



City of Leduc Policy

Policy Title: Total Rewards Philosophy

Policy No: 12.05:58

Supersedes: N/A

Revision #: New

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

Purpose:

In alignment with the organizational culture, the City of Leduc (City) will commit to a total rewards program that will support the current and future organizational direction. The City maintains and communicates consistent and clear practices in support of the guiding principles through our Human Resources policies and action plans. The Total Rewards program (the program) will be reviewed annually in conjunction with the corporate planning process to reflect the changing trends, demographics, opportunities and expectations to meet the evolving needs of the City and the employees.

Scope:

This policy applies to all employees of the City of Leduc.

Definitions:

Total Compensation "envelope": is the total value of the monetary, indirect compensation and non-monetary pay provided to an employee in return for work performed as required.

Total Rewards Philosophy: is a system that translates the City's mission, vision, goals and strategy into a framework that guides the design and decision-making regarding attracting, retaining and rewarding employees.