

Elected Official Compensation Analysis

Pelham Elected Official

2021 Market Summary

| | | | 2021 MARKET SUMMARY - ANNUAL PAY RATE (_) = above market +_ = below market | | | | | | | | |
|-----------------|------------|----------|---|-----------------------------|---------|----------------------------|---------|-------------------------|---------|-------------------------|---------|
| | | | No. of Obs. Annual | Market Average Annual | % Diff. | Market Median Annual | % Diff. | Market P55 Annual | % Diff. | Market P60 Annual | % Diff. |
| 1 | Mayor | \$35,576 | 12 | \$64,603 | +81.6% | \$47,748 | +34.2% | \$48,595 | +36.6% | \$53,767 | +51.1% |
| 2 | Councillor | \$16,306 | 12 | \$19,948 | +22.3% | \$20,724 | +27.1% | \$20,916 | +28.3% | \$21,147 | +29.7% |
| Overall % Diff. | | | | | +52.0% | | +30.7% | | +32.4% | | +40.4% |

Pelham Elected Official

2021 Market Summary--excluding the Region

| | | | 2021 MARKET SUMMARY - ANNUAL PAY RATE (_) = above market +_ = below market | | | | | | | | |
|-----------------|------------|----------|---|-----------------------------|---------|----------------------------|---------|-------------------------|---------|-------------------------|---------|
| | | | No. of Obs. Annual | Market Average Annual | % Diff. | Market Median Annual | % Diff. | Market P55 Annual | % Diff. | Market P60 Annual | % Diff. |
| 1 | Mayor | \$35,576 | 11 | \$57,816 | +62.5% | \$45,702 | +28.5% | \$47,819 | +34.4% | \$48,595 | +36.6% |
| 2 | Councillor | \$16,306 | 11 | \$18,068 | +10.8% | \$18,272 | +12.1% | \$20,740 | +27.2% | \$20,916 | +28.3% |
| Overall % Diff. | | | | | +36.7% | | +20.3% | | +30.8% | | +32.4% |