

**Annual Exempt Staff  
Compensation Adjustment**

Policy Type: COUNCIL-MANAGEMENT  
DELEGATION

CMD-2.3

To help maintain competitiveness and equity of management (Exempt staff) salaries for attraction and retention purposes:

- 1 Unless the City Manager directs otherwise due to financial and exceptional circumstances, effective March 1<sup>st</sup> of each year, The City's Exempt salary ranges will be adjusted by the percentage derived from an averaging of:
  - (1) the average percent change in wages for the current year from a survey of Alberta municipal organizations (specifically: Airdrie, Grande Prairie, Lethbridge, Medicine Hat, St. Albert, Strathcona County, Wood Buffalo) who have determined their management annual wage treatment on or before the last day of February.
  - (2) the year-over-year percentage change in the average monthly value for Alberta Average Weekly Earnings (not including overtime) as reported by Statistics Canada for the previous year.
  - (3) the average percent change in wages for the current year from settled (on or before the last day of February) City of Red Deer collective agreements.
  
- 2 The City Manager will report annually to Council on the adjustment amount.

**Document History:**

Policy Adopted	November 12, 2019
Policy Revised	June 20, 2022