



NOTICE OF MOTION

CC 661 (R2009-05)

b) *"Is to have regard to the following principles"...but not limited to:*

- *"Reflect the responsibilities, time commitments and accountability of the position expected by the general public;"*
- *"Comparability to equivalent legislative positions elsewhere in Canada;"*

WHEREAS there is no mechanism in the Bylaw for the general public to be consulted, no allocated budget to undertake citizen consultation, and no review of the CCRC process since coming into force in 2008, and

WHEREAS the CCRC final report to Council in June 2017 went beyond the 25M2015 principle of *"Comparability to equivalent legislative positions elsewhere in Canada;"*

NOW THEREFORE BE IT RESOLVED THAT:

1. An independent review be undertaken (independent of City Administration and Council) to examine:
 - a. Potential changes to the process and decision structure currently in place;
 - b. Best practices for determining municipal elected officials compensation;
 - c. Potential options and recommendations that include, but not be limited to,
 - i. how the general public can be engaged and consulted;
 - ii. Terms of Reference and Bylaw amendments;
 - iii. The extent to which independence can be achieved.
2. Past CCRC members, the public and Members of Council be consulted for their input and views.
3. Report back to Council through the Priorities and Finance Committee no later than March 2018.

Signature of Member(s) of Council



THE CITY OF
CALGARY
CITY CLERK'S OFFICE



09/11/2017

NOTICE OF MOTION

CC 661 (R2009-05)

COUNCIL COMPENSATION REVIEW

Councillor Colley-Urquhart

WHEREAS Council initially passed *The Council Compensation Review Committee (CCRC)* Bylaw 32M2008 to make recommendations to Council regarding compensation for Members of Council which came into force April 2009, and

WHEREAS further amendments were made to Bylaw 32M2008 which came into force January 2011 that included:

- a) "That the Committee submit a written final report with recommendations to Council on or before a date to be set by resolution of Council from time to time."
- b) "Base salary and other compensation such as Deputy Mayor honorarium and committee attendances."
- c) "The Committee shall be supported by The City of Calgary Human Resources Business Unit and by an independent consultant in compensation benchmarking funded through the City Manager."

WHEREAS Bylaw 32M2008 was repealed when Bylaw 25M2015 was adopted by Council in July 2015, and

WHEREAS no Terms of Reference were specifically developed for the CCRC with any of the various versions of the Bylaws, but rather articles were incorporated into the Bylaw, and

WHEREAS the CCRC is not entirely independent of City Administration with the:

- a) City of Calgary Human Resources Business Unit providing administrative support;
- b) City Manager determining and approving discretionary expenses and funding the work of the Committee;

WHEREAS Bylaw 25M2008 directs that the Committee (CCRC):

- a) "Shall review and make recommendations to Council on changes to the process and decision structure currently in place in regard to future adjustments to the elements of compensation considered," and

Signature of Member(s) of Council

BYLAW NUMBER 25M2015

**BEING A BYLAW OF THE CITY OF CALGARY
TO ESTABLISH A COUNCIL COMPENSATION
REVIEW COMMITTEE**

WHEREAS Council has considered C2015-0512 and deems it necessary to establish a new committee to review compensation for members of Council;

**NOW, THEREFORE, THE COUNCIL OF THE CITY OF CALGARY ENACTS AS
FOLLOWS:**

1. There is hereby established a "Council Compensation Review Committee" ("the Committee").
2. The function of the Committee is to make recommendations to Council on remuneration, pension, benefits, and other forms of compensation or levels thereof for Members of Council, including the following:
 - (a) base salary and other compensation such as Deputy Mayor honorarium and committee attendances;
 - (b) benefit plans, including group life, health, dental, short and long term disability insurance and related premiums; and
 - (c) a pension plan.
3. The Committee shall also review and, if it considers it appropriate, make recommendations to Council on changes to the process and decision structure currently in place in regard to future adjustments to the elements of compensation considered pursuant to section 2 of this Bylaw.
4. The Committee is to have regard to the following principles related to remuneration, pension, benefits, and other compensation in determining its recommendations under sections 2 and 3 of this Bylaw:
 - (a) it is desirable to attract the full range of citizens from all walks of life as candidates for Council positions;
 - (b) compensation for Members of Council should reflect the responsibilities, time commitments and accountability of the position expected by the general public;
 - (c) compensation for Members of Council should be consistent with the fiscal and corporate objectives of The City;
 - (d) adjustment to Council compensation should be made on a prudent and timely basis; and
 - (e) compensation for Members of Council should be comparable to equivalent legislative positions elsewhere in Canada.

BYLAW NUMBER 25M201.

5.
 - (1) The Committee shall consist of five citizens, appointed by resolution of Council.
 - (2) In appointing citizens to the Committee, Council must give preference to citizens with expertise in the following areas:
 - (i) business;
 - (ii) labour; and
 - (iii) law.
 - (3) The Mayor is not an ex officio member of the Committee.
 - (4) The members shall elect a Chair at the first meeting of the Committee.
6. The functions of the Committee and its members shall extend only until Council receives a final report from the Committee. If a member resigns or is unable to continue to serve, Council shall appoint a replacement.
7. The Committee shall be supported by The City of Calgary Human Resources business unit and by an independent consultant in compensation benchmarking funded through the City Manager.
8. The members of the Committee shall only be reimbursed for reasonable expenses of attending meetings, as determined in the discretion of the City Manager.
9. The Committee shall submit a written report to Council, with its recommendations pursuant to sections 2 and 3, on or before May 2017.
10. Bylaw 32M2008 is repealed.

BYLAW NUMBER 25M2015

11. The Bylaw comes into force on the day it is passed.

READ A FIRST TIME THIS 27TH DAY OF JULY, 2015.

READ A SECOND TIME, AS AMENDED, THIS 27TH DAY OF JULY, 2015.

READ A THIRD TIME, AS AMENDED, THIS 27TH DAY OF JULY, 2015.



MAYOR

SIGNED THIS 28TH DAY OF JULY, 2015.



CITY CLERK

SIGNED THIS 28TH DAY OF JULY, 2015.