

2024 Compensation Disclosure List

December 06, 2024



REGIONAL MUNICIPALITY
OF WOOD BUFFALO

Table of Contents

Background.....	3
Our Total Rewards Philosophy.....	3
Notes to Compensation Data	4
Compensation Disclosure List.....	5



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 2024 Compensation Disclosure List includes all active permanent, management/exempt municipal employee jobs. The information is as of September 12, 2024.
- 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.
- Job titles labeled as "Under Review" are currently undergoing a compensation review, which involves an assessment of the job description to determine the appropriate pay band and salary range, based on the Municipality's job evaluation tool.
- 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, Compensation	G	\$118,343	\$147,929
Advisor, Corporate Services	Under Review	-	-
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, Restorative Justice Program	Under Review	-	-
Advisor, Social Programs	F	\$107,582	\$134,478
Analyst, Corporate Records	E	\$90,206	\$112,757
Analyst, Fleet	Under Review	-	-
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, Integrated Emergency Response	H	\$129,104	\$161,380
Assistant Deputy Chief, Member Services	G	\$118,343	\$147,929
Assistant Deputy Chief, Training	H	\$129,104	\$161,380
Assistant, Legal	D	\$77,707	\$97,134
Assistant, Legislative	D	\$77,707	\$97,134



Job Title	Pay Band	Minimum Annual Base Salary	Maximum Annual Base Salary (Step 6)
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
Chief of Staff	K	\$185,934	\$232,417
Co-op Student, Environment and Regulatory	B	\$57,906	\$72,383
Coordinator, Administration	D	\$77,707	\$97,134
Coordinator, Benefits	D	\$77,707	\$97,134
Coordinator, Claims Management	E	\$90,206	\$112,757
Coordinator, Compensation	E	\$90,206	\$112,757
Coordinator, Council and Committee	E	\$90,206	\$112,757
Coordinator, Emergency Management	E	\$90,206	\$112,757
Coordinator, Employee Development	D	\$77,707	\$97,134
Coordinator, Health and Safety	D	\$77,707	\$97,134
Coordinator, Organizational Management	D	\$77,707	\$97,134
Coordinator, Payroll	D	\$77,707	\$97,134
Coordinator, Personnel Administration	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, Operations and Technical Services	I	\$142,538	\$178,172
Deputy Chief, Professional Services	I	\$142,538	\$178,172
Director, Community and Protective Services	K	\$185,934	\$232,417
Director, Environmental Services	K	\$185,934	\$232,417
Director, Indigenous and Rural Relations	K	\$185,934	\$232,417
Director, Legal Services	K	\$185,934	\$232,417
Director, Organizational Support Services	Under Review	-	-
Director, Planning and Development	K	\$185,934	\$232,417
Director, Project Management Office	Under Review	-	-
Director, Public Works	K	\$185,934	\$232,417
Engineer, Municipal	F	\$107,582	\$134,478
Executive Strategic Advisor	J	\$171,045	\$213,806
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



Job Title	Pay Band	Minimum Annual Base Salary	Maximum Annual Base Salary (Step 6)
Manager, Accounting Services	I	\$142,538	\$178,172
Manager, Asset Management	Under Review	-	-
Manager, Bylaw Services	H	\$129,104	\$161,380
Manager, Community Partnerships and Initiatives	I	\$142,538	\$178,172
Manager, Community Relations and Engagement	Under Review	-	-
Manager, Corporate Records and Policy	H	\$129,104	\$161,380
Manager, Council and Administrative Support	Under Review	-	-
Manager, Customer Experience and Analytics	Under Review	-	-
Manager, Development Engineering	Under Review	-	-
Manager, Development Planning	I	\$142,538	\$178,172
Manager, Emergency Management	H	\$129,104	\$161,380
Manager, Employee and Labour Relations	I	\$142,538	\$178,172
Manager, Environment and Regulatory	I	\$142,538	\$178,172
Manager, Facilities	I	\$142,538	\$178,172
Manager, Financial Services	Under Review	-	-
Manager, FOIP and Policy	I	\$142,538	\$178,172
Manager, Indigenous and Rural Relations	I	\$142,538	\$178,172
Manager, Information Technology	Under Review	-	-
Manager, Internal Audit and Compliance	Under Review	-	-
Manager, Land Administration	H	\$129,104	\$161,380
Manager, Legal Services	Under Review	-	-
Manager, Maintenance	I	\$142,538	\$178,172
Manager, Parks and Roads Services	I	\$142,538	\$178,172
Manager, Project Management Office	Under Review	-	-
Manager, RCMP Support	H	\$129,104	\$161,380
Manager, Rural Operations	I	\$142,538	\$178,172
Manager, Safety	Under Review	-	-
Manager, Safety Codes	I	\$142,538	\$178,172
Manager, Solid Waste Services	I	\$142,538	\$178,172
Manager, Strategic Communications	I	\$142,538	\$178,172
Manager, Supply Chain	Under Review	-	-
Manager, Technical Services	Under Review	-	-
Manager, Total Rewards	I	\$142,538	\$178,172
Manager, Transportation and Fleet	Under Review	-	-
Manager, Tribunals and Committees	Under Review	-	-
Manager, Underground Services	I	\$142,538	\$178,172



Job Title	Pay Band	Minimum Annual Base Salary	Maximum Annual Base Salary (Step 6)
Manager, Wastewater Treatment	I	\$142,538	\$178,172
Manager, Water Treatment	I	\$142,538	\$178,172
Municipal Assessor	Under Review	-	-
Municipal Legal Counsel	H	\$129,104	\$161,380
Officer, FOIP	F	\$107,582	\$134,478
Officer, Legislative	F	\$107,582	\$134,478
Paralegal	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, Community Partnerships and Initiatives	G	\$118,343	\$147,929
Program Manager, Employee Wellness	G	\$118,343	\$147,929
Program Manager, Environmental Services	H	\$129,104	\$161,380
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, Health and Safety	G	\$118,343	\$147,929
Program Manager, Project Management Office	Under Review	-	-
Program Manager, Public Works	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 Coordinator, Pension and Payroll	F	\$107,582	\$134,478
Senior Executive Liaison	G	\$118,343	\$147,929
Social Planner	F	\$107,582	\$134,478
Strategist	F	\$107,582	\$134,478
Supervisor, Accounts Payable	F	\$107,582	\$134,478
Supervisor, Accounts Receivable	Under Review	-	-
Supervisor, Application Services	Under Review	-	-
Supervisor, Assessment	G	\$118,343	\$147,929
Supervisor, Asset Management	Under Review	-	-
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 Investment Program	Under Review	-	-
Supervisor, Compensation and Benefits	H	\$129,104	\$161,380
Supervisor, Conventional Operations	G	\$118,343	\$147,929
Supervisor, Customer Experience	Under Review	-	-
Supervisor, Data Analytics	Under Review	-	-
Supervisor, Development Controls and Permitting	G	\$118,343	\$147,929
Supervisor, Employee and Labour Relations	H	\$129,104	\$161,380
Supervisor, Employee Utilization	Under Review	-	-
Supervisor, Equipment Training	G	\$118,343	\$147,929
Supervisor, Facilities Operations	H	\$129,104	\$161,380
Supervisor, Field Services	H	\$129,104	\$161,380
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, IT	Under Review	-	-
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, Process Automation	G	\$118,343	\$147,929
Supervisor, Procurement	G	\$118,343	\$147,929
Supervisor, Public Engagement	Under Review	-	-
Supervisor, Pulse	F	\$107,582	\$134,478
Supervisor, Recreation	Under Review	-	-
Supervisor, Recruitment	G	\$118,343	\$147,929
Supervisor, Rural Operations	G	\$118,343	\$147,929
Supervisor, Rural Relations	G	\$118,343	\$147,929
Supervisor, Social Development	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



Job Title	Pay Band	Minimum Annual Base Salary	Maximum Annual Base Salary (Step 6)
Supervisor, Subdivisions	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, Training and Development	G	\$118,343	\$147,929
Supervisor, Transit Planning	G	\$118,343	\$147,929
Supervisor, Treasury and Capital Finance	Under Review	-	-
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



