

# Agenda Including Addeds

## Council Compensation Review Task Force

4th Meeting of the Council Compensation Review Task Force

February 4, 2022, 10:00 AM

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

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Pages

1. **Call to Order**
  - 1.1. Disclosures of Pecuniary Interest
2. **Scheduled Items**
3. **Consent**
  - 3.1. 3rd Report of the Council Compensation Review Task Force 2
4. **Items for Discussion**
  - 4.1. Survey Results of the Council Compensation Review Task Force
    - a. Council Compensation Survey Public - January 21, 2022 4
    - b. Council Compensation Survey Councillors - January 21, 2022 27
    - c. *(ADDED) Submission - B. Brock* 33
5. **Adjournment**

# Council Compensation Review Task Force

## Report

3rd Meeting of the Council Compensation Review Task Force

December 3, 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, J. Tudhope, C. Scrimgeour  
ALSO PRESENT: C. Saunders  
The meeting was called to order at 10:00 AM; it being noted that C. Scrimgeour and J. Tudhope were in remote attendance

### 1. Call to Order

1.1 Disclosures of Pecuniary Interest

### 2. Scheduled Items

None.

### 3. Consent

3.1 2nd Report of the 2021 Council Compensation Review Task Force

SCRIMGEOUR AND LYONS

That the 2nd Report of the 2021 Council Compensation Review Task Force, from its meeting held on November 26, 2021, BE RECEIVED.

### Motion Passed

### 4. Items for Discussion

4.1 Review of the Draft Survey for Members of the Public

SCRIMGEOUR AND BRYANT

That the Civic Administration BE DIRECTED to amend the Draft Public Survey as follows:

a) the wording "All fields marked with an asterisk (\*) are required." be deleted as there are no asterisk (\*) references contained in the Draft Survey;

b) in Question #3, further clarification be provided that each selection will be ranked #1 to #6 based on the degree of importance; and,

c) in Question #3, change the order of the factors to be in alphabetical order;

it being noted that the Civic Administration will circulate the revised Public Survey for public feedback.

### Motion Passed

4.2 (ADDED) Survey for Councillors

TUDHOPE AND LYONS

That the Civic Administration BE DIRECTED to amend the Draft Councillors' Survey as follows:

a) the wording "All fields marked with an asterisk (\*) are required." be deleted as there are no asterisk (\*) references contained in the Draft Survey;

b) amend the wording of Question #1 to read as follows:

"On average how many hours a week do you spend on:"

c) in Question #14, add "Chairing a Standing Committee" to the example of other assigned duties;

d) amend the wording of Question #17 to read as follows:

"Do you support the annual indexing of the compensation rate based on the change in annual median full-time employment income for Londoners sources from Statistics Canada (for example the average between the period 2001-2016 was.....)"

it being noted that the Civic Administration will circulate the revised Councillors' Survey to Councillors for completion.

**Motion Passed**

4.3 (ADDED) Submission from B. Brock

BRYANT AND LYONS

That the following actions be taken with respect to the communication from B. Brock, dated November 30, 2021:

a) the above-noted communication BE RECEIVED; and,

b) the City Clerk BE DIRECTED to note in the final report of the 2021 Council Compensation Review Task Force (CCRTF) that the review of Councillors' benefit package, staff support model and expense account do not fall within the Terms of Reference of the CCRTF; it being noted that the Governance Working Group (GWG) is currently reviewing these matters.

**Motion Passed**

**5. Adjournment**

BRYANT AND LYONS

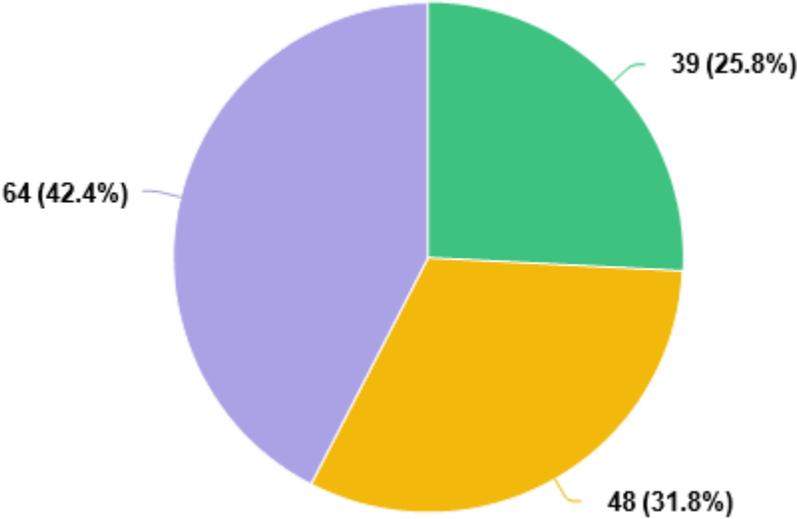
That the meeting BE ADJOURNED.

**Motion Passed**

The meeting adjourned at 10:47 AM.

# 2021 Council Compensation Survey Public Survey Response Report

Question 1: Councillors' current compensation rate is \$52,725 annually. Do you feel Councillors are currently?



Responses:

Overpaid – 39 (25.8%)

Paid Appropriately – 48 (31.8%)

Underpaid – 64 (42.4%)

150 responses, 4 skipped

**Question 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.**

<b>Response Time</b>	<b>Response</b>
2022-01-05 07:29:19 -0700	I would tie the salary to a senior level administrator in the City.
2022-01-05 07:42:29 -0700	Based on inflation rate
2022-01-05 07:48:55 -0700	Should be paid hourly.
2022-01-05 07:54:15 -0700	This is a part time position. They were elected knowing that and should not transition to full time position. Therefore salary should not change (go higher) especially since Covid has added historic level costs to the system and must be dealt with before granting salary increase to any local Govt officials.
2022-01-05 07:55:55 -0700	Should be moved to 2020 median wage
2022-01-05 07:58:16 -0700	should not be more than a 1% change. Keep it fair with many public workers unable to gain more than a 1% wage increase due to Bill 124.
2022-01-05 07:58:44 -0700	No
2022-01-05 08:08:44 -0700	No
2022-01-05 08:10:13 -0700	No, they should be paid average full -time rate of the middle class. Not an average using the higher incomes of Londoners.
2022-01-05 08:12:45 -0700	NO
2022-01-05 08:20:31 -0700	\$40,000
2022-01-05 08:25:53 -0700	No, they should be paid as directors of a billion dollar organization and expected to work full time on city business.
2022-01-05 08:42:20 -0700	Do not pay these useless people a penny
2022-01-05 08:52:48 -0700	Absolutely jot they are compensated fairly
2022-01-05 09:02:44 -0700	No
2022-01-05 09:07:17 -0700	Shouldn't be changed
2022-01-05 09:10:15 -0700	Full time if we want full time representation.
2022-01-05 09:15:44 -0700	no
2022-01-05 09:42:36 -0700	Increased to at least \$70k
2022-01-05 10:07:56 -0700	Should be based on full time employment and should not be allowed to have additional pay for sitting on Boards
2022-01-05 10:20:23 -0700	I would suggest Councillors receive no less than \$85,000.00 + expenses
2022-01-05 10:47:30 -0700	What the heck is "median full-time rate" mean. Is that someone who works 20 hrs a week and claims full-time?
2022-01-05 10:56:12 -0700	no changes

Response Time	Response
2022-01-05 11:04:15 -0700	<p>These are not "normal" jobs, these people work weekends, work into the night, have to represent their constituents, and have to be on a bunch of outside boards that they get no compensation for while helping steer a billion dollar a year municipality. I asked my councillor and he replied that he averages 40-50hrs a week. Setting them at "median" is ridiculous, this is an "executive" job, not a middle of the road job. I don't know what the numbers are. I do know we underpay them significantly compared to similar size cities. They should at least be in the top 25% of median London income, or something comparable to other communities our size. OR, start paying them for all the extra stuff they do on the outside boards, because I know some don't do as much as others.</p>
2022-01-05 11:05:33 -0700	No
2022-01-05 11:15:59 -0700	Survey similar sized municipalities and take into account workload.
2022-01-05 11:31:13 -0700	<p>Median full-time income in London is under average and not keeping pace with cost of living or job demands. Compensation rates for counselors should be representative of executive level income. Perhaps median + additional 50% of median. 65-75% higher than current, at the least.</p>
2022-01-05 11:39:12 -0700	<p>Needs to be higher to ensure a better, more diverse set of candidates. Should be a mandatory full time role with no other jobs. The pay should be based on the norms for elected positions and should be at least \$80k. Take a look at salaries for MPs and MPPs. The role is similar. Maybe councillors wouldn't continually seek higher office if they were paid more fairly.</p>
2022-01-05 11:44:14 -0700	<p>No. It seems that several, if not many are not available to constituents of their wards because they have additional full time employment (mine does) and it seems like a conflict of interest, and bothers me that I cannot reach them in a timely manner regarding issues of my ward; accessibility, sidewalk conditions, a dangerous intersection, etc. I am not the only one in my ward that is irritated by our councillor's lack of daytime office hours to be reached, and often have to take to social media to reach him/get his attention after regular business hours. If my taxes are being used towards salary of councillors, and they are being paid for a full time job, they should be accessible during regular business hours (Monday - Friday) and this position should be their priority job.. if it is secondary, it should be deemed a conflict of interest and they should be replaced with someone willing to dedicate full time hours to the position.</p>
2022-01-05 11:44:50 -0700	Almost 100,000
2022-01-05 11:51:33 -0700	Full time 9:00 am to 5:00 pm at minimum wage

Response Time	Response
2022-01-05 11:52:00 -0700	Ostensibly, council role is what you make of it ? I know of some councillors who live / work outside of London, remote into their meetings, almost never have their camera on, contribute little to advancing community issues, and yet are paid the same as some councillors who have no outside employment and are for all intents, full-time.
2022-01-05 11:55:25 -0700	Yes
2022-01-05 11:59:17 -0700	Base it on how much involvement councillors have in each project, the importance of each project and the speed it needs be be delivered and how beneficial their project is to Londoners. Tax payers deserve to see London blooming with all the taxes not thrown down the drain with little or no improvement in our city.
2022-01-05 12:05:34 -0700	The role should be paid as a full-time competitive salary but councilors should not be permitted to hold an additional full-time role.
2022-01-05 12:18:01 -0700	No. If they became full time, an increase would be appropriate.
2022-01-05 12:52:04 -0700	How many hours do each councillor work during each week. Many are part time.
2022-01-05 12:54:18 -0700	If London is a billion dollar company, we should pay those who represent us accordingly, and then we might attract real talent.
2022-01-05 13:00:06 -0700	I am someone who works for the provincial government and was an administrative employee for 5 years making \$49,000 a year. It just isn't enough \$ in take home amounts when you factor in union dues, pension and health benefits and other taxable pieces within government. My take home after all the deductions was often \$1300 bi weekly. Barely enough to pay rent on my 1 bedroom apartment. I now have a job where my salary is in the mid 70,000 now & my take home is much more livable. People need to consider these things when they say government workers make too much or that they deserve the median of all londoners. The median isn't high enough for the cost of living for most people, especially single income homes or those with dependents.
2022-01-05 13:02:01 -0700	City councilors should be paid based on an executive rate. The current 14 councilors salaries should equal a minimum of 1% of the yearly operating budget for the city. If the budget is \$1 billion, \$1 million should be divided by the 14 councilors.
2022-01-05 13:35:15 -0700	Based on comparable councillor salaries
2022-01-05 14:30:06 -0700	Should be a full time job so paid more like \$80,000 but cannot hold another full time job! London is a big city now and deserves full time councillors. I don't think it should be someone's side gig.
2022-01-05 14:43:01 -0700	15% above median full-time employment income of the City of London
2022-01-05 15:07:21 -0700	It should be raised to the point where good people would be incentivized to run without needing a second job.
2022-01-05 15:58:18 -0700	No

<b>Response Time</b>	<b>Response</b>
2022-01-05 16:01:09 -0700	75% percentile
2022-01-05 16:28:06 -0700	It should be higher because of their work load.
2022-01-05 17:30:37 -0700	The rate should be set to the median full-time income, however any member of a committee should be paid more based on the extra hours.
2022-01-05 17:35:46 -0700	A higher wage could be more enticing for those to leave full time employment and become full time councillors.
2022-01-05 18:19:59 -0700	they should be paid by what s accomplished not by time spent on something
2022-01-05 18:26:17 -0700	If councillors work full-time, then compensation should be based on median full-time employment income
2022-01-05 18:56:39 -0700	Should match executive level pay. Or rather than 'median' should be middle high level, 75k
2022-01-05 19:04:11 -0700	It should be enough to live off in this city. I frankly do not understand why there is a stubborn refusal to see city council as a full time job. By underpaying you are limiting it to people who are already wealthy and can afford to take a hit to income (i.e. completely unrepresentative of the people who actually live here).
2022-01-05 19:12:32 -0700	I like that it is based on something.
2022-01-05 20:16:45 -0700	Should compensation be based on median full-time employment income, the current compensation rate should be increased to reflect the status of the position.
2022-01-05 22:34:25 -0700	Not unless you plan on compensating all City of London employees accordingly.
2022-01-06 02:19:53 -0700	Less money until they stop letting the government lock us down
2022-01-06 02:35:29 -0700	If they are paid this the current rate there should be no need for an expense budget. That is middle class rate of pay for a medium full time job. Not even a full time job.
2022-01-06 03:05:19 -0700	Yes as their decisions are the ones that will mostly reflect the future of the median full-time employment income.
2022-01-06 05:18:21 -0700	Council deals with multi million dollar budgets and the future of our city. It should be a job that attracts the best and brightest, 52K a year won't do that (even if we're very lucky to have some great councillors at this rate.)
2022-01-06 05:45:13 -0700	Inflation should be accounted for.
2022-01-06 06:05:09 -0700	While I think higher pay may generate increased interest from more diverse and experienced professionals, I do not think the optics of a large increase would play well with citizens.
2022-01-06 08:07:52 -0700	Should be based on success rates in the city. Vacancy / business / number of projects proposed - number stalled - success of downtown etc
2022-01-06 08:26:51 -0700	No it should not be changed

Response Time	Response
2022-01-06 09:59:31 -0700	I do not think the compensation rate should be changed. The median full-time employment income is a subjective measure as it is not consistent across all types of jobs and industries. Councilors should be required to provide proof of excellent performance, based on taxpayer-determined KPIs to justify any increase in their salaries.
2022-01-06 10:29:11 -0700	Average of same size city councillors. Not median, average.
2022-01-06 10:49:04 -0700	Councillors should be paid a a full time job
2022-01-06 10:58:13 -0700	Should be based in a metric system . Look at issues in represented areas create a ticket for problems and how many tickets are brought to resolution in a timely manner . le lack of transportation to jobs in areas of city could be ticket . Is it open closed resolve. Also quality or work . Attendance to meetings , documentation ( can be audited for mistakes ) ... etc ... They should get around 35,000 a year plus a bonus based of achieving metrics or scores on a KPI . So they can make up to 55k a year with performance bonus
2022-01-06 11:10:08 -0700	It should be lower because I think it's important to keep councillor roles as part time! If councillors are being stretched thin, maybe it's time to add wards. With London's growing population, it would make sense.
2022-01-06 12:21:37 -0700	No
2022-01-06 13:39:48 -0700	Yes. They should be paid by the hour since it is not a full-time job.
2022-01-06 15:22:57 -0700	No, except to match new median income values.
2022-01-06 18:21:47 -0700	leave it as it is,,
2022-01-07 08:37:10 -0700	Councillors should be compensated for extra 'duties' such as boards and committees they are a part of.
2022-01-07 11:20:56 -0700	Councillors are not doing a "median" job. They are the executive board that runs our city. They should be compensated like an upper management job. The last couple of years has shown the very serious and difficult burden they carry, worrying about the economy and the health of a city of over 400,000 people. That can't, respectfully, be compared to someone running a cash register, or cutting lawns, etc. Pegging them right in the middle with a median income seriously undervalues the importance of the job. They are also the poorest paid of any big city that I could find in Canada. Unlike MPs and MPPs, they also have no support staff of their own. They have do most of it themselves. I don't pretend to know what the formula should be, but these people should be making at least \$75-\$80,000 and probably more. What is the median management pay at city hall, or in the public sector in London? Maybe that's a better measurement?
2022-01-07 11:59:26 -0700	I think so. They all have other roles in the community and seem to utilize this as supplementary income. This should be about serving the people, not money. I would suggest lowering it to the average part-time income for the year.

Response Time	Response
2022-01-07 13:10:19 -0700	A general increase to the model should occur to better align the salary with the professionals we would hope to see occupy those roles. As it stands those with any form of relevant experience often must suffer a significant pay cut to serve on council.
2022-01-07 13:14:50 -0700	I feel if a councillor is doing more then other councillors they should be compensated for that, or have to sit on a certain amount of committees If you are a councillor you are getting a fulltime pay you should be putting your full effort into our city and its people You should be paid by how many committees you are involved with You do the bare minimum that should be your salary
2022-01-07 13:19:46 -0700	London needs to start comparing to larger Canadian cities, and use their model.
2022-01-07 13:59:31 -0700	I believe the role of a city councillor is more of an executive level of employment, they're managing a major corporation. If we're going to use 'median incomes' of Londoners as a guide, I would suggest the starting mark be at least at the 75% mark, not the 50% mark.
2022-01-07 15:35:33 -0700	No.
2022-01-07 16:24:25 -0700	Yes, I would support an increase to attract good candidates
2022-01-07 19:33:18 -0700	Should be a volunteer position
2022-01-07 19:33:40 -0700	Should be a fixed rate
2022-01-07 19:37:07 -0700	No, public tax dollars are better spent on infrastructure and investments in the city, not councillors
2022-01-08 07:14:55 -0700	Increased
2022-01-08 08:10:57 -0700	No
2022-01-08 08:53:19 -0700	\$22/ hour
2022-01-08 09:28:25 -0700	The rate should be changed to reflect a The scope of the job and should be in line with what other large cities do.
2022-01-08 09:43:07 -0700	lowered or capped where it is.minimum wage earners dont make 50 grand a year.
2022-01-09 07:04:33 -0700	YES full time is necessary as to many decisions have been made where Councillors have opted out due to conflict of interest why even have them on board when there vote is not going to count.
2022-01-09 08:35:27 -0700	To nothing, to serve the City is an honor. They get enough "compensations" from the builders already. Ask XXXXXX.
2022-01-10 21:25:47 -0700	For most councillors it is part time work and not full time. Perhaps there should be less councillors - such as in Toronto where the numbers were greatly reduced when Doug Ford came in to power.
2022-01-11 06:45:20 -0700	Match it to other big cities.

Response Time	Response
2022-01-11 06:57:46 -0700	Hard to talk about compensation without talking about the size / scope of council? I have no problems with the adjustment of councillor remuneration upward if the role were full-time, and the number of councillors / wards reduced from 14 to 10 (plus mayor). I would benchmark salary against the mid-point of City of London management wage band for a second-level manager. The only adjustment would be for inflationary / economic adjustment of the wage band.
2022-01-11 07:15:13 -0700	I think this is a fair method of determining compensation for our representatives
2022-01-11 14:39:25 -0700	Include the expense account in their total compensation when you make the comparison. Make them keep time sheets to prove they're working and their value for money.
2022-01-12 07:31:37 -0700	Instead of median full-time rate, base it on 60th percentile.
2022-01-12 15:11:23 -0700	Based on inflation
2022-01-12 16:17:04 -0700	Yes, at least to half the increase of full-time employment
2022-01-12 17:27:34 -0700	70 000
2022-01-12 19:39:22 -0700	It should be noted that this is not a full time job. Median full time employment is generally fit full time positions.
2022-01-13 07:14:36 -0700	No change. I feel that this position is a way for the councillor to interact with the public in whatever other employment the councillor is engaged in. This has always been considered a part time position and should remain the same for people seeking election.
2022-01-13 07:27:05 -0700	No
2022-01-13 07:40:43 -0700	No more than minimum wage for half of a 40-hour work week.
2022-01-13 07:59:54 -0700	Compensation is too high for part time work, most have other full time work.
2022-01-13 08:03:03 -0700	If compensation is too high then you will not get a turnover in council members. Council should have a limited number of terms. It would allow for more new ideas by different people and give more opportunities.
2022-01-13 08:07:37 -0700	Wage should be indexed to inflation,
2022-01-13 12:11:17 -0700	Council members do more than the average full time employee. They should be paid more that that as well. 1.75 x Median full-time income.
2022-01-13 12:58:34 -0700	Position should be full time.
2022-01-13 16:32:22 -0700	No
2022-01-13 17:52:35 -0700	No
2022-01-13 20:52:19 -0700	I think median full time income is a good base. However I think it should fluctuate based on if they have a second job and # of hours worked.
2022-01-14 10:47:00 -0700	No
2022-01-16 15:00:45 -0700	Competitive wage based on other cities

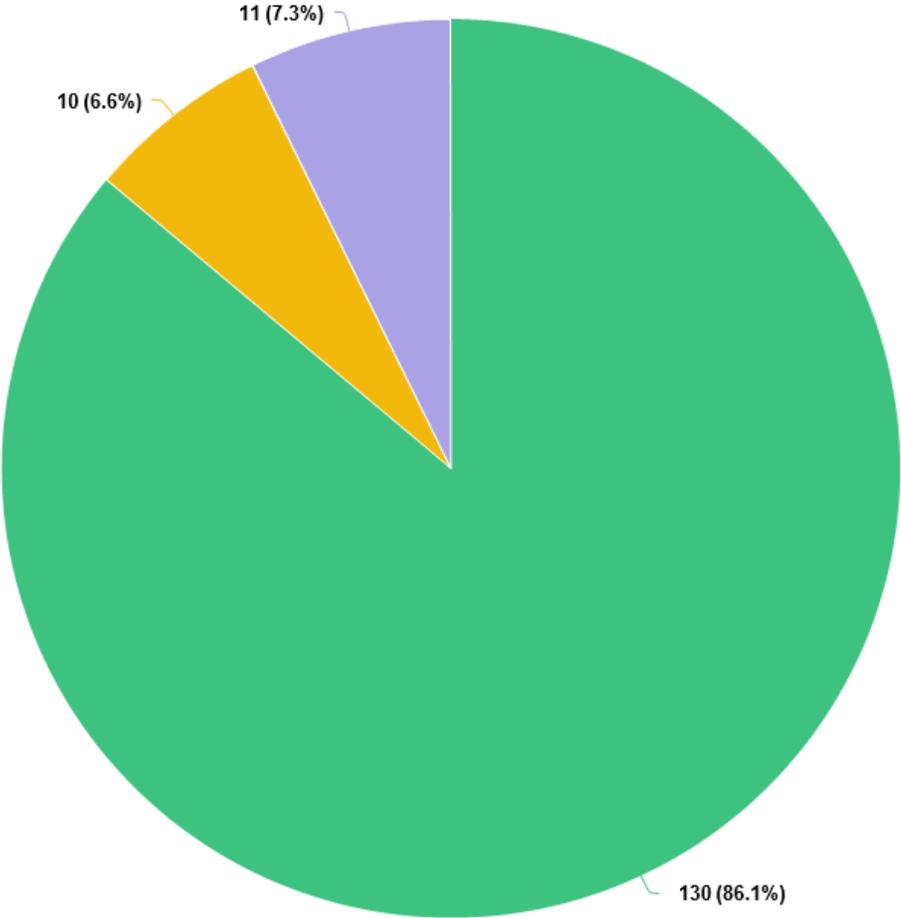
115 responses, 39 skipped

**Question 3: What factors are most important to you when setting compensation rates for Council Members? Please rank all answers, with #1 as most important and #6 as least important.**

<b>Option</b>	<b>Average Rank</b>
Hours spent on Councillor duties	2.24
Consistent with local economy, average wage rates, cost of living	2.70
Nature of duties	2.95
Attraction and retention	3.54
Compensation rates of other municipalities	3.88
Other	5.08

139 responses, 15 skipped

**Question 4: Should Council Members' compensation be periodically reviewed by an independent body?**



Responses:

Yes – 130 (86.1%)

No – 10 (6.6%)

Not sure – 11 (7.3%)

150 responses, 4 skipped

**Question 5: Is there anything else you would like the Compensation Committee to consider?**

<b>Response Time</b>	<b>Response</b>
2022-01-05 07:24:15 -0700	I doubt any of them put in part time hours, so make it full time and increase their salary accordingly.
2022-01-05 07:42:29 -0700	No
2022-01-05 07:48:55 -0700	Consider reducing the number of councilors but make it a full time job.
2022-01-05 07:55:55 -0700	Should not be paid if they leave for another govt position.
2022-01-05 07:58:16 -0700	Bill 124 - limits Nurses, Educators etc wage increase - should apply to City Council
2022-01-05 07:58:44 -0700	Council so not about earning a great living . Many in this community have to survive on this salary
2022-01-05 08:10:13 -0700	They took an outrageous increase a few years back that they should be holding for a year or two until we get major issues under control.
2022-01-05 08:25:53 -0700	I'm involved in the city but would never run for council because I could not support my family on the salary offered.
2022-01-05 08:31:29 -0700	Council should be paid a livable wage, that is competitive especially if the hours are deemed full time. What I don't agree with his
2022-01-05 08:52:48 -0700	Are they really representing the voters or are there for there own interests.
2022-01-05 09:02:44 -0700	Councillors should never receive a greater percentage increase than other municipal staff. I would be fine with them getting increases equal to the inside workers negotiated increases. Deduct pay when they fail to attend council or committee meetings.
2022-01-05 09:10:15 -0700	A full time council watching over our city might help us recover from Covid.
2022-01-05 09:15:44 -0700	As the city grows full time councillors will be needed. Who will determine when this happens? At the moment there is poor communication from councillors and the public. Councillors shouhld be meeting with all types of community groups There is no way of m
2022-01-05 10:07:56 -0700	Should have set dates that employee can be absent with pay. Position should be seen as the same as a regular posits and not supplementary income
2022-01-05 10:47:30 -0700	I would agree to pay them more if they were more fiscally responsible with the tax payer's money.
2022-01-05 10:56:12 -0700	no

Response Time	Response
2022-01-05 11:04:15 -0700	Whatever you do, bring forward a recommendation that sets council pay at a rate for the term so they don't have to vote on it every year. It is ridiculous London has to have this conversation every year just to let them have a cost of living increase. I would suggest 80% of the median income of London for the entire 4 years, and then have it recalculated once every 4 years for the new council. At 80%, I would think an annual inflation raise could be done away with. I would also support a monthly bonus for each board they have to sit on. I would never do the amount of work my councillor does for the amount we pay him, we're actually exploiting him in my opinion.
2022-01-05 11:05:33 -0700	No
2022-01-05 11:15:59 -0700	They don't make enough. In order to attract committed qualified candidates the remuneration should be enough to make it attractive to good candidates. There is also the fact that they are on call pretty much 24/7. Reading and research also likely not take. I to account for the number of hours they have to put in to do a competent job.
2022-01-05 11:31:13 -0700	<p>Compensation should be base salary + bonus for number of committees a counselor sits on should be considered. They are not all pulling the same weight and time commitments. It's ridiculous they all receive the same pay despite some working harder than others.</p> <p>When will London move to full-time counselors? We are at this stage in terms of size where other municipalities of similar size have full-time counselor positions to devote to demands of the job.</p>
2022-01-05 11:44:14 -0700	Please see my first answer. I believe that these positions should be held by those who do not have additional full time jobs, and can fulfill their full time position as city councillor first and foremost and be reached during regular business hours.
2022-01-05 11:52:00 -0700	<p>I fully endorse the idea of full-time councillors, and a supporting salary - perhaps pegged at the mid-point of a City of London Manager II pay scale. Annual increase would be set at the rate of economic increase for that pay grid. Coincident w/ ward boundary adjustment accounting for growth within the city, I would like to see a FT council w/ no more than ten members plus mayor, and a corresponding realignment of ward boundaries updated to reflect the communities of interest of 2022, not an OMB decision from 2005.</p> <p>Attendance; participation on standing committees; other ABCs should also factor into a councillor's compensation.</p>
2022-01-05 11:55:25 -0700	Stop making it an election issue
2022-01-05 11:59:17 -0700	Please, please think of those making London their home and how our city can look like any other city especially downtown, the run down buildings, gold shops are an eye sore. I have never experienced a city like this one! We deserve more from our tax dollars rather than city hall lining their pockets constantly and wondering how councillors get compensated -seriously.
2022-01-05 12:05:34 -0700	Again, it should be a full time role compensated accordingly but individuals should not be able to hold the position in addition to another full time role. 100% of their focus should be dedicated to their role as municipal councilor.

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2022-01-05 12:18:01 -0700	Full time councillors - citizens deserve councillors 100% dedicated to the job, not using it as secondary employment.
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2022-01-05 12:54:18 -0700	Full time council with a 35% pay increase.
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2022-01-05 13:20:12 -0700	Mainly, it is important that councillors be paid well enough to maintain their independence.
2022-01-05 14:05:42 -0700	Why in a City of 400K are these not full-time positions?
2022-01-05 14:30:06 -0700	Please make it a full time job. You shouldn't have councillors who have other six figure positions. London deserves their full attention.
2022-01-05 15:07:21 -0700	No. I feel like you already know the right answer - you're just hoping enough of us will validate it.
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2022-01-05 16:28:06 -0700	Please pay city councillors more.
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2022-01-05 18:19:59 -0700	exactly how much is accomplished or not accomplished and pay accordingly
2022-01-05 18:56:39 -0700	They should get bonuses or extra pay based on additional committees they involve with. Some don't go into any additional committee's while others are involved in many. Adds time and effort and should be compensated. These are high level positions in a Billion dollar corporation. They should be paid like other top managers in the same corporation.
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2022-01-06 08:07:52 -0700	<p>London has some serious issues and problems. Council is at the heart of these problems. They just can't get it right. There personal polticics often overshadow the cities needs. Our core problems are righ in front of us daily - council needs to be accountable for growth. Core issues. Vacancy. Turning away business. Not creating enough business. Putting 'heritage' first etc. make them accountable for action and getting things down quickly like every other job. Make them work full time for that - many people would. Make them push projects through everyday. Ensure they are global - not only local. Someone that has never seen anything different then the inaction in the city can not bring new dreams and action to our city</p>
2022-01-06 09:59:31 -0700	<p>Consider the justification of salary increases to councilors against what taxpayers would receive in return. There is already talk of increasing property taxes in 2022, councilors have blown a huge budget on "revitalizing" downtown which has been a bust, and that revitalization has been at the expense of spending money in this city where is it sorely needed. So what exactly have they done to justify an increase in salary and more of our tax dollars? Lots of people in the private and public sector do not receive wage increases simply because of inflation - so how would you rationalize an increase to councilor compensation when their performance does not justify it?</p>
2022-01-06 10:29:11 -0700	<p>Accountability for poor decisions. For every increase in taxes equals a corresponding decrease in pay.</p>
2022-01-06 10:53:27 -0700	<p>Not sure your terms of reference permit this but would like to see a model of full time Councillors (perhaps 6 or 8 with new Ward boundaries), sufficient staff and appropriate full time salary.</p>

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2022-01-07 11:20:56 -0700	stop making them vote on a couple dollar a month cost of living increase every year. pick a salary that's appropriate for a 4 year contract and then just adjust for inflation each new council, not annually.
2022-01-07 11:59:26 -0700	I think the council should be served by people whose sole goal is to serve the community. If they have another job, they should make less. I think the current salary is fair if this were the sole focus of every council member.
2022-01-07 13:10:19 -0700	The role of city councillor is a key block of our electoral construct. Trivializing it to a "part time" position only serves to undermine the work done there, disrupt public trust in the office, and attract candidates looking for a hobby more then fulfilling a duty to the city. Running the city should not have the same time considerations of joining an evening book club. Lives rest on the work being done and the compensation scheme should serve as a reminder of the importance of that work.
2022-01-07 13:14:50 -0700	I feel strongly for many years we had a councillor who did absolutely nothing I honestly didnt know that this was a part time job and they held other jobs They should be compensated for how much effort and time they commit to their wards
2022-01-07 13:19:46 -0700	Council should be full time. If you pay and treat the position as a side hustle, you will not get the most out of the person. It's not 1950.
2022-01-07 13:59:31 -0700	I'd like to see a 'bonus' or 'stipend' offered to city councillors for the extra time and effort they put into board or commission duties . I believe these extra roles take a lot of one's time and that needs to be compensated fairly.
2022-01-07 15:35:33 -0700	No
2022-01-07 19:37:07 -0700	With a tax hike of 2.8% and overspending for Covid-19, as well as other critical issues such as homelessness, Councillors are paid enough for the time commitment and nature of the duties. Increasing the rate of pay during a pandemic when others are not even getting a cost of living k crease is unacceptable and fiscally irresponsible.
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2022-01-09 08:35:27 -0700	Honesty. Can not serve more than 2 periods consecutives.
2022-01-09 10:58:21 -0700	Make it a full time position (35-40 hours per week) and pay better (\$90,000 plus) so we attract better and dedicated people
2022-01-10 21:25:47 -0700	Take a look at Toronto City Councillor reductions and see if it is working. Maybe we can get better people to run if we had less councillors - pay a full time wage and not part time job.
2022-01-11 07:15:13 -0700	People should be able to make a fair living as a Councillor but there is also an element of altruism and civic responsibility that accompanies the role.
2022-01-11 14:39:25 -0700	When I hear "independent body", I think "friends of these people from high school". I'd like to see accountability for the really disgusting language that many council members have used in the past year or so (calling their constituents idiots, yahoos, etc.). I know it doesn't make me respect this council very much, and when the citizenry doesn't respect government, that has a serious societal cost. Several of our representatives are not worth their pay if we balance those costs.
2022-01-12 07:31:37 -0700	The problem is that some councillors are quite hard-working and clearly put much time and effort into their duties while others do much less. And I mean this in a non-partisan way. No idea how that can be dealt with except by electorate. It would help if councillors' attendance at all council and committee meetings were readily available.
2022-01-12 15:11:23 -0700	If council became a full time job (ie: daytime meetings that would make it difficult to have another job) then compensation should reflect that change in order to attract good candidates who are willing to leave their current serve.
2022-01-12 19:39:22 -0700	Consider changing meetings to regular business hours and making these full time positions. Londoners don't realize the importance of good Councillors. They should be paid accordingly.
2022-01-13 07:14:36 -0700	Consider the amount of time councilors devote to other committees or political groups that interfere with the councilors position with the City Of London. To many committee engagements will take away from being focused on the Ward the councilor is committed to. Also councilors take an oath to fulfill the responsibilities of the 4yr term and in no way should this enable a councilor to seek election in provincial or federal government while upholding a commitment to the people of this city.

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2022-01-13 12:58:34 -0700	Position should be a primary job for the rate of pay. Too many part timers
2022-01-13 16:32:22 -0700	No
2022-01-13 17:52:35 -0700	No
2022-01-14 10:47:00 -0700	No

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2022-01-05 11:04:15 -0700	Whatever you do, bring forward a recommendation that sets council pay at a rate for the term so they don't have to vote on it every year. It is ridiculous London has to have this conversation every year just to let them have a cost of living increase. I would suggest 80% of the median income of London for the entire 4 years, and then have it recalculated once every 4 years for the new council. At 80%, I would think an annual inflation raise could be done away with. I would also support a monthly bonus for each board they have to sit on. I would never do the amount of work my councillor does for the amount we pay him, we're actually exploiting him in my opinion.
2022-01-05 11:05:33 -0700	No
2022-01-05 11:15:59 -0700	They don't make enough. In order to attract committed qualified candidates the remuneration should be enough to make it attractive to good candidates. There is also the fact that they are on call pretty much 24/7. Reading and research also likely not take. I to account for the number of hours they have to put in to do a competent job.
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67 responses, 87 skipped

## 2021 Council Compensation Survey Councillor Survey Response Report

On average, how many hours per week did you spend on (in hours)?

Response	#1	#2	#3	#4	#5	#6	#7	#8	#9
Emails	11	11	10	8	5	8	14	15	3
Phone calls / constituent meetings	5	7	5	3	5	0.5	8	3	2
Staff meetings	0.5	4	6	3	3	1	2	5	1
Meeting preparation: reading reports / agendas	1	4	10	6	6-10	6	6	5	2
Meeting preparation: research	0.5	1	2	2	5	1	2	4	6
Attending Council / Committee meetings	5	4	8	8	6-10	6	8	7	6
Improvement Initiatives: Research / Planning / Meeting	0.5	1	1	1	2	1	2	5	2
Attending agency / board / commissions meetings	2	2.5	3	8	3	2	2	3	3
Attending events	1	2	0	0 since March 2020	5	0.5	1	1	4 (pre-covid)
Travel	0	1	0	0 since March 2020	0	0.5	2	1	2 (pre-covid)
Social media / website / blogs	0	6	8	1	5	0.5	14	7	2
Mentoring	1	0.5	3	0.5	0	0	0	0	0.25
Correspondence	1	0	2	text messages - 2	1	35	Included in Email & Social Media hours--99% of Correspondence is electronic		1
Other assigned duties (Task Forces, Deputy Mayor, chairing a Standing Committee, etc.)	0.5	7	0	included in staff meetings and preparation for meetings	1	2	1	0	1
Advocacy efforts	1	1	2	0.5	6	0.5	1	3	1

**Question 16: In your opinion, should annual indexing be Automatic, Reviewed and Determined by Council, or Other?**

Response	In your opinion, should annual indexing be:
#1	Reviewed and determined by Council
#2	Automatic
#3	Automatic
#4	Automatic
#5	Automatic
#6	Automatic
#7	Automatic
#8	Automatic
#9	Councillors should not get a raise for 4 years, but the base amount should be the average of four years pay including the estimated inflationary amounts for years 2-4. In this way, the raise will not be an annual controversial virtue-signalling event.

**Question 17: Do you support the annual indexing of the compensation rate based on the change in annual median full-time employment income for Londoners from the last census period (sourced from Statistics Canada)? (the median full-time employment income increased 7.87% between 2011 and 2016)**

Response	Do you support the annual indexing of the compensation rate based on the change in annual median full-time employment income for Londoners from the last census period (sourced from Statistics Canada)? (the median full-time employment income increased 7.87% between 2011 and 2016)
#1	Yes
#2	No
#3	Yes
#4	No
#5	Not sure
#6	Yes
#7	Yes
#8	Yes
#9	Yes

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

Response	Is there anything else you would like the Council Compensation Review Task Force to consider?
#1	I have found that the more experienced I become the better I am able to prioritize my time. You can spend 30 hrs a week or 70 hrs a week depending on issues in your ward and if you want to do more. I think some wards are more demanding than others. I would encourage additional administration staff to assist as well as hiring your own administrator through your expense account to assist. A major part of my job is also giving back to the community.
#2	Re Question 17: It is not the "median full-time" job in the City of London. It is likely in a higher percentile of that measure given the time, responsibility, risk, loss of privacy, and scope of duties. Once properly set, indexing it according to a percentile of this measure makes sense. This only need to happen once per term (in other words, it only needs to change once every 4 years).
#3	London needs a full time council.
#4	Make recommendations on compensation based on share of workload. Many councillors do not sit on outside boards and not all boards have equal workloads. Many sit on standing committees that meet the fewest and have lightest workload.
#5	thanks.
#6	Skipped

Response	Is there anything else you would like the Council Compensation Review Task Force to consider?
#7	<p>I actually do not feel the median income is the correct point at which to set a councillor's compensation. Consider, councillor's currently make less than their own admin assistants...where else in any workplace would you find that?</p> <p>We do--those who actually do the job properly--as much or more communicating directly to the public than the communications staff and are compensated roughly half as well, though held far more accountable for it. Another example of the disparity.</p> <p>If staff were compensated the way council is, it would be called exploiting employees. Before sharing other comments, I want to emphasize my answer to question 16. It is ridiculous to have council vote every year on it's annual indexing raise. It is a political circus and distraction for the council and the residents of London. If we consider council compensation like a 4 year workplace contract the public hired councillors for, the contract should be honoured without debate. I can't think of another workplace where the terms of a set period of time contract are reviewed repeatedly during the term of the contract.</p> <p>The Task Force has previously noted the role is "unique" and neither full-time, nor part-time. That is true. It is a 7 day a week job, sometimes 24/7. It is also a critical job with considerable responsibility, not a "median" job that one clocks in and clocks out of. We are responsible to represent, consider the interests and well-being of our 26,000-35,000 (depending on the Ward) direct ward constituents and the 400,000+ residents of the city as a whole. How many "median" jobs have the weight of responsibility for 25,000, let alone 400,000 jobs? Whether it is a fire in an apartment, or a shooting, or seeing someone sleeping in a doorway, or a global pandemic, there can be many sleepless nights of concern for the people we're sent to represent and be responsible to.</p> <p>These are not "median" roles and should not be viewed or compensated as such. They should be viewed as "management" or "executive" roles and compensated as such. While the role is one of public service and should not be done solely for the salary, it is also one that should be the sole focus of the individual and not require a second job in order to keep food on the table and the mortgage paid.</p> <p>Consideration for the time councillors spend on the outside agencies, boards and commissions of the municipality also requires agenda report reading and prep time, research time etc. It is not limited to just the meetings. More importantly, because some councillors hold down outside jobs for more income, they repeatedly indicate they cannot/will not serve on these ABCs in an equitable way because it interferes with there work schedules. We cannot leave those positions vacant, so the result is councillors who are only working as councillors have to carry a heavier workload. There are councillors carrying 0, 1, or 2 ABC positions, while others are carrying 5, 6, or 7. This is a direct result of poor pay and outside work making one's council duties secondary to the other job.</p> <p>For the purposes of this survey, I'm including my agenda/prep/meeting time for my ABCs in my response to average hours.</p> <p>Reflecting the executive leadership role a councillor has should be recognized as "full-time" and compensated at a more appropriate level. Having spoken to some of my own constituents about this, perhaps a better marker point would be the 75th percentile of the median income, or at minimum the median income of city hall staff.</p> <p>The job is grossly underpaid. It is little wonder councillors leave to seek higher office (and higher income), or that many community members when approached to consider running indicate they would never consider doing so because they would have to give up their current income and take a massive pay reduction. When compared to other large Canadian municipalities, London council is the poorest compensated among them.</p> <p>This issue will continue to come up until the compensation is actually fixed in a meaningful way.</p>
#8	

Response	Is there anything else you would like the Council Compensation Review Task Force to consider?
#9	<ol style="list-style-type: none"> <li>1. In addition to the median, please have the mean income also available as a reference point.</li> <li>2. There are reports that show the income for other municipalities and whether or not they are full or part-time. These may be helpful.</li> <li>3. There is a possibility that the role will become a full-time day job with councillors available for work from 9:30 to 4:30. We might therefore need a figure for full-time work that is in alignment with other municipalities our size (all of which have full-time councillors).</li> <li>4. In the full-time scenario councillors will be expected to spend more time, say 2-4 hours per week in additional working groups. The SPPC meeting will be during the day as well as portions of the other standing committees where public input is not required.</li> <li>5. I also see an additional 1 hour per week possible when the city establishes its own newsroom which has been planned for quite a while.</li> <li>6. Many thanks for your work and effort.</li> </ol>

**From:** bill brock  
**Sent:** Tuesday, February 1, 2022 8:55 AM  
**To:** Schulthess, Michael <[mschulth@London.ca](mailto:mschulth@London.ca)>  
**Cc:** Bill Brock  
**Subject:** [EXTERNAL] Compensation Task Force Brief

Mr. Mike Schulthess; City Clerk  
Brief for Compensation Task Force as noted.  
February 1, 2022.

To: Mr. Dan Ross, Chair  
Council Compensation Review Task Force

Re: Unsolicited Brief on Councilor Compensation

The start of this review came in the fall of 2021 when Council decided to have a review of councilor compensation as part of the policy previously adopted by Council. Although the membership changed the same procedure of hand picking panel members was again used. I was advised of this by city clerk's office; noting I applied in both cases with same response!

According to City Council minutes of Council Oct. 26, 2021 meeting under " Disclosure of Pecuniary Interest" both councilors Morgan and Helmer disclosed a pecuniary interest with appointments to the Council Compensation Review Task Force, by indicating one of the appointees is their supervisor at their employment.

For information; there was a conflict with last task force which was ultimately addressed by changing person Councilor reported to! Also as a citizen records will show I presented a brief to the task force as well as discussed same with them at a meeting. (available).

In closing out reference to the first group I will also advise that City Council refused to hear input on report presented by Mr. Ross by anybody!

In the second task force I was welcomed to the meetings (2&3); took part in discussions after committee voted to allow me to do so!

In reviewing the approximately 3 hours of tapes I didn't see or hear much talk about accountability but the last meeting was mostly to assemble questionnaires for the public and Councilors. I was advised by staff that responses would be anonymous. According to the report it appears 150 public responses and 9 Councilor responses resulted. The common thread at both meetings was the City Clerk indicated they could discuss and recommend anything. As part of the process the task force decided to address salary and exclude other areas as of this date. Please note that on Jan. 18, 2022 the Strategic Priorities & Policy Committee under 4.3 had topic "Full-time Compensation Determination"

had topic "Full-time Compensation Determination". This then appeared on Council Agenda minutes from 1.08 to 1.18.

As a note to review; it appears there was 2 surveys of councilors going to Governance and to task force. Were they both anonymous!

The major concern I have is as follows:

The reference to anonymous holds nobody accountable! The reasoning "Purpose of receiving feedback that would be informative and accurately reflect their thoughts on questions posed". Accountability is when you stand by your feelings. The Chairperson dismissed a reference I made to an email received from a councilor because it was hearsay!

Level the playing field in that; contrary to Councilor Lewis view Councilors can speak to anybody none have spoken to members of the task force?

Over ten years ago I made a presentation to a compensation committee that lasted 15-20 minutes resulting in my sending them a "Compensation Accountability Model" the day after. This was totally ignored! (copy available).

How can you make an informed decision based on some councilors and only 150 or so public responses! There is 14 wards; each having a voting number of 2581 to 6117.

How many from each ward? The analytical data must be adequate to be valid?

You need to know (factually) what Councilors do and their role: you need to know role of staff (experts)? Are they just implementers of Council direction or guides to making the best interest of the city. According to the last report to Council the indication was neither the task force members or the community really knew what councilors do.

I close with "If you not prepared to measure the accountability of each and standards to meet things will not change" and the public record will show that staff and 2 councilors knew the whole deal about BRT (Bus Rapid Transit) in May of 2015 and kept a secret until Budweiser in 2017.

Thank you for letting me participate; London can be better served with accountability even for politicians! Accountability model essential!

William H. Brock, C.I.M.  
London Transit Management 38 years,  
London / Thames Valley Trustee 20 years,  
Children Safety Village 16 years,  
Several city committees, task forces 20 + years,  
Compensation Task (3 times)  
Partial list of municipal involvement.