

## **Attachment 2**

### **Salary Benchmark Methodology Effective 2014 Term of Council**

The purpose of the Salary Benchmark Methodology is to establish a benchmark salary to which the Mayor's salary shall equate. This benchmark salary methodology provides the on-going basis for adjustments to the Mayor's salary and Councillor salaries, which are established in direct relation to the Mayor's salary.

Salary Benchmark Methodology:

#### **Element 1**

##### **The Municipal Benchmark**

The highest salary of a mayor or regional chair

#### **Element 2**

##### **The Federal Benchmark**

Federal Cabinet Minister

#### **Element 3**

##### **The Provincial Benchmark**

Ontario Cabinet Minister

**Salary for Mayor of City of Toronto -- Based on average of three benchmark salaries**

**Salary for Councillor of City of Toronto -- Based on 60% of salary of Mayor**