

Report to Corporate Services Committee

To: Chair and Members
Corporate Services Committee
From: Cathy Saunders, City Clerk
Subject: 2021 Council Compensation Review Task Force
Meeting on: October 12, 2021

Recommendation

That, on the recommendation of the City Clerk, the appointment of following individuals to the 2021 Council Compensation Review Task Force BE RATIFIED:

- a) Dan Ross
- b) Joe Lyons
- c) Christene Scrimgeour
- d) Jeff Tudhope,
- e) Don Bryant

Analysis

1.0 Background Information

At the Municipal Council Meeting held on May 25, 2021 resolved as follows:

“That the following actions be taken with respect to the 2021 Council Compensation Review Task Force:

- a) the City Clerk BE DIRECTED to commence the 2021 Council Compensation Review Task Force review based on the Terms of Reference as appended to the staff report as Appendix “A”; and,
- b) the City Clerk BE DIRECTED to invite the members of the 2016 Council Compensation Review Task Force to undertake the 2021 update based on the Terms of Reference noted in a) above.(2.2/8/CSC) (2021-M09)”

Attached as Appendix “A” is the above-noted Terms of Reference for the 2021 Council Compensation Review Task Force. The Terms of Reference provides for the City Clerk to choose the Members of the Task Force and to have those appointments ratified by Municipal Council.

The Civic Administration reached out to Members of the 2016 Council Compensation Review Task Force to request that they undertake the 2021 Review. The only individual available to serve from the 2016 Task Force is Dan Ross. The remaining members did not have time availability to devote to this Review. As a result, the City Clerk reached out to individuals who had similar backgrounds and experience to those individuals who served on the 2016 Task Force.

In accordance with the Terms of Reference, the following names are being brought forward for ratification with respect to appointments to the 2021 Council Compensation Review Task Force:

- Dan Ross
- Joe Lyons
- Christene Scrimgeour
- Jeff Tudhope
- Don Bryant

Biographies of the above-noted individuals are attached to this report as Appendix “B”.

2.0 Financial Impact/Considerations

None.

3.0 Conclusion

As you will see from the appended biographies, the recommended individuals have varying and well-rounded experience and background in academic, human resources, non-profit, public policy, business and public office sectors. These individuals are to be commended for their willingness to serve the London community by participating on the 2021 Council Compensation Review Task Force.

Prepared and Recommended by:

Cathy Saunders, City Clerk

APPENDIX “A”

TERMS OF REFERENCE

2021 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 no later than March 31, 2022.

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 the 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 Clerk.

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 the Councillors' compensation, including:

- a) the review of the most recent median full time employment income data for Londoners;
- b) review, consider and continue work on the recommendations of any previous Council Compensation Review Task Force that the Task Force feels are relevant;
- c) making recommendations regarding implementation of any changes in compensation, which may include phasing in and indexing.

GUIDING PRINCIPLES:

1. No Councillor 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, recognizing that the role of Councillor is neither a full-time nor 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.

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.

APPENDIX “B”

Dan Ross

Dan Ross is a retired London lawyer and local business owner who has served on many community organizations, including the London Health Sciences Foundation and the Richard Ivey School of Business. He continues to be strongly engaged in various local volunteer opportunities. Mr. Ross has also served as a Commissioner on Ontario's Health Services Restructuring Commission.

In addition to his legal and business expertise, Mr. Ross has diverse skills covering such areas as Planned Giving, Stewardship, Fundraising, Annual Giving, Event Management, Philanthropy, Volunteer Management, Strategic Planning, Non-profits, Leadership, Coaching, Event Planning Community Development, Community Outreach, Grant Writing, Strategic Communications, Media Relations, Leadership Development, Public Relations, Public Speaking, Board Development, Prospect Research, Corporate Communications and Marketing Communications.

Mr. Ross served as the Chair of the 2016 Council Compensation Review Task Force and is currently appointed as a City of London Hearing's Officer and is a Member of the City's Municipal Elections Compliance Audit Committee.

Joe Lyons

Joe Lyons is an assistant professor and Director of the Local Government Program in the Department of Political Science at Western University in Ontario, Canada. His research and teaching interests are in the areas of multilevel governance, local government, and public administration and policy.

Christene Scrimgeour

Christene Scrimgeour is managing partner of Scrimgeour & Company CPA, Professional Corporation. The firm was established in 1998 and currently audits thirteen municipalities in Southwestern Ontario, as well as many not-for-profit organizations, registered charities and foundations. In addition, the firm provides extensive tax, accounting and advisory services. Ms. Scrimgeour's professional activities include teaching A.M.C.T.O. courses and delivering speeches at various municipal functions. She attends Municipal Finance Officers Association's (MFOA) annual conference and CPA Ontario PSAB courses.

Ms. Scrimgeour is a member of CPA Ontario's Practice Inspection Committee and past founding member of CPA Ontario's Small Practice Committee.

Ms. Scrimgeour is appointed as a City of London Hearings Officer and is a Member of the City's Municipal Elections Compliance Audit Committee.

Jeff Tudhope

Jeff Tudhope is a graduate of the Master of Industrial Relations program at Queen's University and has over 10 years of experience as a Human Resources and Labour Relations professional, with expertise in the area of compensation.

Don Bryant

Don Bryant is a retired Partner (Retired) of the law firm of McKenzie Lake, Lawyers LLP. Mr. Bryant also serves or has served on a number of community boards and Committees as follows:

- Tourism London,
- the Greater London International Airport Authority
- Past chair of the capital campaign cabinet for St. Joseph's Hospice of London
- Past President and Board member London Chamber of Commerce

- Chaired the 2010 Task Force on City Council compensation review
- Member of the 2009 Governance Task Force for the City of London
- Past President and Chair of Thames Valley Family Service
- City of London Hearings Officer