

From: bill brock
Sent: Tuesday, February 1, 2022 8:55 AM
To: Schulthess, Michael <mschulth@London.ca>
Cc: Bill Brock
Subject: [EXTERNAL] Compensation Task Force Brief

Mr. Mike Schulthess; City Clerk
Brief for Compensation Task Force as noted.
February 1, 2022.

To: Mr. Dan Ross, Chair
Council Compensation Review Task Force

Re: Unsolicited Brief on Councilor Compensation

The start of this review came in the fall of 2021 when Council decided to have a review of councilor compensation as part of the policy previously adopted by Council. Although the membership changed the same procedure of hand picking panel members was again used. I was advised of this by city clerk's office; noting I applied in both cases with same response!

According to City Council minutes of Council Oct. 26, 2021 meeting under " Disclosure of Pecuniary Interest" both councilors Morgan and Helmer disclosed a pecuniary interest with appointments to the Council Compensation Review Task Force, by indicating one of the appointees is their supervisor at their employment.

For information; there was a conflict with last task force which was ultimately addressed by changing person Councilor reported to! Also as a citizen records will show I presented a brief to the task force as well as discussed same with them at a meeting. (available).

In closing out reference to the first group I will also advise that City Council refused to hear input on report presented by Mr. Ross by anybody!

In the second task force I was welcomed to the meetings (2&3); took part in discussions after committee voted to allow me to do so!

In reviewing the approximately 3 hours of tapes I didn't see or hear much talk about accountability but the last meeting was mostly to assemble questionnaires for the public and Councilors. I was advised by staff that responses would be anonymous. According to the report it appears 150 public responses and 9 Councilor responses resulted. The common thread at both meetings was the City Clerk indicated they could discuss and recommend anything. As part of the process the task force decided to address salary and exclude other areas as of this date. Please note that on Jan. 18, 2022 the Strategic Priorities & Policy Committee under 4.3 had topic "Full-time Compensation Determination"

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As a note to review; it appears there was 2 surveys of councilors going to Governance and to task force. Were they both anonymous!

The major concern I have is as follows:

The reference to anonymous holds nobody accountable! The reasoning "Purpose of receiving feedback that would be informative and accurately reflect their thoughts on questions posed". Accountability is when you stand by your feelings. The Chairperson dismissed a reference I made to an email received from a councilor because it was hearsay!

Level the playing field in that; contrary to Councilor Lewis view Councilors can speak to anybody none have spoken to members of the task force?

Over ten years ago I made a presentation to a compensation committee that lasted 15-20 minutes resulting in my sending them a "Compensation Accountability Model" the day after. This was totally ignored! (copy available).

How can you make an informed decision based on some councilors and only 150 or so public responses! There is 14 wards; each having a voting number of 2581 to 6117.

How many from each ward? The analytical data must be adequate to be valid?

You need to know (factually) what Councilors do and their role: you need to know role of staff (experts)? Are they just implementers of Council direction or guides to making the best interest of the city. According to the last report to Council the indication was neither the task force members or the community really knew what councilors do.

I close with "If you not prepared to measure the accountability of each and standards to meet things will not change" and the public record will show that staff and 2 councilors knew the whole deal about BRT (Bus Rapid Transit) in May of 2015 and kept a secret until Budweiser in 2017.

Thank you for letting me participate; London can be better served with accountability even for politicians! Accountability model essential!

William H. Brock, C.I.M.
London Transit Management 38 years,
London / Thames Valley Trustee 20 years,
Children Safety Village 16 years,
Several city committees, task forces 20 + years,
Compensation Task (3 times)
Partial list of municipal involvement.