



**NOTICE OF MOTION**

CC 661 (R2009-05)

**Re: ENDING THE PAYMENT OF THE VACATION PAY RETIREMENT ALLOWANCE**

**Sponsoring Councillor(s): SHANE KEATING**

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WHEREAS a motion arising in response to Councillor Keating' Administrative Inquiry, A12018-03, was brought forward at Council on September 24, 2018, stating "That Council direct Administration to engage an external Human Resources consultant that would report directly to Council, with a review of elements of the total compensation package of The City of Calgary employees";

AND WHEREAS discussions were initiated with Administration regarding this motion arising at two different occasions clarifying its intent;

AND WHEREAS no action on this motion arising resulted in taking the unusual step to bring forward Notice of Motion C2019-0569 on April 29, 2019 to encourage this work to be completed;

AND WHEREAS these motions requested a review either by Administration or a third party Human Resources expert to evaluate elements of the total compensation package of the City of Calgary employees, including the retirement allowance;

AND WHEREAS further discussions with Administration following the Notice of Motion took place, with no decisive action to date;

AND WHEREAS Council is set to deliberate budget reductions in an effort to keep the City's portion of property taxes unchanged;

AND WHEREAS ending the vacation pay retirement allowance will effectively reduce the City's budget, without impacting City staff's salaries;

AND WHEREAS Council must take decisive action to reduce the budget while ensuring Calgarians continue to receive adequate City services.

THEREFORE, BE IT RESOLVED that the City of Calgary end the practice of paying vacation pay retirement allowances, effective December 31, 2020.



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Signature of Member(s) of Council