

HRM Remuneration Universe 2011 - 2012

Populations for weighting factor :

City	Population	Weight
Winnipeg	633,451	17.41%
Vancouver	578,041	15.89%
Hamilton	504,559	13.87%
HRM	372,679	10.24%
Surrey	394,976	10.86%
Laval	368,709	10.13%
London	352,395	9.68%
Brampton	433,806	11.92%
Total	3,638,616	100.00%

Highest Salary/ Difference Adjustment

		Mayor	Councillor
Highest Salary - Weighted Total	Highest	\$159,145.00	\$78,909.44
	Weighted Average Salary	\$141,318.33	\$67,308.26
	Difference	\$17,826.67	\$11,601.18
	Divide by 2	\$8,913.34	\$5,800.59
50% of Difference		\$8,913.34	\$5,800.59

October 24, 2011

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HRM Council and Mayor Salaries based on formulae:

	Mayor	Councillor
Weighted Average	\$141,318.33	\$67,308.26
50 % Difference Adjustment	\$8,913.34	\$5,800.59
Indicated Salary	\$150,231.67	\$73,108.85
Percentage Increase	5.92%	1.04%

Deputy Mayor = Councillor plus 10%

Councillor Salary +	10 % of Councillor Salary =	Deputy Mayor Salary
\$73,108.85	\$7,310.89	\$80,419.74

Modifier:

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

Recommended Salary for 2011 - 2012

Mayor	Deputy Mayor	Councillor
\$150,231.67	\$80,419.74	\$73,108.85

October 24, 2011

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