



NOTICE OF MOTION

RE: Restraint In Public Sector Compensation During Hard Economic Times

Sponsoring Council Member(s): Councillors SEAN CHU JEROMY FARKAS JOE MAGLIOCCA

WHEREAS:

1. Alberta faces a critical financial situation that demands decisive action;
2. To address this challenge, the Blue Ribbon Panel on Alberta's Finances provided a framework and series of recommendations to explore new approaches and alternatives for delivering public services, improve Alberta's competitive position, and focus on achieving a sustainable financial situation and long-term results for Albertans;
3. The Blue Ribbon Panel on Alberta's Finances calls for the Province of Alberta to examine its legislative framework for capital funding to municipalities with the goals of establishing accountability mechanisms and performance measures to monitor the delivery of municipal programs and services, and ensuring value for money spent, enabling citizens to constructively evaluate their local government and their use of tax dollars;
4. The City of Calgary, at present, lacks a compensation structure to incentivize and reward exceptional City staff for their performance or identifying areas of significant cost savings;
5. Current City of Calgary budget shortfalls are threatening vital city services;
6. City Council is faced with a choice between job security, or wage security, for City staff;
7. Council should not ask any City employees to accept any burden that they are not also willing to shoulder.

THEREFORE BE IT RESOLVED:

1.
 - a. In order to lead by example, Council reconsiders its decision on January 14, 2019 (Council Member Remuneration Calculation - C2019-0058) as it pertains to Council compensation for the 2020 calendar year. Effective immediately for the 2020 calendar year, Council and the Mayor adopt a 5% reduction in base yearly pay from 2019. All other portions of the resolution are to remain in force, and the independent citizen committee is to continue its work and prepare a recommendation for Council.
 - b. Council directs administration to engage bargaining units in negotiation to achieve a 5% reduction in salaries in exchange for limiting staff positions to retirement and attrition.
 - c. Council directs Administration to adopt a 5% reduction in base pay for all non-bargaining unit staff.
- 2.

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- a. Council directs Administration to prepare a detailed analysis of the legal framework for wage settlements and in the municipal context, including an assessment of the viability of implementing non voluntary rollbacks.
- b. Council directs Administration to prepare a summary of current provincial action, legislation, and efforts toward restraining public sector compensation, with a focus on applicability to the municipal context.
- c. Council directs Administration to engage with the provincial government on the issue of “successor rights” and potential legislative changes to enable municipalities to deliver services at higher quality and lower cost.

3.

- a. Council directs Administration to prepare a plan to phase out the “retirement bonus” for new employees, with a portion of that cost to be reallocated for pay-for-performance for City staff who have identified significant cost savings.
- b. Council directs Administration to phase out the “transition allowance” for new Members of Council, who are elected on or after 2021 municipal election.

