

HRM Remuneration Universe 2005

Populations for weighting factor :

City	Population	Weight
Winnipeg	631,200	18.55%
Vancouver	568,500	16.70%
Hamilton	490,300	14.41%
HRM	360,000	10.58%
Surrey	347,900	10.22%
Laval	343,000	10.08%
London	337,000	9.90%
Brampton	325,500	9.56%
Total	3,403,400	100.00%

Highest Salary/ Difference Adjustment

		Mayor	Councillor
Highest Salary - Weighted Total	Highest	\$136,132.00	66,400
	Average	\$120,934.69	53,792.75
	Difference	\$15,197.31	\$12,607.25
	½ Difference	\$7,598.66	\$6,303.63
10% of Difference		\$1,519.73	\$1,260.73

HRM Council and Mayor Salaries based on formulae:

	Mayor	Councillor
Weighted Average	\$120,934.69	\$53,792.75
10 % Difference Adjustment	\$1,519.73	\$1,260.73
Indicated Salary	\$122,454.42	\$55,053.48

Recommended Salary for 2005 - 6

Mayor	Deputy Mayor	Councillor
\$127,000	\$60,558	\$55,053

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