

PLEASE BE ADVISED THAT NOTICE OF MOTION C2019-1472, ENDING THE PAYMENT OF THE VACATION PAY RETIREMENT ALLOWANCE, HAS BEEN SUBSUMED BY ITEM 7.16, ADMINISTRATION'S RESPONSE TO C2019-1472 (RETIREMENT ALLOWANCE), AND THEREFORE HAS BEEN INCLUDED AS AN ATTACHMENT FOR ADDITIONAL INFORMATION

Notice of Motion – Ending the Payment of the Vacation Pay Retirement Allowance, C2019-1472

Councillor Keating

To be heard in conjunction with Item 7.16 - Administration's Response to C2019-1472, PFC2019-1503

RECOMMENDATION OF THE PRIORITIES AND FINANCE COMMITTEE, DATED 2019 DECEMBER 03:

That Council:

1. Direct Administration to end the retirement allowance no later than 2021 December 31.
2. Direct that Attachments 2 and 3 remain confidential pursuant to the *Freedom of Information and Protection of Privacy Act* Sections 25 (Disclosure harmful to economic and other interests of a public body) and 27 (Privileged Information), to be reviewed by 2022 January 31.

Background:

At the 2019 November 18 Comined Meeting of Council, a decision was adopted that this Notice of Motion would be referred to the 2019 December 03 Priorities and Finance Committee for a decision to be recommended by Council.

Excerpt from the Minutes of the Priorities and Finance Committee, held 2019 December 03:

“9. ITEMS DIRECTLY TO COMMITTEE

Moved by Councillor Davison

That the following Notices of Motion, including Item 10.1 - Notice of Motion PFC2019-1569, be forwarded to Council in an omnibus motion:

9.1 REFERRED REPORTS

9.1.1 Ending The Payment of the Vacation Pay Retirement Allowance, C2019-1472

9.2 NOTICE(S) OF MOTION

9.2.1 Deeming Calgary 9-1-1 an Essential Service at The City of Calgary, PFC2019-1523

9.2.2 Efficient and Effective Parking Management - Calgary Parking Authority (CPA) becoming a “Controlled Corporation” pursuant to Section 75.1 of the Municipal Government Act (MGA), PFC2019-1510

A Notice of Motion checklist was distributed with respect to Notice of Motion PFC2019 1510.

9.2.3 Rallying Federal Support for Extended Producer Responsibility, PFC2019-1529

9.2.4 Ending the Payment of the City Council Transition Allowance, PFC2019-1552

The following documents were distributed with respect to Notice of Motion PFC2019 1552:

- A revised Notice of Motion; and
- A Notice of Motion checklist.

MOTION CARRIED”

Excerpt from the Minutes of the Combined Meeting of Council, held 2019 November 18-19:

“13.4 Ending The Payment of the Vacation Pay Retirement Allowance, C2019-1472

Moved by Councillor Chahal

Seconded by Councillor Farrell

That pursuant to sections 24 (Advice from officials), and 27 (Privileged information) of the *Freedom of Information and Protection of Privacy Act*, Council now move into Closed Meeting, in the Council Lounge, at 4:13 p.m., to discuss confidential matters with respect to the following Item:

13.4 Ending the Payment of the Vacation Pay Retirement Allowance.

ROLL CALL VOTE

For: (12): Mayor Nenshi, Councillor Carra, Councillor Chahal, Councillor Chu, Councillor Davison, Councillor Demong, Councillor Farkas, Councillor Farrell, Councillor Gondek, Councillor Jones, Councillor Keating, and Councillor Woolley

Against: (3): Councillor Colley-Urquhart, Councillor Magliocca, and Councillor Sutherland

MOTION CARRIED

Council reconvened in Public Meeting at 4:36 p.m. with Mayor Nenshi in the Chair.

Moved by Councillor Demong

Seconded by Councillor Jones

That Council rise without reporting.

MOTION CARRIED

Administration in attendance during the Closed Meeting discussions with respect to C2019-1472:

Clerk: L. Kennedy. Law: J. Floen. Advice: C. Male, M. Brunsdon. Observer: D. Duckworth, M. Lavallee, L. Shikaze.

Moved by Councillor Farkas

Seconded by Councillor Demong

That with respect to Notice of Motion C2019-1472, the following be adopted:

That the closed session discussions remain confidential pursuant to sections 24 (Advice from officials) and 27 (Privileged information) of *FOIP*.

For: (9): Mayor Nenshi, Councillor Carra, Councillor Chahal, Councillor Davison, Councillor Demong, Councillor Farrell, Councillor Jones, Councillor Keating, and Councillor Woolley
Against: (6): Councillor Chu, Councillor Colley-Urquhart, Councillor Farkas, Councillor Gondek, Councillor Magliocca, and Councillor Sutherland

MOTION CARRIED

Moved by Councillor Keating
Seconded by Councillor Demong

That with respect to Notice of Motion C2019-1472, the following be adopted:

That 13.4, Ending the Payment of the Vacation Pay Retirement Allowance Notice of Motion be forwarded to 2019 December 3 Priorities and Finance Committee Meeting in conjunction with the consultant's report C2019-0569 Total Compensation Package.

ROLL CALL VOTE

For: (7): Mayor Nenshi, Councillor Carra, Councillor Chahal, Councillor Davison, Councillor Demong, Councillor Farrell, and Councillor Keating
Against: (8): Councillor Chu, Councillor Colley-Urquhart, Councillor Farkas, Councillor Gondek, Councillor Jones, Councillor Magliocca, Councillor Sutherland, and Councillor Woolley

MOTION DEFEATED

Moved by Councillor Gondek
Seconded by Councillor Keating

That with respect to Notice of Motion C2019-1472, the following be adopted:

To refer Item 13.4, Notice of Motion C2019-1472 to the 2019 December 3 Priorities and Finance Committee meeting for a decision to be recommended by Council.

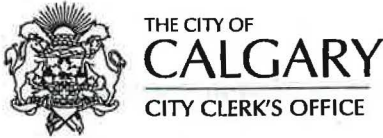
And further, that Council file original Notice of Motion that was distributed titled "Ending the Payment of the Retirement Allowance" and replace with Notice of Motion "Ending the Payment of the Vacation Pay Retirement Allowance".

For: (9): Mayor Nenshi, Councillor Carra, Councillor Chahal, Councillor Davison, Councillor Demong, Councillor Farrell, Councillor Gondek, Councillor Keating, and Councillor Woolley
Against: (5): Councillor Chu, Councillor Colley-Urquhart, Councillor Farkas, Councillor Jones, and Councillor Magliocca

MOTION CARRIED"

ATTACHMENT:

Distributed Notice of Motion, C2019-1472



REVISED

NM _____

NOTICE OF MOTION

CC 661 (R2009-05)

Re: ENDING THE PAYMENT OF THE VACATION PAY RETIREMENT ALLOWANCE

Sponsoring Councillor(s): SHANE KEATING

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.

CITY OF CALGARY
RECEIVED
IN COUNCIL CHAMBER
NOV 18 2019
ITEM: 13.4 C2019-1472
Public Distribution
CITY CLERK'S DEPARTMENT



Signature of Member(s) of Council