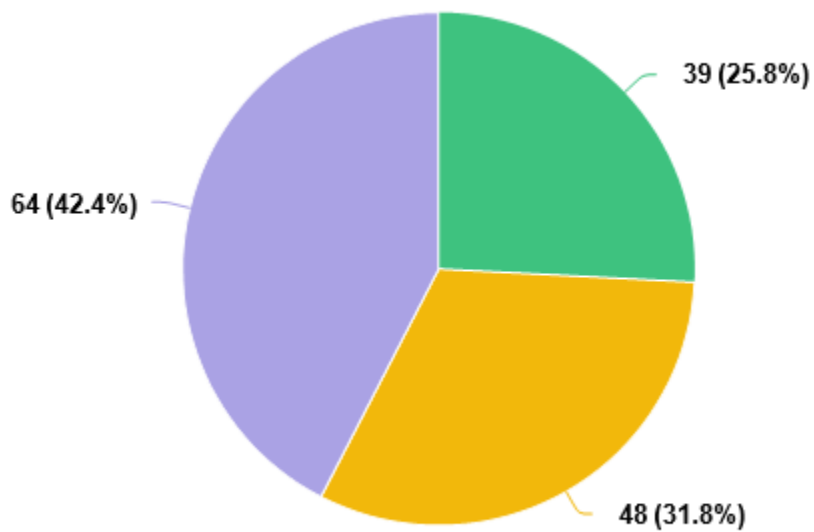


2021 Council Compensation Survey Public Survey Response Report

Question 1: Councillors' current compensation rate is \$52,725 annually. Do you feel Councillors are currently?



Responses:

Overpaid – 39 (25.8%)

Paid Appropriately – 48 (31.8%)

Underpaid – 64 (42.4%)

150 responses, 4 skipped

Question 2: Should the current compensation rate, based on median full-time employment income, be changed? If so, how do you suggest the rate be changed.

| Response Time | Response |
|---------------------------|--|
| 2022-01-05 07:29:19 -0700 | I would tie the salary to a senior level administrator in the City. |
| 2022-01-05 07:42:29 -0700 | Based on inflation rate |
| 2022-01-05 07:48:55 -0700 | Should be paid hourly. |
| 2022-01-05 07:54:15 -0700 | This is a part time position. They were elected knowing that and should not transition to full time position. Therefore salary should not change (go higher) especially since Covid has added historic level costs to the system and must be dealt with before granting salary increase to any local Govt officials. |
| 2022-01-05 07:55:55 -0700 | Should be moved to 2020 median wage |
| 2022-01-05 07:58:16 -0700 | should not be more than a 1% change. Keep it fair with many public workers unable to gain more than a 1% wage increase due to Bill 124. |
| 2022-01-05 07:58:44 -0700 | No |
| 2022-01-05 08:08:44 -0700 | No |
| 2022-01-05 08:10:13 -0700 | No, they should be paid average full -time rate of the middle class. Not an average using the higher incomes of Londoners. |
| 2022-01-05 08:12:45 -0700 | NO |
| 2022-01-05 08:20:31 -0700 | \$40,000 |
| 2022-01-05 08:25:53 -0700 | No, they should be paid as directors of a billion dollar organization and expected to work full time on city business. |
| 2022-01-05 08:42:20 -0700 | Do not pay these useless people a penny |
| 2022-01-05 08:52:48 -0700 | Absolutely jot they are compensated fairly |
| 2022-01-05 09:02:44 -0700 | No |
| 2022-01-05 09:07:17 -0700 | Shouldn't be changed |
| 2022-01-05 09:10:15 -0700 | Full time if we want full time representation. |
| 2022-01-05 09:15:44 -0700 | no |
| 2022-01-05 09:42:36 -0700 | Increased to at least \$70k |
| 2022-01-05 10:07:56 -0700 | Should be based on full time employment and should not be allowed to have additional pay for sitting on Boards |
| 2022-01-05 10:20:23 -0700 | I would suggest Councillors receive no less than \$85,000.00 + expenses |
| 2022-01-05 10:47:30 -0700 | What the heck is "median full-time rate" mean. Is that someone who works 20 hrs a week and claims full-time? |
| 2022-01-05 10:56:12 -0700 | no changes |

| Response Time | Response |
|---------------------------|---|
| 2022-01-05 11:04:15 -0700 | <p>These are not "normal" jobs, these people work weekends, work into the night, have to represent their constituents, and have to be on a bunch of outside boards that they get no compensation for while helping steer a billion dollar a year municipality. I asked my councillor and he replied that he averages 40-50hrs a week. Setting them at "median" is ridiculous, this is an "executive" job, not a middle of the road job. I don't know what the numbers are. I do know we underpay them significantly compared to similar size cities. They should at least be in the top 25% of median London income, or something comparable to other communities our size. OR, start paying them for all the extra stuff they do on the outside boards, because I know some don't do as much as others.</p> |
| 2022-01-05 11:05:33 -0700 | No |
| 2022-01-05 11:15:59 -0700 | Survey similar sized municipalities and take into account workload. |
| 2022-01-05 11:31:13 -0700 | <p>Median full-time income in London is under average and not keeping pace with cost of living or job demands. Compensation rates for counselors should be representative of executive level income. Perhaps median + additional 50% of median. 65-75% higher than current, at the least.</p> |
| 2022-01-05 11:39:12 -0700 | <p>Needs to be higher to ensure a better, more diverse set of candidates. Should be a mandatory full time role with no other jobs. The pay should be based on the norms for elected positions and should be at least \$80k. Take a look at salaries for MPs and MPPs. The role is similar. Maybe councillors wouldn't continually seek higher office if they were paid more fairly.</p> |
| 2022-01-05 11:44:14 -0700 | <p>No. It seems that several, if not many are not available to constituents of their wards because they have additional full time employment (mine does) and it seems like a conflict of interest, and bothers me that I cannot reach them in a timely manner regarding issues of my ward; accessibility, sidewalk conditions, a dangerous intersection, etc. I am not the only one in my ward that is irritated by our councillor's lack of daytime office hours to be reached, and often have to take to social media to reach him/get his attention after regular business hours. If my taxes are being used towards salary of councillors, and they are being paid for a full time job, they should be accessible during regular business hours (Monday - Friday) and this position should be their priority job.. if it is secondary, it should be deemed a conflict of interest and they should be replaced with someone willing to dedicate full time hours to the position.</p> |
| 2022-01-05 11:44:50 -0700 | Almost 100,000 |
| 2022-01-05 11:51:33 -0700 | Full time 9:00 am to 5:00 pm at minimum wage |

| Response Time | Response |
|---------------------------|---|
| 2022-01-05 11:52:00 -0700 | Ostensibly, council role is what you make of it ? I know of some councillors who live / work outside of London, remote into their meetings, almost never have their camera on, contribute little to advancing community issues, and yet are paid the same as some councillors who have no outside employment and are for all intents, full-time. |
| 2022-01-05 11:55:25 -0700 | Yes |
| 2022-01-05 11:59:17 -0700 | Base it on how much involvement councillors have in each project, the importance of each project and the speed it needs be delivered and how beneficial their project is to Londoners. Tax payers deserve to see London blooming with all the taxes not thrown down the drain with little or no improvement in our city. |
| 2022-01-05 12:05:34 -0700 | The role should be paid as a full-time competitive salary but councilors should not be permitted to hold an additional full-time role. |
| 2022-01-05 12:18:01 -0700 | No. If they became full time, an increase would be appropriate. |
| 2022-01-05 12:52:04 -0700 | How many hours do each councillor work during each week. Many are part time. |
| 2022-01-05 12:54:18 -0700 | If London is a billion dollar company, we should pay those who represent us accordingly, and then we might attract real talent. |
| 2022-01-05 13:00:06 -0700 | I am someone who works for the provincial government and was an administrative employee for 5 years making \$49,000 a year. It just isn't enough \$ in take home amounts when you factor in union dues, pension and health benefits and other taxable pieces within government. My take home after all the deductions was often \$1300 bi weekly. Barely enough to pay rent on my 1 bedroom apartment. I now have a job where my salary is in the mid 70,000 now & my take home is much more livable. People need to consider these things when they say government workers make too much or that they deserve the median of all londoners. The median isn't high enough for the cost of living for most people, especially single income homes or those with dependents. |
| 2022-01-05 13:02:01 -0700 | City councilors should be paid based on an executive rate. The current 14 councilors salaries should equal a minimum of 1% of the yearly operating budget for the city. If the budget is \$1 billion, \$1 million should be divided by the 14 councilors. |
| 2022-01-05 13:35:15 -0700 | Based on comparable councillor salaries |
| 2022-01-05 14:30:06 -0700 | Should be a full time job so paid more like \$80,000 but cannot hold another full time job! London is a big city now and deserves full time councillors. I don't think it should be someone's side gig. |
| 2022-01-05 14:43:01 -0700 | 15% above median full-time employment income of the City of London |
| 2022-01-05 15:07:21 -0700 | It should be raised to the point where good people would be incentivized to run without needing a second job. |
| 2022-01-05 15:58:18 -0700 | No |

| Response Time | Response |
|---------------------------|--|
| 2022-01-05 16:01:09 -0700 | 75% percentile |
| 2022-01-05 16:28:06 -0700 | It should be higher because of their work load. |
| 2022-01-05 17:30:37 -0700 | The rate should be set to the median full-time income, however any member of a committee should be paid more based on the extra hours. |
| 2022-01-05 17:35:46 -0700 | A higher wage could be more enticing for those to leave full time employment and become full time councillors. |
| 2022-01-05 18:19:59 -0700 | they should be paid by what s accomplished not by time spent on something |
| 2022-01-05 18:26:17 -0700 | If councillors work full-time, then compensation should be based on median full-time employment income |
| 2022-01-05 18:56:39 -0700 | Should match executive level pay. Or rather than 'median' should be middle high level, 75k |
| 2022-01-05 19:04:11 -0700 | It should be enough to live off in this city. I frankly do not understand why there is a stubborn refusal to see city council as a full time job. By underpaying you are limiting it to people who are already wealthy and can afford to take a hit to income (i.e. completely unrepresentative of the people who actually live here). |
| 2022-01-05 19:12:32 -0700 | I like that it is based on something. |
| 2022-01-05 20:16:45 -0700 | Should compensation be based on median full-time employment income, the current compensation rate should be increased to reflect the status of the position. |
| 2022-01-05 22:34:25 -0700 | Not unless you plan on compensating all City of London employees accordingly. |
| 2022-01-06 02:19:53 -0700 | Less money until they stop letting the government lock us down |
| 2022-01-06 02:35:29 -0700 | If they are paid this the current rate there should be no need for an expense budget. That is middle class rate of pay for a medium full time job. Not even a full time job. |
| 2022-01-06 03:05:19 -0700 | Yes as their decisions are the ones that will mostly reflect the future of the median full-time employment income. |
| 2022-01-06 05:18:21 -0700 | Council deals with multi million dollar budgets and the future of our city. It should be a job that attracts the best and brightest, 52K a year won't do that (even if we're very lucky to have some great councillors at this rate.) |
| 2022-01-06 05:45:13 -0700 | Inflation should be accounted for. |
| 2022-01-06 06:05:09 -0700 | While I think higher pay may generate increased interest from more diverse and experienced professionals, I do not think the optics of a large increase would play well with citizens. |
| 2022-01-06 08:07:52 -0700 | Should be based on success rates in the city. Vacancy / business / number of projects proposed - number stalled - success of downtown etc |
| 2022-01-06 08:26:51 -0700 | No it should not be changed |

| Response Time | Response |
|---------------------------|--|
| 2022-01-06 09:59:31 -0700 | I do not think the compensation rate should be changed. The median full-time employment income is a subjective measure as it is not consistent across all types of jobs and industries. Councilors should be required to provide proof of excellent performance, based on taxpayer-determined KPIs to justify any increase in their salaries. |
| 2022-01-06 10:29:11 -0700 | Average of same size city councillors. Not median, average. |
| 2022-01-06 10:49:04 -0700 | Councillors should be paid a a full time job |
| 2022-01-06 10:58:13 -0700 | <p>Should be based in a metric system .</p> <p>Look at issues in represented areas create a ticket for problems and how many tickets are brought to resolution in a timely manner . le lack of transportation to jobs in areas of city could be ticket . Is it open closed resolve.</p> <p>Also quality or work . Attendance to meetings , documentation (can be audited for mistakes) ... etc ...</p> <p>They should get around 35,000 a year plus a bonus based of achieving metrics or scores on a KPI .</p> <p>So they can make up to 55k a year with performance bonus</p> |
| 2022-01-06 11:10:08 -0700 | It should be lower because I think it's important to keep councillor roles as part time! If councillors are being stretched thin, maybe it's time to add wards. With London's growing population, it would make sense. |
| 2022-01-06 12:21:37 -0700 | No |
| 2022-01-06 13:39:48 -0700 | Yes. They should be paid by the hour since it is not a full-time job. |
| 2022-01-06 15:22:57 -0700 | No, except to match new median income values. |
| 2022-01-06 18:21:47 -0700 | leave it as it is,, |
| 2022-01-07 08:37:10 -0700 | Councillors should be compensated for extra 'duties' such as boards and committees they are a part of. |
| 2022-01-07 11:20:56 -0700 | <p>Councillors are not doing a "median" job. They are the executive board that runs our city. They should be compensated like an upper management job. The last couple of years has shown the very serious and difficult burden they carry, worrying about the economy and the health of a city of over 400,000 people. That can't, respectfully, be compared to someone running a cash register, or cutting lawns, etc. Pegging them right in the middle with a median income seriously undervalues the importance of the job. They are also the poorest paid of any big city that I could find in Canada. Unlike MPs and MPPs, they also have no support staff of their own. They have do most of it themselves. I don't pretend to know what the formula should be, but these people should be making at least \$75-\$80,000 and probably more. What is the median management pay at city hall, or in the public sector in London? Maybe that's a better measurement?</p> |
| 2022-01-07 11:59:26 -0700 | I think so. They all have other roles in the community and seem to utilize this as supplementary income. This should be about serving the people, not money. I would suggest lowering it to the average part-time income for the year. |

| Response Time | Response |
|---------------------------|--|
| 2022-01-07 13:10:19 -0700 | A general increase to the model should occur to better align the salary with the professionals we would hope to see occupy those roles. As it stands those with any form of relevant experience often must suffer a significant pay cut to serve on council. |
| 2022-01-07 13:14:50 -0700 | I feel if a councillor is doing more then other councillors they should be compensated for that, or have to sit on a certain amount of committees If you are a councillor you are getting a fulltime pay you should be putting your full effort into our city and its people You should be paid by how many committees you are involved with You do the bare minimum that should be your salary |
| 2022-01-07 13:19:46 -0700 | London needs to start comparing to larger Canadian cities, and use their model. |
| 2022-01-07 13:59:31 -0700 | I believe the role of a city councillor is more of an executive level of employment, they're managing a major corporation. If we're going to use 'median incomes' of Londoners as a guide, I would suggest the starting mark be at least at the 75% mark, not the 50% mark. |
| 2022-01-07 15:35:33 -0700 | No. |
| 2022-01-07 16:24:25 -0700 | Yes, I would support an increase to attract good candidates |
| 2022-01-07 19:33:18 -0700 | Should be a volunteer position |
| 2022-01-07 19:33:40 -0700 | Should be a fixed rate |
| 2022-01-07 19:37:07 -0700 | No, public tax dollars are better spent on infrastructure and investments in the city, not councillors |
| 2022-01-08 07:14:55 -0700 | Increased |
| 2022-01-08 08:10:57 -0700 | No |
| 2022-01-08 08:53:19 -0700 | \$22/ hour |
| 2022-01-08 09:28:25 -0700 | The rate should be changed to reflect a The scope of the job and should be in line with what other large cities do. |
| 2022-01-08 09:43:07 -0700 | lowered or capped where it is.minimum wage earners dont make 50 grand a year. |
| 2022-01-09 07:04:33 -0700 | YES full time is necessary as to many decisions have been made where Councillors have opted out due to conflict of interest why even have them on board when there vote is not going to count. |
| 2022-01-09 08:35:27 -0700 | To nothing, to serve the City is an honor. They get enough "compensations" from the builders already. Ask XXXXXX. |
| 2022-01-10 21:25:47 -0700 | For most councillors it is part time work and not full time. Perhaps there should be less councillors - such as in Toronto where the numbers were greatly reduced when Doug Ford came in to power. |
| 2022-01-11 06:45:20 -0700 | Match it to other big cities. |

| Response Time | Response |
|---------------------------|---|
| 2022-01-11 06:57:46 -0700 | Hard to talk about compensation without talking about the size / scope of council? I have no problems with the adjustment of councillor remuneration upward if the role were full-time, and the number of councillors / wards reduced from 14 to 10 (plus mayor). I would benchmark salary against the mid-point of City of London management wage band for a second-level manager. The only adjustment would be for inflationary / economic adjustment of the wage band. |
| 2022-01-11 07:15:13 -0700 | I think this is a fair method of determining compensation for our representatives |
| 2022-01-11 14:39:25 -0700 | Include the expense account in their total compensation when you make the comparison. Make them keep time sheets to prove they're working and their value for money. |
| 2022-01-12 07:31:37 -0700 | Instead of median full-time rate, base it on 60th percentile. |
| 2022-01-12 15:11:23 -0700 | Based on inflation |
| 2022-01-12 16:17:04 -0700 | Yes, at least to half the increase of full-time employment |
| 2022-01-12 17:27:34 -0700 | 70 000 |
| 2022-01-12 19:39:22 -0700 | It should be noted that this is not a full time job. Median full time employment is generally fit full time positions. |
| 2022-01-13 07:14:36 -0700 | No change. I feel that this position is a way for the councillor to interact with the public in whatever other employment the councillor is engaged in. This has always been considered a part time position and should remain the same for people seeking election. |
| 2022-01-13 07:27:05 -0700 | No |
| 2022-01-13 07:40:43 -0700 | No more than minimum wage for half of a 40-hour work week. |
| 2022-01-13 07:59:54 -0700 | Compensation is too high for part time work, most have other full time work. |
| 2022-01-13 08:03:03 -0700 | If compensation is too high then you will not get a turnover in council members. Council should have a limited number of terms. It would allow for more new ideas by different people and give more opportunities. |
| 2022-01-13 08:07:37 -0700 | Wage should be indexed to inflation, |
| 2022-01-13 12:11:17 -0700 | Council members do more than the average full time employee. They should be paid more that that as well. 1.75 x Median full-time income. |
| 2022-01-13 12:58:34 -0700 | Position should be full time. |
| 2022-01-13 16:32:22 -0700 | No |
| 2022-01-13 17:52:35 -0700 | No |
| 2022-01-13 20:52:19 -0700 | I think median full time income is a good base. However I think it should fluctuate based on if they have a second job and # of hours worked. |
| 2022-01-14 10:47:00 -0700 | No |
| 2022-01-16 15:00:45 -0700 | Competitive wage based on other cities |

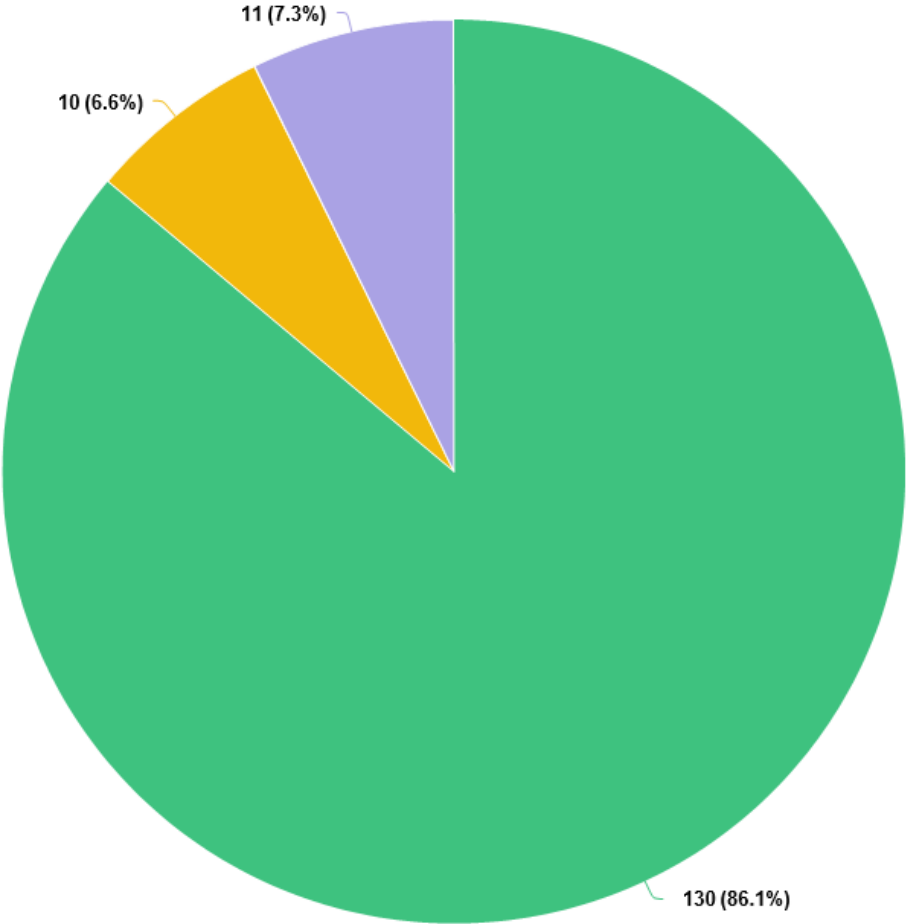
115 responses, 39 skipped

Question 3: What factors are most important to you when setting compensation rates for Council Members? Please rank all answers, with #1 as most important and #6 as least important.

| Option | Average Rank |
|---|---------------------|
| Hours spent on Councillor duties | 2.24 |
| Consistent with local economy, average wage rates, cost of living | 2.70 |
| Nature of duties | 2.95 |
| Attraction and retention | 3.54 |
| Compensation rates of other municipalities | 3.88 |
| Other | 5.08 |

139 responses, 15 skipped

Question 4: Should Council Members' compensation be periodically reviewed by an independent body?



Responses:

Yes – 130 (86.1%)

No – 10 (6.6%)

Not sure – 11 (7.3%)

150 responses, 4 skipped

Question 5: Is there anything else you would like the Compensation Committee to consider?

| Response Time | Response |
|---------------------------|--|
| 2022-01-05 07:24:15 -0700 | I doubt any of them put in part time hours, so make it full time and increase their salary accordingly. |
| 2022-01-05 07:42:29 -0700 | No |
| 2022-01-05 07:48:55 -0700 | Consider reducing the number of councilors but make it a full time job. |
| 2022-01-05 07:55:55 -0700 | Should not be paid if they leave for another govt position. |
| 2022-01-05 07:58:16 -0700 | Bill 124 - limits Nurses, Educators etc wage increase - should apply to City Council |
| 2022-01-05 07:58:44 -0700 | Council so not about earning a great living . Many in this community have to survive on this salary |
| 2022-01-05 08:10:13 -0700 | They took an outrageous increase a few years back that they should be holding for a year or two until we get major issues under control. |
| 2022-01-05 08:25:53 -0700 | I'm involved in the city but would never run for council because I could not support my family on the salary offered. |
| 2022-01-05 08:31:29 -0700 | Council should be paid a livable wage, that is competitive especially if the hours are deemed full time. What I don't agree with his |
| 2022-01-05 08:52:48 -0700 | Are they really representing the voters or are there for there own interests. |
| 2022-01-05 09:02:44 -0700 | Councillors should never receive a greater percentage increase than other municipal staff. I would be fine with them getting increases equal to the inside workers negotiated increases. Deduct pay when they fail to attend council or committee meetings. |
| 2022-01-05 09:10:15 -0700 | A full time council watching over our city might help us recover from Covid. |
| 2022-01-05 09:15:44 -0700 | As the city grows full time councillors will be needed. Who will determine when this happens? At the moment there is poor communication from councillors and the public. Councillors shouhld be meeting with all types of community groups There is no way of m |
| 2022-01-05 10:07:56 -0700 | Should have set dates that employee can be absent with pay. Position should be seen as the same as a regular posits and not supplementary income |
| 2022-01-05 10:47:30 -0700 | I would agree to pay them more if they were more fiscally responsible with the tax payer's money. |
| 2022-01-05 10:56:12 -0700 | no |

| Response Time | Response |
|---------------------------|---|
| 2022-01-05 11:04:15 -0700 | Whatever you do, bring forward a recommendation that sets council pay at a rate for the term so they don't have to vote on it every year. It is ridiculous London has to have this conversation every year just to let them have a cost of living increase. I would suggest 80% of the median income of London for the entire 4 years, and then have it recalculated once every 4 years for the new council. At 80%, I would think an annual inflation raise could be done away with. I would also support a monthly bonus for each board they have to sit on. I would never do the amount of work my councillor does for the amount we pay him, we're actually exploiting him in my opinion. |
| 2022-01-05 11:05:33 -0700 | No |
| 2022-01-05 11:15:59 -0700 | They don't make enough. In order to attract committed qualified candidates the remuneration should be enough to make it attractive to good candidates. There is also the fact that they are on call pretty much 24/7. Reading and research also likely not take. I to account for the number of hours they have to put in to do a competent job. |
| 2022-01-05 11:31:13 -0700 | <p>Compensation should be base salary + bonus for number of committees a counselor sits on should be considered. They are not all pulling the same weight and time commitments. It's ridiculous they all receive the same pay despite some working harder than others.</p> <p>When will London move to full-time counselors? We are at this stage in terms of size where other municipalities of similar size have full-time counselor positions to devote to demands of the job.</p> |
| 2022-01-05 11:44:14 -0700 | Please see my first answer. I believe that these positions should be held by those who do not have additional full time jobs, and can fulfill their full time position as city councillor first and foremost and be reached during regular business hours. |
| 2022-01-05 11:52:00 -0700 | <p>I fully endorse the idea of full-time councillors, and a supporting salary - perhaps pegged at the mid-point of a City of London Manager II pay scale. Annual increase would be set at the rate of economic increase for that pay grid. Coincident w/ ward boundary adjustment accounting for growth within the city, I would like to see a FT council w/ no more than ten members plus mayor, and a corresponding realignment of ward boundaries updated to reflect the communities of interest of 2022, not an OMB decision from 2005.</p> <p>Attendance; participation on standing committees; other ABCs should also factor into a councillor's compensation.</p> |
| 2022-01-05 11:55:25 -0700 | Stop making it an election issue |
| 2022-01-05 11:59:17 -0700 | Please, please think of those making London their home and how our city can look like any other city especially downtown, the run down buildings, gold shops are an eye sore. I have never experienced a city like this one! We deserve more from our tax dollars rather than city hall lining their pockets constantly and wondering how councillors get compensated -seriously. |
| 2022-01-05 12:05:34 -0700 | Again, it should be a full time role compensated accordingly but individuals should not be able to hold the position in addition to another full time role. 100% of their focus should be dedicated to their role as municipal councilor. |

| Response Time | Response |
|---------------------------|--|
| 2022-01-05 12:18:01 -0700 | Full time councillors - citizens deserve councillors 100% dedicated to the job, not using it as secondary employment. |
| 2022-01-05 12:52:04 -0700 | Due to Covid and homelessness, this is not the time to increase salary of councillors. The police are asking for more money and not providing the necessary services to the community neighbourhoods. The money should be used for improvement of life for the people who live here. |
| 2022-01-05 12:54:18 -0700 | Full time council with a 35% pay increase. |
| 2022-01-05 13:02:01 -0700 | City council is elected by the city they represent. I know there are city councilors who take their job seriously and put the effort in. It would be a shame to lose those councilors. I think any governing body in all levels of government who are elected are currently underpaid. To put this in to perspective, there are lower level non-profit organizational staff who make more than a city councilor. |
| 2022-01-05 13:20:12 -0700 | Mainly, it is important that councillors be paid well enough to maintain their independence. |
| 2022-01-05 14:05:42 -0700 | Why in a City of 400K are these not full-time positions? |
| 2022-01-05 14:30:06 -0700 | Please make it a full time job. You shouldn't have councillors who have other six figure positions. London deserves their full attention. |
| 2022-01-05 15:07:21 -0700 | No. I feel like you already know the right answer - you're just hoping enough of us will validate it. |
| 2022-01-05 15:58:18 -0700 | Finding ways to remove current council from having to vote on annual increases |
| 2022-01-05 16:28:06 -0700 | Please pay city councillors more. |
| 2022-01-05 17:13:29 -0700 | Consideration should be given to salary if a Councillor has another job. Part time pay or full time pay should be a factor. |
| 2022-01-05 17:18:19 -0700 | The rest of us are capped at 1% |
| 2022-01-05 18:19:59 -0700 | exactly how much is accomplished or not accomplished and pay accordingly |
| 2022-01-05 18:56:39 -0700 | They should get bonuses or extra pay based on additional committees they involve with. Some don't go into any additional committee's while others are involved in many. Adds time and effort and should be compensated. These are high level positions in a Billion dollar corporation. They should be paid like other top managers in the same corporation. |
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| 2022-01-13 12:58:34 -0700 | Position should be a primary job for the rate of pay. Too many part timers |
| 2022-01-13 16:32:22 -0700 | No |
| 2022-01-13 17:52:35 -0700 | No |
| 2022-01-14 10:47:00 -0700 | No |

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| 2022-01-05 11:04:15 -0700 | Whatever you do, bring forward a recommendation that sets council pay at a rate for the term so they don't have to vote on it every year. It is ridiculous London has to have this conversation every year just to let them have a cost of living increase. I would suggest 80% of the median income of London for the entire 4 years, and then have it recalculated once every 4 years for the new council. At 80%, I would think an annual inflation raise could be done away with. I would also support a monthly bonus for each board they have to sit on. I would never do the amount of work my councillor does for the amount we pay him, we're actually exploiting him in my opinion. |
| 2022-01-05 11:05:33 -0700 | No |
| 2022-01-05 11:15:59 -0700 | They don't make enough. In order to attract committed qualified candidates the remuneration should be enough to make it attractive to good candidates. There is also the fact that they are on call pretty much 24/7. Reading and research also likely not take. I to account for the number of hours they have to put in to do a competent job. |
| 2022-01-05 11:31:13 -0700 | Compensation should be base salary + bonus for number of committees a counselor sits on should be considered. They are not all pulling the same weight and time commitments. It's ridiculous they all receive the same pay despite some working harder than others. When will London move to full-time counselors? We are at this stage in terms of size where other municipalities of similar size have full-time counselor positions to devote to demands of the job. |
| 2022-01-05 11:44:14 -0700 | Please see my first answer. I believe that these positions should be held by those who do not have additional full time jobs, and can fulfill their full time position as city councillor first and foremost and be reached during regular business hours. |
| 2022-01-05 11:52:00 -0700 | <p>I fully endorse the idea of full-time councillors, and a supporting salary - perhaps pegged at the mid-point of a City of London Manager II pay scale. Annual increase would be set at the rate of economic increase for that pay grid. Coincident w/ ward boundary adjustment accounting for growth within the city, I would like to see a FT council w/ no more than ten members plus mayor, and a corresponding realignment of ward boundaries updated to reflect the communities of interest of 2022, not an OMB decision from 2005.</p> <p>Attendance; participation on standing committees; other ABCs should also factor into a councillor's compensation.</p> |
| 2022-01-05 11:55:25 -0700 | Stop making it an election issue |
| 2022-01-05 11:59:17 -0700 | Please, please think of those making London their home and how our city can look like any other city especially downtown, the run down buildings, gold shops are an eye sore. I have never experienced a city like this one! We deserve more from our tax dollars rather than city hall lining their pockets constantly and wondering how councillors get compensated - seriously. |

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| 2022-01-05 12:05:34 -0700 | Again, it should be a full time role compensated accordingly but individuals should not be able to hold the position in addition to another full time role. 100% of their focus should be dedicated to their role as municipal councilor. |
| 2022-01-05 12:18:01 -0700 | Full time councillors - citizens deserve councillors 100% dedicated to the job, not using it as secondary employment. |
| 2022-01-05 12:52:04 -0700 | Due to Covid and homelessness, this is not the time to increase salary of councillors. The police are asking for more money and not providing the necessary services to the community neighbourhoods. The money should be used for improvement of life for the people who live here. |
| 2022-01-05 12:54:18 -0700 | Full time council with a 35% pay increase. |
| 2022-01-05 13:02:01 -0700 | City council is elected by the city they represent. I know there are city councilors who take their job seriously and put the effort in. It would be a shame to lose those councilors. I think any governing body in all levels of government who are elected are currently underpaid. To put this in to perspective, there are lower level non-profit organizational staff who make more than a city councilor. |
| 2022-01-05 13:20:12 -0700 | Mainly, it is important that councillors be paid well enough to maintain their independence. |
| 2022-01-05 14:05:42 -0700 | Why in a City of 400K are these not full-time positions? |
| 2022-01-05 14:30:06 -0700 | Please make it a full time job. You shouldn't have councillors who have other six figure positions. London deserves their full attention. |
| 2022-01-05 15:07:21 -0700 | No. I feel like you already know the right answer - you're just hoping enough of us will validate it. |
| 2022-01-05 15:58:18 -0700 | Finding ways to remove current council from having to vote on annual increases |
| 2022-01-05 16:28:06 -0700 | Please pay city councillors more. |
| 2022-01-05 17:13:29 -0700 | Consideration should be given to salary if a Councilor has another job. Part time pay or full time pay should be a factor. |
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67 responses, 87 skipped