

## Municipal Survey Results – Council Compensation 2016

| Municipality                 | Pop. in 1,000's | Avg. Age | Avg. HH Income In \$1,000's | City Oper. Budget (\$Mill) | Avg. House Value in \$1,000's | # of Council Members and FT/PT | Mayor FT/PT | Dedicated Assistant for Councillors   | Base Pay for Council \$ | Base Pay for Mayor in \$ | Grid for Pay | 1/3 Tax Free | Pay for each comm | Mileage and Rate   | Councillor Expenses Budget \$   | Mayor Expenses \$ | Benefits   | Annual Increase  |
|------------------------------|-----------------|----------|-----------------------------|----------------------------|-------------------------------|--------------------------------|-------------|---------------------------------------|-------------------------|--------------------------|--------------|--------------|-------------------|--|---|-------------------|--|--|
| Ajax (lower tier)            | 109.6           | 36.2     | 111.4                       | 51.1                       | 363                           | 7 PT                           | FT          | 1 for all Councillors and 1 for Mayor | 36,007                  | 86,855                   | N            | Y            | N                 | Y. They get a travel allowance and mileage if trip is over 50 km | 6,700   | 8,300             | Y. No OMERS but get 9% for RRSP.   | Changes to policy made by staff. Avg of local municipal increases used |
| Pickering (lower tier)       | 95              | 41       | 120                         |                            | 396                           | 7 PT                           | FT          | Assist for all                        | 34,281                  | 82,271                   | N            | Y            | N                 | Y. Travel allowance and can claim for over 50 km trips           | 3,000/yr. 750 for stationary.5,000/yr for events and meals 10,000/yr for constituent communications | same              | Y includes 13% RRSP and families. Life Insurance.                            | Negotiated CP rates by Council.  |
| Clarington (lower tier)      | 91.7            | 38.6     | 105.2                       | 67.7                       | 294                           | 6 FT                           | FT          | Only Mayor                            | 35,448                  | 88,619                   | N            | Y            | N                 | Y  |   |                   | Y. includes pension  | Citizen committee review   |
| Kingston (single tier)       | 128.6           | 42       | 89.8                        | 348.1                      | 293                           | 12 PT                          | FT          | Only Mayor                            | 30,291                  | 93,075                   | N            | Y            | N                 | Y  | 3,300   | 5,000             | Y. includes pension  | CPI. Council decides   |
| Timmins (single tier)        | 45              | 40.7     |                             | 110.0                      |                               | 8 PT                           | FT          | Only Mayor                            | 18,618                  | 58,731                   | N            | Y            | N                 | Y. \$0.45/km   |   |                   | N  |  |
| SSM** (single tier)          | 75.1            | 45.6     | 70.1                        | 89.7                       | 175.5                         | 12 PT                          | PT          | Only Mayor                            | 22,738                  | 70,756                   | N            | Y            | N                 | N  |   |                   | Car allowance for Council. Mayor has all benefits but pension.               | Set by Council. Set at 0% increase                                     |
| Kawartha Lakes (single tier) | 74              | 48.4 *   |                             |                            |                               | 16 PT                          | FT          |                                       | 25,000                  | 66,000                   | N            | N/A          | Y                 | Y \$0.50/km  | 5,000 some don't spend anything   | 5,000             | Y – pension, dental, vision, car allowance                                   | Council  |
| Barrie (single tier)         | 143.6           | 37.2     | 86.8                        | 210.                       | 284                           | 10 PT                          | FT          | Only Mayor                            | 29,600 (2010)           | 87,877 (2010)            | N            | Y            | N                 | \$0.54/km  | 2,916-4,300   | 8,308.44          | Y – dental, extended health, vision and car allowance – they pay 50% of cost | Recommended by staff. Non-union annual increase                        |
| Ptbo*                        | 78.7            | 44.6 *   | 60.4                        | 250.2                      | 337.5                         | 10 PT                          | FT          | One for all                           | 27,721                  | 67,703                   | N            | Y            | N                 | \$0.539/km (out of town travel only)                             | 0-525   | 5,112 for car     | N  | Lesser of CPI and staff increase                                       |
| Avg. (not including Ptbo)    | 95.3            | 41.2     | 97.2                        | 131.15                     | 300.9                         | 9.75                           |             |                                       | 28,997                  | 79,273                   |              |              |                   |  |   |                   |  |  |

\*based on 2011 census data

\*\*Sault St. Marie