

HRM Remuneration Universe 2015 - 2016

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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	\$193,491.67	\$91,831.84
	Weighted Average Salary	\$158,575.83	\$73,473.45
	Difference	\$34,915.84	\$18,358.39
	Divide by 2	\$17,457.92	\$9,179.19
50% of Difference		<b>\$17,457.92</b>	<b>\$9,179.19</b>

November 6, 2015

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HRM Council and Mayor Salaries based on formulae:

	Mayor	Councillor
Weighted Average	\$158,575.83	\$73,473.45
50 % Difference Adjustment	\$17,457.92	\$9,179.19
Indicated Salary	\$176,033.75	\$82,652.64
Current Salary (2014-15)	\$168,449.50	\$80,849.80
Percentage Increase	4.50%	2.23%

Deputy Mayor = Councillor plus 10%

Councillor Salary +	10 % of Councillor Salary =	Deputy Mayor Salary
\$82,652.64	\$8,265.26	\$90,917.90

Modifier:

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

Recommended Salary for 2015 - 2016

Mayor	Deputy Mayor	Councillor
<b>\$176,033.75</b>	<b>\$90,917.90</b>	<b>\$82,652.64</b>

November 6, 2015

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

November 6, 2015

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