

2025 Compensation Disclosure List

March 20, 2026



REGIONAL MUNICIPALITY
OF WOOD BUFFALO

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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 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 2025 Compensation Disclosure List includes all active permanent management/exempt municipal employee jobs. The information is as of December 31, 2025.
- 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 Salary | Maximum Annual Base Salary (Step 6) |
|---|--------------|-----------------------|-------------------------------------|
| Advisor, Asset Management | G | \$118,343 | \$147,929 |
| Advisor, Claims Management | F | \$107,582 | \$134,478 |
| Advisor, Community Emergency Management Plans | G | \$118,343 | \$147,929 |
| Advisor, Corporate Services | F | \$107,582 | \$134,478 |
| 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, Human Resources | G | \$118,343 | \$147,929 |
| Advisor, Indigenous and Rural Relations | 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 | E | \$90,206 | \$112,757 |
| Advisor, Safety | F | \$107,582 | \$134,478 |
| Advisor, Social Programs | F | \$107,582 | \$134,478 |
| Advisor, Strategic Procurement | G | \$118,343 | \$147,929 |
| Advisor, Talent Development | 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 |
| Analyst, Organizational Effectiveness | F | \$107,582 | \$134,478 |
| 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 Manager, Support Services | G | \$118,343 | \$147,929 |
| Assistant Manager, Transit Operations | G | \$118,343 | \$147,929 |
| Assistant Manager, Transit Planning | G | \$118,343 | \$147,929 |
| Assistant, Council Relations | E | \$90,206 | \$112,757 |
| 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 |
| Chief of Staff | K | \$185,934 | \$232,417 |
| Chief Operations Officer | L | \$200,821 | \$251,026 |



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|---|--------------|-----------|-----------|
| Controller | 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 | D | \$77,707 | \$97,134 |
| 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 | E | \$90,206 | \$112,757 |
| Coordinator, Personnel Administration | D | \$77,707 | \$97,134 |
| Coordinator, Recruitment | E | \$90,206 | \$112,757 |
| Coordinator, Rural Relations | E | \$90,206 | \$112,757 |
| Coordinator, Victim Services | E | \$90,206 | \$112,757 |
| 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 Services | K | \$185,934 | \$232,417 |
| Director, Environmental Services | K | \$185,934 | \$232,417 |
| Director, Human Resources and Safety | 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, Project Management Office | K | \$185,934 | \$232,417 |
| Director, Public Works | K | \$185,934 | \$232,417 |
| Elections Assistant | D | \$77,707 | \$97,134 |
| Engineer, Municipal | F | \$107,582 | \$134,478 |
| Executive Strategic Advisor | J | \$171,045 | \$213,806 |
| FOIP Program Assistant | D | \$77,707 | \$97,134 |
| Generalist, Human Resources | F | \$107,582 | \$134,478 |
| Inspector, Construction | F | \$107,582 | \$134,478 |
| Internal Auditor | F | \$107,582 | \$134,478 |
| Law Student | B | \$57,906 | \$72,383 |
| 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, Corporate Records | H | \$129,104 | \$161,380 |
| Manager, Council Relations | Under Review | - | - |
| Manager, Customer Experience and Analytics | H | \$129,104 | \$161,380 |
| Manager, Customer Service | H | \$129,104 | \$161,380 |
| Manager, Development Engineering | I | \$142,538 | \$178,172 |
| 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 |



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|--|--------------|-----------|-----------|
| Manager, Environment and Regulatory | I | \$142,538 | \$178,172 |
| Manager, Environmental Technical Services | I | \$142,538 | \$178,172 |
| Manager, Facilities | I | \$142,538 | \$178,172 |
| Manager, Financial Planning | 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 Technology | Under Review | - | - |
| Manager, Internal Audit | H | \$129,104 | \$161,380 |
| Manager, Land Administration | H | \$129,104 | \$161,380 |
| Manager, Legal Services | I | \$142,538 | \$178,172 |
| Manager, Maintenance | I | \$142,538 | \$178,172 |
| Manager, Parks and Roads Services | Under Review | - | - |
| Manager, Project Management Office | I | \$142,538 | \$178,172 |
| Manager, Organizational Effectiveness | I | \$142,538 | \$178,172 |
| Manager, RCMP Support | I | \$142,538 | \$178,172 |
| Manager, Rural Operations | I | \$142,538 | \$178,172 |
| Manager, Safety | I | \$142,538 | \$178,172 |
| 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 | I | \$142,538 | \$178,172 |
| Manager, Talent Management and Program Development | I | \$142,538 | \$178,172 |
| Manager, Total Rewards | I | \$142,538 | \$178,172 |
| Manager, Transportation and Fleet | Under Review | - | - |
| Manager, Treasury and Capital Finance | I | \$142,538 | \$178,172 |
| Manager, Tribunals and Committees | H | \$129,104 | \$161,380 |
| 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 Assessor | J | \$171,045 | \$213,806 |
| 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 Estimator, Project Management Office | G | \$118,343 | \$147,929 |
| Program Manager, Accreditation and Quality Assurance | G | \$118,343 | \$147,929 |
| Program Manager, Application Services | G | \$118,343 | \$147,929 |
| Program Manager, Community Partnerships and Initiatives | 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, FireSmart | G | \$118,343 | \$147,929 |
| Program Manager, Human Resources and Safety | G | \$118,343 | \$147,929 |
| Program Manager, IT Infrastructure Services | G | \$118,343 | \$147,929 |
| Program Manager, Public Works | G | \$118,343 | \$147,929 |
| Program Planner, Project Management Office | G | \$118,343 | \$147,929 |
| Project Manager I | F | \$107,582 | \$134,478 |



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|---|---|-----------|-----------|
| Project Manager II | G | \$118,343 | \$147,929 |
| Project Manager III | H | \$129,104 | \$161,380 |
| Regional Auditor | J | \$171,045 | \$213,806 |
| Regional Fire Chief | K | \$185,934 | \$232,417 |
| Senior Administrative Assistant | E | \$90,206 | \$112,757 |
| Senior Executive Liaison | G | \$118,343 | \$147,929 |
| Social Planner | F | \$107,582 | \$134,478 |
| Strategist | F | \$107,582 | \$134,478 |
| Student, Human Resources | B | \$57,906 | \$72,383 |
| Supervisor, Accounts Payable | F | \$107,582 | \$134,478 |
| Supervisor, Accounts Receivable | G | \$118,343 | \$147,929 |
| Supervisor, Application Services | H | \$129,104 | \$161,380 |
| Supervisor, Assessment | G | \$118,343 | \$147,929 |
| Supervisor, Asset Management | H | \$129,104 | \$161,380 |
| Supervisor, Building Life Cycle | G | \$118,343 | \$147,929 |
| Supervisor, Bylaw Services | F | \$107,582 | \$134,478 |
| Supervisor, Capital Finance | G | \$118,343 | \$147,929 |
| Supervisor, Community Investment Program | G | \$118,343 | \$147,929 |
| Supervisor, Compensation and Benefits | H | \$129,104 | \$161,380 |
| Supervisor, Customer Experience | F | \$107,582 | \$134,478 |
| Supervisor, Customer Service | G | \$118,343 | \$147,929 |
| Supervisor, Data Analytics | G | \$118,343 | \$147,929 |
| Supervisor, Development Permitting | G | \$118,343 | \$147,929 |
| Supervisor, Digital Media and Creative Services | G | \$118,343 | \$147,929 |
| Supervisor, Disability Management | 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 | H | \$129,104 | \$161,380 |
| Supervisor, Financial Planning | G | \$118,343 | \$147,929 |
| Supervisor, Financial Reporting | 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, IT Infrastructure Services | H | \$129,104 | \$161,380 |
| Supervisor, IT Operations | 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, Process Automation | G | \$118,343 | \$147,929 |
| Supervisor, Procurement | G | \$118,343 | \$147,929 |
| Supervisor, Recreation and Culture | G | \$118,343 | \$147,929 |
| Supervisor, Rural Operations | G | \$118,343 | \$147,929 |



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|--|---|-----------|-----------|
| 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 |
| Supervisor, Subdivisions | G | \$118,343 | \$147,929 |
| Supervisor, Support Staff | F | \$107,582 | \$134,478 |
| Supervisor, Talent Management | H | \$129,104 | \$161,380 |
| Supervisor, Taxation | F | \$107,582 | \$134,478 |
| Supervisor, Transit Operations | E | \$90,206 | \$112,757 |
| Supervisor, Underground Services | G | \$118,343 | \$147,929 |
| Supervisor, Urban Forestry | F | \$107,582 | \$134,478 |
| Supervisor, Warehouse Inventory | 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 |
| Support Worker, Victim Services | E | \$90,206 | \$112,757 |
| Transportation Safety Compliance Officer | F | \$107,582 | \$134,478 |



