

**Title: STAFF COMPENSATION**

**Policy No: 2002**

**Approval: Council**

**Effective Date: February 12, 2013**

**Supersedes Policy No: (None)**



**MUNICIPAL DISTRICT OF GREENVIEW NO. 16**

*"A Great Place to Live, Work and Play"*

**Policy Statement:** The Municipal District of Greenview No. 16 (MD) will ensure fair and equitable terms and conditions of employment for all staff.

**Purpose:** To provide guidance to the Chief Administrative Officer in the implementation of staff compensation procedures.

**Principles:**

The MD will integrate the following overall principles in the management of compensation systems:

1. Integrate the vision, mission, and values of the organization into all human resource practices
2. Maintain policies that balance the recruitment, retention and succession planning needs of the organization and ensures that staff are able to achieve their highest potential
3. Ensure fair and equitable terms and conditions of employment for all staff

To support these overall principles the MD will apply the following explicit principles:

4. The Chief Administrative Officer will implement first phase of the compensation review dated January 8, 2013.
5. The Chief Administrative Officer may utilize the full recommendations of confidential Compensation Program Review in the recruitment of staff.

**Approved: 13.02.111**