





## NOTICE OF MOTION C2018-0935

As per Notice of Motion C2018-0935, Human Resources was directed to:

- meet with Members of Council, gather their observations, experiences and suggestions relating to the Council pension plans,
- And determine whether Council suggestions and comments fall within the mandate and terms of reference of:
  - the Pension Governance Committee (PGC),
  - the mandate of the Council Compensation Review Committee(CCRC) and/or
  - the mandate of other committees of Council, or
  - Administration.

The results of the meetings are summarized in the report, with the findings grouped with respect to the PGC, the CCRC, and Administration.

CITY OF CALGARY  
**RECEIVED**  
IN COUNCIL CHAMBER

DEC 04 2018

ITEM: 6.3 PFC2018-1162  
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## STAKEHOLDER ENGAGEMENT, RESEARCH AND COMMUNICATION

Interviews were conducted with 13 of the 15 Members of Council. The discussions with Members of Council centered on the following themes:

- Pension plan self-reported understanding
- Stakeholder communication readiness
- What does good governance look like
- PGC self-reported understanding
- Impressions of PGC performance
- Means to assess reasonability and fairness of pension plan
- Other experiences, comments or suggestions the Councillor wished to bring forward

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## ADMINISTRATION FINDINGS - CCRC

The comments relating to the Council Compensation Review Committee (CCRC) mandate are:

- The total compensation package for Members of Council should align to a set of agreed upon objectives which should be revisited periodically.
- There needs to be discussion and agreement on the proper comparators for benchmarking the Members of Council's total compensation package.
- The Council pension plan should be assessed as part of this total compensation package review.
- All elements of total compensation should be reviewed regularly by CCRC, and several felt that CCRC recommendations should be accepted by Council.
- There are differing opinions on the appropriate design/structure for the Council pension plan.
- The CCRC should remain independent and supported by Administration.

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## ADMINISTRATION FINDINGS - PGC

The comments relating to the Pension Governance Committee (PGC) mandate are:

- Members of Council value the Annual Report that is provided by the PGC to Council.
- Some Members of Council expressed a desire for more regular information from the PGC to Council.

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## ADMINISTRATION FINDINGS - ADMINISTRATION

Comments to Administration relate to ensuring communication to support Members of Council:

- Are proactive.
- Use plain language.
- Provide talking points.
- Utilize a variety of communication channels to serve different stakeholder needs.

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## Recommendations

- I. That PFC receive this report for information
- II. That PFC recommend that Council receive this report for Information