



London
CANADA

P.O. Box 5035
300 Dufferin Avenue
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N6A 4L9

August 23, 2017

Mayor M. Brown

C. Saunders
City Clerk

I hereby certify that the Municipal Council, at its meeting held on August 22, 2017 resolved:

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

- a) effective with the commencement of the next term of Council, the annual compensation for serving as a Ward Councillor BE SET at the 2016 median full time employment income for Londoners; it being noted that while 2016 data will not be available until the Fall of 2017, based upon the 2011 National Household Survey data, about 35% of Londoners ages 15 years and over worked full year, full time with employment income in 2010 and had a median employment income of \$47,805 and an average employment income of \$57,112;
- b) NO ACTION BE TAKEN at this time with respect to the provision of additional compensation for the role of Deputy Mayor; it being noted that the level of compensation for this role should be reassessed once the role is more clearly defined and is not reliant on the discretion of each mayor;
- c) NO ACTION BE TAKEN with respect to the provision of additional compensation for Ward Councillors serving as the Chair of a Standing Committee and all Council Members BE ENCOURAGED to serve as Chair throughout the course of their term of office;
- d) the current formula for adjusting Council compensation on annual basis BE CONTINUED;
- e) notwithstanding that there will be a minor budgetary impact by doing so, the City Clerk BE DIRECTED to bring forward the necessary by-law to eliminate the "1/3 tax free" allowance for Council Members, effective for the next Council term;
- f) 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 twelve 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;

- g) the Municipal Council BE REQUESTED to consider how it can better educate the public with respect to the legislative and non-legislative roles of Council Members;
- h) the Municipal Council BE REQUESTED to establish and make publicly available a reasonable timeframe for an initial response to an enquiry made by a constituent to a Council Member so that service standards are available to the public, recognizing that staff support should be utilized in a manner that expedites the response process as much as possible;
- i) opportunities BE EXPLORED to determine what support services might be needed in order to ensure that the right conditions are set for a Council Member to perform their policy and constituency duties to the highest level of their ability;
- j) when a review of the adequacy of staff resources is undertaken, that review BE DONE in conjunction with a review of Council Members' annual expense allocation;
- k) NO ACTION BE TAKEN with respect to the consideration of a system of performance-based compensation for Council Members; and
- l) the Mayor BE REQUESTED to send a letter to each of the members of the 2016 Council Compensation Review Task Force to thank them, on behalf of the Municipal Council, for the time and effort they put into fulfilling the Task Force's mandate;

it being noted that the Strategic Priorities and Policy Committee received a verbal overview of the Final Report of the 2016 Council Compensation Task Force from D. Ross, Task Force Chair. (3/15/SPPC)



L. Rowe
Deputy City Clerk
/hw

cc: Members of Council
A. L. Barbon, Managing Director, Corporate Services and City Treasurer, Chief Financial Officer
B. Westlake-Power, Manager of Legislative Services
L. Karlovcec, Financial Business Administrator
A. Bush, Administrative Assistant II
Strategic Priorities and Policy Committee Deferred
Governance Working Group Deferred