

April 20, 2016

Chair and Members
Strategic Priorities and Policy Committee

Re: Interim Report to Council – 2016 Council Compensation Review Task Force

After three meetings, the 2016 Council Compensation Review Task Force (CCRTF) has completed its review and discussion of its mandate and Council's direction to the Task Force, applicable governing legislation and policies, as well as previous related reports and recommendations. It is well into the data collection and presentation process, having set guidelines for comparison, and designated comparable cities for review on a provincial and national basis.

There has been considerable discussion of Council and public participation and the best process to make that participation informed and useful. The Task Force believes it is essential to the public participation process that participants understand both the role of Council members and the role of the Task Force in reviewing compensation and making recommendations to Council. Once the Task Force has reviewed comparative data and determined key areas for public input, it will immediately undertake a process for informing the public and inviting participation. We are considering a more structured process than in the past, starting with focus groups which will guide the information process, and develop questions and comments intended to promote effective public participation and input. It is the Task Force's intent to seek Council member input prior to public participation as well.

Our goal is to report by the end of June, but the timeline will be necessarily dictated by the timing of final data collection, and by meaningful public participation. The Task Force considers it certainly within the realm of possibility that its Final Report may be delayed to September in order to provide both well-developed recommendations as to compensation and an effective template for future deliberations. All members are committed to quality and useful recommendations.

Given the stipulated report date in Task Force's Terms of Reference, the Task Force wanted to provide notice of the anticipated timeline early in our deliberations. Please advise if, for any reason, the extended timeline is not acceptable.

On Behalf of the 2016 Council Compensation Review Task Force,



Dan Ross
Chair