

Calgary



Council Compensation Review Committee Final Report

C2024-1309

17 December 2024



Cover Report 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.

Committee Membership

Sarah D'Alton, MIR, CPHR **(Chair)**
Human Resources professional

Brian Gervais, BA, CPHR **(Vice Chair)**
HR and business professional

Allen Brussa, LL.B, MiM
Project and event management professional

Emmanuel Okwara, MHRM, CCP
Total Rewards management professional

Lindsey Ramirez, MHRM, CHRP
Compensation professional



Mandate

- The Committee shall make recommendations to Council on the compensation package received by Members of Council which includes, but is not limited to:
 - a) the base salary for Members of Council and adjustments to base salaries
 - b) a mechanism to determine adjustments to Members of Council's base salary over the course of a Council term
 - c) other compensation, which may include Deputy Mayor honorarium and/or Council committee attendance honorariums
 - d) benefit plans, including group life, health, dental, short- and long-term disability insurance and related premiums
 - e) taxable benefits, which may include annual car allowance, special permits, and parking
 - f) Workers Compensation Board plan
 - g) pension plan
 - h) any other form of remuneration, pension, benefits, or other forms of compensation or the levels thereof that Members of Council receive or could receive.

- The Committee shall make recommendations to Council on the salaries, or salary ranges, received by Councillors' Assistants.

Final Report Determinations

The CCRC's mandate was to make determinations on the following in its final report:

- a. review the current 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 compensation package is competitive and fair based on market research;
- c. determine if the compensation package reflects the responsibilities, time commitments and accountability of *Members of Council* expected by the 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.

Purpose

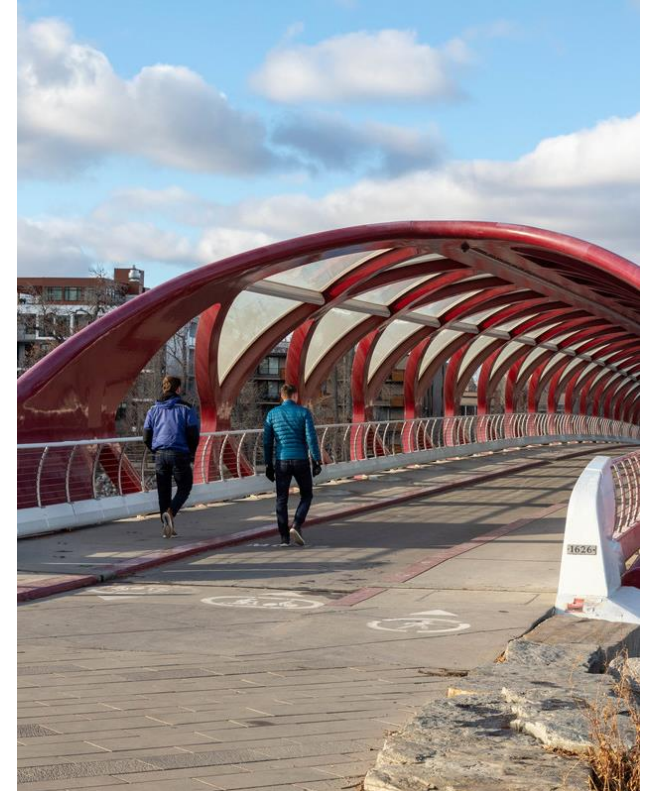


- Recommendations consistent with Bylaw 49M2023
 - Compensation package can attract municipal candidates reflective of population
 - Reflects time commitment and responsibilities
 - Comparable with equivalent municipal positions elsewhere
- Calgarians can rest assured a thorough and impartial review has been conducted
- A public member committee review of elected officials' compensation supports transparency and accountability with the use of public funds



Review Methodology

- Followed best practices for a public sector compensation review process, including a review of relevant policies
- Confidential survey sent to Mayor, Councillors, and Councillors' Assistants
- Three interviews with Members of Council
- Retained a third-party service provider for a national market survey of 10 peer municipalities on their salary and benefits



Committee Recommendations

The 2024 Council Compensation Review Committee Recommends:

1. Maintaining the **Alberta Average Weekly Earnings (AWE) calculation as the basis for determining the Council's annual pay adjustments**, using data from the September-to-September period. **No changes to base pay are recommended.**
2. Adding **Accidental Death and Dismemberment (AD&D) insurance** (mandatory participation) to the benefits for Members of Council.
3. Amending the **transition allowance** to provide a **maximum of 26 weeks' worth of pay** if a Member of Council chooses not to stand for re-election or is defeated.



Committee Recommendations (Continued)

4. That Administration conduct a **comprehensive HR review of Councillors' Assistants as a staffing group**. This would include updating job descriptions, updating applicable policies, and creating a job classification framework.
5. That **Councillors consult with City Human Resources when determining the placement of Councillors' Assistants within salary bands or the City Clerk's Office when determining availability of budget**.
6. **Expanding the next CCRC's mandate to include the review of Councillors' Assistants benefits**.

Rationale

- **Adjustments and Base Pay**

- Maintaining the AWE as the adjustment mechanism continues to provide movement based on Alberta economic indicators
- Base pay is in-line with elected positions elsewhere in Canada and in-line with CCRC's mandate

- **AD&D insurance**

- Half of comparator municipalities offer these types of insurance
- Provide important safety net and carry minimal cost

- **Transition allowance**

- Setting allowance at 26 weeks regardless of reason for leaving office increases fairness and aligns with municipal comparators
- No other comparator city had a differentiated transition allowance based on the reason for leaving office



Rationale

- **Councillors' Assistants' Comprehensive HR Review**
 - Job descriptions do not reflect realities of role today
 - Applicable policies are out of date and fall outside the 4 year review period
 - A job classification framework will help with placement of Assistants in bands related to their skill level

- **Hiring Consultation**
 - Currently, Councillors can offer any salary they deem appropriate, but this can potentially raise unintended equity issues.
 - Leveraging expert guidance from HR and City Clerk's office on budget and placement of assistants during recruitment will allow Councillors to make informed and equitable staffing decisions

- **Expansion of CCRC Mandate**
 - Feedback from Survey identified the desire for this staffing group to have their benefits reviewed, which currently falls outside the scope of the CCRC



Summary of Benchmark Survey Results

City	Population (2021 Stats Can)	Number of Members	2024 Annual Base Salary		Total Council Salary / Population
			Mayor	Councillor	
Toronto	2,794,356	27	\$225,304	\$133,776	\$1.33
Montreal	1,762,949	16	\$194,784	\$121,613	\$1.15
Calgary	1,306,708	15	\$213,737	\$120,755	\$1.46
Ottawa	1,135,014	24	\$208,760	\$116,735	\$2.55
Edmonton	1,010,899	14	\$216,585	\$122,363	\$1.79
Winnipeg	749,607	16	\$213,328	\$114,609	\$2.75
Mississauga	717,304	12	\$128,862	\$94,704	\$1.78
Vancouver	662,248	11	\$208,962	\$104,986	\$2.13
Surrey	568,322	8	\$171,150	\$87,287	\$1.38
Halifax	439,819	16	\$200,853	\$99,403	\$4.10
Saskatoon	266,141	11	\$165,365	\$76,068	\$3.48

Source: Gallagher Benefit Services (Canada) Inc. Report

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Thank you