

9TH REPORT OF THE
2013 COUNCIL COMPENSATION REVIEW TASK FORCE

Meeting held on October 2, 2013, commencing at 5:00 PM, in Committee Room #5, Second Floor, London City Hall.

PRESENT: B. Orr (Chair), S. Levin, M. Parkinson J. Tozer and P. Way; and L. Rowe (Secretary).

ALSO PRESENT: T.L. Dobbie (via telephone) and C. Saunders.

I. CALL TO ORDER

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. Discussion – Consideration of Findings and Development of Recommendations

Recommendation: That it BE NOTED that the 2013 Council Compensation Review Task Force reached consensus on the following matters, and asked the Consultant to further revise the rough draft report based upon that consensus, for discussion and finalization by the Task Force at its next meeting:

- a) Annual Stipends:
 - i) further discussion is required on the matter of the Mayor's and Council Members' stipends, taking into consideration the impact of removing the 1/3 tax free allowance and the additional stipend for Standing Committee chairs;
- b) 1/3 Tax Free Allowance:
 - i) the tax free allowance should be eliminated and consideration should be given as to how that should impact the annual stipend;
- c) Honoraria and Agency, Board and Commission Compensation
 - i) status quo should be maintained with respect to no remuneration for sitting on local agencies, boards or commissions as a representative of the Municipal Council;
 - ii) the additional stipend for Ward Councillors serving as a Standing Committee Chair should be eliminated and consideration should be given as to how that should impact the annual stipend for all Ward Councillors;
 - iii) Council consideration should be given to providing an additional stipend for Ward Councillors who serve as Acting Mayor in special, extenuating circumstances requiring an extended acting period, but not for short-term acting periods;

- d) Benefits
 - i) benefits should remain the same as they are now, but there would be merit in clarifying to the public what the components of the benefits package are;
- e) Annual Process for Adjusting Stipends
 - i) if there is a significant upwards adjustment in the annual stipend to compensate for the elimination of the 1/3 tax free allowance and the additional stipend for serving as a Standing Committee Chair, annual stipends should then be frozen for the term of Council;
- f) Process for Future Regular Reviews of Council Compensation
 - i) a review every four years will adequately ensure the compensation is fair and reasonable;
 - ii) there should be some carryover of membership on the Task Force for purposes of historical knowledge;
 - iii) the Task Force should commence its work 12 months prior to the report due date;
 - iv) the Task Force model should include two additional members-at-large, for a total of five members-at-large, with preference to one member-at-large being a former Council Member and another member-at-large being drawn from the London Youth Advisory Council or, in the absence of a London Youth Advisory Council participant, another individual between the ages of 18 and 25 who attends Fanshawe College, Western University, Brescia University College, Huron University College or King's University College;
 - v) recruitment for the Task Force should target not only the identified sectors, but also local service clubs;

it being noted that Mr. Dobbie indicated that he would bring Ms. Love to the next meeting of the Task Force to assist in finalizing the recommendations of the Task Force.

V. DEFERRED MATTERS/ADDITIONAL BUSINESS

None.

VI. CONFIDENTIAL

None.

VII. ADJOURNMENT

The meeting adjourned at 7:18 PM.