

**COUNCIL REMUNERATION MARKET REVIEW 2018**

Prepared by: Jennifer Moreau, Manager Human Resources - May 2018

<b>SALARY COMPARISON (Source: Market Response)</b>												
Mayor			Deputy Mayor				Councillor					
Municipality	Base	Median	Average	Municipality	Base	Median	Average	Municipality	Base	Median	Average	
East Gwillumbury	\$ 70,459.00	\$ 39,408.17	37,789.63	Orangeville	\$ 28,264.00	\$ 22,800.00	\$ 22,172.48	East Gwillumbury	\$ 44,108.00	\$ 19,270.00	\$ 20,127.32	
Orangeville	\$ 47,484.00			Wasaga Beach	\$ 27,419.44			Orangeville	\$ 25,551.00			
Hunstville	\$ 43,819.00			Collingwood	\$ 27,110.00			Collingwood	\$ 21,750.00			
Niagara on the Lake	\$ 41,241.00			Midland	\$ 26,580.00			Wasaga Beach	\$ 21,390.56			
Midland	\$ 39,595.00			Meaford	\$ 22,800.00			Meaford	\$ 20,700.00			
Wasaga Beach	\$ 39,408.17			The Blue Mountains	\$ 21,999.90			Hunstville	\$ 19,270.00			
Collingwood	\$ 37,873.00			Hunstville	\$ 21,270.00			Midland	\$ 18,106.00			
The Blue Mountains	\$ 30,999.80			Gravenhurst	\$ 16,371.00			The Blue Mountains	\$ 17,500.00			
Meaford	\$ 27,900.00			Grey Highlands	\$ 7,738.00			Gravenhurst	\$ 14,159.00			
Gravenhurst	\$ 26,010.00			East Gwillumbury	N/A			Niagara on the Lake	\$ 13,018.00			
Grey Highlands	\$ 10,897.00			Niagara on the Lake	N/A			Grey Highlands	\$ 5,848.00			
<b>Mayor Salary</b>				<b>Deputy Mayor</b>					<b>Councillor Salary</b>			
55th Percentile: \$ 41,378.58				55th Percentile: \$ 23,940.00					55th Percentile: \$ 20,233.50			
60th Percentile: \$ 43,348.99				60th Percentile: \$ 25,080.00					60th Percentile: \$ 21,197.00			

<b>BENEFITS AND OTHER EXPENSES COMPARISON (Source: Market Response)</b>												
Cost of Living Allowance		Lump Sum Increase		Benefits or Lump Sum			IT Allowance			Meeting Per Diem		
Municipality		Municipality		Municipality			Municipality			Municipality	Full Day	Half Day
Orangeville	Same as staff	Orangeville	No	Orangeville	Yes	H&D	Orangeville	Yes	\$180 per month	Orangeville	No	No
East Gwillumbury	No	East Gwillumbury	No	East Gwillumbury	Yes	H&D	East Gwillumbury	No	Material Provided	East Gwillumbury	No	No
Wasaga Beach	Same as staff	Wasaga Beach	No	Wasaga Beach	Yes	H&D	Wasaga Beach	Yes	\$600 per year	Wasaga Beach	\$120 per day	No
Collingwood	Same as staff (Dec)	Collingwood	No	Collingwood	Yes	H&D	Collingwood	No	Devices Provided	Collingwood	No	No
Niagara on the Lake	CPI	Niagara on the Lake	No	Niagara on the Lake	No		Niagara on the Lake	No	Devices Provided	Niagara on the Lake	No	No
Hunstville	No	Hunstville	3k M, 1K DM, \$500	Hunstville	Yes	\$1721 Lump Sum	Hunstville	Yes	\$1500 Per Term	Hunstville	\$150	\$75
Gravenhurst	1.25%	Gravenhurst	No	Gravenhurst	Yes	\$500 H.S.A	Gravenhurst	Yes	\$1200 Per Term	Gravenhurst	No	No
Midland	No	Midland	No	Midland	Yes	H&D	Midland	Yes	Reimbursement for	Midland	\$120	\$60
The Blue Mountains	No	The Blue Mountains	No	The Blue Mountains	Yes	H&D	The Blue Mountains	Yes	\$3,599.96	The Blue Mountains	\$100	\$75
Grey Highlands	1.70%	Grey Highlands	No	Grey Highlands	No		Grey Highlands	Yes	\$35 per month cell	Grey Highlands	\$176	\$95
Meaford	1.3% (CPI June)	Meaford	No	Meaford	No		Meaford	No		Meaford	No	No

Legend/Definitions	
	Where Town of the Blue Mountains ranks within list
Median	The middle number in a sorted list of numbers (50th Percentile)
Average	A calculated "central" value of a set of numbers
H&D	Health and Dental
AD&D	Accidental Death & Dismemberment
H.S.A.	Health Spending Account