

## Appendix 2

### Comparator Base Pay Differentials

| Town of Tecumseh        |           |          |        | Amherstburg |           | Essex   |           | Innisfil  |        | Kingsville |           | Lakeshore |           | LaSalle  |        | Leamington |           |     |           |          |     |           |           |     |
|-------------------------|-----------|----------|--------|-------------|-----------|---------|-----------|-----------|--------|------------|-----------|-----------|-----------|----------|--------|------------|-----------|-----|-----------|----------|-----|-----------|-----------|-----|
| Council Salary Analysis |           | \$ Diff  | % Diff | \$ Diff     | % Diff    | \$ Diff | % Diff    | \$ Diff   | % Diff | \$ Diff    | % Diff    | \$ Diff   | % Diff    | \$ Diff  | % Diff | \$ Diff    | % Diff    |     |           |          |     |           |           |     |
| Mayor                   | \$ 39,047 | \$ 7,397 | 19%    | \$ 36,531   | \$ 14,544 | 40%     | \$ 36,107 | \$ 14,191 | 39%    | \$ 39,737  | \$ 13,119 | 33%       | \$ 30,834 | \$ 9,949 | 32%    | \$ 37,067  | \$ 12,233 | 33% | \$ 38,027 | \$ 6,387 | 17% | \$ 37,301 | \$ 13,428 | 36% |
| Deputy Mayor            | \$ 31,650 |          |        | \$ 21,987   |           |         | \$ 21,916 |           |        | \$ 26,618  |           |           | \$ 20,885 |          |        | \$ 24,834  |           |     | \$ 31,640 |          |     | \$ 23,873 |           |     |
| Councillor              | \$ 24,254 | \$ 7,396 | 23%    | \$ 18,073   | \$ 3,914  | 18%     | \$ 18,275 | \$ 3,641  | 17%    | \$ 21,488  | \$ 5,130  | 19%       | \$ 16,969 | \$ 3,916 | 19%    | \$ 20,612  | \$ 4,222  | 17% | \$ 28,497 | \$ 3,143 | 10% | \$ 19,397 | \$ 4,476  | 19% |
|                         |           |          |        |             |           |         |           |           |        |            |           |           |           |          |        |            |           |     |           |          |     |           |           |     |

\* excluding Stratford and St. Thomas

| Average Base Pay and % Differences | \$ Diff   | % Diff |
|------------------------------------|-----------|--------|
| Mayor/Deputy                       | \$ 11,979 | 33%    |
| Deputy/Councillor                  | \$ 4,063  | 17%    |