



Report Number: EC2025-0747

Meeting: Executive Committee

Meeting Date: 2025 July 22

NOTICE OF MOTION

RE: Enhancing Transparency and Disclosure of Chief Administrative Officer's Compensation

Sponsoring Member(s) of Council: Sonya Sharp

WHEREAS The City of Calgary's Chief Administrative Officer (CAO) is the highest-ranking employee in the corporation, with responsibility for overseeing City Administration, managing The City's operations, and ensuring the effective delivery of services to Calgarians;

AND WHEREAS the CAO is a public servant whose salary and compensation are funded by taxpayers;

AND WHEREAS public confidence and accountability are strengthened when the public is provided with full, clear, and accessible information about the compensation of The City's top official;

AND WHEREAS the existing reporting and disclosure of the CAO's salary, benefits, and pay band lacks consistency, clarity, and completeness, particularly as it relates to Council's in-camera performance review discussions and resulting decisions;

AND WHEREAS major public and private institutions, such as publicly traded companies, universities, and provincial agencies, routinely disclose executive compensation packages, including salary bands and performance-based adjustments;

AND WHEREAS Council has the authority to determine which portions of its decisions are designated as confidential or may be released publicly following in-camera discussions;

NOW THEREFORE BE IT RESOLVED that Council direct Administration to publicly disclose the following information following future decisions around CAO compensation and performance:

- a) The Chief Administrative Officer's annual total compensation, including base salary, taxable benefits, pension contributions, and any performance-based adjustments;
- b) The full salary pay band for the CAO position, including minimum and maximum salary range; and
- c) A plain-language summary of Council's annual performance review of the CAO, including any rationale provided for compensation adjustments, to the extent that such summary does not compromise personnel privacy or violate the Protection of Privacy Act and Access to Information Act;

AND FURTHER BE IT RESOLVED that Council direct Administration to ensure any compensation-related decisions regarding the CAO are reflected in clear, accessible language in all communications.

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Attachment:

1. Notice of Motion Checklist