

September 03, 2010

CCRTF
Sep. 7/10
Re: #4

Memo to : Linda Rowe; Secretary to Compensation Task Force

From: Bill Brock

Attached is the white paper for presentation to the task force as per discussion.

Brief Background:

38 years with London Transit (senior management); administrator working with politicians.

20 years with Thames Valley School Board (previously London); elected Trustee working with administration.

14 years with safety village (volunteer; Exec. Director; Board).

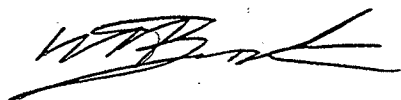
Block Parent Board 2006 – 2010

MCBN Children's Ass.; Board Chair; finished 2009

Governance Task Force City of London

Safety and Crime Prevention Committee (current)

Would look forward to a meaningful dialogue if time permits.



September 03, 2010.

To: Council Compensation Review Task Force

Re: Stipend (compensation) Guideline Proposal

From: Bill Brock

INTRODUCTION:

I present this proposal to you hoping you will have the foresight to "THINK OUTSIDE THE BOX"! The challenge put before you has been designed by politicians; is being manipulated by politicians with the only outcome is to see more compensation paid to them. This will happen if you follow the process to the letter.

Please note that the existing councilors (majority) have complete control over the outcome just as they did through the Governance Task Force process and subsequent recommendations. The decision to maintain the existing 14 wards almost ensure those running will stay in office under the existing voting patterns.

BACKGROUND:

You have been asked to design a compensation model in the best interest of Londoners. How do you do this for an informed and objective discussion with 239, 200 eligible voters (based on 2006 results) in the shadow of the October election date.

History and past practice suggests you should compare London with other cities for whatever the cause. This includes fire, police, unions,

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transit, CEOs, Administrators, and now politicians to arrive at a reasonable compensation. In all cases ACCEPT POLITICIANS you are required to meet certain qualifications such as degrees, licenses and experience etc..

COUNCILLOR QUALIFICATIONS:

There are no such qualifications required to become a councilor! I believe all you have to do is live in the city or own property in the city and be at least 21 years of age. In some cases there is a religious requirement but not for councilors.

FACTORS TO CONSIDER:

Councilors are policy setters and there to give direction.

Administration is there to provide the expertise on any item in accordance with legislation; policies and by-laws of city. Any report to council is supposed to have all information; options including staffing and dollar implications. A statement indicating report complies with policy or not should suffice. This holds staff accountable and should stop councilors from doing staff work.

THE COUNCIL IS LIKE A BOARD OF DIRECTORS MAKING POLICY DECISIONS; THE STAFF (BEAUROCRATS) ARE TO DO THE WORK GIVING THEIR EXPERTISE! IT IS IMPORTANT YOU IN YOUR RECOMMENDATIONS TO MAKE THIS CLEAR! There must be a process put in place to make all accountable.

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The NEW SYSTEM IS UNTRIED!

You should not give increases before the new system is implemented and evaluated.

The only sounding board is the present councilors saying how busy they are and will become. As an aside, I wonder how often you would ask employees to allocate what they do hour by hour and then pay them based on what they say!

What about the idea of #WORKING SMARTER"? If you want to answer this question watch a few Rogers' cable council meetings. It appears 95% of the time it is all procedure and 80% of the decisions are beyond council control.

Present practice gives 1st 20 minutes to recognition of groups and average meeting lasts 2.5 hours. For this they get an hour for dinner.

Conclusion:

You cannot compare apples to apples looking at other communities.

To use such a method is to treat Councilors like employees; only the lack of measurable qualifications are absent because Councilors are EMPLOYERS NOT EMPLOYEES.

You should establish a process to monitor what councilors do!

You should not go to the lowest common denominator for dollar value.

Do you pay a lawyer the same as a grade 12 grad? The answer is yes in politics.

Questions:

Have all councilors been chair of committees?

Have councilors served on all committees?

Who does their homework and who doesn't?

(The Mayor knows; the media knows and so do several of you!

What meetings have councilors missed?

How do you measure accountability for failures such as :

- springbank dam

- TD Bank building 1 million to 5 million dollars

- Sink hole at dundas and wellington caused by failure of new valve?

- Brydges st. million dollar drainage tunnel under tracks at egerton fiasco

- Administration playing politics with economic report before election?

- Sun Life ; Ancor (4 companies to Middlesex)

Are failures beyond your assessment for accountability?

_Administration is not giving report on City Hall until after election which apparently will include centennial hall; this even though millions are being spent right now. This is in conflict with open and full reporting as previously mentioned in this document.

General comments about guiding principles.

These comments are made as the result of being denied access to task

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guidelines were not designed by you but by the sitting members of Council.

"#4 Fair compensation should be offered in order to attract qualified and committed individuals". With 239,000 eligible voters is the sitting Council saying they are or just some of them? If not all; then who?

Money is not the generator talent; money is the process with which candidates often gain office. Can you measure this?

There is preferential treatment given to the London Chamber of Commerce; Urban League and London District Labour Council as members on this committee. They cannot vote only people can vote.

I believe the majority of Londoners (silent majority are vastly under represented) because only "experts" are used.

I BELIEVE YOU CANNOT DO THIS TASK BECAUSE OF POLITICAL TIMES IMPOSED AND FAILURE TO DEFINE QUALIFIED AND COMMITTED IN THE LONDON POLITICAL ARENA.