

McDougall, Libbey C.

From: Bilous, Christine
Sent: Thursday, January 05, 2017 12:25 PM
To: McDougall, Libbey C.
Cc: Lord Charest, Julien
Subject: FW: Council Questions Draft



-----Original Message-----

From: son.chaiying@gmail.com [<mailto:son.chaiying@gmail.com>]
Sent: Wednesday, January 04, 2017 7:05 PM
To: aprilmaureen11@yahoo.ca; ron.bezanson@gmail.com; Peter Bowal; fotabright@yahoo.com
Cc: Bilous, Christine; Lord Charest, Julien
Subject: Council Questions Draft

Committee Members,

Below are the questions I have proposed for the council survey. I have framed the questions as statements and hope to have individuals agree or disagree based on a scale of 1 to 5. I also intend to allow for comments to ensure we receive quantitative and qualitative information from the survey that we can analyze as part of the total review. Looking forward to hearing your feedback tomorrow.

1) Based on my workload and time spent, I am fairly paid for my role (total compensation/rewards).

Please choose one of the following:

1 2 3 4 5 (1 indicates highly disagree, 5 indicates highly agree)

Comments: _____

2) I believe my total compensation/rewards package should be based on (amongst other principles) the principle of attracting future talent to council roles.

Please choose one of the following:

1 2 3 4 5 (1 indicates highly disagree, 5 indicates highly agree)

Comments: _____

3) I believe my total compensation/rewards package should be based on (amongst other principles) the principle of being consistent with fiscal and corporate objectives of the City of Calgary.

Please choose one of the following:

1 2 3 4 5 (1 indicates highly disagree, 5 indicates highly agree)

Comments: _____

4) I believe the existing methodology, timing/duration, and process are the best ways to review and determine council's pay.

Please choose one of the following:

1 2 3 4 5 (1 indicates highly disagree, 5 indicated highly agree)

Comments: _____

5) Do you have any other feedback on your total compensation package or on the compensation review process:

Comments: _____

Best regards,
Chai Son