



REGIONAL MUNICIPALITY
OF **WOOD BUFFALO**

2020 Compensation Disclosure List

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Background

In the fall of 2016, after review and consideration of the Government of Alberta's *Public Sector Compensation Transparency Act*, the Council of the Regional Municipality of Wood Buffalo ("the Municipality") passed a motion to produce an annual Compensation Disclosure List. This document is published in the third quarter of each year. The goal of this disclosure is to provide transparency and accountability, while still respecting the privacy of employees.

To protect the privacy and security of municipal employees, employee names and actual salaries are not included in the Compensation Disclosure List. Instead, the list includes job titles and salary ranges.¹

The enclosed list includes management/exempt permanent jobs only. Wage information for unionized jobs are made publicly available in the Municipality's collective agreements with:

- [Canadian Union of Public Employees \("CUPE"\), Local 1505, Municipal Employees](#)
- CUPE, Local 1505, Transit Employees (new agreement ratified April 14, 2020)
- [International Association of Firefighters \("IAFF"\), representing Fort McMurray Firefighters Association Employees](#)

Our Compensation Philosophy

The Municipality is committed to be a competitive employer that develops a self-motivated and empowered workforce, to achieve its strategic goals and deliver excellence to its residents every day.

The Municipality also recognizes its responsibility as a public-sector employer, and balances providing competitive, market appropriate compensation with financial prudence.

In addition to base salary, the Municipality offers competitive pension, retirement savings, and benefits programs, as well as a discretionary cost of living allowance and leave entitlements. The Municipality is committed to showing its people they are valued and providing a work environment that invests in employee growth and achievement. The Municipality values open communication, constructive feedback, performance recognition, learning and professional development, safety, and a balanced work/life environment.

¹ The Chief Administrative Officer ("CAO") and designated officer (Regional Assessor) actual salary and benefit information is already reported publicly as per the *Municipal Government Act* and Alberta Regulation 313/2000.

Notes to Compensation Data

- The 2020 Compensation Disclosure List includes all active permanent, management/exempt municipal employee jobs. The classification structure is based on the Exempt Compensation Plan that was originally implemented January 1, 2017. The job data for the 2020 Compensation Disclosure List is as at July 21, 2020.
- This list does not include wage information for unionized jobs. Actual wage rates for these jobs are provided in the Municipality's collective agreements, that are made available publicly.
- The salary ranges provided are that of the job's classification pay band. Actual salaries are not included in the list. This is to protect employee privacy and security.
 - > There is an exception for the Chief Administrative Officer ("CAO") and designated officer (Regional Assessor). Actual salaries and benefit information are already reported publicly as per the *Municipal Government Act* and Alberta Regulation 313/2000.
- The salary ranges provided are base pay only and do not include the discretionary cost of living allowance or other benefit, pension and retirement savings programs.
- The jobs listed may be filled by multiple employees. For example, the job of Legislative Officer is filled by more than one employee.
- There are circumstances in which an employee is paid less or more than the salary range disclosed. This can occur due to the following reasons:
 - > There is a separate, lower salary range that is used for management/exempt temporary jobs and acting or developmental opportunities.
 - > Employees with long term tenure with the Municipality may be receiving a higher base salary than the salary range shown. Salaries greater than the disclosed ranges are carefully monitored and in cases where they are over an established threshold, they are red circled. This means that there will be no future increase in pay until such a time that the salary structure is adjusted (i.e., economic adjustment) and the salary structure is greater than the employee's current salary. In 2017, a new Exempt Compensation Plan was implemented that included the job evaluation of all management/exempt jobs. Over time, the outcome of this process has been correcting salary anomalies.
 - > In some special circumstances, market rate adjustments are utilized when difficulty is experienced in recruiting employees for certain jobs due to the rates of pay required by the marketplace. This adjustment is specific to the hard-to-fill job and may cause an employee to exceed the disclosed salary range. For these situations, market conditions are monitored. Should conditions change, this adjustment is removed or adjusted, with notice.
 - > There are situations in which pay compression must be considered between exempt supervisors and their direct reporting unionized employees. Compression occurs when there is not an adequate separation between the permanent hourly base pay of these two employees. In the majority of cases, this compression is created when the subordinate is paid at a market rate. To address this, an adjustment to the exempt employee's salary may be made, which may cause an employee to exceed the disclosed salary range.

Compensation Disclosure List

Job Title	Pay Band	Minimum Annual Base Salary Step 1	Maximum Annual Base Salary Step 5
Administrative Assistant (Recovery)	D	\$ 81,701	\$ 90,779
Administrative Assistant, Legal	D	\$ 81,701	\$ 90,779
Administrator, HR Reception and Records	C	\$ 68,805	\$ 76,450
Administrator, Payroll	C	\$ 68,805	\$ 76,450
Advisor, Claims Management	E	\$ 94,842	\$ 105,380
Advisor, Compensation	G	\$ 124,426	\$ 138,251
Advisor, Construction Management (Recovery)	G	\$ 124,426	\$ 138,251
Advisor, Emergency Social Services	G	\$ 124,426	\$ 138,251
Advisor, Equipment Training	F	\$ 113,112	\$ 125,680
Advisor, Health and Safety	F	\$ 113,112	\$ 125,680
Advisor, Health Program	F	\$ 113,112	\$ 125,680
Advisor, Human Resources	G	\$ 124,426	\$ 138,251
Advisor, Indigenous Relations	F	\$ 113,112	\$ 125,680
Advisor, Learning, Development and Training	F	\$ 113,112	\$ 125,680
Advisor, Organizational Effectiveness	F	\$ 113,112	\$ 125,680
Advisor, Policy and Governance	E	\$ 94,842	\$ 105,380
Advisor, Project Control and Audit (Recovery)	F	\$ 113,112	\$ 125,680
Advisor, Regulatory	F	\$ 113,112	\$ 125,680
Advisor, Social Programs	F	\$ 113,112	\$ 125,680
Analyst, Corporate Records	E	\$ 94,842	\$ 105,380
Analyst, Human Resources	E	\$ 94,842	\$ 105,380
Analyst, Labour Costing	F	\$ 113,112	\$ 125,680
Analyst, Major Maintenance	E	\$ 94,842	\$ 105,380
Analyst, Policy and Programs	F	\$ 113,112	\$ 125,680
Articling Student, Legal	C	\$ 68,805	\$ 76,450
Assistant Deputy Chief, Communications	G	\$ 124,426	\$ 138,251
Assistant Deputy Chief, Emergency Management	H	\$ 135,740	\$ 150,822
Assistant Deputy Chief, Emergency Medical Services	H	\$ 135,740	\$ 150,822
Assistant Deputy Chief, Fire (Training and Development)	H	\$ 135,740	\$ 150,822
Assistant Deputy Chief, Rural Liaison/Fleet	G	\$ 124,426	\$ 138,251
Assistant Deputy Chief, Training	H	\$ 135,740	\$ 150,822
Assistant, Corporate Records	B	\$ 60,883	\$ 67,648
Assistant, Legal	D	\$ 81,701	\$ 90,779
Assistant, Legislative	D	\$ 81,701	\$ 90,779
Auditor	F	\$ 113,112	\$ 125,680
Chief Administrative Officer	CAO/DCAO	\$ 230,000	\$ 380,000
Chief Legislative Officer	J	\$ 179,837	\$ 199,819

Job Title	Pay Band	Minimum Annual Base Salary Step 1	Maximum Annual Base Salary Step 5
Coordinator, Administration	D	\$ 81,701	\$ 90,779
Coordinator, Benefits	E	\$ 94,842	\$ 105,380
Coordinator, Compensation	E	\$ 94,842	\$ 105,380
Coordinator, EHS	D	\$ 81,701	\$ 90,779
Coordinator, Emergency Social Services	E	\$ 94,842	\$ 105,380
Coordinator, Employee Development	D	\$ 81,701	\$ 90,779
Coordinator, HCM	D	\$ 81,701	\$ 90,779
Coordinator, Legislative	E	\$ 94,842	\$ 105,380
Coordinator, Payroll	D	\$ 81,701	\$ 90,779
Coordinator, Pension	E	\$ 94,842	\$ 105,380
Coordinator, Recruitment	E	\$ 94,842	\$ 105,380
Coordinator, Rural Relations	E	\$ 94,842	\$ 105,380
Coordinator, Special Projects	D	\$ 81,701	\$ 90,779
Counsellor, RCMP Crisis Support	G	\$ 124,426	\$ 138,251
Deputy Chief Administrative Officer	CAO/DCAO	\$ 230,000	\$ 380,000
Deputy Chief, Operations and Technical Services	I	\$ 149,864	\$ 166,516
Deputy Chief, Professional Services	I	\$ 149,864	\$ 166,516
Director, Communications and Stakeholder Relations	K	\$ 195,491	\$ 217,212
Director, Community Services	K	\$ 195,491	\$ 217,212
Director, Emergency Management	I	\$ 149,864	\$ 166,516
Director, Engineering	K	\$ 195,491	\$ 217,212
Director, Environmental Services	K	\$ 195,491	\$ 217,212
Director, Financial Services	K	\$ 195,491	\$ 217,212
Director, Human Resources	K	\$ 195,491	\$ 217,212
Director, Indigenous and Rural Relations	J	\$ 179,837	\$ 199,819
Director, Legal Services	K	\$ 195,491	\$ 217,212
Director, Planning and Development	K	\$ 195,491	\$ 217,212
Director, Public Works	K	\$ 195,491	\$ 217,212
Director, Supply Chain Management	K	\$ 195,491	\$ 217,212
Engineer, Municipal	F	\$ 113,112	\$ 125,680
Engineer, Operations	F	\$ 113,112	\$ 125,680
Engineer, Transportation	F	\$ 113,112	\$ 125,680
Executive Assistant	E	\$ 94,842	\$ 105,380
Inspector, Construction	F	\$ 113,112	\$ 125,680
Inspector, Transit	E	\$ 94,842	\$ 105,380
Junior Municipal Counsel	E	\$ 94,842	\$ 105,380
Manager, Accounting Services	I	\$ 149,864	\$ 166,516
Manager, Assessment	I	\$ 149,864	\$ 166,516
Manager, Bylaw Services	H	\$ 135,740	\$ 150,822
Manager, Community Development Planning	I	\$ 149,864	\$ 166,516

Job Title	Pay Band	Minimum Annual Base Salary Step 1	Maximum Annual Base Salary Step 5
Manager, Community Investment	I	\$ 149,864	\$ 166,516
Manager, Corporate Records and Policy	H	\$ 135,740	\$ 150,822
Manager, EHS Compliance	I	\$ 149,864	\$ 166,516
Manager, Employee and Labour Relations	I	\$ 149,864	\$ 166,516
Manager, Engineering Programs	I	\$ 149,864	\$ 166,516
Manager, Facilities	I	\$ 149,864	\$ 166,516
Manager, Financial Planning	I	\$ 149,864	\$ 166,516
Manager, Fleet Services	I	\$ 149,864	\$ 166,516
Manager, Health and Safety	I	\$ 149,864	\$ 166,516
Manager, Indigenous and Rural Relations	H	\$ 135,740	\$ 150,822
Manager, Information Services	H	\$ 135,740	\$ 150,822
Manager, Infrastructure Planning and Development Services	I	\$ 149,864	\$ 166,516
Manager, Land Administration	H	\$ 135,740	\$ 150,822
Manager, Maintenance	I	\$ 149,864	\$ 166,516
Manager, Neighbourhood and Community Development	I	\$ 149,864	\$ 166,516
Manager, Parks and Roads Services	I	\$ 149,864	\$ 166,516
Manager, Pulse	H	\$ 135,740	\$ 150,822
Manager, RCMP Support	H	\$ 135,740	\$ 150,822
Manager, Rural Operations	I	\$ 149,864	\$ 166,516
Manager, Senior Legislative Officer	H	\$ 135,740	\$ 150,822
Manager, Solid Waste Services	I	\$ 149,864	\$ 166,516
Manager, Special Projects	G	\$ 124,426	\$ 138,251
Manager, Stakeholder Relations	I	\$ 149,864	\$ 166,516
Manager, Strategic Communications	I	\$ 149,864	\$ 166,516
Manager, Talent Management	I	\$ 149,864	\$ 166,516
Manager, Total Rewards	I	\$ 149,864	\$ 166,516
Manager, Transit Operations	I	\$ 149,864	\$ 166,516
Manager, Underground Services	I	\$ 149,864	\$ 166,516
Manager, Wastewater Treatment	I	\$ 149,864	\$ 166,516
Manager, Water Treatment	I	\$ 149,864	\$ 166,516
Municipal Legal Counsel	H	\$ 135,740	\$ 150,822
Officer, Environmental Regulatory Compliance	F	\$ 113,112	\$ 125,680
Officer, FOIP	F	\$ 113,112	\$ 125,680
Officer, Legislative	F	\$ 113,112	\$ 125,680
Paralegal	D	\$ 81,701	\$ 90,779
Program Assistant	D	\$ 81,701	\$ 90,779
Program Coordinator, Community Emergency Management	E	\$ 94,842	\$ 105,380
Program Manager, Accreditation & Quality Assurance	G	\$ 124,426	\$ 138,251
Program Manager, Business Continuity & Technical Services	G	\$ 124,426	\$ 138,251
Program Manager, Environmental Services	H	\$ 135,740	\$ 150,822

Job Title	Pay Band	Minimum Annual Base Salary Step 1	Maximum Annual Base Salary Step 5
Program Manager, Fort Chipewyan Operations	G	\$ 124,426	\$ 138,251
Program Manager, Health and Safety	G	\$ 124,426	\$ 138,251
Program Manager, Quality Initiatives	G	\$ 124,426	\$ 138,251
Program Manager, Roads	G	\$ 124,426	\$ 138,251
Program Manager, Rural Servicing	G	\$ 124,426	\$ 138,251
Project Manager	F	\$ 113,112	\$ 125,680
Regional Assessor	J	\$ 179,837	\$ 199,819
Regional Fire Chief	K	\$ 195,491	\$ 217,212
Scheduler/Dispatcher	D	\$ 81,701	\$ 90,779
Senior Administrative Assistant	E	\$ 94,842	\$ 105,380
Senior Advisor, Environment	G	\$ 124,426	\$ 138,251
Senior Advisor, Health	G	\$ 124,426	\$ 138,251
Senior Advisor, Policy and Governance	F	\$ 113,112	\$ 125,680
Senior Advisor, Safety	G	\$ 124,426	\$ 138,251
Senior Coordinator, Payroll	E	\$ 94,842	\$ 105,380
Senior Executive Liaison	G	\$ 124,426	\$ 138,251
Senior Manager, Communications and Stakeholder Relations	J	\$ 179,837	\$ 199,819
Senior Manager, Community Services	J	\$ 179,837	\$ 199,819
Senior Manager, Engineering	J	\$ 179,837	\$ 199,819
Senior Manager, Environmental Services	J	\$ 179,837	\$ 199,819
Senior Manager, FOIP, Policy and Contract Management	J	\$ 179,837	\$ 199,819
Senior Manager, Information Technology	J	\$ 179,837	\$ 199,819
Senior Manager, Parks, Roads and Rural Operations	J	\$ 179,837	\$ 199,819
Senior Manager, Planning and Development	J	\$ 179,837	\$ 199,819
Senior Manager, Procurement	J	\$ 179,837	\$ 199,819
Senior Manager, Transportation and Facilities	J	\$ 179,837	\$ 199,819
Senior Municipal Legal Counsel	I	\$ 149,864	\$ 166,516
Senior Project Manager	H	\$ 135,740	\$ 150,822
Senior Strategic Advisor, Office of the CAO	J	\$ 179,837	\$ 199,819
Social Planner	F	\$ 113,112	\$ 125,680
Strategist	F	\$ 113,112	\$ 125,680
Strategist, FireSmart Engagement	F	\$ 113,112	\$ 125,680
Student, Human Resources	B	\$ 60,883	\$ 67,648
Supervisor, Accounts Payable	F	\$ 113,112	\$ 125,680
Supervisor, Assessment	G	\$ 124,426	\$ 138,251
Supervisor, Billing, Collections and Cash	F	\$ 113,112	\$ 125,680
Supervisor, Building Life Cycle	G	\$ 124,426	\$ 138,251
Supervisor, Bylaw Services	F	\$ 113,112	\$ 125,680
Supervisor, Conventional Operations	G	\$ 124,426	\$ 138,251
Supervisor, Development Compliance and Enforcement	F	\$ 113,112	\$ 125,680

Job Title	Pay Band	Minimum Annual Base Salary Step 1	Maximum Annual Base Salary Step 5
Supervisor, Development Controls and Permitting	G	\$ 124,426	\$ 138,251
Supervisor, Disability and Benefits	G	\$ 124,426	\$ 138,251
Supervisor, Employee and Labour Relations	H	\$ 135,740	\$ 150,822
Supervisor, Equipment Training	G	\$ 124,426	\$ 138,251
Supervisor, Field Services	G	\$ 124,426	\$ 138,251
Supervisor, Financial Planning	G	\$ 124,426	\$ 138,251
Supervisor, FireSmart	G	\$ 124,426	\$ 138,251
Supervisor, Fleet Administration	G	\$ 124,426	\$ 138,251
Supervisor, Fleet Operations	G	\$ 124,426	\$ 138,251
Supervisor, Fleet Technical	G	\$ 124,426	\$ 138,251
Supervisor, GIS	F	\$ 113,112	\$ 125,680
Supervisor, Information Services	G	\$ 124,426	\$ 138,251
Supervisor, Maintenance	G	\$ 124,426	\$ 138,251
Supervisor, Neighbourhood and Community Development	G	\$ 124,426	\$ 138,251
Supervisor, Operations and Administration	F	\$ 113,112	\$ 125,680
Supervisor, Parks and Roads Services	F	\$ 113,112	\$ 125,680
Supervisor, Payroll	F	\$ 113,112	\$ 125,680
Supervisor, Permitting Control	F	\$ 113,112	\$ 125,680
Supervisor, Procurement	G	\$ 124,426	\$ 138,251
Supervisor, Pulse	F	\$ 113,112	\$ 125,680
Supervisor, Rebuild (Recovery)	H	\$ 135,740	\$ 150,822
Supervisor, Recreation and Culture	G	\$ 124,426	\$ 138,251
Supervisor, Recruitment	G	\$ 124,426	\$ 138,251
Supervisor, Rural Operations	G	\$ 124,426	\$ 138,251
Supervisor, Rural Operations Environment	G	\$ 124,426	\$ 138,251
Supervisor, Rural Relations	G	\$ 124,426	\$ 138,251
Supervisor, Shared Services	H	\$ 135,740	\$ 150,822
Supervisor, Socio-Economic	G	\$ 124,426	\$ 138,251
Supervisor, Solid Waste Collections	G	\$ 124,426	\$ 138,251
Supervisor, Space Planning	H	\$ 135,740	\$ 150,822
Supervisor, Statutory Plans	G	\$ 124,426	\$ 138,251
Supervisor, Support Services	F	\$ 113,112	\$ 125,680
Supervisor, Support Staff	F	\$ 113,112	\$ 125,680
Supervisor, Taxation	F	\$ 113,112	\$ 125,680
Supervisor, Trade Services	G	\$ 124,426	\$ 138,251
Supervisor, Traffic Operations	H	\$ 135,740	\$ 150,822
Supervisor, Training and Development	G	\$ 124,426	\$ 138,251
Supervisor, Transit Planning	G	\$ 124,426	\$ 138,251
Supervisor, Underground Services	G	\$ 124,426	\$ 138,251
Supervisor, Urban Forestry	F	\$ 113,112	\$ 125,680

Job Title	Pay Band	Minimum Annual Base Salary Step 1	Maximum Annual Base Salary Step 5
Supervisor, Warehouse	F	\$ 113,112	\$ 125,680
Supervisor, Waste Process	G	\$ 124,426	\$ 138,251
Supervisor, Wastewater Operations	G	\$ 124,426	\$ 138,251
Supervisor, Water Treatment Operations	G	\$ 124,426	\$ 138,251
Supervisor, Web and Creative Services	G	\$ 124,426	\$ 138,251
Support Worker, Victim Services	E	\$ 94,842	\$ 105,380