

HRM Remuneration Universe 2012 - 2013

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	\$169,337.00	\$84,242.08
	Weighted Average Salary	\$148,653.74	\$69,844.64
	Difference	\$20,683.26	\$14,397.44
	Divide by 2	\$10,341.63	\$7,198.72
50% of Difference		\$10,341.63	\$7,198.72

October 24, 2012

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HRM Council and Mayor Salaries based on formulae:

	Mayor	Councillor
Weighted Average	\$148,653.74	\$69,844.64
50 % Difference Adjustment	\$10,341.63	\$7,198.72
Indicated Salary	\$158,995.37	\$77,043.36
Percentage Increase	5.83%	5.38%

Deputy Mayor = Councillor plus 10%

Councillor Salary +	10 % of Councillor Salary =	Deputy Mayor Salary
\$77,043.36	\$7,704.34	\$84,747.70

Modifier:

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

Recommended Salary for 2012 - 2013

Mayor	Deputy Mayor	Councillor
\$158,995.37	\$84,747.70	\$77,043.36

October 24, 2012

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