

<b>SUMMARY OF COUNCIL ACTIONS IN RESPONSE TO THE 2013 COUNCIL COMPENSATION REVIEW TASK FORCE RECOMMENDATIONS</b>	
<b>RECOMMENDATIONS ADOPTED "AS IS" BY THE MUNICIPAL COUNCIL</b>	
<b><i>Honoraria, Standing Committee Chair, Acting Mayor and Agency, Board and Commission Compensation</i></b>	
1.	That the existing practice of not providing additional honorariums to members of Council serving on agency boards and commissions BE CONTINUED.
2.	That the existing practice of providing non-council members with an honorarium for serving on agencies, boards and commissions BE CONTINUED.
3.	That 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 period such as greater than a one month contiguous period.
4.	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.
<b><i>Benefits available to Council Members</i></b>	
5.	That the Civic 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.
6.	That given the nature of the four-year term served by Council Members, and the uncertainty as to how the long term disability (LTD) benefit should apply after a Council Member's term has expired, the Civic 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.
<b><i>Process for Future Regular Reviews of Council Compensation</i></b>	
7.	That the next regular review of Council compensation BE UNDERTAKEN in four years' time.
8.	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.
9.	That the same Terms of Reference BE USED with the following amendments: <ul style="list-style-type: none"> <li>a) 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.</li> <li>b) the mandate provide for the continuation of work on matters covered within the 2013 Council Compensation Review Task Force report, as well as consideration of an Acting Mayor stipend BE INCLUDED in the mandate of the next task force.</li> </ul>
10.	That former Council Members, youth organizations, and service clubs BE ENCOURAGED to consider submitting nominations for citizen-at-large members.
11.	That prior to establishing the next Task Force, the Guiding Principles BE REVIEWED by the Municipal Council to ensure they are still relevant.
12.	That 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.

<b>RECOMMENDATIONS ADOPTED WITH AMENDMENTS BY THE MUNICIPAL COUNCIL</b>	
<b>Benefits available to Council Members</b>	
1.	That NO CHANGE be made to the benefits provided to the Council Members; <u>it being noted that they should remain the same as presently provided to Council Members and as generally provided for non-union staff at the City of London, excluding eligibility for any paid leave.</u>
<b>RECOMMENDATIONS NOT ADOPTED BY THE MUNICIPAL COUNCIL</b>	
<b>Mayor and Council Member Annual Stipends and 1/3 tax free Allowance</b>	
1.	That the 1/3rd tax-free allowance for the Mayor and the Council Members BE ELIMINATED for the Council term beginning December 1, 2014.
2.	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.
3.	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.
4.	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 3, above.
<b>Honoraria, Standing Committee Chair, Acting Mayor and Agency, Board and Commission Compensation</b>	
1.	That the practice of providing an additional stipend to Standing Committee Chairs BE ELIMINATED effective December 1, 2014.
<b>Annual Process for Adjusting Stipends</b>	
1.	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.