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THE CITY OF CALGARY
CITY CLERK'S

NOTICE OF MOTION
CC 861 (R2009-05)

COUNCIL COMPENSATION REVIEW

Councillor Colley-Urquhart

WHEREAS Council passed *The Council Compensation Review Committee (CCRC) Bylaw 32M2008* to make recommendations to Council regarding compensation for Members of Council which came into force April 2009, and

WHEREAS further amendments were made to 32M2008 which came into force January 2011 that included:

- a) *"That the Committee submit a written final report with recommendations to Council on or before a date to be set by resolution of Council from time to time."*
- b) *"Base salary and other compensation such as Deputy Mayor honorarium and committee attendances."*
- c) *"The Committee shall be supported by The City of Calgary Human Resources Business Unit and by an independent consultant in compensation benchmarking funded through the City Manager."*

WHEREAS no Terms of Reference were developed for the CCRC but rather articles were incorporated into Bylaw 32M2008, and

WHEREAS the CCRC is not entirely independent of Council and City Administration with the:

- a) Mayor as an ex-officio member of the CCRC;
- b) City of Calgary Human Resources Business Unit providing administrative support;
- c) City Manager funding the work of the CCRC; and
- d) City Manager determining and approving discretionary expenses.

WHEREAS Bylaw 32M2008 directs that the Committee (CCRC):

- a) *"Shall review and make recommendations to Council on changes to the process and decision structure currently in place in regard to future adjustments to the elements of compensation considered," and*
- b) *"Is to have regard to the following principles"...but not limited to:*



[Signature]
Signature of Member(s) of Council

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- *"Attract the full range of citizens from all walks of life as candidates for Council positions;"*
- *"Reflect the responsibilities, time commitments and accountability of the position expected by the general public;"*
- *"Comparability to equivalent legislative positions elsewhere in Canada;"*

WHEREAS no review of Bylaw 32M2008 has been undertaken since coming into force, and

WHEREAS the CCRC final report to Council in June 2017 went beyond the 32M2008 principle of *"Comparability to equivalent legislative positions elsewhere in Canada;"*

NOW THEREFORE BE IT RESOLVED THAT:

1. An independent review be undertaken (independent of City Administration and Council) to examine:
 - a. Potential changes to the process and decision structure currently in place;
 - b. Best practices for determining municipal elected officials compensation;
 - c. Potential options and recommendations;
 - d. Terms of Reference and Bylaw amendments;
 - e. The extent to which independence can be achieved.
2. Past CCRC members, the public and Members of Council be consulted for their input and views.
3. Report back to Council through the Priorities and Finance Committee no later than January 2018.



Signature of Member(s) of Council