



REGIONAL MUNICIPALITY
OF WOOD BUFFALO

2023 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.

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
- International Association of Firefighters ("IAFF"), representing Fort McMurray Firefighters Association Employees

Our Total Rewards Philosophy

The Municipality is committed to being a competitive employer that encourages a self-motivated and empowered workforce to achieve our strategic goals and deliver high quality services to our residents. We are committed to showing our people they are valued. We also recognize our responsibility as a public-sector employer and therefore balance providing competitive, market appropriate compensation with financial prudence.

Compensation is viewed as a total rewards philosophy that includes both monetary and non-monetary rewards. In addition to providing competitive, market appropriate remuneration, we are committed to providing a work environment that invests in our employees' growth and achievements. We value open communication, a balanced work life environment, and a diverse and inclusive workplace.

Notes to Compensation Data

- The 2023 Compensation Disclosure List includes all active permanent, management/exempt municipal employee jobs. The information is as of October 20, 2023.
- This list does not include wage information for unionized jobs. Actual wage rates for these jobs are provided in the Municipality's collective agreements, which 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.
- The salary ranges provided are base pay only and do not include the discretionary cost of living allowance, variable premiums, or other benefit and pension 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 more than the salary range disclosed. This can occur due to the following reasons:
 - > 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 some job specific 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 employees. Compression occurs when there is not an adequate separation between the permanent hourly base pay of these two employees. In most 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	Maximum Annual Base Salary (Step 6)
Administrator, HR Reception and Records	C	\$ 65,442	\$ 81,802
Advisor, Claims Management	F	\$ 107,582	\$ 134,478
Advisor, Community Emergency Management Plans	G	\$ 118,343	\$ 147,929
Advisor, Emergency Management	G	\$ 118,343	\$ 147,929
Advisor, Emergency Social Services	G	\$ 118,343	\$ 147,929
Advisor, Environment and Regulatory	G	\$ 118,343	\$ 147,929
Advisor, Equipment Training	F	\$ 107,582	\$ 134,478
Advisor, Facility Security	F	\$ 107,582	\$ 134,478
Advisor, FOIP	E	\$ 90,206	\$ 112,757
Advisor, Health and Safety	F	\$ 107,582	\$ 134,478
Advisor, Human Resources	G	\$ 118,343	\$ 147,929
Advisor, Indigenous and Rural Relations	F	\$ 107,582	\$ 134,478
Advisor, Learning, Development and Training	F	\$ 107,582	\$ 134,478
Advisor, Policy and Governance	E	\$ 90,206	\$ 112,757
Advisor, Project Control and Audit (Recovery)	F	\$ 107,582	\$ 134,478
Advisor, Reconciliation	G	\$ 118,343	\$ 147,929
Advisor, Social Programs	F	\$ 107,582	\$ 134,478
Analyst, Corporate Records	E	\$ 90,206	\$ 112,757
Analyst, Human Resources	F	\$ 107,582	\$ 134,478
Analyst, Labour Costing	F	\$ 107,582	\$ 134,478
Analyst, Major Maintenance	E	\$ 90,206	\$ 112,757
Articling Student, Legal	C	\$ 65,442	\$ 81,802
Assistant Deputy Chief, Emergency Medical Services	H	\$ 129,104	\$ 161,380
Assistant Deputy Chief, Member Services	G	\$ 118,343	\$ 147,929
Assistant Deputy Chief, Operations	H	\$ 129,104	\$ 161,380
Assistant Deputy Chief, Rural Liaison/Fleet	G	\$ 118,343	\$ 147,929
Assistant Deputy Chief, Training	H	\$ 129,104	\$ 161,380
Assistant, Corporate Records	C	\$ 65,442	\$ 81,802
Assistant, Legal	D	\$ 77,707	\$ 97,134
Assistant, Legislative	D	\$ 77,707	\$ 97,134
Chief Administrative Officer	CAO/DCAO	\$ 230,000	\$380,000
Chief Financial Officer	K	\$ 185,934	\$ 232,417
Chief Legislative Officer	J	\$ 171,045	\$ 213,806
Co-op Student, Environment and Regulatory	B	\$ 57,906	\$ 72,383
Coordinator, Administration	D	\$ 77,707	\$ 97,134
Coordinator, Benefits	E	\$ 90,206	\$ 112,757
Coordinator, Claims Management	E	\$ 90,206	\$ 112,757

Job Title	Pay Band	Minimum Annual Base Salary	Maximum Annual Base Salary (Step 6)
Coordinator, Compensation	E	\$ 90,206	\$ 112,757
Coordinator, Emergency Management	E	\$ 90,206	\$ 112,757
Coordinator, Employee Development	D	\$ 77,707	\$ 97,134
Coordinator, HCM	D	\$ 77,707	\$ 97,134
Coordinator, Health and Safety	D	\$ 77,707	\$ 97,134
Coordinator, Legislative	E	\$ 90,206	\$ 112,757
Coordinator, Payroll	D	\$ 77,707	\$ 97,134
Coordinator, Recruitment	E	\$ 90,206	\$ 112,757
Coordinator, Rural Relations	E	\$ 90,206	\$ 112,757
Coordinator, Special Projects	D	\$ 77,707	\$ 97,134
Counsellor, RCMP Crisis Support	G	\$ 118,343	\$ 147,929
Deputy Chief Administrative Officer	CAO/DCAO	\$ 230,000	\$380,000
Deputy Chief, Operations and Technical Services	I	\$ 142,538	\$ 178,172
Deputy Chief, Professional Services	I	\$ 142,538	\$ 178,172
Director, Communications and Engagement	K	\$ 185,934	\$ 232,417
Director, Community and Protective Services	K	\$ 185,934	\$ 232,417
Director, Engineering	K	\$ 185,934	\$ 232,417
Director, Environmental Services	K	\$ 185,934	\$ 232,417
Director, Human Resources	K	\$ 185,934	\$ 232,417
Director, Indigenous and Rural Relations	K	\$ 185,934	\$ 232,417
Director, Legal Services	K	\$ 185,934	\$ 232,417
Director, Planning and Development	K	\$ 185,934	\$ 232,417
Director, Public Works	K	\$ 185,934	\$ 232,417
Director, Strategic Planning and Business Initiatives	K	\$ 185,934	\$ 232,417
Director, Supply Chain Management	K	\$ 185,934	\$ 232,417
Engineer, Municipal	F	\$ 107,582	\$ 134,478
Engineer, Operations	F	\$ 107,582	\$ 134,478
Engineer, Transportation	F	\$ 107,582	\$ 134,478
FOIP Program Assistant	D	\$ 77,707	\$ 97,134
Inspector, Construction	F	\$ 107,582	\$ 134,478
Inspector, Transit	E	\$ 90,206	\$ 112,757
Internal Auditor	F	\$ 107,582	\$ 134,478
Law Student	B	\$ 57,906	\$ 72,383
Manager, Accounting Services	I	\$ 142,538	\$ 178,172
Manager, Bylaw Services	H	\$ 129,104	\$ 161,380
Manager, Community Development Planning	I	\$ 142,538	\$ 178,172
Manager, Community Partnerships and Initiatives	I	\$ 142,538	\$ 178,172
Manager, Corporate Records	H	\$ 129,104	\$ 161,380
Manager, Culture and Social Development	I	\$ 142,538	\$ 178,172
Manager, Emergency Management	H	\$ 129,104	\$ 161,380

Job Title	Pay Band	Minimum Annual Base Salary	Maximum Annual Base Salary (Step 6)
Manager, Employee and Labour Relations	I	\$ 142,538	\$ 178,172
Manager, Engineering Programs	I	\$ 142,538	\$ 178,172
Manager, Environment and Regulatory	I	\$ 142,538	\$ 178,172
Manager, Facilities	I	\$ 142,538	\$ 178,172
Manager, Financial Planning	I	\$ 142,538	\$ 178,172
Manager, Fleet Services	I	\$ 142,538	\$ 178,172
Manager, FOIP and Policy	I	\$ 142,538	\$ 178,172
Manager, Indigenous and Rural Relations	I	\$ 142,538	\$ 178,172
Manager, Information Services	H	\$ 129,104	\$ 161,380
Manager, Infrastructure Planning and Development Services	I	\$ 142,538	\$ 178,172
Manager, Investment and Cash Operations	I	\$ 142,538	\$ 178,172
Manager, Land Administration	H	\$ 129,104	\$ 161,380
Manager, Maintenance	I	\$ 142,538	\$ 178,172
Manager, Parks and Roads Services	I	\$ 142,538	\$ 178,172
Manager, Procurement	I	\$ 142,538	\$ 178,172
Manager, Public Engagement	I	\$ 142,538	\$ 178,172
Manager, Pulse	H	\$ 129,104	\$ 161,380
Manager, RCMP Support	H	\$ 129,104	\$ 161,380
Manager, Rural Operations	I	\$ 142,538	\$ 178,172
Manager, Safety Codes	I	\$ 142,538	\$ 178,172
Manager, Senior Legislative Officer	H	\$ 129,104	\$ 161,380
Manager, Shared Services	I	\$ 142,538	\$ 178,172
Manager, Solid Waste Services	I	\$ 142,538	\$ 178,172
Manager, Strategic Communications	I	\$ 142,538	\$ 178,172
Manager, Talent Management	I	\$ 142,538	\$ 178,172
Manager, Total Rewards	I	\$ 142,538	\$ 178,172
Manager, Transit Operations	I	\$ 142,538	\$ 178,172
Manager, Underground Services	I	\$ 142,538	\$ 178,172
Manager, Wastewater Treatment	I	\$ 142,538	\$ 178,172
Manager, Water Treatment	I	\$ 142,538	\$ 178,172
Municipal Legal Counsel	H	\$ 129,104	\$ 161,380
Officer, Environmental Regulatory Compliance	F	\$ 107,582	\$ 134,478
Officer, FOIP	F	\$ 107,582	\$ 134,478
Officer, Legislative	F	\$ 107,582	\$ 134,478
Paralegal	D	\$ 77,707	\$ 97,134
Program Assistant	D	\$ 77,707	\$ 97,134
Program Manager, Accreditation and Quality Assurance	G	\$ 118,343	\$ 147,929
Program Manager, Business Continuity and Technical Services	G	\$ 118,343	\$ 147,929
Program Manager, Employee Wellness	G	\$ 118,343	\$ 147,929
Program Manager, Environmental Services	H	\$ 129,104	\$ 161,380

Job Title	Pay Band	Minimum Annual Base Salary	Maximum Annual Base Salary (Step 6)
Program Manager, Environmental Services - Fort Chipewyan	G	\$ 118,343	\$ 147,929
Program Manager, Equity and Inclusion	G	\$ 118,343	\$ 147,929
Program Manager, FireSmart	G	\$ 118,343	\$ 147,929
Program Manager, Flood Mitigation	G	\$ 118,343	\$ 147,929
Program Manager, Fort Chipewyan Operations	G	\$ 118,343	\$ 147,929
Program Manager, Health and Safety	G	\$ 118,343	\$ 147,929
Program Manager, Municipal Initiatives	G	\$ 118,343	\$ 147,929
Program Manager, Recreation and Facilities	G	\$ 118,343	\$ 147,929
Program Manager, Roads	G	\$ 118,343	\$ 147,929
Program Manager, Rural Servicing	G	\$ 118,343	\$ 147,929
Project Manager	F	\$ 107,582	\$ 134,478
Regional Fire Chief	K	\$ 185,934	\$ 232,417
Scheduler/Dispatcher	E	\$ 90,206	\$ 112,757
Senior Administrative Assistant	E	\$ 90,206	\$ 112,757
Senior Advisor, Environment and Regulatory	H	\$ 129,104	\$ 161,380
Senior Advisor, Health and Safety	G	\$ 118,343	\$ 147,929
Senior Advisor, Policy	F	\$ 107,582	\$ 134,478
Senior Coordinator, Pension and Payroll	F	\$ 107,582	\$ 134,478
Senior Executive Liaison	G	\$ 118,343	\$ 147,929
Senior Manager, Assessment and Taxation	J	\$ 171,045	\$ 213,806
Senior Manager, Community and Protective Services	J	\$ 171,045	\$ 213,806
Senior Manager, Engineering	J	\$ 171,045	\$ 213,806
Senior Manager, Environmental Services	J	\$ 171,045	\$ 213,806
Senior Manager, FOIP and Policy	J	\$ 171,045	\$ 213,806
Senior Manager, Health and Safety	J	\$ 171,045	\$ 213,806
Senior Manager, Information Technology	J	\$ 171,045	\$ 213,806
Senior Manager, Legal Services	J	\$ 171,045	\$ 213,806
Senior Manager, Parks, Roads and Rural Operations	J	\$ 171,045	\$ 213,806
Senior Manager, Planning and Development	J	\$ 171,045	\$ 213,806
Senior Manager, Transportation and Facilities	J	\$ 171,045	\$ 213,806
Senior Municipal Engineer	H	\$ 129,104	\$ 161,380
Senior Project Manager	H	\$ 129,104	\$ 161,380
Senior Recruiter	F	\$ 107,582	\$ 134,478
Senior Strategic Advisor, Office of the CAO	J	\$ 171,045	\$ 213,806
Social Planner	F	\$ 107,582	\$ 134,478
Strategist	F	\$ 107,582	\$ 134,478
Supervisor, Accounts Payable	F	\$ 107,582	\$ 134,478
Supervisor, Assessment	G	\$ 118,343	\$ 147,929
Supervisor, Billing, Collections and Cash	G	\$ 118,343	\$ 147,929
Supervisor, Building Life Cycle	G	\$ 118,343	\$ 147,929

Job Title	Pay Band	Minimum Annual Base Salary	Maximum Annual Base Salary (Step 6)
Supervisor, Bylaw Services	F	\$ 107,582	\$ 134,478
Supervisor, Community Partnerships and Initiatives	G	\$ 118,343	\$ 147,929
Supervisor, Compensation and Benefits	H	\$ 129,104	\$ 161,380
Supervisor, Conventional Operations	G	\$ 118,343	\$ 147,929
Supervisor, Culture and Social Development	G	\$ 118,343	\$ 147,929
Supervisor, Development Compliance and Enforcement	F	\$ 107,582	\$ 134,478
Supervisor, Development Controls and Permitting	G	\$ 118,343	\$ 147,929
Supervisor, Employee and Labour Relations	H	\$ 129,104	\$ 161,380
Supervisor, Equipment Training	G	\$ 118,343	\$ 147,929
Supervisor, Facilities Operations	H	\$ 129,104	\$ 161,380
Supervisor, Field Services	G	\$ 118,343	\$ 147,929
Supervisor, Financial Planning	G	\$ 118,343	\$ 147,929
Supervisor, Fleet Administration	G	\$ 118,343	\$ 147,929
Supervisor, Fleet Operations	G	\$ 118,343	\$ 147,929
Supervisor, Fleet Technical	G	\$ 118,343	\$ 147,929
Supervisor, GIS	F	\$ 107,582	\$ 134,478
Supervisor, Health and Safety	H	\$ 129,104	\$ 161,380
Supervisor, Information Services	G	\$ 118,343	\$ 147,929
Supervisor, Maintenance	G	\$ 118,343	\$ 147,929
Supervisor, Operations and Administration	F	\$ 107,582	\$ 134,478
Supervisor, Parks and Roads Services	F	\$ 107,582	\$ 134,478
Supervisor, Payroll	G	\$ 118,343	\$ 147,929
Supervisor, Permitting Control	F	\$ 107,582	\$ 134,478
Supervisor, Process Automation	G	\$ 118,343	\$ 147,929
Supervisor, Procurement	G	\$ 118,343	\$ 147,929
Supervisor, Pulse	F	\$ 107,582	\$ 134,478
Supervisor, Recruitment	G	\$ 118,343	\$ 147,929
Supervisor, Risk and Compliance	G	\$ 118,343	\$ 147,929
Supervisor, Rural Operations	G	\$ 118,343	\$ 147,929
Supervisor, Rural Relations	G	\$ 118,343	\$ 147,929
Supervisor, Socio-Economic	G	\$ 118,343	\$ 147,929
Supervisor, Solid Waste Collections	G	\$ 118,343	\$ 147,929
Supervisor, Statutory Plans	G	\$ 118,343	\$ 147,929
Supervisor, Strategic Communications	G	\$ 118,343	\$ 147,929
Supervisor, Support Services	F	\$ 107,582	\$ 134,478
Supervisor, Support Staff	F	\$ 107,582	\$ 134,478
Supervisor, Taxation	F	\$ 107,582	\$ 134,478
Supervisor, Trade Services	G	\$ 118,343	\$ 147,929
Supervisor, Traffic Operations	H	\$ 129,104	\$ 161,380
Supervisor, Training and Development	G	\$ 118,343	\$ 147,929

Job Title	Pay Band	Minimum Annual Base Salary	Maximum Annual Base Salary (Step 6)
Supervisor, Transit Planning	G	\$ 118,343	\$ 147,929
Supervisor, Underground Services	G	\$ 118,343	\$ 147,929
Supervisor, Urban Forestry	F	\$ 107,582	\$ 134,478
Supervisor, Warehouse	F	\$ 107,582	\$ 134,478
Supervisor, Waste Process	G	\$ 118,343	\$ 147,929
Supervisor, Wastewater Operations	G	\$ 118,343	\$ 147,929
Supervisor, Water Treatment Operations	G	\$ 118,343	\$ 147,929
Supervisor, Web and Creative Services	G	\$ 118,343	\$ 147,929
Support Worker, Victim Services	E	\$ 90,206	\$ 112,757
Transportation Safety Compliance Officer	F	\$ 107,582	\$ 134,478