Populations for weighting factor :

City	Population	Weight
Winnipeg	663,617	16.86%
Vancouver	603,502	15.33%
Hamilton	519,949	13.21%
HRM	390,096	9.91%
Surrey	468,251	11.89%
Laval	401,553	10.20%
London	366,150	9.30%
Brampton	523,911	13.31%
Total	3,937,029	100.00%

*Highest Salary/ Difference Adjustment

		Mayor	Councillor
Highest Salary - Weighted Total	Highest	$177,494.00	$93,576.00
	Weighted Average Salary	$161,418.13	$77,311.88
	Difference	$16,075.87	$16,264.13
	Divide by 2	$8,037.94	$8,132.06
50% of Difference		**$8,037.94**	**$8,132.06**

*Note: Figures represent base salaries / stipends and do not include amounts paid for sitting on additional committees or boards or car allowances.

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HRM Remuneration Universe 2016 – 2017

HRM Council and Mayor Salaries based on formulae:

	Mayor	Councillor
Weighted Average	$161,418.13	$77,311.88
50 % Difference Adjustment	$8,037.94	$8,132.06
Indicated Salary	$169,456.07	$85,443.94
Current Salary (2015-16)	$176,033.75	$82,652.64
Percentage Increase	0.00%	3.38%

Deputy Mayor = Councillor plus 10%

Councillor Salary +	10 % of Councillor Salary =	Deputy Mayor Salary
$85,443.94	$8,544.39	$93,988.33

Modifier:

If the indicated salary is less than the current salary, the current salary is to be maintained.

Recommended Salary for 2016 - 2017

Mayor	**Deputy Mayor**	**Councillor**
$176,033.75	**$93,988.33**	**$85,443.94**

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Excerpt From Citizens' Commission on Remuneration for members of the Council of the Halifax Regional Municipality:

Formula – methodology – weighted average

1. Convert all stipends into fully taxable amounts
2. Add populations
3. Express as a percentage the population of each universe municipality as a portion of the universe total population = **weighting factor**
4. Multiply the stipend of each mayor or councillor by the weighting factor = **weighted salary**
5. Add the weighted stipend of each universe municipality**= weighted average salary**
6. Subtract weighted average salary from the highest salary
7. Divide by 2 **= median rate** between weighted average and highest rate
8. Add median rate to average rate = **HRM stipend**
9. **Except that:**

In 2004 the weighted average only will be paid
In 2005 the weighted average only will be paid
In 2006 the weighted average plus 10% will be paid
In 2007 the weighted average plus 20% will be paid
In 2008 the weighted average plus 30% will be paid
In 2009 the weighted average plus 40% will be paid
In 2010 and all subsequent years the weighted average plus 50% - or median rate - will be paid