

## Canadian Unitarian Universalist Congregations' GEO Index (effective July 1, 2016)

**Overview:** The UUA Recommended Salary Ranges are based on wage rates (not the cost-of-living) in communities across the United States and Canada. Wage data in Canada is gathered in Canadian dollars and compared the Canadian national average. The Office of Church Staff Finances assigns one of seven Geo Indices to each congregation using wage data compiled by the Economic Research Institute (ERI). Geo Index 3 represents wages near the national average. Geo Index 3 wages range from 97 to 102.9 percent of the national average. (In the U.S., all seven Geo Indices are used because some locations have wage rates that exceed 115% of their national average. In Canada, wage disparity across locations is not as great, so Geo Indices 6 and 7 are not needed.)

Wage data in Canada is gathered in Canadian dollars and compared to the Canadian national average.

The seven Geo Indices represent communities as follows:

Geo Index 1: Average wages below 91 percent of the US average

Geo Index 2: Average wages between 91 and 96.9 percent Geo

Geo Index 3: Average wages between 97 and 102.9 percent Geo

Index 4: Average wages between 103 and 108.9 percent

Geo Index 5: Average wages between 109 and 114.9 percent

Index 6: Average wages between 115 and 120.9 percent

Index 7: Average wages exceeding 121 percent Geo

## 2016 Geo Index Rankings

City	Province	Classification
Arborg	Manitoba	1
Barrie	Ontario	3
Brooklin (Whitby)	Ontario	4
Calgary	Alberta	5
Charlottetown	Prince Edward Island	2
Comox	British Columbia	3
Don Mills	Ontario	4
Edmonton	Alberta	4
Etobicoke	Ontario	4
Fergus	Ontario	3
Fredericton	New Brunswick	2
Guelph	Ontario	3
Halifax	Nova Scotia	2
Hamilton	Ontario	3
Kamloops	British Columbia	3
Kelowna	British Columbia	3

City	Province	Classification
Kingston	Ontario	3
Kitchener-Waterloo	Ontario	3
Lachine	Quebec	3
Lethbridge	Alberta	3
London	Ontario	3
Mississauga	Ontario	4
Montreal	Quebec	3
Nanaimo	British Columbia	4
New Westminster	British Columbia	4
Niagara Falls	Ontario	3
North Hatley	Quebec	2
Olinda (Leamington)	Ontario	3
Ottawa	Ontario	4
Owen Sound	Ontario	2
Peterborough	Ontario	3
Red Deer	Alberta	3
Regina	Saskatchewan	3

City	Province	Classification
Saint John	New Brunswick	2
Salt Spring Island	British Columbia	3
Sarnia	Ontario	4
Saskatoon	Saskatchewan	3
Stratford	Ontario	3
Surrey	British Columbia	4
Thunder Bay	Ontario	3
Toronto	Ontario	4
Vancouver	British Columbia	4
Victoria	British Columbia	4
West Vancouver	British Columbia	4
Winnipeg	Manitoba	3