

Council Compensation Review Task Force Report

4th Meeting of the Council Compensation Review Task Force
February 4, 2022

PRESENT: PRESENT: D. Bryant, J. Lyons, D. Ross, and J. Tudhope

ABSENT: C. Scrimgeour

ALSO PRESENT: S. Corman

The meeting was called to order at 10:00 AM; it being noted that J. Lyons and J. Tudhope were in remote attendance.

1. Call to Order

2. Scheduled Items

None.

3. Consent

3.1 3rd Report of the Council Compensation Review Task Force

BRYANT AND TUDHOPE

That the 3rd Report of the Council Compensation Review Task Force, from its meeting held on December 3, 2021, BE RECEIVED.

Motion Passed

4. Items for Discussion

4.1 Survey Results of the Council Compensation Review Task Force

BRYANT AND LYONS

That the following actions be taken with respect to the Survey Results of the Council Compensation Task Force from its meeting held on February 4, 2022:

a) That the Council Compensation Survey Public - January 21, 2022 and Council Compensation Survey Councillors - January 21, 2022, BE RECEIVED;

b) That it BE NOTED that general discussions were held with respect to the information received to date;

c) That it BE NOTED that general discussions were held with respect to the survey results and the mandate of the Council Compensation Review Task Force; it being noted that the Task Force stated the following general observations:

- the public survey results had several common themes:
 - support for the current methodology i.e., median full time employment income for Londoners to determine annual compensation for Councillors, noting a portion of respondents indicated they felt Councillors were underpaid
 - considerable mention of the need for full time Councillors and compensation reflecting full time employment

- considerable mention of pay for performance and hourly wage
- some mention, but with lesser support, for increased pay for Councillors equating their function to an “executive” function for the Corporation
- mention of comparison to other municipalities, but the support remained for a local London solution
- the public shared a good understanding of the proposal to set an annual adjustment of compensation over the four-year term of Council based on the average annual increase in median full time employment income for Londoners from the most recently available census data
- the Task Force shared concern over the sample size of the survey and how reflective it is of the residents of London
- review of the mandate and guiding principles of the Council Compensation Review Task Force
 - expense accounts, benefits, and staff support are not included in the mandate or scope of the Council Compensation Review Task Force
 - the concept of full time vs. part time Councillors is not within the mandate of the current Council Compensation Review Task Force and will not be included in the framework of the final report
 - both an hourly wage and pay for performance have too many variables to be considered within the scope of the Council Compensation Review Task Force. In this regard, the Task Force confirmed the reason in the 2016 Council Compensation Task Force report.
- in general, the Councillor survey results indicated support for the current median full time employment income for Londoners as the basis for Councillor compensation with support for the general direction of the Task Force with respect to annual adjustment. There was support for an adjustment mechanism that would be “automatic” and not require that Council revisit the issue annually
- the variations in the responses to question #1 supports the difficulty in determining a workable pay for performance or hourly rate structure;
- d) it being FURTHER NOTED that the Task Force Clerk was requested to provide the following:
 - i) to set possible dates for an upcoming public participation meeting to receive additional feedback on the direction of the Council Compensation Review Task Force’s recommendations, including:
 - a. to continue annual compensation for Councillors based on the most recent median full time employment income for Londoners with annual compensation adjustments to be based on variations to the median rather than cost of living; and
 - b. proposing that the annual adjustment for Councillor compensation be automatic and be administered by the Civic Administration
 - ii) a draft PowerPoint presentation outlining the direction of the Council Compensation Review Task Force based on public and Councillor input be prepared for the review at the next Task Force Meeting and presentation at the public meeting;

e) That it BE NOTED that the Council Compensation Review Task Force received the communication dated February 1, 2022 from William H. Brock.

Motion Passed

5. Adjournment

BRYANT AND TUDHOPE

That the meeting be ADJOURNED.

Motion Passed

The meeting adjourned at 11:15 AM.