

## Report to Council

<b>Report Title:</b>	2026 Salary Compensation Review – Market Comparators		
<b>Prepared By:</b>	Chris Peabody, Mayor		
<b>Department:</b>	Council		
<b>Date:</b>	March 24, 2026		
<b>Report Number:</b>	CO2026-03	<b>File Number:</b>	C11CO
<b>Attachments:</b>	Brockton Comparator Analysis Schedule 1 Brockton Comparator Analysis Schedule 2		

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### **Recommendation:**

That the Council of the Municipality of Brockton hereby supports Report Number CO2026-03 – 2026 Salary Compensation Review – Market Comparators, prepared by Mayor Chris Peabody, and in doing so approves the salary market comparators presented in Schedule 2.

### **Report:**

#### **Background:**

Council previously established the Compensation Review Advisory Committee to support a structured and transparent process for reviewing the municipality’s compensation framework. The Committee’s mandate includes evaluating relevant labour market data, identifying suitable comparator organizations, and ensuring that the recommended comparators align with Council-approved compensation objectives, including competitiveness, equity, and fiscal responsibility.

To support this work, staff have provided administrative, technical, and analytical assistance to the Committee through the designated staff liaison.

#### **Analysis:**

The Compensation Review Advisory Committee has:

- Met, with full participation of members and ongoing support from the staff liaison.
- Considered a range of potential comparator municipalities and organizations, taking into account factors such as population, proximity, service levels, organizational structure, financial capacity and rural communities with an urban centre.
- Evaluated the relevance and suitability of each potential comparator group to ensure alignment with Council’s compensation philosophy.

These recommendations reflect both quantitative labour market data and qualitative organizational considerations and are intended to support an evidence - based and equitable compensation review process based on the Committee's direction. Following these discussions and analyses, the Committee had finalized a recommended list of salary market comparators attached as Schedule 1.

Upon further consideration, review of median and average data in comparison to Brockton I am requesting further consideration by all of Council and recommending Schedule 2 attached with the inclusion of the Municipality of Kincardine to ensure the local market is considered and the median and averages more closely align with Brockton's.

Once the comparators are approved by Council the third-party salary consultant will advance the review.

### **Brockton's Community Goals:**

The content and recommendations in this report support advancing the priorities to **Build a Better Brockton** in one or more of the following areas: **Heritage, Culture, and Community, Quality of Life, Municipal Governance, Land Use Planning and the Natural Environment, and/or Economic Development.**

### **Financial Impacts/Source of Funding:**

- Do the recommendations represent a sound financial investment from a sustainability perspective? Yes

Potential implementation costs will occur within the 2027 budget.

### **Reviewed By:**



Trish Serratore, Chief Financial Officer

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### **Respectfully Submitted by:**



Chris Peabody, Mayor

### **Reviewed By:**



Sonya Watson, Chief Administrative Officer