

	Haldimand	Norfolk		Brant		Belleville		Kawartha Lakes		City of Brantford		Chatham-Kent		City of Kingston		Hamilton	
Tier	Single	Single		Single		Single		Single		Single		Single		Single		Single	
Population (2016)	45,608	64,044		36,707		50,716		75,423		97,496		101,647		123,798		536,917	
Council Size (# of Members)	7	9		11		9		17		11		18		13		16	
Year	2018	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019
Mayor / Warden / Chair Salary	\$79,756	\$69,083	\$84,179	\$69,582	\$88,236	\$81,537	\$81,537	\$82,809	\$111,790	\$89,366	\$113,541	\$93,605	TBD	\$89,414	\$116,856	\$184,663	Unknown
Deputy Mayor Salary	\$42,537	\$33,998						\$43,565	\$50,970					Unknown	\$43,000		Unknown
Councillor Salary	\$39,879	\$31,998	\$36,902	\$23,598	\$31,002	\$30,320	\$30,320	\$41,065	\$48,050	\$28,614	\$33,583	\$28,170	TBD	\$32,868	\$40,000	\$97,357	Unknown
Currently 1/3 Tax Exempt?	Yes	Yes		Yes		Yes		Yes		Yes		Yes		Yes		No	
2019 Approach (if available)		Grossed up to adjust the full gap.		Used this opportunity to review and implement a new Council Remuneration package (increase base salary, enhanced benefits,		No adjustment - fully taxed.		Grossed up to adjust the full gap.		Grossed up to adjust the full gap.		No decision made.		Grossed up to adjust the full gap.		No change required since fully taxable since Jan. 1, 2016	
Benefits / OMERS	All council is eligible for FT benefit package. No LTD or ADD. Eligible for OMERS	Option to pay into non-union EHC and Dental, they are responsible for full cost. No LTD. Separate life \$30k and AD&D \$200K		Optional health benefits election officials pay 50% of premium costs, with the other 50% paid by the municipality (extended health care, dental); No pension		Life insurance, Extended Health, Travel, Semi-private, Dental; No OMERS		Eligible for OMERS.		All council is eligible for FT/Council benefit package. No LTD. Eligible for OMERS		Mayor - full benefits as FT employee. Councillors have the option of benefits but they pay the premiums		Unchanged - same benefits as non-union employees (Life, AD&D, Extended Health, Dental OMERS)		Same benefits as non-union employees	
Process for automatic adjustments to annual compensation for elected officials	Annual Non-Union inflationary increase applies to Council	Not commented on.		Standard practice - extended non-union increases to council		Standard practice - extended non-union increases to council		CPI adjustments annually		Standard practice - extended non-union increases to council		Not automatic. In the past has been budgeted for but council refused		CPI adjustments annually		Unknown	
Annual Car Allowance Or Mileage	Mileage	No allowances, Eligible to submit mileage claims		Mayor receives car allowance, all receive mileage		Mayor - \$4800 per year; Councillors - get mileage		Car allowance and mileage	Removed car allowance for 2019, still receive mileage	Mileage		Mayor - \$9,937 Councillor - \$3,500 mileage is \$0.49/km		Car allowance unchanged Mayor - \$5,845 Councillor - \$3,117		No allowance, however have a budget for mileage, supplies, etc.	

Sudbury		Niagara Region	Niagara Falls
		Upper	Lower
161,530		447,888	
13		31	
2018	2019	2018	2018
\$120,746	\$165,746	\$132,477	unknown
\$35,788	\$41,788	\$32,013	unknown
No		Yes	unknown
Grossed up to adjust the full gap.		No information at this time.	No information at this time.
Unknown		All council is eligible for FT benefit package. No LTD or ADD. Eligible for OMERS	unknown
Unknown		12 month average of core consumer price index (CPI) plus Conference Board of Canada's annual policy line change for non-unionized employees.	unknown
Unknown		Chair Car Allowance - \$20,266 Mileage - \$0.52/km	unknown