

2021 Compensation Survey - Mayor & Members of Council

Municipality Name	Municipality Information						Council Size				Mayor's Remuneration					Councillor's Remuneration					Other Compensation			
	2021 Operating Budget	2021 Capital Budget	2021 Approved # FT Employees (Incl Vacancies)	2021 Median Income All Household Types <sup>1</sup>	2021 YTD Average Housing Cost <sup>2</sup>	Population	Mayor (# Positions)	Regional (# Positions excl Mayor)	Local (# Positions excl Mayor)	Total # Council Members	Salary (City) Effective 2021	Salary (Region) Effective 2021	Total Salary (City + Region)	Amount of Car Allowance or Vehicle Provided	Mileage Reimbursed (\$/km)	Salary (City) Effective 2021	Salary (Region) Effective 2021	Total Salary (City + Region)	Amount of Car Allowance or Vehicle Provided	Mileage Reimbursed (\$/km)	What technology is provided i.e. cell phone, laptop?	What expenses are covered i.e. office, professional development, association membership?	Identify any Salary Increase Projections	Note any Planned Changes to Councils' Direct & Non-Direct Compensation
City of Richmond Hill	\$184,087,700	\$37,979,600	872	\$99,527	1.8 million	208,370	1	2	5	8	\$134,843	\$58,750	\$193,593	Paid auto	-	\$80,904	\$58,750 Regional Councillor	\$139,654	\$600/mth	-	Computer Hardware, Software and Accessories and Mobile Devices	Travel (air, train, bus), Conferences, Seminars, Business Trips and Training, Stationary and Office Supplies, Photographic Supplies and Services, Memberships, Books, Magazines, Newspapers and Periodicals, Business Meetings	2022 - 1.7% 2023 - 1.7%	
																\$80,904	\$0	\$80,904	\$600/mth					
City of Markham	248 millions	103 millions	1147	-	-	351,000	1	4	8	13	\$145,556	\$58,168	\$203,724	Mayor has a vehicle that is owed by the City. Gas card for any business travel	na	\$82,235	\$0	\$82,235	Nil	Mileage claims thru discretionary budget. \$0.52/km for business travel	all Council members - cell phone and computer & equipments / support from ITS	they are provided an office like any other staff in the City	For all NU & Council members 2021 - 1.25% 2022 - 1.75% 2023 - 2%	nil
																\$82,235	\$58,168 (Regional Councillor)	\$140,403						
																\$90,459	\$58,168 (Deputy Mayor)	\$148,627						
City of Vaughan (draft responses)	*\$488.8M	*\$290.8M	*1,796	\$146,696	N/A	*335,000+ residents	1	3	5	9	\$195,434	\$69,496	\$264,930	\$14,400 annually	n/a	\$128,554	\$63,692	\$192,246	\$10,000 annually per cldr	n/a	include budgeted expenses for computer hardware/software and cellular line charges/cellular devices etc.	include budgeted expenses for office supplies and newsletters & mailings etc.	1.75% annual estimate	n/a
City of Brampton	<a href="#">\$766,900,000</a>	\$475,571	3560	\$87,290	<a href="#">\$1,217,819</a>	648,100	1	6	4	11	\$144,295	\$57,966	\$202,261	Vehicle Provided	N/A	\$ 91,700.00	\$57,966	\$ 149,665.70	\$17925 per annum	0.59; can claim only if travel is in excess of 80km from City Hall	Both	Office Expenses	1.75% for 2022	N/A
City of Mississauga	\$1,009.9	\$287.9	5,756.60	Middle income households typically earn between \$58,000 and \$108,000 per year	The average price of a home in Mississauga is now in excess of \$1 million	721,600	1	0	11	12	\$144,295	\$0	\$144,295	the Mayor receives a leased vehicle from the City	0	\$91,700	0	\$91,700	\$17,304	Expenses incurred when using a personal vehicle for travel to attend a function located at least 100 km (60 mi.) from the City will be reimbursed at the City's standard car allowance rate established for City staff. The City's 2020 rate is \$0.59 per km, in alignment with CRA rates. Mileage less than 100km is not reimbursed.	Cell phone provided and charged to elected officials expense account. One telephone line for home office when the use is primarily for City business, charged to elected officials expense account.	Elected officials may charge expenses incurred to attend functions such as conferences, seminars, workshops, courses, conventions and formal study tours related to City business, including transportation (e.g. limo or taxi service to the airport), parking, trip cancellation insurance, registration fees or tickets, meals and accommodation and incidental expenses (e.g. tips, currency exchange fees) to their operating budget. Receipts, if normally provided, are required. Costs are charged to their respective Council expense budget.		
Town of Oakville	343.8 millon	80.9 million	1257	\$192,562	\$1,352,935	215,700	1	7	7	15	\$134,953	\$53,618	\$188,571	\$9,000	.57 per km	53,964	53,618	107,582	n/a	.57 per km	Computer, Desk Phone and Cell Phone, Fax (IT equipment required to do the job), based on choice and market availability within budgetary constraints	allowance every election year for office furniture/setup as one time payment for the term of office - members of council may attend conferences and seminars related to municipal governance, provided sufficient funds are available within current year COPD budget and may include accommodation, travel expenses, training costs, conference registration fees, a per diem allowance to cover meals (if meals are not provided) and/or incidental expenses incurred by the Mayor and members of council only and shall be in accordance with established corporate policy and procedure.	1.5 - 1.8 %	none expected

Municipality Name	Benefits							
	Life Insurance	AD&D	Dependent Life Insurance	LTD	Extended Health Care	Dental Care	Short Term Disability	OMERS (Mandatory or Voluntary)
	If the benefit is provided, indicate the % of premiums paid by the Employer. If the benefit is not provided, leave blank.							
City of Richmond Hill	100%	100%	0%	100%	100%	100%	0% However, we would continue to pay 100% salary until the end of the current term if Council Member was unable to do his/her job due to illness.	Mandatory
City of Markham	100%	100%		100%	100%	100%	100%	Voluntary
City of Vaughan	100%	100%		100%	100%	100%	Sick Days	Voluntary
City of Brampton	100%	100%		100%	100%	100%		employer match mandatory only
City of Mississauga	Basic Life 100% by City & Supplementary Life Insurance 100% by City	100%	100% EE paid	100%	100%	100%	100%	ER matches 100% of EEs mandatory contributions
	Optional EE Life is 100% paid for by EE							
Town of Oakville	2 times annual basic earnings maximum amount is \$700,000 Benefit will be reduced by 1/5 when you reach age 65 and will further reduce by 1/5 on each subsequent birthday thereafter to a maximum of \$25,000 at age 75	2 times annual basic earnings maximum amount is \$700,000 Benefit will be reduced by 1/5 when you reach age 65 and will further reduce by 1/5 on each subsequent birthday thereafter to a maximum of \$25,000 at age 75	You can choose Optional Life coverage for your spouse in units of \$10,000 up to a maximum of \$200,000	75% of monthly basic earnings up to a max of \$10,000 (proof of good health required for coverage in excess of \$7,500)	100%	100%	Salary in full for up to 15 weeks of absence due to a non-occupational injury/illness. Exceptions to the maximum entitlement of 15 weeks of STD are based on years of service. Subsequent medical documentation may be requested to determine ongoing entitlement to benefits.	Mandatory