



Board, Commission and Committee Public Member Remuneration and Expense Policy

2024 March 12 Executive Meeting

EC2024-0037

Recommendations

That with respect to Report EC2024-0037, the Executive Committee recommend that Council:

1. Adopt the proposed Council Policy on “Remuneration and Expenses for Public Members Serving on Council-Established Boards, Commissions and Committees” (Attachment 1), to be effective 2026 January 1;
2. Direct Administration to develop and present a budget submission to Mid-Cycle Adjustments to Service Plans and Budgets to support the direct and related administration costs of implementing the proposed Council Policy; and
3. Direct that Confidential Attachment 3B remain confidential pursuant to section 17 (Disclosure harmful to personal privacy) of the *Freedom of Information and Protection of Privacy Act*.

Background

At the 2023 January 24, Regular Meeting of Council, Administration was directed to create an equitable remuneration and expense policy for all Council-established Boards, Commissions and Committees (“BCCs”) with Public Member appointees.

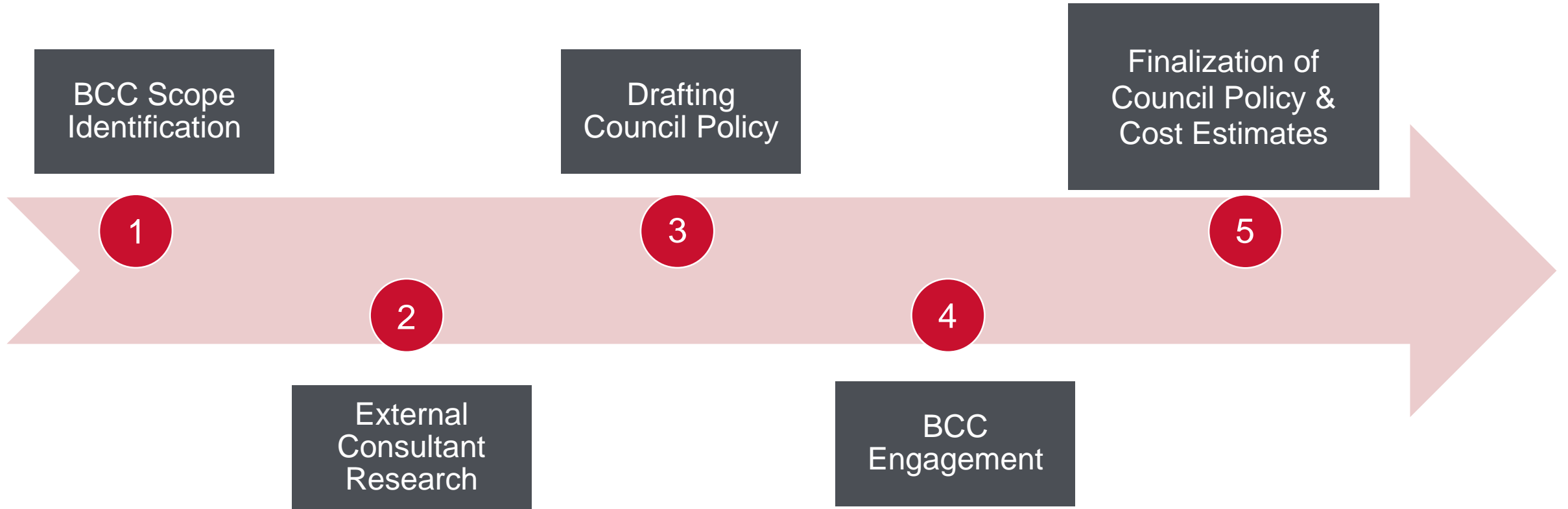


Highlights

- The proposed Council Policy will help recognize the value of service, knowledge, and contributions of Public Members
- Reduce barriers and create more opportunities for participation
- Contributes to good governance
- Strategic alignment to Council's Strategic Direction:
 - Social Resilience
 - Promoting community engagement and participation



Project Phases



In-Scope BCCs

Advisory Committee on Accessibility

Anti-Racism Action Committee

Arts Commons Advisory Committee

[Assessment Review Board*](#)

Audit Committee

Beltline Community Investment Fund Committee

BiodiverCity Advisory Committee

Calgary Aboriginal Urban Affairs Committee

Calgary General Hospital Legacy Fund Review Committee

Calgary Planning Commission

[Calgary Police Commission*](#)

Calgary Salutes Coordinating Committee

Education and Training Subcommittee

Friends of HMCS Calgary Subcommittee

Heritage and History Subcommittee

Calgary Transit Access Eligibility Appeal Board

Climate Advisory Committee

[Combative Sports Commission*](#)

Community Peace Officer Oversight Committee

Council Advisory Committee on Housing (begin Oct. 2024)

Event Centre Committee

[Green Line Board*](#)

Licence and Community Standards Appeal Board

Multisport Fieldhouse Committee

Social Wellbeing Advisory Committee

[Subdivision and Development Appeal Board*](#)

Urban Design Review Panel

[Ward Boundary Commission*](#)

[*BCCs with bylaws stipulating remuneration](#)



External Consultant

- Conducted research to inform Council Policy development
- Sample of 10 BCCs
- Interview and Survey of BCC Chairs, Co-Chairs, vice-Chairs, and Administrative Resources

SAGE Recommendations:

- Equitable remuneration for all BCC Public Members
- Remuneration rates be, at least, comparable to Edmonton
- Expense reimbursements for all BCC Public Members
- Compensation for technology expenses
- Council Policy should be used to reduce barriers to participation and advance Council initiatives
- BCCs to get adequate resources to fulfill their mandates
- Additional consultation be conducted with all BCCs on draft policy



Remuneration Considerations

Participation at BCC regular meetings

Preparation and other duties

Council-established subcommittees

Civic Partners, Business Improvement Areas, and Wholly Owned Subsidiaries

Organization Representatives on BCCs

Option to opt-out



Proposed Rates

Proposed Remuneration Rates for Public Members

	Up to and including 2 hours in a day	More than 2 hours and up to and including 4 hours in a day	More than 4 hours in a day
<i>Public Member</i>	\$100	\$180	\$350
<i>Public Member Co-Chairs, Vice-Chairs</i>	\$125	\$225	\$415
<i>Public Member Chairs</i>	\$150	\$270	\$475



Allowances and Expenses



Parking or
Transit



Meals



Technology



Accessibility
Support



Dependent
Care



BCCs Engagement: Feedback Themes

Dependent Care

Accessibility

Pre and Post Meeting Remuneration

Equity vs Equality

Remuneration Rate

Defining Terms to Provide Clarity

Stipend in Place of Expenses

Administrative Work

Opting Out

Organizational Representatives



Finalization of Council Policy

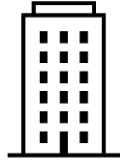




Cost Estimates

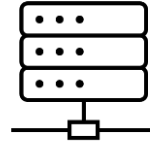
Total Estimated Cost to Implement Proposed Policy	
Direct Costs (rounded)	
Meeting Remuneration	\$ 429,000
Expense Reimbursement (Transit, parking, meals, dependent care)	\$ 98,000
Technology Allowance	\$ 109,000
Other Expenses payable in the policy, such as, accessibility supports	\$ 13,000
Estimated additional two BCCs created	\$ 60,000
Contingency (10%)	\$ 71,000
Total Estimated Direct Costs	\$ 780,000
Indirect Costs (rounded)	
Two Limited-Term Resources	\$ 274,000
Three Permanent Resources	\$ 321,000
Total Estimated Indirect Costs	\$ 595,000
Total Estimated Annual Indirect Costs (Year 1)	\$ 383,000
Total Estimated Annual Direct and Indirect Costs (Year 2)	\$ 1,380,000
Total Estimated Annual Direct and Indirect Costs (Year 3+)	\$ 1,100,000

Implications



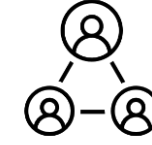
CORPORATE COSTS

- High-level estimate at \$1,380,000



SERVICE PLANS AND BUDGETS

- Departmental remuneration costs
- Incremental administrative resourcing
- 2 temporary resources and 3 permanent resources



HUMAN RESOURCES AND PAYROLL

- Estimated 257 impacted Public Members
- Approximately 60 Public Members already receiving remuneration

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