

**Council Compensation Review Committee Report to  
Regular Meeting of Council  
2024 December 17**

**ISC: UNRESTRICTED  
C2024-1309**

## **Final Report of the Council Compensation Review Committee**

### **PURPOSE**

The purpose of this Report is to bring forward the Council Compensation Review Committee's ("CCRC" or "the Committee") recommendations and Final Report to Council.

### **PREVIOUS COUNCIL DIRECTION**

At its 2023 October 24 Organizational Meeting of Council, Council adopted Bylaw 49M2023 to establish a CCRC. Bylaw 49M2023 requires that the CCRC present its final report to Council no later than December 31 of the year prior to a general election.

At its 2017 May 29 Combined Meeting, Council adopted the recommendations of Report CCRC2017-0508 and directed that "Council vote, before each election, to accept or reject the use of the Alberta Average Weekly Earnings (AWE) indicator for the next 4 year term."

More information on Background and Previous Council Direction can be found in Attachment 1.

### **RECOMMENDATIONS:**

That Council adopt the recommendations of the Council Compensation Review Committee contained in its Final Report (Attachment 2), effective for the next term of Council.

### **HIGHLIGHTS**

- Since 2003, Council has periodically established a Council Compensation Review Committee to conduct an impartial review of, and make recommendations on, the compensation package that Members of Council receive.
- The CCRC consists of five Public Members appointed by Council based on their experience in one or more of the following areas: municipal government, human resources, compensation, business or law.
- Administration provided resources from the City Clerk's Office and the Human Resources business unit to support the Committee.
- Bylaw 49M2023 provides that the CCRC is disbanded following the presentation of this final report to Council.

### **DISCUSSION**

The CCRC's mandate is detailed in Part III of Bylaw 49M2023 and includes "...an impartial review and assessment of the following: (a) the compensation package that *Members of Council* receive; and (b) the compensation provided to *Councillors' Assistants*."

As provided for in Section 17 of Bylaw 49M2023, the CCRC retained a third-party service provider, Gallagher Benefit Services ("Gallagher"), to aid its work. Gallagher's Report is provided as Attachment 4.

The CCRC's Final Report is contained in Attachment 2. The Final Report provides the CCRC's recommendations and the results of its impartial review of the compensation package that

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**EXTERNAL ENGAGEMENT AND COMMUNICATION**

- |  |   |
|--|---|
| <input type="checkbox"/> Public engagement was undertaken        | <input type="checkbox"/> Dialogue with interested parties was undertaken                |
| <input type="checkbox"/> Public/interested parties were informed | <input checked="" type="checkbox"/> Public communication or engagement was not required |

**IMPLICATIONS**

**Social**

Not Applicable.

**Environmental**

Not Applicable.

**Economic**

Not Applicable.

**Service and Financial Implications**

Existing operating funding - base

**RISK**

Not Applicable.

**ATTACHMENTS**

1. Background and Previous Council Direction
2. Council Compensation Review Committee Final Report
3. Council Compensation Review Committee Bylaw 49M2023
4. Report of Gallagher Benefit Services (Canada) Group Inc.
5. Presentation

Author: Council Compensation Review Committee