

Recommendations of Council Compensation Committee 2015

1. What are the recommendations of the Council Compensation Committee of 2015?

The following are the recommendations as made by the Council Compensation Committee and approved at the Council Meeting on September 30, 2015.

- Elimination of one-third tax-free exempt status for the Mayor and Councillor, effective January 1, 2016.
- The Mayor and Councillor remuneration rate, effective January 1, 2016, until the end of the current term of Council (November 30, 2018), will be \$139,374.00 and \$84,495.00 respectively.
- The Mayor and Councillors' vehicle allowance, effective January 1, 2016, to be established at \$14,927.52 per annum.
- This decision was based on a benchmarking report of neighbouring municipalities

2. How much is the City of Brampton paying the Councillors and Mayor in 2015?

	Councillor	Mayor
Salary	\$ 78,713.00	\$ 112,307.00
Car Allowance	12,956.40	12,956.40
Total Earnings	91,669.40	125,263.40
Income Tax	10,242.18	18,725.72
OMERS	5,975.90	9,269.05
CPP	2,479.95	2,479.95
Net Pay	\$ 72,971.37	\$ 94,788.68

3. How much will the City of Brampton pay the Councillors and Mayor in 2016 based on the recommendations of the Council Compensation Committee?

	Councillor	Mayor
Salary	\$ 84,495.00	\$ 139,374.00
Car Allowance	14,927.52	14,927.52
Total Earnings	99,422.52	154,301.52
Income Tax	21,101.60	43,944.68
OMERS	11,572.86	19,623.50
CPP	2,479.95	2,479.95
Net Pay	\$ 64,268.11	\$ 88,253.39

4. Why is the net pay less than before even though the salary and car allowance are going up?

The net pay will be less than before because it is 100 per cent taxable as opposed to the earlier pay that was one-third tax free.

5. What is the Council Compensation Committee?

It is a volunteer citizens' committee, established to review compensation for Members of Council who take office following a municipal election. (C322-2005)

6. What is the mandate of the current committee?

The Committee's mandate includes:

- Compensation adjustments requiring policy change
- Appropriateness of Members of Council being included on the non-union salary grid for the next term of Council
- Roles and Responsibilities of Members of Council
- Review of severance for Members of Council who leave or do not return to office

It was re-established to conduct a review of Council's current compensation structure and benefits program (including necessary benchmarking), with a report and recommendations to be presented to Council.

7. Who are the Members of the current committee?

- Philip Varickanickal (Chair)
- Jessica Phinn (Vice-Chair)
- Lynn Dobson
- Joy Gordon-Adams
- Frank Lodhar