

**Independent Council Compensation Committee  
TERMS OF REFERENCE**

The temporary Independent Council Compensation Committee would be established as follows:

1. Membership Structure

- a) The Committee will consist of five members with experience in one or more of the following areas: labour relations, financial services, economics, human resources, accounting or community service.
- b) The Chair of the Committee will be chosen by the members of the Committee at the first meeting.
- c) Membership of the Committee is voluntary and no remuneration will be paid for serving as a member.

2. Recruitment and Appointment of Members

- a) A temporary Committee of Council will determine the process to recruit members to the Independent Council Compensation Committee.
- b) Appointments to the Committee will be made in accordance with Council's appointment policies.

3. Functions

The Committee will review and make recommendations to City Council on:

- a) the remuneration provided to members of Council, including base salary, other forms of compensation, benefits, pensions and other allowances.
- b) market adjustment policies.

4. Guiding Principles

In developing its recommendations, the Committee will adhere to the following principles:

- a) Adequate compensation should be provided to attract a full range of citizens from all walks of life as candidates for public office.

- b) Remuneration should reflect the responsibilities, time commitments and accountability associated with being a member of Council.
- c) The City's fiscal and corporate objectives should be considered.
- d) Adjustments may need to be made on a prudent and regular basis.
- e) Remuneration should be comparable to that of equivalent positions in other legislative jurisdictions across the country and in the public sector of Alberta.

5. Work Timeframe

The Committee will be established by the end of April 2012, and will provide its final report to Council no later than January 31, 2013, unless Council agrees to an extension of time by resolution.