

	Haldimand	Norfolk	Orillia	Brant	Belleville	Kawartha Lakes		City of Peterborough	City of Brantford	Chatham-Kent	City of Kingston		Hamilton	Niagara			Oxford		
Tier	Single	Single	Single	Single	Single	Single		Single	Single	Single	Single		Single	Upper	Lower	Combined	Upper	Lower	Combined
															West Lincoln			Norwich	
Year	2018	2018	2018	2018	2018	2018	2019	2018	2018	2018	2018	2019	2018	2018	2018		2018	2018	
Population (2016)	45,608	64,044	32,000	36,707	50,716	75,423		83,500	97,496	101,647	123,798		536,917	447,888	14,500	447,888	110,862	11,001	110,862
Council Size (# of Members)	7	9	5	11	9	17		11	11	18	13		16	31	7	31	10	5	
Mayor / Warden / Chair Salary	\$79,756	\$69,083	\$82,843	\$63,385	\$81,537	\$82,809	\$111,790	\$69,612	\$89,366	\$93,605	\$89,414	\$116,856	\$184,663	\$132,477	\$30,078	The Mayor of West Lincoln represents the Lower Tier at the Upper Tier level, and receives the Mayor salary for West Lincoln (\$30,078) plus the Councillor Salary for the Region of Niagara (\$32,013) for a total of \$62,091	\$88,416	\$23,695	The Mayor of the Township of Norwich represents the Lower Tier at the Upper Tier level, and receives the Mayor salary for Norwich (\$23,695) plus the Councillor Salary for the County of Oxford (\$26,517) for a total of \$50,212
Deputy Mayor Salary	\$42,537	\$33,998				\$43,565	\$50,970	\$28,503				\$250/month					\$20,767		
Councillor Salary	\$39,879	\$31,998	\$38,621	\$23,192	\$30,320	\$41,065	\$48,050	\$28,503	\$28,614	\$28,170	\$32,868	\$40,000	\$97,357	\$32,013	\$17,854		\$26,517	\$17,568	
Currently 1/3 Tax Exempt?	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes		No	Yes	Yes		Yes	Yes	
2019 Approach (if available)		Report to be presented to Norfolk Council in June	Undetermined approach for elimination in 2019	Compensation review currently underway.	No information at this time.	Council salaries will be adjusted to gap the loss in total remuneration due to elimination of tax exemption		Increased expense account by \$10,000 in total instead of remuneration. Compensation review to be presented with the 2019 budget.	Undetermined approach for elimination in 2019	Citizen Review Committee to review Council compensation and to report back to the new Council in December 2018	Citizen Committee formed to review Council remuneration. Remuneration rates were increased.		No change required since fully taxable.	Undetermined approach for elimination in 2019	Undetermined		Undetermined approach for elimination in 2019	Undetermined	
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	Eligible to purchase drugs, dental, and vision benefits. No EHC, LTD, or ADD. No OMERS	Optional health benefits (paid by elected official); No pension	Life insurance, Extended Health, Travel, Semi-private, Dental; No OMERS	Eligible for OMERS.		N/A	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	All council is eligible for FT benefit package. No LTD or ADD. Eligible for OMERS	Group Benefits (recent addition)		Can purchase benefits and the premiums are deducted off each pay.		
Process for automatic adjustments to annual compensation for elected officials	Annual Non-Union inflationary increase applies to Council	Not commented on.	CPI adjustments annually.	Standard practice - extended non-union increases to council	Standard practice - extended non-union increases to council	CPI adjustments annually		% increase is based on lower of CPI*** or the CUPE collective agreement increase in the current year (i.e.. Nov 1, 2017 increase would use 2017 L126 rate) **CPI: Consumer Price Index. All items - Ontario as at October 31, 2018	Standard practice - extended non-union increases to council	Not automatic. In the past has been budgeted for but council refused	CPI adjustments annually			12 month average of core consumer price index (CPI) plus Conference Board of Canada's annual policy line change for non-unionized employees.	Increases are the same as union employees.		Rates tied to director pay band, therefore receive annual non-union rate increase	Extended non-union increases to council	
Annual Car Allowance Or Mileage	Mileage	No allowances, Eligible to submit mileage claims	Mileage - \$0.50/km	Mayor receives car allowance, all receive mileage	Mayor - \$4800 per year; Councillors - get mileage		Removed car allowance for 2019, still receive mileage	Mayor - car allowance	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.	Chair Car Allowance - \$20,266 Mileage - \$0.52/km	Mileage		Mileage		