



London
CANADA

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April 13, 2022

M. Schulthess
City Clerk

I hereby certify that the Municipal Council, at its meeting held on April 12, 2022 resolved:

That the following actions be taken with respect to Council compensation:

- a) consistent with current practice, and effective with the commencement of the next term of Council, the annual compensation for serving as a Ward Councillor BE SET at the 2020 median full-time employment income for Londoners as determined from the 2021 Census data, it being noted that while 2021 data will not be available until July 2022, it will be available well prior to the effective date of adjustment;
- b) the current formula for adjusting Council compensation on annual basis BE AMENDED to be based on the average annual variation in median full-time employment income determined from published Census data over the most recent census period (2021 Census data) as opposed to the Labour Index or CPI;
- c) the annual adjustment in Councillor compensation BE AUTOMATIC and administered by the Civic Administration;
- d) a review of Council Compensation BE UNDERTAKEN by an independent body, once per Council term, subject to the following:
 - (i) the review should be completed no later than six months in advance of the date that nominations are accepted for the next municipal election;
 - (ii) any adjustments should be effective on the first day of the next Council term;
 - (iii) the Task Force should, as much as possible, reflect the diversity of the community and ideally the participants should have knowledge in the areas of municipal government, research, statistics, public engagement and compensation;
 - (iv) the Task Force should be limited to no more than five individuals;
 - (v) the review should include a review of the major supports required for Council Members to efficiently and effectively carry out their role to the best of their ability as the availability of these supports helps to inform compensation;
 - (vi) the review should consider if median full-time income remains an appropriate benchmark for Council Member compensation;
 - (vii) the review should consider if the current formula for interim adjustments remains appropriate; and
 - (viii) public engagement should continue to be a component of the review process and that engagement should be undertaken in a manner which recognizes community preferences and needs.

- e) the following activities related to public engagement and notice BE TAKEN:
- (i) opportunities BE EXPLORED to determine what online public spaces (webpages, social media, etc.) might be available in order to ensure that the system of remuneration for Council, including annual adjustment, is transparent, open, and easily accessible and understandable to the public; and
 - (ii) annual adjustments to Council compensation BE REPORTED to Committee and Council and recorded in the minutes of Committee and Council; and
- f) that NO ACTION BE TAKEN with respect to the consideration of a system of performance-based compensation for Council Members;

it being noted that the Strategic Priorities and Policy Committee received a verbal overview of the Final Report of the 2021 Council Compensation Task Force from D. Ross, Task Force Chair. (4.1/7/SPPC)



M. Schulthess
City Clerk
/hw

cc: A. L. Barbon, Deputy City Manager, Finance Supports
I. Collins, Director, Financial Services
B. Westlake-Power, Deputy City Clerk
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