

Perquisites and Benefits

Recommendation:

That the June 11, 2012, Corporate Services report 2012COC087 be received for information.

Report Summary

This report clarifies the reference to the 25% comparator alignment with respect to perquisites and benefits contained in the Hay Group, City of Calgary, 2011 Elected Officials Total Remuneration Study, January 2012, and also identifies the alignment of Strathcona County and the City of St. Albert.

Previous Council/Committee Action

At the April 26, 2012, Independent Council Compensation Committee meeting, the following motion was passed:

That Administration provide a report outlining updates to Perquisites and Benefits referenced in the Hay Group Report (pg.13), specifically regarding the 25% comparator alignment, together with any additional updates to the Hay Group Report.

Report

The Hay Group was contracted for the purpose of clarifying and providing additional information contained in the Hay Group, City of Calgary, 2011 Elected Officials Total Remuneration Study, January 2012.

For that report, all municipalities were asked if the perquisites and benefits

provided to elected officials were aligned to the perquisites and benefits of senior administration within the organization.

At the request of the Independent Council Compensation Committee, Strathcona County and the City of St. Albert were added to the array of sample comparators.

Hay Group was tasked with researching and reporting the perquisites and benefits for these municipalities.

In addition, the Hay Group has clarified for the purpose of the Committee's question, that the remaining 75% of the comparators do not align their City Council perquisites and benefits to that of their administration staff. It is important to note that both the 25% and 75% figures were arrived at through the survey results compiled expressly for the City of Calgary study, i.e., 75% of the respondents simply indicated that they do not make an alignment with their administration staff.

The Hay Group has indicated that contained within the 75% group; one municipality compares the group benefits and pension but no additional items, another municipality compares to other elected officials and a third municipality responded that they have a formal review process every three years that involves a committee.

Hay Group has reported the following:

- Strathcona County – Strathcona County Elected Officials have the option of participating in the same employee benefits package at the same employer contribution rates as

Perquisites and Benefits

the County's municipal classified staff. Similar to municipal classified staff, Elected Officials would only receive the benefit of the premium cost sharing structure if they participate in the County's benefits plan or portion thereof. (*Strathcona County Official Website*)

- City of St. Albert – Each member of Council shall also be provided with a suite of employment benefits equivalent to those offered to the City's non-union category employees. (*City of St. Albert City Council Policy C-CC-03 – City Council Remuneration and Expense Reimbursement*)

There were no reported changes to the other surveyed municipalities.

Note: The City of Calgary has agreed to allow the City of Edmonton and the Hay Group to use their report.