




City of Leduc Policy

Policy Title: Compensation Philosophy

Policy No: 12.05:57.

Supersedes: N/A

Revision #: New

Authority (Council or City Manager): City Manager	
Section: Corporate Services	Approval Date: <i>May 6, 2022</i>
Responsible Department: Human Resources	Effective Date: <i>May 6, 2022</i>
Relevant Legislation: Alberta Employment Standards Code	
Relevant Council Resolution(s) and Date(s):	
Relevant Bylaw and Date(s):	
Authority's Signature: Derek Prohar 	

Purpose:

The City of Leduc (City) is committed to a Compensation Program that supports the Total Rewards Philosophy with a balanced approach that addresses the Total Rewards guiding principles and program objectives. The strategic area of Compensation in the Total Rewards Program will address the pay in the Total Compensation "envelope" provided to an employee in exchange for services such as time, effort and talent.

Scope:

This policy applies to all non-union employees.

Policy Objective:

The principle of fairness is fundamental to the City's philosophical core values and the Total Rewards guiding principles. The City does this within the context of a sustainable and transparent approach, recognizing that the principle of **fair** compensation must be:

- fair and inclusive to the employee who performs the job,
- fair to the employer that must recruit and retain talented staff to provide programs for the community, and
- fair to the stakeholders who support the Leduc community.

For the program to be sustainable the following areas address a wholistic approach to the Total Rewards provided to an employee in the compensation "envelope": Financial Compensation, Indirect Compensation and Employee Experience Enhancements. Recognizing employees should be duly compensated in proportion to the weight of their roles (internal relativity), their market value (external relativity), and their performance and/or service (contribution).

Definitions: