



Report Number: TBD

Meeting: TBD

Meeting Date: TBD

REVISED

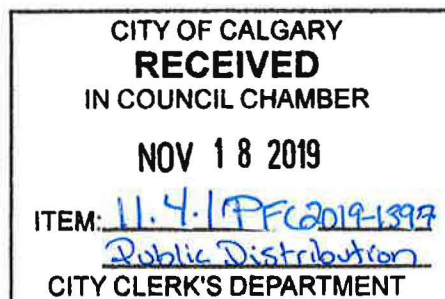
NOTICE OF MOTION

RE: Minimizing Staff Impacts Through Adjustments to City of Calgary Compensation

Sponsoring Council Member(s): Ward Sutherland, Jeff Davison, Sean Chu, Jeromy Farkas, and Joe Magliocca

WHEREAS:

1. In November 2019, the City of Calgary Council will make readjustments to its budget plan for 2020 and beyond;
2. City Council must consider significant future economic forecasting which contemplates the economic recovery in Calgary;
3. Economic factors in our city have continued to decline, and the result is that homeowners and businesses could face property tax increases for years to come if the City's base budgeting is not reset;
4. The 2020 budget includes approximately \$25M for anticipated salary and wage increases;
5. Settlements have been reached with the non-emergency unions (with the exception of IBEW 911 Operators) of 0% (2018), 0% (2019), and 1.5% (2020), and interest arbitration awarded for IAFF of 0% (2018) and 1.5% (2019);
6. Exempt staff salaries have been frozen in 2018, 2019 and 2020;
7. In response to Council's direction (C2019-0569) regarding the elements of the total compensation package, the Administrative Leadership Team (ALT) directed Human Resources to conduct a base compensation review of both union and exempt benchmark positions with a report back to the ALT in Q3 2020 and to Council "as soon as practicable";
8. The last four years of Council compensation adjustments were -2.49% (2016), -0.08% (2017), 0% (2018), and 0% (2019);
9. The increase of \$25M to the operational budget represents almost half of the \$60M in reductions made in the summer of 2019, the opportunity for council to deliver a 0% property tax 2020 will not be possible without significant reductions to budget, workforce, or wages;



THEREFORE BE IT RESOLVED:

1. Council directs Administration to:
 - a. Officially request all bargaining units to consider 2020 wage reductions in exchange for minimizing staff impacts as a result of 2020 budget reductions and report back directly to Council as soon as possible.
 - b. Pending the results of the above, to bring forward recommendations to Council on exempt staff compensation adjustments.
2. Council reconsiders its decision on January 14, 2019 (Council Member Remuneration Calculation - C2019-0058). This reconsideration pertains to Council compensation for the 2020 calendar year only. C2019-0058 will otherwise remain in force, and the independent citizen committee is to continue its work and prepare a recommendation for Council. 2020 Council compensation will be determined as follows, without a further vote:
 - a. In the event that compensation reductions are achieved with bargaining units, Council will automatically match the most severe reduction in their base pay.
 - b. In the event that compensation reductions are not achieved with bargaining units:
 - i. If the change in average Alberta weekly earnings is an increase, Council will forego any increase and adopt a freeze for 2020.
 - ii. If the change in average Alberta weekly earnings is a decrease, Council will adopt that decrease.
3. Council directs Administration to
 - a. Prepare a legal analysis assessing the viability of introducing mandatory wage rollbacks; and
 - b. Prepare a summary of current provincial action, legislation, and efforts toward restraining public sector compensation, with a focus on applicability to the municipal context, and report back to Council as soon as possible
4. Council directs Administration to assist Council in engaging the provincial government on potential legislative changes to exempt municipalities from successorship under the Labour Relations Code.

