

Committee: **Council Compensation Review Task Force**

Organization/Sector represented: **Citizen-at-Large**

Name: **Brian Orr**

Address:

**62 Northumberland Rd
London, ON N6H 5H5**

Occupation: **Retired**

Work experience: **Over 25 years experience as human resource management professional including over 10 years as Vice President and Chief Human Resources Officer in large public sector organizations.**

Education: **Masters of Science Degree. Masters of Business Degree.**

Skills: **Broad experience in compensation matters in public sector in Ontario. Experience at executive and board roles in public sector in Ontario.**

Interest reason: **This is an opportunity to use my experience and expertise to help support the City of London particularly in its ability to attract and retain the leadership needed to advance London as a great place to live and work.**

Contributions: **I bring knowledge and experience in assessing compensation practices as well as understanding and appreciating the political and public views that need to be taken into account in setting appropriate and acceptable compensation policy and practices. I bring experience in assessing and evaluating the contribution and complexity of roles that is vital in assessing and establishing appropriate compensation policy. I have developed an understanding of London and the range of perspectives through working and living in this City for the last 12 years.**

Past contributions: **I have professional experience leading compensation committees and in developing compensation practices for large public sector organizations including establishing executive and managerial compensation practices with Boards. Led the redevelopment of compensation practices at London Health Sciences Centre as well as other public sector organizations.**

Interpersonal: **I have extensive experience collaborating and working with others in many settings including serving on voluntary boards, advisory committees, provincial task forces, and in union environments. I have a reputation for being trusted, open and respectful in working with others especially in high profile and contentious situations. I have the ability to understand and explain complex ideas and information in ways that are understandable to others who are unfamiliar with the topic under consideration.**

Interview interest: **Yes**