



## Staff Report

---

**Report To:** Council Meeting  
**From:** Magda Badura, Manager of Corporate Services (Treasurer)  
**Date:** 2025-03-13  
**Subject:** 2024 Public Sector Salary Disclosure

---

### **Recommendation:**

That West Elgin Council hereby receives the report from M. Badura, Manager of Corporate Services – Treasurer re: 2024 Public Sector Salary Disclosure for information only.

### **Purpose:**

The purpose of this report is to provide the Municipal Council with an overview of the 2024 Public Sector Salary Disclosure in Ontario. In addition, this report will help to address public perception and prepare council members to effectively communicate salary-related decisions, reinforcing trust in municipal governance.

### **Background:**

This disclosure, commonly referred to as the "Sunshine List," is an annual release mandated by the Public Sector Salary Disclosure Act, 1996, which requires organizations receiving public funding to disclose the salaries of employees earning \$100,000 or more annually.

The 2024 Public Sector Salary Disclosure includes employees from various sectors, including municipal governments, healthcare, education, and provincial agencies. The data is publicly accessible and serves as a transparency measure to ensure accountability in the use of public funds.

The Municipality of West Elgin reported a total of two senior administrative officials:

CAO/Treasurer	\$ 159,199.35
Manager of Operations and Community Services	\$ 121,837.23

June 5, 2024, The Municipality of West Elgin completed a compensation assessment whereby council approved and implemented adjustments to ensure wage rates reflecting the 50<sup>th</sup> percentile pay targets for comparable industry positions. The rates above reflect wage adjustments.

### **Financial Implications:**

The municipal council has approved the 2024 pay review adjustments, as reflected in the 2024 operating budget.

### **Policies/Legislation:**

By-Law 2024-48 Pay Administration Policy

**Alignment with Strategic Priorities:**

<b>Infrastructure Improvement</b>	<b>Recreation</b>	<b>Economic Development</b>	<b>Community Engagement</b>
<input type="checkbox"/> To improve West Elgin's infrastructure to support long-term growth.	<input type="checkbox"/> To provide recreation and leisure activities to attract and retain residents.	<input type="checkbox"/> To ensure a strong economy that supports growth and maintains a lower cost of living.	<input checked="" type="checkbox"/> To enhance communication with residents.

Respectfully submitted by,

Magda Badura  
 Manager of Corporate Services/ Treasurer

## Report Approval Details

Document Title:	2024 Public Sector Salary Disclosure - 2025-06-Corporate Services Finance.docx
Attachments:	
Final Approval Date:	Mar 7, 2025

This report and all of its attachments were approved and signed as outlined below:

Robin Greenall