

	<b>Compensation and Benefits</b>	
	<b>Policy Type:</b>	Executive Limitation
	<b>Number:</b>	EL-A-2.1
	<b>To be Reviewed:</b>	Once per term
	<b>Approval Date:</b>	April 26, 2021
	<b>Motion Number:</b>	21.C.167
	<b>Revised Date(s):</b>	

**Policy Statement:**

This policy identifies the types of decisions and actions the Chief Administrative Officer (CAO), and/or designates **may not do** in order to achieve Council's Ends.

These limitations set boundaries regarding the compensation and benefits as to what means to achieve the Ends **would be unacceptable** even if the means worked.

With respect to employment, compensation, and benefits to employees, consultants, contract workers, and volunteers the CAO shall not cause or allow jeopardy to fiscal integrity or public image.

Further, without limiting the scope of the above statement by the following, the CAO will not:

1. Allow for inequitable compensation and benefits, as follows, by:
  - 1.1. Not considering a competitive position for all compensation components; by determining base pay by mid-market value for similar positions in comparable municipalities on a three (3) year review. Comparable municipalities must be a medium sized municipality located in Alberta with similar population, experiencing-growth, and/or located within commuting distance to a large city (Airdrie, Canmore, Cochrane, High River, Foothills County, Rockyview County, Chestermere, Leduc, Fort Saskatchewan, Spruce Grove, and St. Albert).
  - 1.2. Not directing a Council compensation survey at least once during their term to recommend if an increase is required to remain at mid-market.
  - 1.3. Not following the terms in a Collective Agreement.