

7TH REPORT OF THE
GOVERNANCE WORKING GROUP

Meeting held on October 28, 2015, commencing at 4:05 PM, in Committee Room #5, Second Floor, London City Hall.

PRESENT: Councillor V. Ridley (Chair); Mayor M. Brown and Councillors M. van Holst, B. Armstrong, M. Salih, J. Helmer, M. Cassidy, J. Morgan and H.L. Usher; and C. Saunders (Secretary).

ABSENT: Councillor P. Squire

ALSO PRESENT: Councillor J. Zaifman; A. Zuidema, J.P. Barber, K. Graham and V. McAlea Major.

I. CALL TO ORDER

1. Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

II. CONSENT ITEMS

2. 6th Report of the Governance Working Group

That the 6th Report of the Governance Working Group, from its meeting held on September 28, 2015, BE RECEIVED for information.

III. SCHEDULED ITEMS

None.

IV. ITEMS FOR DIRECTION

None.

V. DEFERRED MATTERS/ADDITIONAL BUSINESS

3. Draft Council Procedure By-law

That the review of the draft Council Procedure By-law BE DEFERRED to the November 25, 2015 meeting of the Governance Working Group.

4. Informal, Semi-Annual Discussions for Members of Council to Suggest Improvements to Processes and Procedures

That discussion regarding the establishment of informal, semi-annual meetings for Members of Council to suggest improvements to processes and procedures BE DEFERRED to the November 25, 2015 meeting of the Governance Working Group.

5. Provision of Current List of Projects to Members of Council

That the review of a process for the provision of a current list of projects to Members of Council BE DEFERRED to the November 25, 2015 meeting of the Governance Working Group (GWG) for further discussion; it being noted that input from the City Manager will be sought at that time.

6. (ADDED) Council Compensation Matters

That the attached proposed Terms of Reference for the 2016 Council Compensation Review Task Force (Appendix "A") BE APPROVED; it being noted that the Governance Working Group (GWG) reviewed the staff report dated October 26, 2015, from the City Clerk, entitled "Governance Working Group Review of Council Compensation Matters", as well as the proposed suggestion regarding Council compensation, as referred to the GWG from the October 28, 2015 meeting of the Municipal Council.

VI. CONFIDENTIAL (Confidential Appendix enclosed for Members only.)

The Governance Working Group convened in camera from 5:47 PM to 6:08 PM after having passed a motion to do so, with respect to the following matters:

C-1. (ADDED) A matter pertaining to personal matters, including information regarding identifiable individuals, including municipal employees, with respect to employment-related matters, in regard to one or more of the Corporation's associations, unions and employee groups, advice or recommendations of officers and employees of the Corporation including communications necessary for that purpose and for the purpose of providing instructions and directions to officers and employees of the Corporation.

C-2. (ADDED) A matter pertaining to personal matters, including information regarding identifiable individuals, including municipal employees, with respect to employment-related matters, in regard to one or more of the Corporation's associations, unions and employee groups, advice or recommendations of officers and employees of the Corporation including communications necessary for that purpose and for the purpose of providing instructions and directions to officers and employees of the Corporation.

VII. NEXT MEETING DATE

Wednesday, November 25, 2015, 4:00 PM - Committee Room #5.

VIII. ADJOURNMENT

The meeting adjourned at 9:26 PM.

APPENDIX "A"

TERMS OF REFERENCE

2016 COUNCIL COMPENSATION REVIEW TASK FORCE

COMPOSITION:

Voting Members:

Five members to be chosen by the City Clerk of the City of London and subject to ratification by Municipal Council.

TERM OF OFFICE:

The Council Compensation Review Task Force shall commence its work as soon as possible and be disbanded upon submission of its Final Report to the Strategic Priorities and Policy Committee by not later than March 31, 2016.

QUALIFICATIONS:

Members of the Task Force will be chosen by the City Clerk and ratified by Municipal Council using all appropriate Council policies and procedures, and be reflective of the relevant principles contained within the Strategic Plan. Within these parameters, the Clerk will have full discretion over the selection process, subject to ratification by Municipal Council, including the determination and assessment of candidate qualifications. Members of Civic Administration are not eligible to serve as members of the Task Force.

The Chair and Vice-Chair are elected by the Task Force from among its Members, at its first meeting

MEETINGS:

The first meeting shall be called by the City Clerk. Subsequent meetings shall be at the call of the Chair, in consultation with the Task Force Secretary.

DUTIES:

The Council Compensation Review Task Force reports to the Municipal Council, through the Strategic Priorities and Policy Committee.

The Task Force shall be responsible for reviewing and providing recommendations with respect to Council Member compensation, including:

- (a) review, consideration and continued work on the recommendations of any previous Council Compensation Review Task Force that the committee feels are relevant;
- (b) collection of and analysis of data from other legislative jurisdictions throughout Canada having regard to the population and the operating budgets of the municipalities and positions of comparable responsibility within the public and private sectors with the assistance of neutral, independent and less human-resources focussed expertise ;
- (c) seeking significant public input, which would:
 - i) include a variety of opportunities for public input directly to the Task Force (this could include the use of public meetings, surveys, webpage, phone, mail, etc).
 - ii) provide for public engagement process to ensure that members of the public are aware of the work of the Task Force and are provided with ample opportunity to provide input;

- iii) provide for an enhanced communications program to assist in clarifying the role of the Municipal Council Members, including legislative responsibilities and day-to-day duties undertaken to fulfil the role; and,
 - iv) collection of public input with respect to expectations for the availability of the Members of Council to the public during core business hours and outside of core business hours;
- (d) reviewing and making recommendations with respect to:
- (i) Council Member annual stipend; and
 - (ii) the process and timeline for future reviews of Council compensation; and,
- (e) making recommendations regarding implementation of any changes in compensation, which may include phasing in and indexing.

GUIDING PRINCIPLES:

1. 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.
2. The system of remuneration must be transparent, open and easily understandable.
3. Remuneration needs to be sensitive to local market conditions and to compensation levels in comparable municipalities, recognizing that the role of Councillor is neither a full-time or part-time role, but rather a unique role.
4. Fair compensation that is reflective of the legislative responsibilities and day-to-day duties undertaken to fulfil the role of a municipal Councillor should be.
5. The Task Force should expect that their recommendations will be considered and implemented as soon as possible.
6. The Task Force may consider the provision of various compensation models for consideration.

VACANCIES:

The same procedure is followed as for the initial appointment of members to the Council Compensation Review Task Force.

REMUNERATION:

No remuneration is paid to the Council Compensation Review Task Force members.

CONTACT:

CHAIR:

Name: tbd
Phone: tbd
E-mail: tbd

TASK FORCE SECRETARY:

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