

TO: Council Compensation Review Task Force

FROM: Ian Collins, Director Financial Services

DATE: November 5, 2021

RE: Median Full-Time Employment Income Data for Londoners

In response to a request from the City Clerk for updated information with respect to the median full-time employment income data, we have in the past relied on the Stats Canada Profile which allowed us to identify the following categories for London, Ontario:

- Median employment income in 2015 for full-year full-time workers \$51,181
- Average employment income in 2015 for full-year full time workers \$60,918

<https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/prof/details/page.cfm?Lang=E&Geo1=CSD&Code1=3539036&Geo2=CD&Code2=3539&SearchText=London&SearchType=Begin&SearchPR=01&B1=All&TABID=1&type=0>

Census Profile, 2016 Census

London, City [Census subdivision], Ontario and Middlesex, County [Census division], Ontario

[Feedback](#)

Topic: Counts Rates

Characteristic	London, C.Y. Ontario [Census subdivision]			Middlesex, C.T.Y. Ontario [Census division]		
	<input type="button" value="Data quality"/> <input type="button" value="Map"/>			<input type="button" value="Data quality"/> <input type="button" value="Map"/>		
	<input type="button" value="Change geography"/>			<input type="button" value="Change geography"/>		
	Total	Male	Female	Total	Male	Female
Counts (unless otherwise specified)						

Median employment income in 2015 for full-year full-time workers (\$) <small>25</small>	51,181	55,084	47,628	51,786	55,926	47,710
Average employment income in 2015 for full-year full-time workers (\$) <small>26</small>	60,918	66,188	54,715	61,334	66,907	54,596

These categorizations fit well into the framework that was set out in the 2016 Council Compensation Report.

Unfortunately, although a Census was undertaken this past year, 2021 Census, income data will not be available until July 13, 2022 which is after the deadline for the Council Compensation Review Task Force to provide a recommendation to Municipal Council.

In looking at other data points that are available for London, Ontario, the ranges vary across the board. One site indicates the average London Ontario salary in Canada is \$35,685 (ca.talent.com) per year, where as another site indicates \$67,185 (salaryexpert), and another indicates \$55,000 (payscale).

Based on the information that we are aware of, we believe that Stats Canada data would be the appropriate information to review, however as noted above, the current data is not available, and the 2015 data is outdated.

We could look at extrapolating from the 2016 Census Canada by inflating using either the CPI for Ontario for the past 5 years, or even the labour rate, but those are not London centric.

We will also reach out to our Economic Development staff and London Economic Development Corporation to seek their input.