

Appendix A - Breakdown of Councillor Compensation (Gross and Net)

	Mayor	Ward 1	Ward 2	Ward 3	Ward 4	Ward 5	Ward 6
Salary (City & Region)	213,133	125,891	125,891	125,891	125,891	125,891	125,891
Additional Earnings							
Payment in Lieu of Benefits (OMERs) - Note 1	-	-	-	-	-	23,282	-
Payment in Lieu of Benefits (LTD) - Note 1	-	-	-	-	-	8,938	8,591
Gross Salary	213,133	125,891	125,891	125,891	125,891	158,111	134,482
Employer Paid Compensation							
OMERs - Employer Contribution - Note 2	27,603	14,772	14,772	14,772	14,772	-	15,732
Benefits (CPP, LTD, EHT, Medical, Dental)	21,152	19,379	19,379	19,379	19,379	13,005	13,625
Total Compensation	261,887	160,043	160,043	160,043	160,043	171,115	163,839
Less Deductions and Employer Paid Compensation							
Estimated Statutory Deductions (Income Tax & CPP)	61,110	29,513	29,513	29,513	29,513	47,326	29,509
OMERs - Employee Contribution	27,603	14,772	14,772	14,772	14,772	-	15,732
OMERs - Employer Contribution	27,603	14,772	14,772	14,772	14,772	-	15,732
Benefits (CPP, LTD, EHT, Medical, Dental)	21,152	19,379	19,379	19,379	19,379	13,005	13,625
	137,468	78,437	78,437	78,437	78,437	60,331	74,598
Estimated Net Pay	124,420	81,606	81,606	81,606	81,606	110,785	89,241

Note 1 Payments in lieu (OMERs & LTD) include retroactive amounts applicable to the period commencing at the start of the current Council term on December 1, 2022.

Note 2 Employer contributions to OMERs are made on behalf of members of council and are invested within the pension plan to fund future retirement benefits. OMERs is responsible for the pension administration in accordance with the plan's governing rules and applicable legislation.