

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.

READ A FIRST TIME THIS ___ DAY OF _____, 2015.

READ A SECOND TIME THIS ___ DAY OF _____, 2015.

READ A THIRD TIME THIS ___ DAY OF _____, 2015.

MAYOR
SIGNED THIS ___ DAY OF _____, 2015.

CITY CLERK
SIGNED THIS ___ DAY OF _____, 2015.