



**Report Number:** PFC2019-1397

**Meeting:** Priorities & Finance Committee

**Meeting Date:** 2019 November 05

## NOTICE OF MOTION

**RE: City of Calgary Wage Contract Reconsideration (2020) & City Council Remuneration for 2019-2020**

**Sponsoring Councillor(s):** Councillor Ward Sutherland and Councillor Jeff Davison

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WHEREAS in November 2019, the City of Calgary Council will make readjustments to its budget plan for 2020 and beyond;

AND WHEREAS City Council must consider significant future economic forecasting which contemplates the continued slowing of economic recovery in Calgary;

AND WHEREAS economic factors in our City have continued to decline since negotiations began in 2017, and the result is that homeowners and businesses could face unsustainable property tax increases for years to come if the City's base budgeting is not reset;

AND WHEREAS a 1.5% wage increase in 2020 represents an approximately \$31M increase to the base operational budget, which equates to a 1.8% property tax increase;

AND WHEREAS the increase of \$31M to the operational budget represents half of the \$60M in cuts made in the summer of 2019, the opportunity for council to deliver a 0% property tax 2020 will not be possible without significance cuts, reduction of workforce, or wages without an increase;

AND WHEREAS under the current economic environment, the City of Calgary's revenue and economic forecast in 2020 will not compensate for the wage increases;

AND WHEREAS Calgary Union – L37, L38, L709, L583, AND L2103 have seen on average of 1.33% wage increase the last 3 years;

AND WHEREAS the last 3 years of Council compensation adjustments are as follows: 2016(-2.49%), 2017(-0.08%), 2018-0% = (-.91%) Average

AND WHEREAS Councillor Remuneration is reviewed on a yearly term and any change of compensation is determined by a Council Compensation Review Committee policy;

AND WHEREAS base salary adjustments are effective, the first pay period of each year and the current Councillor base salary is \$113,416.36 per annum taxable; (Attachment 2)

AND WHEREAS base salary percentage may increase or decrease as per the Average Weekly Earnings of Alberta as reported by the Statistics Canada survey of Employment Payroll and Hours;

NOW THEREFORE BE IT RESOLVED that Council;

1. Direct Administration to officially request all unions to reconsider the 1.5% wage increase for 2020 and agree to a voluntary 0% in 2020, thereby making a commitment to property tax relief during this extensive time of economic downturn in our City, and respond to Council before November 12, 2019.

2. Request that Council show continued leadership and stand with our union employees by voting on taking a voluntarily wage freeze reflective of 0% for 2019 and 0% wage adjustment for 2020, City Councillor remuneration.