



Report Number: C2019-0569

Meeting: Combined Meeting of Council

Meeting Date: 2019 April 29

NOTICE OF MOTION

RE: CITY OF CALGARY EMPLOYEE TOTAL REWARDS REVIEW AND CITY COUNCIL TRANSITION ALLOWANCE

Sponsoring Councillor(s): SHANE KEATING, PETER DEMONG, DIANE COLLEY-URQUHART, GEORGE CHAHAL

WHEREAS a motion arising in response to Councillor Keating's Administrative Inquiry (AI2018-03) was brought forward at Council on September 24, 2018, stating "That Council direct Administration to engage an external Human Resources consultant that would report directly to Council, with a review of elements of the total compensation package of The City of Calgary employees";

AND WHEREAS discussions were initiated with Administration regarding this motion arising on two separate occasions clarifying the intent, with no action to date being undertaken in this regard;

AND WHEREAS the motion arising requested that a third party Human Resource expert advise and report directly to Council regarding elements of the total compensation package of the City of Calgary employees, including the retirement allowance and the retirement vacation bonus;

AND WHEREAS the intent of this motion arising was to focus on financial compensation elements such as the retirement allowance and the retirement vacation bonus;

AND WHEREAS outgoing Council members receive a transition allowance, whether or not they leave Council on their own accord or are defeated in an election;

AND WHEREAS the transition allowance is akin to the vacation retirement bonus payed out to retiring City of Calgary employees;

AND WHEREAS discussions during Council made it clear that the "tone from the top" must be set and acknowledged with Council leading by example;

AND WHEREAS Council must consider the possibility of a change to an age appropriate payment of the transition allowance; i.e. if an elected official is 65 or over and is leaving Council of their own choosing, that the elected official is of retirement age and qualification for the transition allowance should be investigated;

AND WHEREAS the Coordinating Committee of the Councillors Office (CCCO) is undertaking a review of the Bylaw and the Terms of Reference of the Council Compensation Review Committee;

THEREFORE, BE IT RESOLVED that age-appropriate payment of the transition allowance be forwarded to the CCCO for review and inclusion in the mandate of the Council Compensation Review Committee.

AND FURTHER BE IT RESOLVED that Administration act on the request for a third party Human Resources expert to immediately review the City's practice of paying out the retirement allowance and the retirement vacation bonus, including if this practice should continue, if changes to this practice should be made, with regard for the current economic climate, competition with the private sector, and competition with other

municipalities in attracting and retaining qualified talent, including legal concerns with enacting changes to or eliminating this practice and report directly to Council members;

AND FURTHER BE IT RESOLVED that Administration act on the request for a third party Human Resources expert to review elements of the total compensation package of City of Calgary employees and report directly to Council members, as directed on September 24, 2018, as soon as practical, recognizing that this may be a longer process than looking at the two elements separated from the review above.