

HRM Remuneration Universe 2006

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                 | \$139,500.00      | \$67,927.00       |
|                                 | Weighted Average Salary | \$123,312.10      | \$55,574.08       |
|                                 | Difference              | \$16,187.90       | \$12,352.92       |
|                                 | Divide by 2             | \$8,093.95        | \$6,176.46        |
| 20% of Difference               |                         | <b>\$3,237.58</b> | <b>\$2,470.58</b> |

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HRM Council and Mayor Salaries based on formulae:

| 759.87\$630.36             | Mayor               | Councillor         |
|----------------------------|---------------------|--------------------|
| Weighted Average           | \$123,312.10        | \$55,574.08        |
| 20 % Difference Adjustment | \$3,237.58          | \$2,470.58         |
| Indicated Salary           | <b>\$126,549.68</b> | <b>\$58,044.66</b> |

Deputy Mayor = Councillor plus 10%

| Councillor Salary + | 10 % of Councillor Salary = | Deputy Mayor Salary |
|---------------------|-----------------------------|---------------------|
| \$58,044.66         | \$5,804.47                  | <b>\$63,849.13</b>  |

Modifier:

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

Recommended Salary for 2006 - 7

| Mayor            | Deputy Mayor    | Councillor      |
|------------------|-----------------|-----------------|
| <b>\$127,000</b> | <b>\$63,849</b> | <b>\$58,045</b> |

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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