Salary *and* Tax

TAKE-HOME PAY COMPARISON

Tax year **2026**
Amounts **per year**

A — $400,000 *a year in* **Ontario**
B — $400,000 *a year in* **Alberta**

B takes home $19,648 more per year

$1,637 per month · same gross — the difference is all deductions

LINE ITEM	A · ONTARIO	B · ALBERTA	B − A
INCOME			
Gross income	$400,000	$400,000	±0
Taxable income after the CPP enhanced deduction	$398,873	$398,873	±0
PAYROLL PROGRAMS			
CPP + CPP2	$4,646	$4,646	±0
EI premium	$1,123	$1,123	±0
INCOME TAX			
Federal tax after credits	$102,668	$102,668	±0
Provincial tax after credits	$43,525	$45,307	+$1,782
Ontario surtax a tax on Ontario tax	$20,530	–	-$20,530
Ontario health premium	$900	–	-$900
BOTTOM LINE			
Total deductions	$173,393	$153,745	-$19,648
Take-home	**$226,607**	**$246,255**	**+$19,648**
Effective deduction rate share of gross lost to tax, CPP and EI	43.4%	38.4%	-4.9 pts
True marginal rate on the next $100	53.5%	48.0%	-5.5 pts

Amounts per year; rates are annual. Green favours B, red favours A. Full statements for A and B follow, their bracket figures drawn on one scale.

Employment income only, single filer resident in the stated province on Dec 31. Basic credits only (no RRSP, dependant or tuition). Validated against TaxTips.ca and Wealthsimple, October 2026. An estimate, not tax advice.
Sources: CRA tax rates · CRA payroll deductions tables · Adjust these numbers: salaryandtax.ca/compare?a=400000-on&b=400000-ab

Salary *and* Tax

TAKE-HOME PAY STATEMENT

SCENARIO A

Tax year **2026**
Amounts **per year**

Prepared for an employee earning **$400,000** *a year in* **Ontario**.

INCOME

Gross pay — **$400,000**
Your salary before any deductions — $400,000 a year, the number on your offer letter.

PAYROLL PROGRAMS — taken before income tax

CPP — Canada Pension Plan — − $4,230
5.95% of earnings between $3,500 and $74,600. Its enhanced slice is deductible, which lowers your taxable income below.

CPP2 — second-tier pension — − $416
4% of earnings between $74,600 and $85,000. Fully deductible.

EI — Employment Insurance — − $1,123
1.63% of earnings up to $68,900. Funds job-loss, parental and sickness benefits.

INCOME TAX

Taxable income — $398,873
Gross minus the deductible part of CPP. Income tax is worked out on this, not on your gross.

Federal income tax — − $102,668
Charged in layers from 14% up to the 33% band your income reaches, less credits for the basic personal amount, CPP, EI and the Canada employment amount.

Ontario tax after credits — $43,525
Ontario brackets from 5.05%, less credits for the basic personal amount, CPP and EI.

Ontario surtax — + $20,530
20% of Ontario tax above $5,818, plus 36% above $7,446 — a tax on your tax.

Ontario Health Premium — + $900
Collected with Ontario tax; steps up with taxable income to a maximum of $900.

Ontario income tax — **− $64,955**
The provincial total: the lines above, added up.

TOTAL

Total deductions — **− $173,393**
Everything taken off the top: income tax, CPP and EI.

NET TAKE-HOME PAY

$226,607

per year · 56.6% of your gross stays with you

KEEPS 57%

FIGURE 1

How your income tax was built

FEDERAL BRACKETS

$102,668 federal tax per year

you · $398,873



$0 $475,000

ONTARIO BRACKETS

$64,955 provincial tax per year

you · $398,873



$0 $475,000

Each band taxes only the income that falls inside it. The marker is where your taxable income reaches — everything to its left was taxed at the lower bands first, which is why your effective rate is well below your top bracket. Bars show tax before credits.

SCHEDULE A

What lands each payday

PAY FREQUENCY	GROSS	DEDUCTIONS	TAKE-HOME
Weekly	$7,692.31	$3,334.48	**$4,357.83**
Bi-weekly	$15,384.62	$6,668.95	**$8,715.66**
Semi-monthly	$16,666.67	$7,224.70	**$9,441.97**
Monthly	$33,333.33	$14,449.40	**$18,883.93**
Yearly	$400,000.00	$173,392.79	**$226,607.21**

EFFECTIVE TAX RATE

41.9%

The share of your whole income that goes to income tax — your true average.

TRUE MARGINAL RATE

53.5%

What your next $100 loses to tax, CPP and EI. On your next $1,000 raise you'd keep about $465 — a raise never lowers your take-home.

Employment income only, single filer resident in Ontario on Dec 31, 2026. Basic credits only (no RRSP, dependant or tuition). Validated against TaxTips.ca and Wealthsimple, October 2026. An estimate, not tax advice.

Sources: CRA tax rates · CRA payroll deductions tables · Adjust these numbers: salaryandtax.ca/?income=400000&province=on

Salary *and* Tax

TAKE-HOME PAY STATEMENT

SCENARIO B

Tax year **2026**
Amounts **per year**

Prepared for an employee earning **$400,000** *a year in* **Alberta**.

INCOME

Gross pay — **$400,000**
Your salary before any deductions — $400,000 a year, the number on your offer letter.

PAYROLL PROGRAMS — taken before income tax

CPP — Canada Pension Plan — - $4,230
5.95% of earnings between $3,500 and $74,600. Its enhanced slice is deductible, which lowers your taxable income below.

CPP2 — second-tier pension — - $416
4% of earnings between $74,600 and $85,000. Fully deductible.

EI — Employment Insurance — - $1,123
1.63% of earnings up to $68,900. Funds job-loss, parental and sickness benefits.

INCOME TAX

Taxable income — $398,873
Gross minus the deductible part of CPP. Income tax is worked out on this, not on your gross.

Federal income tax — - $102,668
Charged in layers from 14% up to the 33% band your income reaches, less credits for the basic personal amount, CPP, EI and the Canada employment amount.

Alberta income tax — - $45,307
Alberta brackets from 8%, less credits for the basic personal amount, CPP and EI.

TOTAL

Total deductions — **- $153,745**
Everything taken off the top: income tax, CPP and EI.

NET TAKE-HOME PAY

$246,255

per year · 61.6% of your gross stays with you

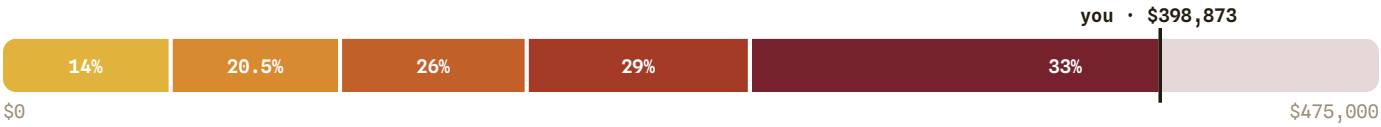
KEEPS 62%

FIGURE 1

How your income tax was built

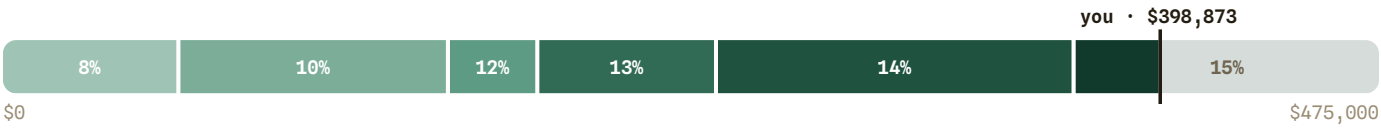
FEDERAL BRACKETS

$102,668 federal tax per year



ALBERTA BRACKETS

$45,307 provincial tax per year



Each band taxes only the income that falls inside it. The marker is where your taxable income reaches — everything to its left was taxed at the lower bands first, which is why your effective rate is well below your top bracket. Bars show tax before credits.

SCHEDULE A

What lands each payday

PAY FREQUENCY	GROSS	DEDUCTIONS	TAKE-HOME
Weekly	$7,692.31	$2,956.63	**$4,735.67**
Bi-weekly	$15,384.62	$5,913.27	**$9,471.35**
Semi-monthly	$16,666.67	$6,406.04	**$10,260.63**
Monthly	$33,333.33	$12,812.08	**$20,521.26**
Yearly	$400,000.00	$153,744.92	**$246,255.08**

EFFECTIVE TAX RATE

37.0%

The share of your whole income that goes to income tax — your true average.

TRUE MARGINAL RATE

48.0%

What your next $100 loses to tax, CPP and EI. On your next $1,000 raise you'd keep about $520 — a raise never lowers your take-home.

Employment income only, single filer resident in Alberta on Dec 31, 2026. Basic credits only (no RRSP, dependant or tuition). Validated against TaxTips.ca and Wealthsimple, October 2026. An estimate, not tax advice.
Sources: CRA tax rates · CRA payroll deductions tables · Adjust these numbers: salaryandtax.ca/?income=400000&province=ab