

COUNCIL REMUNERATION MARKET REVIEW 2021

Prepared by: Jenn Whyte, Manager Human Resources - April 2021

SALARY COMPARISON (Source: Market Response)																		
Mayor					Deputy Mayor				Councilor									
Municipality		Base	Median	Average	Municipality		Base	Median	Average	Municipality		Base	Median	Average				
			\$ 43,517.25	37, 789.63				\$ 29,081.24	\$ 22,172.48				\$ 23,600.58	\$ 20,127.32				
Bradford West Gwillimbury		43734.50			Bradford West		29166.48			Bradford West Gwillimbury		23301.16						
Clearview		36778.00			Clearview		27986.00			Clearview		21130.00						
Collingwood		45846.23			Collingwood		32566.63			Collingwood		25821.44						
Gravenhurst		43300.00			Gravenhurst		27850.00			Gravenhurst		23900.00						
Grey Highlands		16929.12			Grey Highlands		11528.64			Grey Highlands		8479.92						
Huntsville		50790.22			Huntsville		24653.74			Huntsville		22235.18						
Innisfil		44361.00			Innisfil		29715.00			Innisfil		23987.00						
Meaford		32140.56			Meaford		26695.30			Meaford		24495.24						
Midland		44171.40			Midland		29866.20			Midland		19819.80						
Penetanguishene		39,500.00			Penetanguishene		28996.00			Penetanguishene		22362.00						
The Blue Mountains		39697.48			The Blue Mountains		29265.60			The Blue Mountains		29265.60						
Wasaga Beach		44642.00			Wasaga Beach		31060.90			Wasaga Beach		24231.42						
Orangeville	No Response - Multiple requests sent																	
Niagara on The Lake	No Response - Multiple requests sent																	
East Gwillimbury	No Response - Multiple requests sent																	

Mayor Salary		Deputy Mayor		Councilor Salary
55th Percentile:	\$ 45,693.11	55th Percentile:	\$ 30,535.30	55th Percentile: \$ 24,780.61
60th Percentile:	\$ 47,868.98	60th Percentile:	\$ 31,989.36	60th Percentile: \$ 25,960.64

BENEFITS AND OTHER EXPENSES COMPARISON (Source: Market Response)											
Cost of Living Allowance		Lump Sum Increase		Benefits or Lump Sum			IT Allowance			Meeting Per Diem	
Municipality		Municipality		Municipality			Municipality			Municipality	
Innisfil	COLA - same as non union grp	Innisfil		Innisfil	yes	Dental, Drug, health, EAP, travel, basic life,	Innisfil		provided IT resources	Innisfil	Full Day \$ 100.00 Half Day
Wasaga Beach	JULY CPI	Wasaga Beach		Wasaga Beach	yes		Wasaga Beach		Tablet Provided; \$50/month if requested for Cell Phone & Internet (each)	Wasaga Beach	\$ 120.00 0.00
Collingwood	same as non-union	Collingwood		Collingwood	Y	health, dental, vision, travel	Collingwood		included in expense account of 2000 Mayor, 5000 DM, 4000 Councilor	Collingwood	23.81/hour max 142.82/day
Bradford West Gwillimbury	COLA same as staff	Bradford West Gwillimbury		Bradford West Gwillimbury	yes	50% paid by town	Bradford West Gwillimbury	yes	\$ 540.00	Bradford West Gwillimbury	\$ 100.00
Huntsville	CPI July	Huntsville		Huntsville	yes	Lump Sum in Lieu. Based on single coverage health and dental only. \$1500	Huntsville		Phone, laptop, iPad. Only ward Councilors. Once in a term of Council. District Councilors receive through the District of Muskoka. \$1500	Huntsville	\$ 150.00 \$ 75.00
Clearview		Clearview		Clearview	yes	Health Spending Account \$1250/benefit year	Clearview		Yes, choice of laptop or tablet, Mayor and Deputy Mayor are issued phones	Clearview	Registration, accommodation, internet, parking, and other related expenses are paid by the municipality Meals up to \$125/day with receipts
Midland		Midland		Midland	yes	H & D	Midland	annually for internet	\$ 545.00	Midland	\$ 120.00
The Blue Mountains	Same as staff (Sept CPI)	The Blue Mountains	No	The Blue Mountains	Yes	H&D.Life, Dep Life, ADD, EAP	The Blue Mountains	Yes	Phone and laptop provided to all and Councilors receive \$1200.00 per year for IT allowance	The Blue Mountains	\$ 110.00 \$ 75.00
Grey Highlands	CPI same as staff	Grey Highlands		Grey Highlands	no		Grey Highlands		Phone and laptop provided to all and Councilors receive \$420.00 per year for IT allowance	Grey Highlands	\$ 183.67 \$ 98.37
Gravenhurst	Annual January 1 each year			Gravenhurst	no	\$500 health care spending account	Gravenhurst			Gravenhurst	No - reimbursed for expenses
Meaford	Same as staff currently	Meaford	No	Meaford		life insurance only	Meaford		provided with laptop and phone	Meaford	no
Penetanguishene	Compensation survey and increases the same as non-union group			Penetanguishene	yes	Life, AD&D, Dental, Extended Health	Penetanguishene	yes	phone, laptop	Penetanguishene	\$ 120.00 \$ 60.00

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