

Agenda Including Addeds

Council Compensation Review Task Force

3rd Meeting of the Council Compensation Review Task Force

December 3, 2021, 10:00 AM

2021 Council Compensation Review Task Force - during the COVID-19 Emergency

Please check the City website for current details of COVID-19 service impacts

Members

D. Ross (Chair), D. Bryant, J. Lyons, C. Scrimgeour and J. Tudhope

To make a request specific to this meeting, including registration to view the meeting in person or remotely, please contact abush@london.ca

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Pages

1. **Call to Order**
 - 1.1. Disclosures of Pecuniary Interest
2. **Scheduled Items**
3. **Consent**
 - 3.1. 2nd Report of the 2021 Council Compensation Review Task Force 2
4. **Items for Discussion**
 - 4.1. Review of the Draft Survey for Members of the Public 9
 - 4.2. *(ADDED) Survey for Councillors* 14
5. **Adjournment**

Council Compensation Review Task Force

Report

2nd Meeting of the Council Compensation Review Task Force
November 26, 2021

2021 Council Compensation Review Task Force - during the COVID-19 Emergency
Please check the City website for current details of COVID-19 service impacts

Attendance PRESENT: D. Ross (Chair), D. Bryant, J. Lyons, C. Scrimgeour
 ABSENT: J. Tudhope
 ALSO PRESENT: S. Corman, C. Saunders and G. Tucker

The meeting was called to order at 10:00 AM; it being noted that C. Scrimgeour was in remote attendance.

1. Call to Order

1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

2. Scheduled Items

None.

3. Consent

3.1 1st Report of the 2021 Council Compensation Review Task Force

BRYANT AND SCRIMGEOUR

That the the 1st Report of the 2021 Council Compensation Review Task Force, from its meeting held on November 12, 2021, BE RECEIVED.

Motion Passed

3.2 Current information with respect to pertinent legislation related to the legislated role of a Council Member

BRYANT AND LYONS

That the documents providing current information with respect to pertinent legislation related to the legislated role of a Council Member, BE RECEIVED.

Motion Passed

4. Items for Discussion

4.1 Draft Survey Questions

BRYANT AND LYONS

That the following actions be taken with respect to the Draft Public and Draft Councillors' Surveys:

a) the Civic Administration BE DIRECTED to undertake a further review of the attached revised draft Public Survey and report back at the next meeting of the 2021 Council Compensation Review Task Force to be held on December 3, 2021, with any recommended additional changes to the Public Survey that would result in further clarity for the public as to the role of Municipal Councillors and to include, for reference, a link to the recommendations of the 2016 Council Compensation Review Task Force; and,

b) the Civic Administration BE DIRECTED to prepare a draft Councillors' Survey for consideration at the next meeting of the 2021 Council Compensation Review Task Force to be held on December 3, 2021 that would incorporate the following questions:

i) information on the amount of time Councillors have spent over the last month, on those duties that had been identified in the Councillor Survey undertaken as part of the 2016 Council Compensation Review Task Force ; and,

ii) if the current method of determining the annual increase to the compensation rate as set out in the Council Policy "Remuneration for Elected Officials and Appointed Citizen Members of Council" should remain in place or if an automatic increase not requiring Council Approval each year be put in place based on the average of the increase set out in the Statistics Canada data for the median full time employment income.

Motion Passed

5. Adjournment

SCRIMGEOUR AND LYONS

That the meeting BE ADJOURNED.

Motion Passed

The meeting adjourned at 11:15 AM.

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Council Compensation Review



The Municipal Council of the City of London has appointed the 2021 Council Compensation Review Task Force (CCRTF) to provide recommendations to the Municipal Council with respect to the **Councillors' compensation** for the next term of Council (November 15, 2022 to November 14, 2026).

The scoped work of the CCRTF Force includes:

- a review of the most recent median full-time employment income data for Londoners, and
- making recommendations regarding implementation of any changes in compensation, which may include phasing in and indexing.



As part of the review, the CCRTF is **seeking your input** to the process by means of providing responses to the survey questions found below (please scroll down to view).

To assist you with your responses, the following information is provided:

Who's Listening

Council Compensation Review Task Force

c/o City Clerk's Office
Corporation of the City of London

Phone 519-661-4530
Email ASKCITY@london.ca



Related Documents

-  [August 21, 2017 - Council Resolution \(107 KB\) \(pdf\)](#)
-  [April 20, 2017 - Final Report of the 2016 Council Compensation Review Task Force \(2.56 MB\) \(pdf\)](#)

The Role of Municipal Council

The role of Municipal Council is set out in the [Municipal Act, 2001](#) is as follows:

- to represent the public and to consider the well-being and interests of the municipality;
- to develop and evaluate the policies and programs of the municipality;
- to determine which services the municipality provides;
- to ensure that administrative policies, practices and procedures and controllership policies, practices and procedures are in place to implement the decisions of council;
- to ensure the accountability and transparency of the operations of the municipality, including the activities of the senior management of the municipality;
- to maintain the financial integrity of the municipality; and
- to carry out the duties of council under this or any other Act.

Current Ward Councillors' Compensation

The Municipal Council approved the recommendation of the 2016 Council Compensation Review Task Force that the compensation for serving as a Ward Councillor be set at the 2016 median full time employment income for Londoners.

This compensation is also subject to annual increases set out in the "[Remuneration for Elected Officials and Appointed Citizen Members](#)" which provides for an annual increase reflected in the Labour Index. The current remuneration for Ward Councillors is \$52,725.

Median full-time employment income

Median full-time employment income refers to the employment income earned by individuals where half of the individuals in the area earn more and half earn less.

The median full-time employment income for Londoners is determined by reviewing the most recent income data provided by Stats Canada Census Profile. The 2021 Census income data will not be available until July 2022.

GIVE US YOUR INPUT!

Council Compensation Survey

[Take Survey](#)



Council Compensation Survey

All fields marked with an asterisk (*) are required.

1. Councillors' current compensation rate is \$52,725 annually. Do you feel Councillors are currently:
 - Overpaid
 - Underpaid
 - Paid appropriately

2. Should the current compensation rate, based on median full-time employment income, be changed? If so, how do you suggest the rate be changed?

Please add your comment here...

3. What factors are most important to you when setting compensation rates for Council Members? Please rank with #1 as most important.

- Hours spent on Councillor duties
- Other (please detail)
- Compensation rates of other municipalities
- Attraction and retention
- Nature of duties
- Consistent with local economy, average wage rates, cost of living

4. Should Council Members' compensation be periodically reviewed by an independent body?

- Yes
- No
- Not sure

5. Is there anything else you would like the Compensation Committee to consider?

Please add your comment here...

0/255

Submit

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[Take Survey](#)



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Please add your comment here...

3. What factors are most important to you when setting compensation rates for Council Members? Please rank with #1 as most important.

Hours spent on Councillor duties

Other (please detail)

Compensation rates of other municipalities

Attraction and retention

Nature of duties

Consistent with local economy, average wage rates, cost of living

4. Should Council Members' compensation be periodically reviewed by an independent body?

Yes

No

Not sure

5. Is there anything else you would like the Compensation Committee to consider?

Please add your comment here...

0/255

Submit

Survey for Councillors

The Council Compensation Review Task Force is seeking input from City Councillors, in order to inform its 2021 deliberations.

Survey starts

Finish



All fields marked with an asterisk (*) are required.

1. In your role as City Councillor, what percentage of your time in the past month did you spend on:

Emails?

Please add your comment here...

0/255

2. Phone calls/constituent meetings?

Please add your comment here...

0/255

3. Staff meetings?

Please add your comment here...

0/255

4. Meeting preparation - reading reports/agendas?

Please add your comment here...

0/255

5. Meeting preparation - research?

Please add your comment here...

0/255

6. Attending Council/Committee meetings?

Please add your comment here...

0/255

7. Improvement Initiatives - Research/Planning/Meetings?

Please add your comment here...

0/255

8. Attending agency/board/commissions meetings?

Please add your comment here...

0/255

9. Attending events?

Please add your comment here...

0/255

10. Travel?

Please add your comment here...

0/255

11. Social media/website/blogs?

Please add your comment here...

0/255

12. Mentoring?

Please add your comment here...

0/255

13. Correspondence?

Please add your comment here...

0/255

14. Other assigned duties (task forces, Deputy Mayor, etc.)?

Please add your comment here...

0/255

15. Advocacy efforts?

Please add your comment here...

0/255

16. In your opinion, should annual indexing be:

- Automatic
- Reviewed and determined by Council
- Other (please specify)

17. Do you support an annual compensation adjustment that is based on an average of the past five years of annual median full-time employment income for Londoners (sourced from Statistics Canada)?

- Not sure
- Yes
- No

18. Is there anything else you would like the Council Compensation Review Task Force to consider?

Please add your comment here...

Submit