

HRM Remuneration Universe 2013 - 2014

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	\$173,099.50	\$85,660.64
	Weighted Average Salary	\$152,713.53	\$71,892.56
	Difference	\$20,385.97	\$13,768.08
	Divide by 2	\$10,192.99	\$6,884.04
50% of Difference		\$10,192.99	\$6,884.04

October 25, 2013

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HRM Council and Mayor Salaries based on formulae:

	Mayor	Councillor
Weighted Average	\$152,713.53	\$71,892.56
50 % Difference Adjustment	\$10,192.99	\$6,884.04
Indicated Salary	\$162,906.51	\$78,776.60
Current Salary (2012-13)	\$158,995.37	\$77,043.36
Percentage Increase	2.46%	2.25%

Deputy Mayor = Councillor plus 10%

Councillor Salary +	10 % of Councillor Salary =	Deputy Mayor Salary
\$78,776.60	\$7,877.66	\$86,654.26

Modifier:

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

Recommended Salary for 2013 - 2014

Mayor	Deputy Mayor	Councillor
\$162,906.51	\$86,654.26	\$78,776.60

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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