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# Calgary Compensation Review Committee: Final Report

November 2, 2020

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# Final Report Determinations

Per Bylaw 30M2019

In reviewing the Members of Council's Compensation Package and developing its recommendations the Committee shall make the following determinations in its Final Report:

a

review the current Members of Council Compensation Package and **determine whether it is competitive and can attract municipal candidates who are reflective of Calgary's population**

b

determine if the current Council Compensation Package is competitive and fair based on market research

c

determine if the Council Compensation Package **reflects the responsibilities, time commitments and accountability** of Members of Council expected by the general public

d

determine and define the criteria to be used to determine the Base Salary for Members of Council

e

**benchmark and assess if Members of Council's Compensation Package is comparable to equivalent municipally elected positions elsewhere in Canada**

# Factors to be acknowledged

## Local Economic Conditions

- Economic impacts of COVID-19 and commodity price volatility and resulting 15%+ local unemployment, business closures, etc.
- Wage rollbacks in the private sector; discussions of potential renegotiation in public sector.
- Expected fiscal challenges across all levels of government, including at the municipal level in Calgary.

## Contribution of Members of Council

- Members of Council often work long hours, and represent the second largest number of constituents per ward in the peer group.
- Demanding roles including challenges of being in the public eye.
- Calgary's members of Council have accepted pay reductions, or no increases for the past 4 consecutive years.

# Recommendations

1. Unprecedented circumstances stemming from COVID-19 have skewed the Alberta Average Weekly Earnings (“AWE”) calculation normally used to determine Council pay adjustments. We therefore recommend no salary adjustment for Calgary members of Council in 2021.
2. The AWE continues to be the appropriate index to adjust members of Council’s compensation; based on a monthly AWE average from September to September each year.
3. Provide members of Council with Workers Compensation Benefits coverage.
4. On a go-forward basis, discontinue credited service in the Supplementary Pension Plan, while preserving accrued benefits.
5. Transition Allowance Amendment: If a member of Council leaves voluntarily (i.e. chooses not to stand for re-election, retires, resigns), cap payable amount of Transition Allowance at 2 weeks per year of service to a maximum of 26 weeks.

No other changes are recommended.

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# Rationale

- Base Pay – Calgary’s Councillors and Mayor are the 3<sup>rd</sup> highest paid in the comparator group (behind Toronto, and Edmonton). However, on a per capita basis, our City Council salary costs \$1.44/yr, which is the second lowest in the peer group.
- Pay Adjustments – Calgary’s members of Council have had no pay increases in 2019 and 2020. All other comparators increased pay by an average of 2.45% in 2019 and 1.66% in 2020.
- Supplemental Pension Plan – This benefit is unique to Calgary among the comparator group. Therefore, in considering the entire compensation package, this benefit is not competitively justified.
- Workers’ Compensation Benefits – The opportunity for on-the-job injury is present for members of Council, therefore we recommend providing WCB coverage, in-line with >90% Alberta’s workforce.
- Transition Allowance – The survey demonstrates that the current Transition Allowance benefit is acceptable. However, we have recommended an adjustment to more closely align with the benefit’s purpose.

# Summary of Benchmark Survey Results

City	Population (2016 Sensus)		Population / Councillors		2020 Annual Base		Councillor 2020 Annual Base Salary		Council Salary Cost Per Capita	
		Rank		Rank		Rank		Rank		Rank
<b>Calgary</b>	<b>1,239,220</b>	<b>2</b>	<b>88,516</b>	<b>2</b>	<b>\$200,586</b>	<b>3</b>	<b>\$113,526</b>	<b>3</b>	<b>\$1.44</b>	<b>10</b>
Edmonton	932,546	4	77,712	3	\$206,511	1	\$116,672	2	\$1.72	7
Toronto	2,731,539	1	109,262	1	\$201,282	2	\$119,519	1	\$1.17	11
Ottawa	934,243	3	40,619	9	\$188,996	5	\$105,684	4	\$2.80	3
Mississauga	721,599	5	65,600	4	\$144,295	10	\$91,700	7	\$1.60	8
Winnipeg	705,224	6	47,015	8	\$183,459	6	\$98,562	5	\$2.36	4
Vancouver	631,486	7	63,149	6	\$181,314	7	\$91,298	9	\$1.73	6
Brampton	593,638	8	59,364	7	\$144,295	11	\$91,700	8	\$1.79	5
Surrey	517,887	9	64,736	5	\$150,576	9	\$76,795	10	\$1.48	9
Halifax	409,131	10	27,275	10	\$190,072	4	\$92,258	6	\$3.85	1
Saskatoon	246,376	11	24,638	11	\$151,015	8	\$69,467	11	\$3.43	2

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# Discussion & Thank you

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