



**Policy Title: Approval of City of Calgary Senior Management Compensation and Pension Policy**

**Policy Number: CC031**

**Report Number: NM 2003 September 29, PAC2007-20**

**Approved by: City Council**

**Effective Date: 2003 September 29**

**Business Unit: Office of the Mayor**

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## **BACKGROUND**

At the 2003 September 29 special meeting of Council regarding personnel matters, Council adopted the following policy through a [Notice of Motion](#) regarding the approval of the compensation and pension policy for senior management at The City of Calgary.

## **PURPOSE**

To clarify responsibilities and establish that the approval of the compensation and pension policy for senior management at The City of Calgary, and any amendments to the policy is the exclusive domain of City Council.

WHEREAS The City of Calgary maintains a number of registered and unregistered pension funds and reserves;

AND WHEREAS the City Auditor has found serious governance, control and transparency deficits with respect to implementation of several supplementary pensions;

AND WHEREAS the Administrative report to the Accountability, Priorities and Agenda Committee on pensions reported significant un-funded liabilities in supplementary pension plans, but failed to report the existence of offsetting reserves for these plans;

## **POLICY**

NOW THEREFORE BE IT RESOLVED that Calgary City Council:

1. Re-affirms that senior management compensation and pension policy is the exclusive domain of City Council, and that this is not a function which Council delegates to the Chief Executive Officer;



2. And that any proposed amendments to senior management compensation ranges and/or pension policy be brought forward for the explicit review and approval by City Council.
3. And that prior to further senior management appointment(s), i.e. General Managers (L2), all pension and benefit arrangements proposed be fully-costed and presented to City Council's Accountability, Priorities and Agenda Committee (APAC) prior to any offer being presented.
4. Appoint two of its members to sit as members of the Corporate Pension Governance Committee.
5. Direct the Corporate Pension Governance Committee to bring forward an annual report, through the Accountability, Priorities and Agenda Committee to City Council on the state of Corporate Pensions based upon the reporting fundamentals of clarity, transparency and full disclosure, and further that this annual report be publicly available following acceptance by City Council.

**PROCEDURE**

N/A

**AMENDMENTS**

None.



**NOTICE OF MOTION**

DATE 2003 September 29

SUBMITTED BY ALDERMAN Mayor Dave Bronconnier

RE COMPENSATION & PENSION POLICY

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WHEREAS The City Auditor has found serious governance, control and transparency deficits with respect to implementation of several supplementary pensions;

WHEREAS The Administrative Report to APAC on Pensions reported significant un-funded liabilities in supplementary pension plans, but failed to report the existence of offsetting reserves for these plans;

NOW THEREFORE BE RESOLVED THAT Calgary City Council:

- i) Re-affirms that senior management compensation and pension policy is the exclusive domain of City Council, and that this is not a function which Council delegates to the Chief Executive Officer;
- ii) And that any proposed amendments to senior management compensation ranges and/or pension policy be brought forward for the explicit review and approval by City Council;
- iii) And that prior to further senior management appointment(s), i.e. General Managers (L2), all pension and benefit arrangements proposed be fully-costed and presented to City Council's Personnel Committee prior to any offer being presented;
- iv) Appoint two of its members to sit as members of the Corporate Pension Governance Committee;
- v) Direct the Corporate Pension Governance Committee to bring forward an annual report through APAC to City Council on the state of Corporate Pensions based upon the reporting fundamentals of clarity, transparency and full disclosure, and further that this annual report be publicly available following acceptance by City Council;

CITY OF CALGARY  
**RECEIVED**  
 IN COUNCIL CHAMBER  
 SEP 29 2003  
 ITEM: \_\_\_\_\_  
 CITY CLERK'S DEPARTMENT

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