

### Assumptions for the salary increase for Mayor and Council for the change in tax exemption:

1. Used the 2018 tax rates.
2. Only adjusted for Federal and Provincial taxes.
3. Did not take into effect the changes for CPP.
4. This is there only source of income.
5. No taxable benefit effects were contemplated in these changes, example personal use of City vehicle.
6. Included a fringe benefit cost that is used for casual of 8.5%. (Previously there was no fringes because the amount was lower and one third was tax free. Now the amount is full taxable and it is higher.)
7. The increase in remuneration would be the same for all Councillors but some might see a different net pay based on what tax information the individual has provided.

	Mayor			Mayor	Mayor	Salary
	Scenario A			Scenario B	Recommended	Adjustment
Gross	\$ 49,636.00	\$ 24,818.00	\$ 74,454.00	\$ 74,454.00	\$ 88,000.00	\$ 13,546.00
Federal Tax	\$ 5,319.08	\$ -	\$ 5,319.08	\$ 10,360.48	\$ 13,137.28	
Provincial Tax	\$ 4,021.16	\$ -	\$ 4,021.16	\$ 7,668.96	\$ 9,755.72	
Net Income	\$ 40,295.76	\$ 24,818.00	\$ 65,113.76	\$ 56,424.56	\$ 65,107.00	
	Deputy			Deputy	Deputy	Salary
	Scenario A			Scenario B	Recommended	Adjustment
Gross	\$ 25,740.00	\$ 12,871.04	\$ 38,611.04	\$ 38,611.04	\$ 42,600.00	\$ 3,988.96
Federal Tax	\$ 1,745.12	\$ -	\$ 1,745.12	\$ 3,580.20	\$ 4,149.08	
Provincial Tax	\$ 1,412.84	\$ -	\$ 1,412.84	\$ 2,597.40	\$ 3,011.84	
Net Income	\$ 22,582.04	\$ 12,871.04	\$ 35,453.08	\$ 32,433.44	\$ 35,439.08	
	Councilor			Councilor	Councilor	Per Councilor
	Scenario A			Scenario B	Recommended	Salary
						Adjustment
Gross	\$ 19,708.00	\$ 9,854.00	\$ 29,562.00	\$ 29,562.00	\$ 32,600.00	\$ 3,038.00
Federal Tax	\$ 885.04	\$ -	\$ 885.04	\$ 2,290.08	\$ 2,723.24	
Provincial Tax	\$ 858.00	\$ -	\$ 858.00	\$ 1,764.36	\$ 2,044.12	
Net Income	\$ 17,964.96	\$ 9,854.00	\$ 27,818.96	\$ 25,507.56	\$ 27,832.64	
				9 Councilors	\$ 293,400.00	\$ 27,342.00
					\$ 424,000.00	
		FBC @ 9%	On full recommended		\$ 38,160.00	
		Total increase (salary adjustment)				\$ 44,876.96