

DRAFT SURVEY QUESTIONS

The Municipal Council of the City of London has appointed the 2021 Council Compensation Review Task Force (CCRTF) to provide recommendations to the Municipal Council with respect to the Councillors' compensation for the next term of Council (November 15, 2022 to November 14, 2026). The scoped work of the CCRTF Force includes a review of the most recent median full time employment income data for Londoners and making recommendations regarding implementation of any changes in compensation, which may include phasing in and indexing.

As part of the review, the CCRTF is seeking your input to the process by means of providing responses to the following survey questions.

To assist you with your responses, the following information is provided:

The Role of Municipal Council

The role of Municipal Council is set out in the Municipal Act, 2001 as follows:

- to represent the public and to consider the well-being and interests of the municipality;
- to develop and evaluate the policies and programs of the municipality;
- to determine which services the municipality provides;
- to ensure that administrative policies, practices and procedures and controllership policies, practices and procedures are in place to implement the decisions of council;
- to ensure the accountability and transparency of the operations of the municipality, including the activities of the senior management of the municipality;
- to maintain the financial integrity of the municipality; and
- to carry out the duties of council under this or any other Act.

Current Ward Councillors' Compensation

The Municipal Council approved the recommendation of the 2016 Council Compensation Review Task Force that the compensation for serving as a Ward Councillor be set at the 2016 median full time employment income for Londoners. This compensation is also subject to annual increases set out in the "Remuneration for Elected Officials and Appointed Citizen Members" which provides for an annual increase reflected in the Labour Index. The current remuneration for Ward Councillors is \$52,725.

Median full time employment income

Median full time employment income refers to the employment income earned by individuals where half of the individuals in the area earn more and half earn less.

The median full time employment income for Londoners is determined by reviewing the most recent income data provided by Stats Canada Census Profile. The 2021 Census income data will not be available until July 2022.

The Survey

1. What factors are most important to you when setting compensation rates for Council Members?
 - i. Hours spent on Councillor duties
 - ii. Consistent with local economy, average wage rates, cost of living
 - iii. nature of duties
 - iv. compensation rates of other municipalities
 - v. attraction and retention

2. Should the current compensation system be changed? If so, how do you suggest the system be changed?
3. Should Council Members' compensation be periodically reviewed by an independent body?
4. Councillors current pay is \$52,725 annually. Do you feel that Councillors are currently over paid; paid appropriately or underpaid?
5. What is the one thing you feel the Council Compensation Review Task Force should consider in determining the appropriate rate of compensation for Councillors?