

HRM Remuneration Universe 2007

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	\$76,236.00
	Weighted Average Salary	\$128,178.29	\$59,650.13
	Difference	\$11,321.71	\$16,585.87
	Divide by 2	\$5,660.86	\$8,292.94
30% of Difference		\$3,396.51	\$4,975.76

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HRM Council and Mayor Salaries based on formulae:

759.87\$630.36	Mayor	Councillor
Weighted Average	\$128,178.29	\$59,650.13
30 % Difference Adjustment	\$3,396.51	\$4,975.76
Indicated Salary	\$131,574.80	\$64,625.89

Deputy Mayor = Councillor plus 10%

Councillor Salary +	10 % of Councillor Salary =	Deputy Mayor Salary
\$64,625.89	\$6,462.59	\$71,088.48

Modifier:

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

Recommended Salary for 2007 - 8

Mayor	Deputy Mayor	Councillor
\$131,575	\$71,088	\$64,626

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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