

11TH REPORT OF THE
2013 COUNCIL COMPENSATION REVIEW TASK FORCE

Meeting held on October 16, 2013, commencing at 5:02 PM, in Committee Room #5, Second Floor, London City Hall.

PRESENT: B. Orr (Chair), S. Levin, M. Parkinson and J. Tozer and C. Saunders (Acting Secretary).

ABSENT: V. Junior, J. Macoun and S. Toth.

ALSO PRESENT: G. Saylor.

I. DISCLOSURES OF PECUNIARY INTEREST

1. Disclosures of Pecuniary Interest

Recommendation: That it BE NOTED that no pecuniary interests were disclosed.

II. CONSENT ITEMS

None.

III. SCHEDULED ITEMS

None.

IV. ITEMS FOR DIRECTION

2. Finalization of Recommendations

Recommendation: That the attached Final Report of the Council Compensation Review Task Force (CCRTF) BE APPROVED AND BE FORWARDED to the Strategic Priorities and Policy Committee at its meeting to be held on October 21, 2013; it being noted that the following summarizes the recommendations contained in the above-noted Final Report:

- a) Mayor and Council Member Annual Stipends and 1/3rd Tax Free Allowance
 - i) that the 1/3rd tax-free allowance for the Mayor and the Council Members BE ELIMINATED for the Council term beginning December 1, 2014;
 - ii) that the Mayor's annual stipend BE INCREASED to a level to reflect the elimination of the 1/3rd tax free allowance with maintaining the equivalent after tax annual income. (\$128,316 based on the current 2013 stipend and income tax rates). The adjustment in the annual stipend to BE DETERMINED based on the Mayor's annual stipend in effect prior to December 1, 2014 and the applicable federal and provincial income tax rules in effect December 1, 2014;
 - iii) that the Councillors' annual stipend BE INCREASED to a level to reflect the elimination of the 1/3rd tax free allowance with maintaining the equivalent after tax annual income (\$36,262 based on the current stipend and income tax rates). The adjustment in the annual stipend to BE DETERMINED based on the Councillors' annual stipend in effect prior to December 1, 2014 and the applicable federal and provincial income tax rules in effect December 1, 2014; and
 - iv) Councillors' annual stipend in effect on November 30, 2014 BE INCREASED on December 1, 2014 by \$1,249 to reflect the recommended elimination of the standing committee chair stipend. This increase to BE APPLIED after the adjustment presented in recommendation 1 c).

- b) Honoraria, Standing Committee Chair, Acting Mayor and Agency, Board and Commission Compensation
 - i) that the practice of providing an additional stipend to Standing Committee Chairs BE ELIMINATED effective December 1, 2014;
 - ii) the existing practice of not providing additional honorariums to members of Council serving on agency boards and commissions BE CONTINUED;
 - iii) the existing practice of providing non-council members with an honorarium for serving on agencies, board and commissions BE CONTINUED;
 - iv) NO ACTION be taken to establish a practice to provide a stipend for an Acting Mayor. If the circumstance does arise, the Council may consider establishing an Acting Mayor stipend should someone be required to serve in this capacity for an extended of period such as greater than a one month contiguous period; and,
 - v) that the consideration of a stipend for the Acting Mayor position BE INCLUDED in the Terms of Reference of the next Council Compensation Review Task Force.
- c) Benefits available to Council Members
 - i) that NO CHANGE be made to the benefits provided to the Council Members it be noted that they should remain the same as presently provided to Council Members and as provided for non-union staff at the City of London, excluding eligibility for any paid leave;
 - ii) that Administration BE ASKED to improve how the City communicates Council Member benefits by providing clear information as to the Council Member benefits benefit package (as well as Council stipend practices) on the City's web site; and,
 - iii) that given the nature of the four year term served by Council Members, and the uncertainty how the long term disability (LTD) benefit should apply after a Council Member's term has expired, Administration BE ASKED to clarify how to handle situations where a Council Member remains disabled beyond the end of her or his term of office.
- d) Annual Process for Adjusting Stipends
 - i) that Council Policy 5(32) relating to annual stipend adjustments BE AMENDED to reflect the Task Force recommendation that there be no stipend adjustment for elected officials beginning January 1, 2015 for the term of the next Council.
- e) Process for Future Regular Reviews of Council Compensation
 - i) that the next regular review of Council compensation TAKE PLACE in four years time;
 - ii) that the review of Council compensation BE CONDUCTED by a Citizen Task Force formed at least 12 months in advance of its deadline to report back to Council;
 - iii) that the same Terms of Reference BE USED with the following amendments:
 - A. that the number of members at large BE CHANGED from 3 to 5 with a preference that one of the 5 members be a former elected member of a municipal council, and that a one of the 5 members represent youth, either from the London Youth Advisory Council or as nominated by Western University and Fanshawe College.
 - B. that Council INCLUDE in the mandate of the next task force, to continue to work on matters covered within this report, as well as

consideration of an Acting Mayor stipend;

- iv) the Task Force ENCOURAGES Council to actively promote and encourage former Council Members, youth organizations, and service clubs to consider submitting nominations for citizen-at-large members;
- v) that prior to establishing the next Task Force, Council REVIEW the Guiding Principles to ensure they are still relevant; and,
- vi) the next Task Force BE ASKED to hold more than one public participation meeting and to hold them at different times of day (morning and later in the evening) to provide greater opportunities for public input.

V. DEFERRED MATTERS/ADDITIONAL BUSINESS

None.

VI. CONFIDENTIAL

None.

VII. ADJOURNMENT

The meeting adjourned at 6:45 PM.