

# **TOTAL COMPENSATION CITY MANAGER & GENERAL MANAGERS**

## **2011 SALARY RANGE**

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**City Manager**                      \$280,393 - \$329,875

**General Managers**            \$213,157 - \$266,447

Management employees who meet or exceed performance expectations in the previous year are eligible for an annual in-range increase of up to 5%. In-range increases are only awarded until the employee has reached the top of their salary grade

## **OTHER COMPENSATION**

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### **Short Term Disability (STD) Plan Management**

Benefits are payable at 90% of the regular rate of pay for members with less than one year of continuous service up to 85 times the average daily hours of work (i.e. 85 days)

Benefits are paid at 100% of the regular rate of pay for members with 1 year or more of continuous service up to 85 times the average daily hours of work (i.e. 85 days) (additional details are available in Benefit At a Glance)

### **Health, Dental and Life Insurance Benefits**

#### **Health (Major Medical Plan)**

This benefit provides for comprehensive coverage of Health related expenses, which includes 80% reimbursement on such expenses as prescription drugs, ambulance, home nursing, eye exams, physiotherapy, and certain medical supplies and treatments; and semi-private hospital room accommodation.

#### **Out-of-Country Emergency Medical coverage for personal travel**

- maximum of \$2 million coverage
- 30 day trip maximum
- Includes family coverage

#### **Dental Coverage**

This benefit provides for 100% coverage of usual and customary fees for basic dental services, 80% for restorative services such as replacing existing bridges and crowns, 50% for new crowns, and 50% for orthodontic services subject to a \$2,000 lifetime maximum.

#### **Life Insurance**

Benefit Premium is cost shared between the City and the employee and provides benefit coverage of either 1 times salary (single) or 2.5 times salary (employees with eligible dependants), and provides for a maximum benefit of \$1,000,000.

# TOTAL COMPENSATION

## CITY MANAGER & GENERAL MANAGERS

### **Pension:**

#### **Local Authorities Pension Plan**

The Local Authorities Pension Plan (LAPP) is a defined benefit pension plan and participation is mandatory for permanent City of Edmonton employees after one year of service. Cost of the benefit is cost shared with the employee.

Pension at retirement will be based on:

- length of pensionable service; and
- highest five-year average pensionable salary

This type of pension plan helps you prepare for your retirement because you can estimate your future pension income. The plan also provides you with a specified lifetime income upon retirement, regardless of market conditions and how long you live. LAPP also provides survivor benefits. The plan is funded by member and employer contributions and by investment earnings.

#### **Supplemental Management Retirement Plan**

Provides a 2% benefit upon retirement similar to a pension on earnings over the Income Tax Act maximum pensionable earnings for service from January 2003 or the date the employee becomes eligible to be a member of the Plan.

### **Flexible Spending Credit - \$12,600/year**

The Flexible Spending Account compensates the employee for a variety of expenses including car allowance and funds that could be directed to a Health Care Spending Account (HCSA).

**Funds directed to a HCSA can be used to cover the following:** reimbursement for medically-related expenses not covered by Alberta Health Care or for amounts not reimbursed through the Supplementary Health and Dental Plans, including amounts not reimbursed under your spouse's health and dental plans. Expenses for eligible dependents, as defined under the Supplementary Health Care Plan, may also be submitted to the HCSA for reimbursement, under the same conditions.

To be eligible for reimbursement from the HCSA, the expense must be incurred on or after the date the credits (dollars) were deposited in your HCSA and all other sources of reimbursement must have been accessed first.

Some examples of health and dental expenses eligible for reimbursement under the HCSA are:

- deductible and co-payment amounts
- vision care expenses

Some expenses are **not** eligible for reimbursement under the HCSA, as they are not an eligible medical deduction under the *Income Tax Act*. A general listing of eligible medical expenses under the *Income Tax Act* can be found on Canada Revenue Agency's web site at: [www.cra-arc.gc.ca](http://www.cra-arc.gc.ca). Type "IT-519R2" into the "Search Box". An official ruling can be obtained by calling 1-800-959-8281.

### **Incidental Expenses**

Reimbursement for professional membership, travel (outside of local area) and training expenses is the same as for other management employees.

### **Employer Paid Parking**

Provided indoor employer paid parking.

# **TOTAL COMPENSATION**

## **CITY MANAGER & GENERAL MANAGERS**

### **Vacation**

**General Manager:** starts with 25 working days per year and moves to 30 after 7 years of service

**City Manager:** 30 working days

**5 Flex days per year** are provided in recognition of the additional and irregular work hours that are required throughout the year.

### **Holidays**

The following paid holidays are recognized for permanent management employees at the City of Edmonton.

Boxing Day	Christmas Day
New Year's Day	Alberta Family Day
Good Friday	Easter Sunday (Easter Monday in lieu)
Victoria Day	Canada Day
Civic Holiday	Labour Day
Thanksgiving Day	Remembrance Day

NOTE: The City of Edmonton is willing to accommodate employees' specific religious beliefs, creeds and festive days to allow employees to follow their faith. Time may be taken for holidays, other than those listed above, through the use of vacation.

### **Employee and Family Assistance**

The City of Edmonton offers confidential counselling services to permanent employees and their families. Counsellors are available 7 days a week to provide professional assessments, short-term counselling, or referrals to appropriate community service programs.

### **Recreation Centres**

The City of Edmonton offers a 50% admission discount to employees using City-operated swimming pools, fitness and recreation centres.

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