

# Background and Previous Council Direction

## Background

At its 2023 October 24 Organizational Meeting of Council, Council adopted Bylaw 49M2023 to establish a Council Compensation Review Committee (“CCRC”). Council established its first CCRC in 2002, which delivered its Final Report in 2003. Subsequent CCRCs have made recommendations to Council in 2006, 2012, 2017, and 2020.

On 2003 March 24, Council adopted recommendations to establish a CCRC every three years. Council subsequently reconsidered that recommendation on 2014 November 17 and directed that independent reviews of Council compensation be conducted every four years in the last full year of a Council term.

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.”

## Previous Council Direction

DATE	REPORT NUMBER	DIRECTION/DESCRIPTION
2024 January 30	N2024-0056	<a href="#">Public Member Appointments to the Council Compensation Review Committee</a> Council appointed five Public Members to the Council Compensation Review Committee.
2023 October 01	C2023-1025	<a href="#">Establishing a Council Compensation Review Committee</a> Council gave three readings to Bylaw 49M2023 to establish the Council Compensation Review Committee.
2020 November 02	C2020-1081	<a href="#">Final Report of the Council Compensation Review Committee</a> Council considered and adopted recommendations with respect to the CCRC’s Final Report.
2017 May 29	CCRC2017-0508	<a href="#">Final Report of the Council Compensation Review Committee</a>

		<p>Council considered and adopted the following recommendations of the Council Compensation Review Committee, including the following:</p> <p style="padding-left: 40px;">That Council make the following changes, which would take effect immediately upon the day a new Council is sworn in:</p> <ol style="list-style-type: none"> <li>3. 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.</li> </ol>
2014 November 17	PFC2014-0867	<p><a href="#">CCCO Report to Council Re: Council Compensation Review Committee</a></p> <p>Council considered and adopted the following recommendations of the Council Compensation Review Committee, including the following :</p> <ol style="list-style-type: none"> <li>1. Reconsider their decision of 2003 March 24 that a Task Force should be appointed every three years to review Council compensation and defer appointment of a Council Compensation Review Committee (CCRC) to Organization Day 2016 to report to Council no later than 2017 May;</li> <li>2. Direct that the frequency of subsequent independent reviews of Council compensation be conducted every four years rather than the current three so that the report comes forward in the last year of a term;</li> <li>3. Direct that henceforth the sitting Council receive the independent Council compensation review report and recommendations by July of the last year of the term, consider these, decide upon the recommendations and direct the Administration accordingly with the Council compensation package as amended, if any, to be effective as of the date of Swearing-In of Members of Council for the upcoming term</li> </ol>
2012 January 23	CCRC2012-02	<p><a href="#">Final Report of the Council Compensation Review Committee</a></p> <p>Council considered and adopted recommendations with respect to the CCRC's Final Report.</p>
2006 July 17	CCRC2006-12	<p><a href="#">Report of the Council Compensation Review Committee – 2005/2006</a></p>

		Council considered and adopted recommendations with respect to the CCRC's Final Report.
2003 March 24	N/A	<a href="#">Report of the Council Compensation Review Committee – 2003 February 28</a> Council considered and adopted recommendations with respect to the CCRC's Final Report, including the following recommendation contained in the report: <ol style="list-style-type: none"><li>4. A Task Force should be appointed every three years to review City Council compensation.</li></ol>
2002 September 23	N/A	<a href="#">Bylaw 31M2002, Being a Bylaw of The City of Calgary to Establish A Council Compensation Review Committee</a> Council adopted Bylaw 31M2002 to establish the first CCRC.

## Bylaws, Regulations, Council Policies

### **Council Compensation Review Committee Bylaw 49M2023**

Bylaw 49M2023 is included with this report as Attachment 3.

### **Members of Council Remuneration Policy CC035**

The Members of Council Remuneration Policy contains the remuneration, pension, benefits, and other forms of compensation provided to Members of Council as at 2015 January 1.