

## 2021 Council Compensation Survey Councillor Survey Response Report

On average, how many hours per week did you spend on (in hours)?

Response	#1	#2	#3	#4	#5	#6	#7	#8	#9
Emails	11	11	10	8	5	8	14	15	3
Phone calls / constituent meetings	5	7	5	3	5	0.5	8	3	2
Staff meetings	0.5	4	6	3	3	1	2	5	1
Meeting preparation: reading reports / agendas	1	4	10	6	6-10	6	6	5	2
Meeting preparation: research	0.5	1	2	2	5	1	2	4	6
Attending Council / Committee meetings	5	4	8	8	6-10	6	8	7	6
Improvement Initiatives: Research / Planning / Meeting	0.5	1	1	1	2	1	2	5	2
Attending agency / board / commissions meetings	2	2.5	3	8	3	2	2	3	3
Attending events	1	2	0	0 since March 2020	5	0.5	1	1	4 (pre-covid)
Travel	0	1	0	0 since March 2020	0	0.5	2	1	2 (pre-covid)
Social media / website / blogs	0	6	8	1	5	0.5	14	7	2
Mentoring	1	0.5	3	0.5	0	0	0	0	0.25
Correspondence	1	0	2	text messages - 2	1	35	Included in Email & Social Media hours--99% of Correspondence is electronic		1
Other assigned duties (Task Forces, Deputy Mayor, chairing a Standing Committee, etc.)	0.5	7	0	included in staff meetings and preparation for meetings	1	2	1	0	1
Advocacy efforts	1	1	2	0.5	6	0.5	1	3	1

**Question 16: In your opinion, should annual indexing be Automatic, Reviewed and Determined by Council, or Other?**

Response	In your opinion, should annual indexing be:
#1	Reviewed and determined by Council
#2	Automatic
#3	Automatic
#4	Automatic
#5	Automatic
#6	Automatic
#7	Automatic
#8	Automatic
#9	Councillors should not get a raise for 4 years, but the base amount should be the average of four years pay including the estimated inflationary amounts for years 2-4. In this way, the raise will not be an annual controversial virtue-signalling event.

**Question 17: Do you support the annual indexing of the compensation rate based on the change in annual median full-time employment income for Londoners from the last census period (sourced from Statistics Canada)? (the median full-time employment income increased 7.87% between 2011 and 2016)**

Response	Do you support the annual indexing of the compensation rate based on the change in annual median full-time employment income for Londoners from the last census period (sourced from Statistics Canada)? (the median full-time employment income increased 7.87% between 2011 and 2016)
#1	Yes
#2	No
#3	Yes
#4	No
#5	Not sure
#6	Yes
#7	Yes
#8	Yes
#9	Yes

**Question 18: Is there anything else you would like the Council Compensation Review Task Force to consider?**

Response	Is there anything else you would like the Council Compensation Review Task Force to consider?
#1	I have found that the more experienced I become the better I am able to prioritize my time. You can spend 30 hrs a week or 70 hrs a week depending on issues in your ward and if you want to do more. I think some wards are more demanding than others. I would encourage additional administration staff to assist as well as hiring your own administrator through your expense account to assist. A major part of my job is also giving back to the community.
#2	Re Question 17: It is not the "median full-time" job in the City of London. It is likely in a higher percentile of that measure given the time, responsibility, risk, loss of privacy, and scope of duties. Once properly set, indexing it according to a percentile of this measure makes sense. This only need to happen once per term (in other words, it only needs to change once every 4 years).
#3	London needs a full time council.
#4	Make recommendations on compensation based on share of workload. Many councillors do not sit on outside boards and not all boards have equal workloads. Many sit on standing committees that meet the fewest and have lightest workload.
#5	thanks.
#6	Skipped

Response	Is there anything else you would like the Council Compensation Review Task Force to consider?
#7	<p>I actually do not feel the median income is the correct point at which to set a councillor's compensation. Consider, councillor's currently make less than their own admin assistants...where else in any workplace would you find that?</p> <p>We do--those who actually do the job properly--as much or more communicating directly to the public than the communications staff and are compensated roughly half as well, though held far more accountable for it. Another example of the disparity.</p> <p>If staff were compensated the way council is, it would be called exploiting employees. Before sharing other comments, I want to emphasize my answer to question 16. It is ridiculous to have council vote every year on it's annual indexing raise. It is a political circus and distraction for the council and the residents of London. If we consider council compensation like a 4 year workplace contract the public hired councillors for, the contract should be honoured without debate. I can't think of another workplace where the terms of a set period of time contract are reviewed repeatedly during the term of the contract.</p> <p>The Task Force has previously noted the role is "unique" and neither full-time, nor part-time. That is true. It is a 7 day a week job, sometimes 24/7. It is also a critical job with considerable responsibility, not a "median" job that one clocks in and clocks out of. We are responsible to represent, consider the interests and well-being of our 26,000-35,000 (depending on the Ward) direct ward constituents and the 400,000+ residents of the city as a whole. How many "median" jobs have the weight of responsibility for 25,000, let alone 400,000 jobs? Whether it is a fire in an apartment, or a shooting, or seeing someone sleeping in a doorway, or a global pandemic, there can be many sleepless nights of concern for the people we're sent to represent and be responsible to.</p> <p>These are not "median" roles and should not be viewed or compensated as such. They should be viewed as "management" or "executive" roles and compensated as such. While the role is one of public service and should not be done solely for the salary, it is also one that should be the sole focus of the individual and not require a second job in order to keep food on the table and the mortgage paid.</p> <p>Consideration for the time councillors spend on the outside agencies, boards and commissions of the municipality also requires agenda report reading and prep time, research time etc. It is not limited to just the meetings. More importantly, because some councillors hold down outside jobs for more income, they repeatedly indicate they cannot/will not serve on these ABCs in an equitable way because it interferes with there work schedules. We cannot leave those positions vacant, so the result is councillors who are only working as councillors have to carry a heavier workload. There are councillors carrying 0, 1, or 2 ABC positions, while others are carrying 5, 6, or 7. This is a direct result of poor pay and outside work making one's council duties secondary to the other job.</p> <p>For the purposes of this survey, I'm including my agenda/prep/meeting time for my ABCs in my response to average hours.</p> <p>Reflecting the executive leadership role a councillor has should be recognized as "full-time" and compensated at a more appropriate level. Having spoken to some of my own constituents about this, perhaps a better marker point would be the 75th percentile of the median income, or at minimum the median income of city hall staff.</p> <p>The job is grossly underpaid. It is little wonder councillors leave to seek higher office (and higher income), or that many community members when approached to consider running indicate they would never consider doing so because they would have to give up their current income and take a massive pay reduction. When compared to other large Canadian municipalities, London council is the poorest compensated among them.</p> <p>This issue will continue to come up until the compensation is actually fixed in a meaningful way.</p>
#8	

Response	Is there anything else you would like the Council Compensation Review Task Force to consider?
#9	<ol style="list-style-type: none"><li>1. In addition to the median, please have the mean income also available as a reference point.</li><li>2. There are reports that show the income for other municipalities and whether or not they are full or part-time. These may be helpful.</li><li>3. There is a possibility that the role will become a full-time day job with councillors available for work from 9:30 to 4:30. We might therefore need a figure for full-time work that is in alignment with other municipalities our size (all of which have full-time councillors).</li><li>4. In the full-time scenario councillors will be expected to spend more time, say 2-4 hours per week in additional working groups. The SPPC meeting will be during the day as well as portions of the other standing committees where public input is not required.</li><li>5. I also see an additional 1 hour per week possible when the city establishes its own newsroom which has been planned for quite a while.</li><li>6. Many thanks for your work and effort.</li></ol>