

OFFICE CONSOLIDATION

BYLAW NUMBER 32M2008

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



(Amended by Bylaw Number's 29M2009, 8M2011)

WHEREAS Council ADOPTED AOCC08-33 at its meeting of 2008 May 12 to again structure a 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/L 8M2011, 2011 January 24)
 - (b) benefit plans, including group life, health, dental, short and long term disability insurance and related premiums;
 - (c) a pension plan;
 - (d) DELETED BY BYLAW 8M2011, 2011 JANUARY 24.
 - (e) DELETED BY BYLAW 8M2011, 2011 JANUARY 24.
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) attract the full range of citizens from all walks of life as candidates for Council positions;
 - (b) reflect the responsibilities, time commitments and accountability of the position expected by the general public;

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- (c) consistency with the fiscal and corporate objectives of The City;
- (d) adjustment should be made on a prudent and timely basis; and
- (e) comparability to equivalent legislative positions elsewhere in Canada.

5. The Committee shall consist of five members, appointed by resolution of Council. The Mayor is not an ex officio member of the Committee. 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.

(B/L 8M2011, 2011 January)

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 final report to Council, with its recommendations pursuant to Sections 2 and 3, on or before a date to be set by resolution of Council from time to time.

(B/L 29M2009, 2009 April 27)

10. Bylaws 31M2002, 46M2002, 28M2005, 46M2005, 17M2006, 29M2006 and 39M2006 are repealed.
11. This Bylaw shall come into force on the day it is passed.

READ A FIRST TIME THIS 23RD DAY OF JUNE, 2008.

READ A SECOND TIME THIS 23RD DAY OF JUNE, 2008.

READ A THIRD TIME THIS 23RD DAY OF JUNE, 2008.

(Sgd.) D. Bronconnier
MAYOR

(Sgd.) D. Garner
CITY CLERK

BYLAW NUMBER 8M2011

**BEING A BYLAW OF THE CITY OF CALGARY
TO AMEND BYLAW 32M2008, THE COUNCIL
COMPENSATION REVIEW COMMITTEE BYLAW**

WHEREAS Council has passed Bylaw 32M2008, which established the Council Compensation Review Committee to make recommendations to Council regarding compensation for Members of Council;

AND WHEREAS Council deems it advisable to amend Bylaw 32M2008;

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

1. Bylaw 32M2008, The Council Compensation Review Committee Bylaw, as amended, is hereby further amended.
2. Subsection 2(a) is deleted and replaced with the following:

 “(a) base salary and other compensation such as Deputy Mayor honorarium and committee attendances;”
3. Subsections 2(d) and (e) are deleted.
4. Section 7 is deleted and replaced with the following:

 “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.”
5. This Bylaw comes into force on the day it is passed.

READ A FIRST TIME THIS 24TH DAY OF JANUARY, 2011.

READ A SECOND TIME THIS 24TH DAY OF JANUARY, 2011.

READ A THIRD TIME THIS 24TH DAY OF JANUARY, 2011.



MAYOR

SIGNED THIS 24TH DAY OF JANUARY, 2011.



ACTING CITY CLERK

SIGNED THIS 24TH DAY OF JANUARY, 2011.

BYLAW NUMBER 29M2009

**BEING A BYLAW OF THE CITY OF CALGARY
TO AMEND BYLAW 32M2008, THE COUNCIL
COMPENSATION REVIEW COMMITTEE BYLAW**

WHEREAS Council has passed Bylaw 32M2008, The Council Compensation Review Committee Bylaw to make recommendations to Council regarding compensation for Members of Council;

AND WHEREAS Council at its Meeting of 2009 January 26 has deemed it advisable to consider the appointment of the Council Compensation Committee;

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

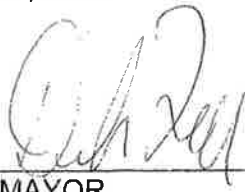
1. Bylaw 32M2008, The Council Compensation Review Committee Bylaw, as amended, is hereby further amended.
2. Section 9 is deleted and the following substituted therefor:

"9. The Committee shall submit a written final report to Council, with its recommendations pursuant to Sections 2 and 3, on or before a date to be set by resolution of Council from time to time."
3. This Bylaw comes into force on the date it is passed.

READ A FIRST TIME THIS 27TH DAY OF APRIL, 2009.

READ A SECOND TIME THIS 27TH DAY OF APRIL, 2009.

READ A THIRD TIME THIS 27TH DAY OF APRIL, 2009.



DEPUTY MAYOR
SIGNED THIS 27TH DAY OF APRIL, 2009.



CITY CLERK
SIGNED THIS 27TH DAY OF APRIL, 2009.

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.

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.

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.