

# Councillor Request Inquiry

## # 48-2018

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2018

Council, as requested, below is information related to equitable compensation practices in Strathcona County.

November 6, 2018 information request:

Equitable Compensation Practices

I would like to request that Administration provide information on the County's practices and policies for determining pay and for ensuring equitable compensation practices.

Response:

The County has a compensation policy (HUM 001-0034) that establishes the key components of our compensation approach. In order to ensure equitable compensation practices there are a few key elements:

- Jobs are all classified. Through that process they are assigned to a job family (e.g. Management, Engineering, Professional/Technical) and to a pay grade within that job family.
- The classification system we use is a point-rating system which is one of the most prevalent classification systems used globally. It is used by employers in jurisdictions (some that are subject to pay equity legislation as well as those that do not) to ensure that different jobs can be compared based on three key factors: know-how; problem solving and accountability. Alberta does not have pay-equity legislation.
- In alignment with our policy, in order to establish compensation levels for the different families of work we conduct bi-annual market surveys. This ensures our compensation is competitive and equitable.
- It is a core part of our compensation philosophy that individuals are paid for the work that they do. That means we regularly review our jobs (especially when they change due to the natural evolution of work or through an organizational review) and may adjust the classification level up or down to ensure that the job is appropriately classified. We then utilize our salary administration guidelines to determine how individual compensation may be impacted.

Debra Smith  
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