

Compensation Package	General Managers	Councillors	Mayor
Base Salary			
Annual Salary (2019)	\$190,500 to \$321,500 Taxable	\$113,325.63 Taxable	\$200,586.40 Taxable
Deductions			
Income Tax	All earnings are subject to Income Tax deductions	same	same
Canada Pension Plan	Compulsory Deduction Maximum contribution for 2019: \$2,748.90	same	same
Employment Insurance	Compulsory Deduction Maximum contribution for 2019: \$860.22	Not Eligible	Not Eligible
Benefits			
Basic Life Insurance	2 times annual salary 100% City paid premium	same	same
Optional Life Insurance	units of \$10,000, maximum \$1,000,000 but not more than 5 annual times salary	same	same
Spousal Optional Life Insurance	units of \$10,000, maximum \$400,000 100% employee paid		
Optional Critical Illness insurance (Employee and Spousal)	units of \$10,000, maximum \$250,000 (new benefit January 1, 2019) 100% employee paid	no coverage	no coverage
Extended Health Care (EHC)	Choice of 2 Levels: Level 1: Health Spending Account only (100% City paid) Level 2: Coverage for EHC benefits (cost shared)	same	same
Dental	Choice of 3 Levels: Level 1: Health Spending Account only (100% City paid) Level 2 and 3: Coverage for Dental benefits (cost shared)	same	same
Health Spending Account (HSA)	\$300 100% City paid	same	same
Flexible Spending Account (FSA)	\$3,000 100% City paid	same	same
Sickness & Accident	90% of salary 100% City paid, taxable benefit	100% salary continuance	100% salary continuance
Long Term Disability	67% of first \$27,000 of annual salary, plus 55% of the next \$90,000, plus 50% of the balance 100% employee paid, non-taxable benefit	no group coverage	no group coverage
Workers Compensation Board plan			
Workers Compensation Board (WCB)	100% of the employee's net pay for the first 119 calendar days of the WCB claim, less normal deductions	Not Eligible	Not Eligible
Other Benefits			
Employee and Family Assistance Program (EFAP)	Access to services such as counselling, childcare, eldercare, nutritional consultation, legal and financial advice. 100% City paid	same	same
Executive Health Assessments	Medical assessments available 100% City paid	same	same
Business Travel Insurance	\$400,000 accidental death benefit \$1,000,000 out of country emergency medical expenses 24 hour protection 100% City paid	same	same

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Car Allowance	\$7,150 per year	\$9,400 per year	Provided with a City-owned vehicle
Parking Space	Parking space provided at City Hall Complex	Parking space provided at City Hall Complex	Parking space provided at City Hall Complex
Retirement & Financial Counselling	One time service including investment planning, income tax preparation and planning, will and estate planning and retirement planning. 100% City paid	same	same
Group RRSP	Participation is optional	same	same
Group Benefits upon Departure: Life, Health and Dental	Participation is optional; 50/50 cost sharing May select one, all or none of the following: Life Insurance, Extended Health Care, Dental Coverage from age 55 - 64	Participation is optional; 50/50 cost sharing May select one, all or none of the following: Life Insurance, Extended Health Care, Dental Served 2 consecutive terms: Coverage is for 2 years Served less than 2 consecutive terms: Coverage is for 1 year Retired from public service and served at least 2 consecutive terms and reached a minimum age of 55: Coverage to age 65	same as Councillors
Pension Plan			
Local Authorities Pension Plan (LAPP) (Mandatory)	Defined Benefit Registered Pension Plan Employee Contributions for 2019: 8.39% of earnings up to YMPE* + 12.84% of earnings over YMPE up to \$172,221 Employer Contributions: Employee contributions + 1% *2020 Yearly Maximum Pensionable Earnings: \$58,700	Not Eligible	Not Eligible
Supplementary Pension Plan (Optional)	Defined Benefit Registered Pension Plan Employee Contributions for 2020: 2.35% of earnings up to \$154,611 Employer Contributions for 2020: 2.92% of earnings up to \$154,611	Not Eligible	Not Eligible
Overcap Pension Plan (Optional)	Defined Benefit Non-Registered Retirement Arrangement Employer funded on a pay-as-you-go basis	Not Eligible	Not Eligible
Elected Officials Pension Plan (Optional)	Not Eligible	Defined Benefit Registered Pension Plan Employee Contributions for 2020: 9% of earnings to \$154,611 Employer Contributions for 2020: 18.64% of earnings to \$154,611	same as Councillors
Elected Officials Supplementary Pension Plan (Optional)	Not Eligible	Defined Benefit Non-Registered Retirement Arrangement Employer funded on a pay-as-you-go basis	same as Councillors
Transition Allowance Payable			
	Not Eligible	Paid upon leaving office	same as Councillors
Entitlement	Not Eligible	Calculated as 2 weeks pay for each completed year in office, maximum of 26 years of service Taxable	same as Councillors