



NOTICE OF MOTION

CC 661 (R2009-05)

09/11/2017

COUNCIL COMPENSATION REVIEW

Councillor Colley-Urquhart

WHEREAS Council initially passed *The Council Compensation Review Committee (CCRC)* Bylaw 32M2008 to make recommendations to Council regarding compensation for Members of Council which came into force April 2009, and

WHEREAS further amendments were made to Bylaw 32M2008 which came into force January 2011 that included:

- a) *"That the Committee submit a written final report with recommendations to Council on or before a date to be set by resolution of Council from time to time."*
- b) *"Base salary and other compensation such as Deputy Mayor honorarium and committee attendances."*
- c) *"The Committee shall be supported by The City of Calgary Human Resources Business Unit and by an independent consultant in compensation benchmarking funded through the City Manager."*

WHEREAS Bylaw 32M2008 was repealed when Bylaw 25M2015 was adopted by Council in July 2015, and

WHEREAS no Terms of Reference were specifically developed for the CCRC with any of the various versions of the Bylaws, but rather articles were incorporated into the Bylaw, and

WHEREAS the CCRC is not entirely independent of City Administration with the:

- a) City of Calgary Human Resources Business Unit providing administrative support;
- b) City Manager determining and approving discretionary expenses and funding the work of the Committee;

WHEREAS Bylaw 25M2008 directs that the Committee (CCRC):

- a) *"Shall review and make recommendations to Council on changes to the process and decision structure currently in place in regard to future adjustments to the elements of compensation considered," and*

Signature of Member(s) of Council



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b) "Is to have regard to the following principles"...but not limited to:

- "Reflect the responsibilities, time commitments and accountability of the position expected by the general public;"
- "Comparability to equivalent legislative positions elsewhere in Canada;"

WHEREAS there is no mechanism in the Bylaw for the general public to be consulted, no allocated budget to undertake citizen consultation, and no review of the CCRC process since coming into force in 2008, and

WHEREAS the CCRC final report to Council in June 2017 went beyond the 25M2015 principle of "Comparability to equivalent legislative positions elsewhere in Canada;"

NOW THEREFORE BE IT RESOLVED THAT:

1. An independent review be undertaken (independent of City Administration and Council) to examine:
 - a. Potential changes to the process and decision structure currently in place;
 - b. Best practices for determining municipal elected officials compensation;
 - c. Potential options and recommendations that include, but not be limited to,
 - i. how the general public can be engaged and consulted;
 - ii. Terms of Reference and Bylaw amendments;
 - iii. The extent to which independence can be achieved.
2. Past CCRC members, the public and Members of Council be consulted for their input and views.
3. Report back to Council through the Priorities and Finance Committee no later than March 2018.

Signature of Member(s) of Council