

<b>TO:</b>	<b>CHAIR AND MEMBERS STRATEGIC PRIORITIES AND POLICY COMMITTEE MEETING ON NOVEMBER 19, 2012</b>
<b>FROM:</b>	<b>ART ZUIDEMA CITY MANAGER</b>
<b>SUBJECT:</b>	<b>COUNCIL COMPENSATION REVIEW TASK FORCE</b>

<b>RECOMMENDATION</b>
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That, on the recommendation of the City Manager, the company of McDowall Associates **BE ENGAGED** to an upset limit of \$12,000.00, to provide consulting/research assistance to the Council Compensation Review Task Force in carrying out its mandate, the cost of which can be accommodated within the Corporate Operating Budget; it being noted that T.L. Dobbie Consulting Ltd. will also be available to provide consulting assistance within the existing contract previously approved by the Municipal Council.

<b>PREVIOUS REPORTS PERTINENT TO THIS MATTER</b>
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Final Report of the Council Compensation Task Force to the Finance and Administration Committee on January 19, 2011  
Item # 2 – Special Board of Control – June 14, 2010  
Item #19 – Board of Control – June 9, 2010  
Final Report of the Governance Task Force submitted to the Committee of the Whole on March 10, 2009  
Clause 25 of the 11th Report of the Board of Control – March 3, 2010  
Clause 17 of the 22nd Report of the Board of Control – September 16, 2009

<b>BACKGROUND</b>
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Municipal Council, at its meeting held on January 24, 2011, resolved:

*That the following actions be taken with respect to the Final Report of the Council Compensation Review Task Force (CCRTF):*

- (a) **NO CHANGE BE MADE** to the stipend paid to the Mayor (\$99,629) and the City Councillors (\$31,979), subject to recommendation (b), below;
- (b) the current escalator for annual adjustment purposes **BE RETAINED** with the additional proviso that the escalator **NOT BE APPLIED** in those years where the non-union staff wages are frozen;
- (c) the current practice that the Mayor and the City Councillors not receive compensation for sitting on agencies, boards and commissions **BE CONTINUED**;
- (d) the current additional stipend paid to standing committee chairs **BE CONTINUED**;
- (e) the benefits package currently available to the Mayor and the City Councillors **BE CONTINUED** in its present form;

- (f) *the existing one-third tax exemption **BE CONTINUED**;*
- (g) *the compensation of the Mayor and the City Councillors **BE REVIEWED** on a regular basis by a task force or committee of volunteers comprised with similar representation as this Task Force;*
- (h) *future compensation review panels **BE REPRESENTED** by a person or persons with past experience on Council; it being noted that the 2010 CCRTF noted the value of having a former Councillor (Sandy Levin) as a representative on the Task Force given his past experience as a City Councillor;*
- (i) *the report of any compensation review panel **BE COMPLETED** prior to the opening of nominations in an election year so as not to politicize the review process;*
- (j) *in keeping with recommendation (i) above, the next review **BE COMMENCED** in January 2013 and the Final Report **BE SUBMITTED** in time for the Municipal Council to makes its final decision thereon by no later than November 30, 2013; and*
- (k) *the Mayor **BE REQUESTED** to send a letter, on behalf of the Municipal Council, thanking the CCRTF members for their contributions to the Task Force's work.*

The City Clerk is currently in the process of advertising for membership on the Council Compensation Review Task Force that the Municipal Council has directed to commence work in January 2013. The attached revised terms of reference for the Task Force (Appendix "B"), which reflect the direction of Council, will serve to guide the upcoming work of the Task Force. This information is being provided to keep you current on this Council-directed initiative and to seek the necessary approvals for consulting assistance to support the work of the Task Force.

<b>RECOMMENDED BY:</b>
<b>ART ZUIDEMA CITY MANAGER</b>

Attachment

cc: Finance Services