

## **COUNCIL COMPENSATION REVIEW COMMITTEE – RESIGNATION AND APPOINTMENT**

### **EXECUTIVE SUMMARY**

The City Clerk's Office received notification of a resignation on the Council Compensation Review Committee.

### **CITY CLERK'S RECOMMENDATION(S)**

That the Priorities and Finance Committee recommend that Council:

1. Accept the resignation of Leonard Fotabong from his position on the Council Compensation Review Committee, and that he be thanked for his service;
2. Appoint a new public member to the Council Compensation Review Committee for completion of a term set to expire when the mandate of the Council Compensation Review Committee is complete;
3. Direct that Report PFC2017-0105 remain confidential pursuant to Sections 17(1) and 19 of the *Freedom of Information and Protection of Privacy Act* until Council rises and reports on the matter; and
4. Direct that Attachments 2 and 3 remain confidential pursuant to Sections 17(1) and 19 of the *Freedom of Information and Protection of Privacy Act*.

### **RECOMMENDATION OF THE PRIORITIES AND FINANCE COMMITTEE, DATED 2017 JANUARY 31:**

That Council:

1. Accept the resignation of Leonard Fotabong from his position on the Council Compensation Review Committee, and that he be thanked for his service;
2. Appoint **Jonathan (Rob) Caswell** to the Council Compensation Review Committee for completion of a term set to expire when the mandate of the Council Compensation Review Committee is complete;
3. Direct that Report PFC2017-0105 remain confidential pursuant to Sections 17(1) and 19 of the *Freedom of Information and Protection of Privacy Act* until Council rises and reports on the matter; and
4. Direct that Attachments 2 and 3 remain confidential pursuant to Sections 17(1) and 19 of the *Freedom of Information and Protection of Privacy Act*.

### **PREVIOUS COUNCIL DIRECTION / POLICY**

At the 2016 October 24 Organizational Meeting of Council, Council appointed Leonard Fotabong as a public member to serve on the Council Compensation Review Committee ("CCRC") for a term set to expire when the mandate of the CCRC is complete.

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### **BACKGROUND**

As provided in Bylaw 25M2015, being a Bylaw of the City of Calgary to establish a Council Compensation Review Committee, the function of the CCRC 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.

The functions of the CCRC and its members extend only until Council receives a final report from the CCRC.

The full composition of the CCRC is five members, appointed by resolution of Council (Attachment 1).

### **INVESTIGATION: ALTERNATIVES AND ANALYSIS**

On 2017 January 17, Leonard Fotabong submitted his resignation to the Chair of the CCRC. The resignation is detailed in Attachment 2. In accordance with the Bylaw 25M2015, if a member of the CCRC resigns or is unable to continue to serve, Council shall appoint a replacement. For Council's consideration, this report brings forward eligible applicants who expressed an interest in serving on the CCRC through the City Clerk's Office 2016 Boards, Commissions and Committees recruitment campaign (Attachment 3). In appointing public members to the CCRC, Council must give preference to citizens with expertise in the following areas:

- i) business;
- ii) labour; and
- iii) law.

### **Stakeholder Engagement, Research and Communication**

On 2017 January 18, the City Clerk's Office contacted eligible applicants, who did not receive an appointment to a Board, Commission or Committee during the 2016 Organizational Meeting of Council, to confirm their continued interest in serving on the CCRC. Only those eligible applicants who expressed a continued interest are provided in Attachment 3.

### **Strategic Alignment**

This report aligns with Council's priority of a well-run city: "Calgary's government is open, responsive, accountable and transparent, delivering excellent services at a fair price. We work with our government partners to ensure we have the tools we need" (*Action Plan 2015-2018*). Further, this report aligns with strategy W5: "Regularly collaborate and engage citizens to encourage participation in City decision-making, and better communicate the reasons for the decisions".

### **Social, Environmental, Economic (External)**

No social, environmental, or external economic implications have been identified.

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**Financial Capacity**

**Current and Future Operating Budget:**

There are no current and future operating budget impacts.

**Current and Future Capital Budget:**

There are no current and future capital budget impacts.

**Risk Assessment**

The CCRC advised the City Clerk's Office of a potential risk with respect to meeting quorum. With only four members remaining on the CCRC, and the quorum requirement being three members, there is a risk that quorum may be lost at subsequent CCRC meetings. Future losses of quorum may impact the mandate of the CCRC, who is expected to present at least a preliminary report to Council in 2017 May and forward a final report to Council on or before 2017 July. This risk will be mitigated when Council appoints a new public member to the CCRC.

**REASON(S) FOR RECOMMENDATION(S):**

Leonard Fotabong, a public member serving on the Council Compensation Review Committee, resigned from his position creating a vacancy.

**ATTACHMENT(S)**

1. Council Compensation Review Committee Composition
2. Resignation
3. Council Compensation Review Committee eligibility requirements and applications