

# 2013 COUNCIL COMPENSATION REVIEW TASK FORCE

Welcome





# Who We Are...

- **An Independent Task Force consisting of:**
  - 1 rep from the London Chamber of Commerce
  - 1 rep from the Urban League of London
  - 1 rep from the London & District Labour Council
  - 1 rep from the Human Resources Professionals London & District
  - 3 Citizens-at-Large



# Our Task...

- Review and make recommendations with respect to:
  - Mayor and Council Member annual stipend
  - Honoraria and agency, board and commission compensation
  - Benefits available to Members of Council
  - Continuation of the 1/3 tax free allowance
  - Process for future reviews of Council compensation



## **Our Activities...**

- **Collect and analyze research materials from other municipalities & comparable positions within the public and private sectors**
- **Seek input from:**
  - **Citizens**
  - **Council Members**
- **Develop recommendations**
- **Prepare report for City Council**



# Our Guiding Principles...

- **No Council Member should seek to serve in public office solely for financial gain. The key motivation should be to serve and improve the well-being of the citizens of London.**
- **The system of remuneration must be transparent, open and easily understandable.**
- **Remuneration needs to be sensitive to local market conditions and to compensation levels in comparable municipalities.**
- **Fair compensation should be offered in order to attract qualified and committed individuals.**



# The Current Situation...

- Mayor's Annual Stipend(2013 rate) \$104,258.
- Councillors' Stipend (2013 rate) \$33,465.
- Additional stipend of \$1,249 paid to Councillors serving as a Standing Committee Chair (maximum one stipend per year for serving as Chair).
- No additional compensation paid to Mayor or Councillors for sitting on a local agency, board or commission.



# The Current Situation...

- Policy that defines how any annual adjustment is determined---taking into consideration the Labour Index, Consumer Price Index and whether or not the City's non-union staff wages are frozen.
- Members receive benefits including extended health and dental, life insurance, disability coverage, and pension contributions.
- Council currently exercises the one-third tax free exemption provision.



## Things to Think About...

- If the one-third tax free allowance is removed, it can not be reinstated per provincial law.
- In order to maintain the same “take home” pay if the tax-free allowance was removed, it would have a local budget impact of approximately \$81,000 (2013 rates).



# Things to Think About...

- Our recommendations impact the next City Council.
- You are encouraged to consider the responsibilities and expectations of the Mayor and Councillors, not your perception of the current Mayor or Councillors.



# What Happens Next?

- The Task Force will consider all comments from tonight's public participation meeting, along with input from the public survey, Council Members' input, and the data that the Task Force has gathered about other jurisdictions.
- A set of recommendations will be developed for presentation to the Strategic Priorities and Policy Committee in October.
- Council to makes its decision prior to the end of 2013.



# It's Your Time To Have Your Say...

- **Tell us your thoughts on:**
  - **Mayor and Council Member annual stipend**
  - **Honoraria and agency, board and commission compensation**
  - **Benefits available to Members of Council**
  - **Continuation of the 1/3 tax free allowance**
  - **Process for future reviews of Council compensation.**

**THANK YOU FOR YOUR PARTICIPATION!**