

**2ND REPORT OF THE**  
**2013 COUNCIL COMPENSATION REVIEW TASK FORCE**

Meeting held on July 26, 2013, commencing at 3:02 PM, in Committee Room #5, Second Floor, London City Hall.

**PRESENT:** B. Orr (Chair), S. Levin, J. Macoun, M. Parkinson and J. Tozer and L. Rowe (Secretary).

**ABSENT:** V. Junior and S. Toth.

**ALSO PRESENT:** T.L. Dobbie, C. Saunders and G. Saylor.

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**I. DISCLOSURES OF PECUNIARY INTEREST**

1. Recommendation: That it BE NOTED that no pecuniary interests were disclosed.

**II. CONSENT ITEMS**

None.

**III. SCHEDULED ITEMS**

None.

**IV. ITEMS FOR DIRECTION**

2. Refinement of Communications Plan and Public Input Strategy

Recommendation: That the following actions be taken with respect to the draft Communications Plan and Public Input Strategy:

- a) the Acting Director of Corporate Communications BE ADVISED that:
  - i) the Council Compensation Review Task Force concurs with the draft Communications Plan;
  - ii) it is the CCRTF's intent to include a question to the public as to how much a Council Member should be paid; and
  - iii) the Backgrounder document from the last CCRTF should be reviewed and used as the basis for the development of the current CCRTF's Backgrounder document; it being noted that T.L. Dobbie has indicated he will work with the Acting Director of Corporate Communications to develop the current Backgrounder and media roll out plan; and
  - iv) the CCRTF would like to accept the Acting Director of Corporate Communications' offer to develop a public on-line and hard copy survey;
- b) the upcoming meeting dates, including the public participation meeting, BE SCHEDULED as follows, subject to any further refinements that may be deemed necessary by the CCRTF:

Wednesday, August 7, 2013, 5:00 PM  
Wednesday August 21, 2013, 5:00 PM  
Tuesday, September 3, 2013, 5:00 PM  
Wednesday, September 11, 2013, 5:00 PM (Public Participation Meeting)  
Thursday, September 12, 2013, 5:00 PM  
Wednesday, September 18, 2013, 5:00 PM  
Wednesday, October 2, 2013, 5:00 PM
- c) the following groups BE INCLUDED on the notification list for the public participation meeting; it being noted that further refinements to the list will be considered at the next CCRTF meeting:

Emerging Leaders  
 London Chamber of Commerce  
 London Development Institute  
 London District Labour Council  
 London Home Builders' Association  
 London Youth Advisory Council  
 Pillar Non-Profit Network  
 Urban League of London

- d) Corporate Communications BE REQUESTED to assist in making the necessary arrangements for B. Orr and M. Parkinson to jointly participate in at least one talk show at the end of August/beginning of September, as a means of engaging the public.

### 3. Review of Data

Recommendation: That the following actions be taken regarding the data being considered by the Council Compensation Review Task Force (CCRTF):

- a) the Council Members BE THANKED for their time in providing the Consultant with their input;
- b) the data collected to date BE RECEIVED; and
- c) the Consultants BE REQUESTED to provide the following additional information at the next meeting of the CCRTF:
  - i) advice as to whether or not Council Members are required to participate in OMERS;
  - ii) clarification of whether or not discretionary funds form part of the compensation package for comparator entities, or are claims-based; and if they are claims-based, what restrictions are placed on the use of those funds;
  - iii) conversion of all stipend data to taxable equivalents for comparative purposes;
  - iv) whether or not benefits are employer-paid or co-pay, and if co-pay, what the cost sharing formula is;
  - v) details of total benefits package for each municipality;
  - vi) advice as to whether or not the Council Members' benefits are tied to the non-union staff package; and
  - vii) the rationale for municipalities using a percentile for determining remuneration; and
- d) the Chair BE REQUESTED to share the additional statistical data he has obtained through personal research, including the e-tool for calculating taxable equivalents, with the Members and the Consultants.

## V. DEFERRED MATTERS/ADDITIONAL BUSINESS

### 4. Items for Next Agenda

Recommendation: That the following items BE INCLUDED on the next agenda of the Council Compensation Review Task Force:

- a) the Final Report of the previous Council Compensation Review Task Force;
- b) the current Council Policy pertaining to Council Members' remuneration;
- c) further data from the Consultants;
- d) development of a Public Survey; it being noted that the Acting Director of Corporation Communications should be invited to the meeting to assist with this work; and
- e) refinement of the notification list for the Public Participation Meeting.

**VI. CONFIDENTIAL**

None.

**VII. ADJOURNMENT**

The meeting adjourned at 5:02 PM.