

Calgary 

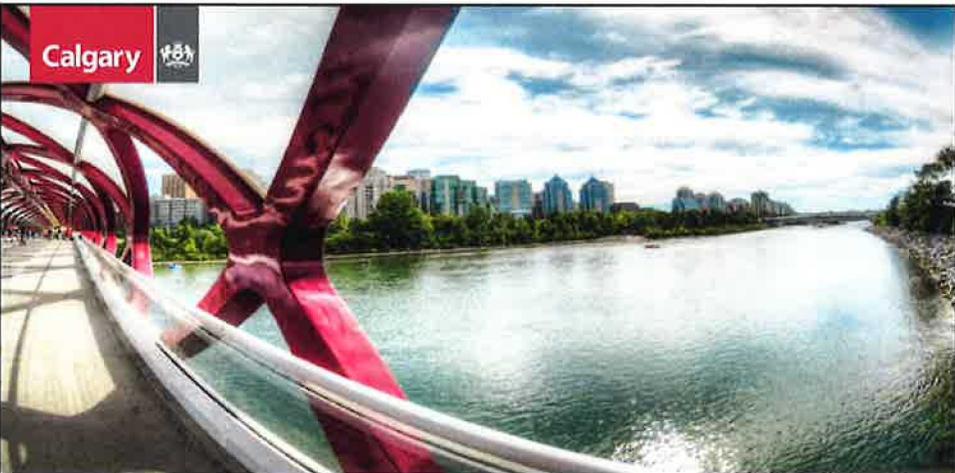


Elected Officials
Remuneration, Benefits, Pension and Saving Programs



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Remuneration

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Remuneration

- Remuneration as of 2016 January 1:
 - Mayor - \$218,306.05 annually; taxable
 - Councillors - \$116,312.54 annually; taxable
- Pay adjustments every Jan. 1 based on the previous 12 months average weekly earnings of Alberta

Remuneration (cont'd)

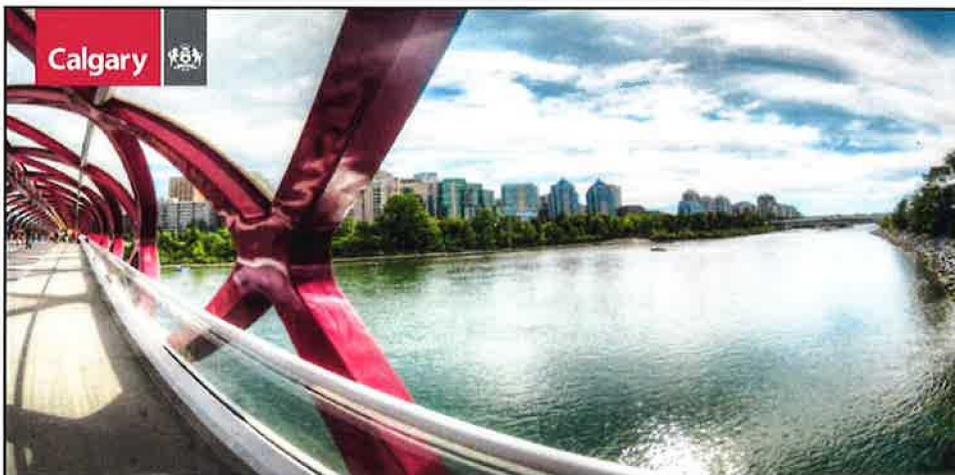
- Compulsory Deductions
 - Income Tax
 - Canada Pension Plan
- Elected Officials are not eligible for Employment Insurance, therefore no deductions for EI



Remuneration (cont'd)

- Car allowance
 - Mayor - provided with a City-owned vehicle for business and personal use
 - Councillors - \$9,400 per annum payable bi-weekly (\$361.53/pay), taxable

- Parking space provided at the City Hall complex



Benefits



Benefit Philosophy

- From 2006 Council Compensation Review
 - Medical and dental benefits for Council to correspond to benefits provided to The City's Senior Management
- Since that time, The City's Senior Management has a choice of selecting the different levels of medical and dental benefits, while Council has no choice



Benefit Philosophy (cont'd)

- Current benefits for Council are:
 - Medical and dental benefits equal to Level 2 of the Municipal Employees Benefit Association of Calgary benefits plan
 - No Sickness & Accident
 - No Long Term Disability for Councillors.
The Mayor does have an individual Long Term Disability policy where The City pays 50% of the premiums
 - Some benefits are optional
- Details at calgary.ca/benefits



Benefits

- **Mandatory Benefits**
 - Basic Life Insurance
 - Health Spending Account (HSA)
 - Flexible Spending Account (FSA)
 - Employee & Family Assistance Program (EFAP)
 - Business Travel Insurance
 - Executive Health Assessments



Benefits (cont'd)

- **Basic Life Insurance**
 - 2 times annual salary, rounded to next \$1,000
 - Benefit paid in lump sum to beneficiary
 - 100% City paid premium
 - Bi-weekly premium rate: \$0.06692/\$1,000 (2016)

Benefits (cont'd)

- Health Spending Account (HSA)
 - \$300 credits annually
 - Used for reimbursement of health-related expenses – non-taxable plan
 - 100% City paid

Benefits (cont'd)

- Flexible Spending Account (FSA)
 - \$3,000 credits annually
 - Allocate credits to:
 - A non-taxable plan – used for health and dental services; or
 - A taxable plan – paid out as cash; or
 - A combination of both
 - 100% City paid



Benefits (cont'd)

- Employee & Family Assistance Program
 - Access to services available from the provider Homewood Health such as counseling, childcare, eldercare, nutritional consultation, legal and financial advice
 - 100% City paid



Benefits (cont'd)

- Business Travel Insurance
 - 24 hour protection while on business and related personal travel
 - Up to \$1,000,000 for emergency out of country medical expenses
 - Accidental death benefit of \$400,000
 - 100% City paid



Benefits (cont'd)

- Executive Health Assessments
 - Provided by Medisys
 - Services such as medical assessments, lab testing, cardiovascular assessment, lifestyle assessment, etc.
 - 100% City paid



Benefits (cont'd)

- Optional Benefits
 - Optional & Spousal Life Insurance
 - Extended Health Care (EHC)
 - Dental Care



Benefits (cont'd)

- Optional Life Insurance
 - Participation in plan is optional
 - Available in units of \$10,000 up to 5 times annual salary
 - Spousal coverage is available in units of \$10,000 up to a maximum of \$400,000
 - Premium rates are age banded, by gender, and by smoker/non-smoker status
 - 100% paid by Elected Official



Benefits (cont'd)

- Optional Life Insurance Bi-Weekly Premium Rates per \$10,000 of coverage (2016):

Age Band	Male		Female	
	Non-Smoker	Smoker	Non-Smoker	Smoker
< 30	\$0.19	\$0.37	\$0.14	\$0.19
30-34	\$0.23	\$0.41	\$0.14	\$0.19
35-39	\$0.33	\$0.51	\$0.19	\$0.28
40-44	\$0.37	\$0.69	\$0.26	\$0.41
45-49	\$0.60	\$1.21	\$0.41	\$0.65
50-54	\$0.97	\$1.81	\$0.65	\$0.97
55-59	\$1.67	\$2.73	\$1.06	\$1.62
60-64	\$2.60	\$3.89	\$1.62	\$2.46



Benefits (cont'd)

- Extended Health Care (EHC)
 - Participation in plan is optional
 - Includes:
 - Prescription Drugs: 90% reimbursement
 - Hospital and Health services: 100% reimbursement
 - Paramedical: \$800 per year combined services
 - Vision Care: \$400 every 24 consecutive months
 - Out of Province Emergency Medical Travel
 - Premiums are cost shared



Benefits (cont'd)

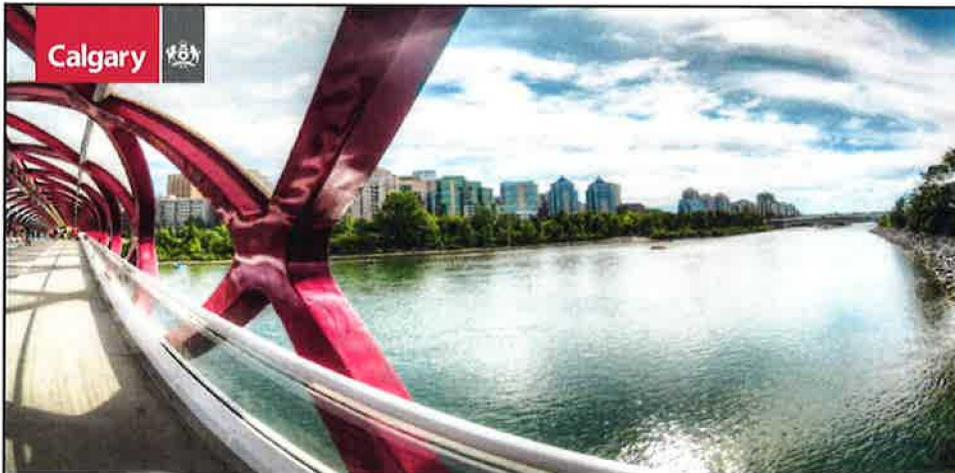
- Dental Care
 - Participation in plan is optional
 - Includes:
 - Basic Services: 90% reimbursement
 - Major Restorative Services: 80% reimbursement
 - Maximum per year: \$1,500 Basic and Major combined
 - Dependent Orthodontia: 50% reimbursement subject to a maximum of \$2,000 lifetime
 - Premiums are cost shared



Benefits (cont'd)

➤ Bi-weekly premium rates (2016):

	Single		Family	
	City	Elected Official	City	Elected Official
EHC	\$44.30	\$3.60	\$88.60	\$7.20
Dental Care	\$23.20	\$1.70	\$46.40	\$3.40



Pensions & Savings Plans



Pension & Savings Plans

- Optional Plans
 - Elected Officials Pension Plan (EOPP)
 - Elected Officials Supplementary Plan (EOSP)
 - Group RRSP
 - Canada Payroll Savings Program
 - Retirement and Financial Counselling



Pension & Savings Plans (cont'd)

- EOPP
 - Participation in plan is optional
 - Defined Benefit Pension Plan
 - Registered with Canada Revenue Agency (CRA)
 - Formula = 2% x best 36 months average earnings, up to CRA maximum pension, x credited service
 - CRA registered pension plan maximum is \$144,500 in 2016
 - Contributions
 - Employee: 9% of bi-weekly remuneration
 - City: 18.64% of bi-weekly remuneration



Pension & Savings Plan (cont'd)

- EOSP
 - Mayor only qualifies at this time because his earnings are above the CRA maximum
 - Defined Benefit Pension Plan
 - Not a registered plan
 - Formula: 2% x best 36 months average earnings, over and above CRA maximum pension (\$144,500), x credited service
 - Contributions
 - The City is responsible for the full cost of the EOSP



Pension & Savings Plans (cont'd)

- Group RRSP
 - Participation in plan is optional
 - Minimum contribution of \$25 bi-weekly
- Canada Payroll Savings Program
 - Participation in plan is optional
 - Annual enrolment is October
 - Minimum contribution of \$10 bi-weekly

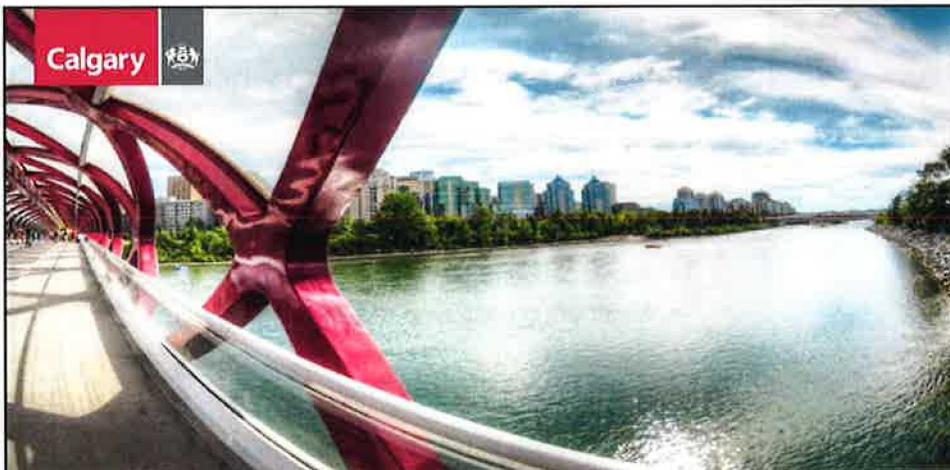


Pension & Savings Plans (cont'd)

➤ Retirement and Financial Counselling

A one time service including:

- Investment planning
- Income tax preparation
- Income tax planning
- Will and estate planning
- Retirement planning



Benefits Upon Departure



Benefits Upon Departure

- Benefits are available to Elected Officials who have:
 - resigned, or
 - choose not to run for re-election; or
 - retire; or
 - are defeated

- Benefits upon Departure:
 - Transition Allowance
 - Extended Health, Dental Care and Life Insurance



Benefits Upon Departure

- Transition Allowance
 - paid upon leaving office
 - based on 2 weeks pay for each completed year in office, maximum of 26 years of service
 - payment subject to income tax



Benefits Upon Departure (cont'd)

- Extended Health, Dental Care and Life Insurance
 - Coverage is provided through The City of Calgary Retiree Benefit Plan



Benefits Upon Departure (cont'd)

- Full Benefit Coverage
 - Eligible if served 2 consecutive terms of office
 - Coverage continues for *two years* after leaving office, up to age 65, death, or the date no longer a resident of Canada whichever first occurs
- Partial Benefit Coverage
 - Eligible if served *less than 2* consecutive terms of office
 - Coverage continues for *one year* after leaving office, up to age 65, death, or the date no longer a resident of Canada, whichever first occurs
- Retirement Benefit Coverage
 - Eligible if *retires* from public service and have served at least two consecutive terms of office and reached a *minimum age of 55 year*
 - Coverage continues *to age 65*, death, or the date no longer a resident of Canada, whichever first occurs



Benefits Upon Departure (cont'd)

Retiree Benefit Plan Description

- Optional Benefits
 - Basic Life Insurance
 - Extended Health Care
 - Dental Care



Benefits Upon Departure (cont'd)

Retiree Benefit Plan Description (cont'd)

- Basic Life Insurance
 - Participation in plan is optional
 - Selection of one of the following benefits:
 - 2 times annual salary
 - 1 ½ times annual salary
 - 1 times annual salary
 - ½ times annual salary
 - The amount of coverage reduces each year to a death benefit at age 65 (if applicable)
 - Premiums are cost shared 50%/50%
 - Monthly premium rate: \$0.50/\$1,000 (2016)



Benefits Upon Departure (cont'd)

Retiree Benefit Plan Description (cont'd)

- Extended Health Care (EHC)
 - Participation in plan is optional
 - Includes:
 - Prescription Drugs: 80% reimbursement
 - Hospital and Health services: 100% reimbursement
 - Paramedical: \$300 per year combined services
 - Vision Care: \$200 every 24 months
 - Out of Province Emergency Medical Travel (30 day trip)
 - Overall Maximum: \$30,000 per year
 - Premiums are cost shared 50%/50%



Benefits Upon Departure (cont'd)

Retiree Benefit Plan Description (cont'd)

- Dental Care
 - Participation in plan is optional
 - Includes:
 - Basic Services: 80% reimbursement
 - Major Restorative Services: 80% reimbursement
 - Maximum per year: \$1,500 Basic and Major combined
 - Dependent Orthodontia: 50% reimbursement subject to a maximum of \$1,500 lifetime
 - Premiums are cost shared 50%/50%

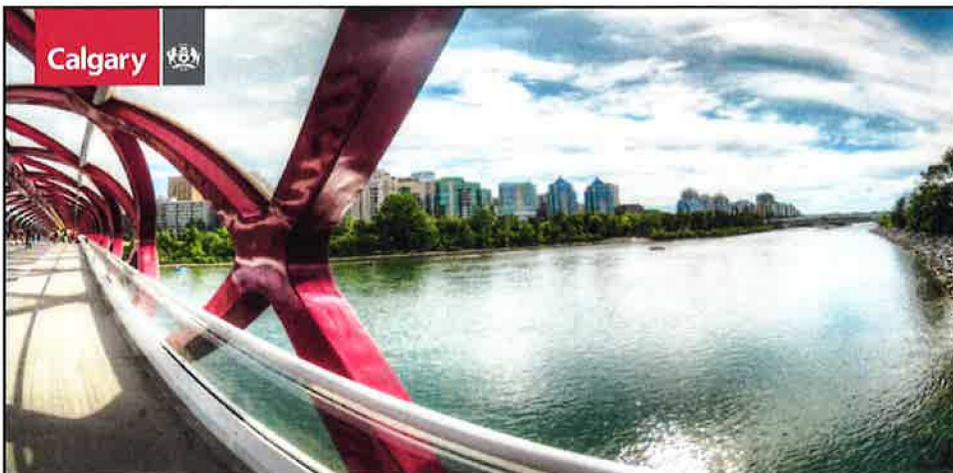


Benefits Upon Departure (cont'd)

Retiree Benefit Plan Description (cont'd)

- EHC and Dental Care monthly premium rates (2016):

	Single		Family	
	City	Elected Official	City	Elected Official
EHC	\$48.27	\$48.27	\$97.96	\$97.96
Dental Care	\$23.91	\$23.91	\$47.81	\$47.81



Previous Council Committee Reviews



Previous Council Committee Reviews

- In the 2003 Committee report, it was noted that Councillors do not receive Long Term Disability coverage, but do receive a more generous retirement plan than those of most other municipalities surveyed.

Councillors should, however, be encouraged to consider securing personal Long Term Disability coverage.



Previous Council Committee Reviews

- In the 2006 Committee report, it was recommended that the City Administration investigate the implementation of group Long Term Disability coverage.

Council at that time, did not approve this recommendation.