HRM Remuneration Universe 2009 - 2010

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	$144,590.00	$78,909.00
	Weighted Average Salary	$134,069.96	$63,503.12
	Difference	$10,520.04	$15,405.88
	Divide by 2	$5,260.02	$7,702.94
50% of Difference		**$5,260.02**	**$7,702.94**

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HRM Council and Mayor Salaries based on formulae:

759.87$630.36	Mayor	Councillor
Weighted Average	$134,069.96	$63,503.12
50 % Difference Adjustment	$5,260.02	$7,702.94
Indicated Salary	**$139,329.98**	**$71,206.06**

Deputy Mayor = Councillor plus 10%

Councillor Salary +	10 % of Councillor Salary =	Deputy Mayor Salary
$71,206.06	$7,120.61	**$78,326.66**

Modifier:

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

Recommended Salary for 2009 - 2010

Mayor	**Deputy Mayor**	**Councillor**
$139,330	**$78,327**	**$71,206**

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