

Appendix 1

Tecumseh Council Market Analysis (Base Pay)

2018 MARKET SUMMARY - ANNUAL JOB RATE

(_%) = above market +_ % = below market

Job Title	2018 Job Rate	No. of Obs.	Market Median	% Diff.	Market P55	% Diff.	Market P60	% Diff.	Market P65	% Diff.
	Annual		Annual		Annual		Annual		Annual	
Mayor	\$39,047.00	9	\$37,301	(4.5%)	\$37,591	(3.7%)	\$38,027	(2.6%)	\$38,882	(0.4%)
Deputy Mayor	\$31,650.00	8	\$22,930	(27.6%)	\$23,590	(25.5%)	\$24,257	(23.4%)	\$24,690	(22.0%)
Councillor	\$24,254.00	9	\$19,397	(20.0%)	\$19,883	(18.0%)	\$20,612	(15.0%)	\$21,050	(13.2%)
--	--	--	--	(17.3%)	--	(15.7%)	--	(13.7%)	--	(11.9%)