT ALLOW
2	AMARANTH 2024	4,327	100198.46						
3	Per capita	23.16							
4	Mayor		21230.45	18808.5			2421.95		
5	Deputy Mayor		25000.69	15493.94		5994.51	2233.54		1278.7
6	Councillor		20031.54	13908.04		1740	3860.1		523.4
7	Councillor		13908.04	13908.04					
8	Councillor		20027.74	13908.04		1440	3751.88		927.82
10	EAST GARAFRAXA 2024	2,794	75920.63						
11	Per capita	27.17							
12	Mayor		17669.75	16874	795.75				
13	Deputy Mayor		14464.32	13848.6	615.72				
14	Councillor		15561.46	13241.82	579.64		1740		
15	Councillor		14412.55	13233.42	579.13				600
16	Councillor		13812.55	13233.42	579.13				
18	GRAND VALLEY 2024	3,851	80268.71						
19	Per capita	20.84							
20	Mayor		19635.52	17901.52					1734
21	Deputy Mayor		14504.52	14326.52					178
22	Councillor		13978.22	13428.22			550		
23	Councillor		15941.03	13428.22			1030.38	584.43	898
24	Councillor		16209.42	13428.22			870		1911.2
26	MELANCTHON 2024	3,132	97279.48						
27	Per capita	31.06							
28	Mayor		21908.12	19758.12		1250			900
29	Deputy Mayor		20631.68	17056.68		2675			900
30	Councillor		18571.56	15796.56		1875			900
31	Councillor		18271.56	15796.56		1575			900
32	Councillor		17896.56	15796.56		1200			900
34	MULMUR 2024	3,529	87383.99						
35	Per capita	24.76							
36	Mayor		22169.81	19297.68		996.09	1876.04		
37	Deputy Mayor		17437.96	15657.96		1780			
38	Councillor		19089.26	14118.48		2224.21	2746.57		
39	Councillor		14568.48	14118.48		450			
40	Councillor		14118.48	14118.48					
42	MONO 2024	9,421	133122.61	SALARY	HLTH BEN			MILEAGE	EXPENSES
43	Per capita	14.13							
44	Mayor		38501.14	25862.06	7575.38				5063.7
45	Deputy Mayor		22533.07	22533.07					
46	Councillor		19394.4	19394.4					
47	Councillor		24868.98	19394.4	3100.68				2373.9
48	Councillor		27825.02	19394.4	7576.38				854.24
50	TINY 2024	12,966	262967.8	SALARY	BENEFITS	MEALS/ ACCOM	CONF/ EDUC	MILEAGE	IT ALLOW
51	Per capita	20.28							
52	Mayor		62755.56	46781.31	11647.08	322.15	863.36	2332.9	808.76
53	Deputy Mayor		47489.66	34852.13	9629	263.51	1165.72	489.6	1089.7
54	Councillor		51872.36	31541	7384.75	3903.34	4133.21	3770.06	1140
55	Councillor		47739.83	32223.93	9168.5	597.52	2831.35	2043.55	874.98
56	Councillor		53110.39	34723.08	9592.31	2842.27	1902.03	2910.88	1139.82

Kind Regards,

# Shaen

On Mon, Mar 2, 2026 at 9:19 AM Denise Holmes <[dholmes@melancthontownship.ca](mailto:dholmes@melancthontownship.ca)> wrote:

Hi Shaen,

If you can just send me the current information, I will add it as supplementary information to what you have already provided. I will then send it out to Council and upload it to the website as a separate link. I have given till 4:30 p.m. on Wednesday for the public to submit comments.

Thank you.

*Kind regards,*

*Denise B. Holmes, AMCT*

*CAO/Clerk, Township of Melancthon*

*[519-925-5525](tel:519-925-5525) Ext. 101*

The Administration Office will be open to the public Monday to Friday from 8:30 a.m. to 12:00 p.m. and 1:00 p.m. to 4:30 p.m. There will be no public access between 12:00 p.m. to 1:00 p.m. as the Office will be closed.

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**From:** Shaen Armstrong [REDACTED]  
**Sent:** Sunday, March 1, 2026 9:52 PM  
**To:** Denise Holmes <[dholmes@melancthontownship.ca](mailto:dholmes@melancthontownship.ca)>  
**Subject:** Re: Input Regarding Remuneration Mar 5 2026 Agenda

Hello Denise, I would like to provide an updated chart as I

have been able to get more current info for some of the municipalities. I'm assuming it would be easier for you if you delete my Feb 24 email & I just redo the whole email again but want to confirm with you first

*Kind Regards,*

*Shaen*

On Wed, Feb 25, 2026 at 8:35 AM Denise Holmes <[dholmes@melancthontownship.ca](mailto:dholmes@melancthontownship.ca)> wrote:

Thank you Shaen. Your comments will be included in the March 5<sup>th</sup> Agenda package.

*Kind regards,*

*Denise B. Holmes, AMCT*

**CAO/Clerk, Township of Melancthon**

**[519-925-5525](tel:519-925-5525) Ext. 101**

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**From:** Shaen Armstrong <[REDACTED]>  
**Sent:** Tuesday, February 24, 2026 8:39 PM  
**To:** Denise Holmes <[dholmes@melancthontownship.ca](mailto:dholmes@melancthontownship.ca)> <[REDACTED]>  
[REDACTED]  
**Subject:** Input Regarding Remuneration Mar 5 2026 Agenda

Hello Denise:

Please find below two analysis charts in regards to the upcoming Mar 5th agenda item "Council Remuneration".

1) analysis does not take into account any additional Dufferin County level compensation which could be approx:

- \* \$60k for Warden role or
- \* \$25K-\$30K for Mayor and Deputy Mayor

**NOTE:** Sourced from Dufferin County website reporting per Municipality Act and supported by newspaper article in Orangeville

Citizen dated Mar 20/25

2) primarily this analysis focuses on the 5 comparable rural population Town(ship)s within Dufferin County to ensure apples to apples comparison vs. tourist living to rural living challenges.

3) 2nd analysis chart is specific to Tiny Township to show comparison to the report provided by Councilor McLean (Feb 19) for justification for 'professional' compensation model however in our opinion this is a grapes to grapefruit comparison for these reasons:

- \* population of Tiny compared to Melancthon (see in charts)
- \* population of Dufferin Cty (66,257) vs. Simcoe Cty (533,169)
- \* tourist living challenges vs rural living challenges
- \* Tiny's population doubling seasonally then dropping

4) sources of compensation details pulled from publicly available reports in accordance with the Municipality Act. Exception to this is Town of Mono whereby the only available info was gleaned from Dufferin County website. Given Mono population does not fall into the range of other 5 we felt not a significant loss of comparative data at detailed level.

TOWNSHIP & YEAR of REMUNERATION	CENSUS 2021	TOTAL REMUNERATION	SALARY	CPP	PER DIEM	MTGS or CONFS
<b>AMARANTH (2023)</b>	<b>4,327</b>	<b>\$ 85,070.80</b>				
<b>Per Capita</b>	<b>\$ 19.66</b>					
Mayor		\$ 18,021.32	\$ 18,021.32			
Dep Mayor		\$ 19,006.25	\$ 14,845.51		\$ 3,540.	
Councilor		\$ 16,330.65	\$ 13,325.93		\$ 1,740.	
Councilor		\$ 14,578.52	\$ 13,325.93		\$ 780.	
Councilor		\$ 17,134.06	\$ 13,325.93		\$ 2,730.	
NOTES: no detailed 2024 but 2024 budget gave 4% increase. Est \$88,473.63 and Per Capita \$20.45						
<b>EAST GARAFRAXA (2024)</b>	<b>2,794</b>	<b>\$ 75,920.63</b>				
<b>Per Capita</b>	<b>\$ 27.17</b>					
Mayor		\$ 17,669.75	\$ 16,874.00	\$ 795.75		
Dep Mayor		\$ 14,464.32	\$ 13,848.60	\$ 615.72		
Councilor		\$ 15,561.46	\$ 13,241.82	\$ 579.64		\$ 1,740.0
Councilor		\$ 14,412.55	\$ 13,233.42	\$ 579.13		

Councilor		\$ 13,812.55	\$ 13,233.42	\$ 579.13		
<b>GRAND VALLEY (2024)</b>	<b>3,851</b>	<b>\$ 80,268.71</b>				
<b>Per Capita</b>	<b>\$ 20.84</b>					
Mayor		\$ 19,635.52	\$ 17,901.52			
Dep Mayor		\$ 14,504.52	\$ 14,326.52			
Councilor		\$ 13,978.22	\$ 13,428.22			\$ 550.00
Councilor		\$ 15,941.03	\$ 13,428.22			\$ 1,030.30
Councilor		\$ 16,209.42	\$ 13,428.22			\$ 870.00
<b>MELANCTHON (2024)</b>	<b>3,132</b>	<b>\$ 103,829.60</b>				
<b>Per Capita</b>	<b>\$ 33.15</b>					
Mayor (DW)		\$ 22,669.92	\$ 20,419.92		\$ 1,350.00	
Dep Mayor (JMCL)		\$ 21,228.00	\$ 17,628.00		\$ 2,700.00	
Councilor (BN)		\$ 18,950.76	\$ 16,325.76		\$ 1,725.00	
Councilor(RP)		\$ 22,855.16	\$ 16,325.76		\$ 1,359.09	\$ 3,265.91
Councilor (RM)		\$ 18,125.76	\$ 16,325.76		\$ 900.00	
NOTES: RP reported \$4,265 for Per Diem includes education conference \$3265.91						
<b>MULMUR (2024)</b>	<b>3,529</b>	<b>\$ 88,281.67</b>				
<b>Per Capita</b>	<b>\$ 25.02</b>					
Mayor		\$ 22,287.41	\$ 19,297.68		\$ 996.09	\$ 1,876.00
Dep Mayor		\$ 17,858.96	\$ 15,657.96		\$ 1,780.00	
Councilor		\$ 19,402.95	\$ 14,118.48		\$ 2,224.21	\$ 2,746.50
Councilor		\$ 14,613.87	\$ 14,118.48		\$ 450.00	
Councilor		\$ 14,118.48	14,118.48			
<b>MONO (2023)</b>	<b>9,421</b>	<b>\$ 168,633.00</b>				
<b>Per Capita</b>	<b>\$ 17.90</b>					

<b>TINY (2023)</b>	<b>12,966</b>	<b>\$ 246,534.78</b>	<b>SALARY</b>	<b>BENEFITS</b>	<b>MEALS/ ACCOM</b>	<b>EDUC CO</b>
<b>Per Capita</b>	<b>\$ 19.01</b>					
Mayor		\$ 60,413.45	\$ 44,886.89	\$ 11,098.56	\$ 144.49	\$ 1,870.00
Dep Mayor		\$ 47,944.79	\$ 36,051.11	\$ 9,687.83		\$ 1,022.00
Councilor		\$ 43,805.04	\$ 31,265.89	\$ 7,144.57	\$ 1,733.47	\$ 1,394.00
Councilor		\$ 46,952.20	\$ 31,531.37	\$ 8,840.97	\$ 82.44	\$ 3,196.00
Councilor		\$ 47,419.30	\$ 32,371.37	\$ 8,982.93	\$ 1,929.30	\$ 1,289.00
NOTES: Population doubles in tourist season						

Do not hesitate to reach out if you require more info Denise or I need to provide you with anything else.

*Kind Regards,*

***Shaen***

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42	<b>MONO 2024</b>	<b>9,421</b>	<b>133122.61</b>	<b>SALARY</b>	<b>HLTH BEN</b>			<b>MILEAGE</b>	<b>EXPENSES</b>
43	<i>Per capita</i>	<b>14.13</b>							
44	Mayor		38501.14	25862.06	7575.38				5063.7
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48	Councillor		27825.02	19394.4	7576.38				854.24
50	<b>TINY 2024</b>	<b>12,966</b>	<b>262967.8</b>	<b>SALARY</b>	<b>BENEFITS</b>	<b>MEALS/ ACCOM</b>	<b>CONF/ EDUC</b>	<b>MILEAGE</b>	<b>IT ALLOW</b>
51	<i>Per capita</i>	<b>20.28</b>							
52	Mayor		62755.56	46781.31	11647.08	322.15	863.36	2332.9	808.76
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55	Councillor		47739.83	32223.93	9168.5	597.52	2831.35	2043.55	874.98
56	Councillor		53110.39	34723.08	9592.31	2842.27	1902.03	2910.88	1139.82