



TOWN OF COCHRANE

Bylaw 14/2018

Being a bylaw of the Town of Cochrane in the Province of Alberta, Canada for the purpose of disclosing compensation paid to Municipal Employees.

WHEREAS: The *Public Sector Compensation Transparency Act*, Statutes of Alberta, 2015 C.P.-40.5 and amendments thereto provides that a Municipal Council may pass a bylaw for purposes disclosing the names of those employees whose total compensation is greater than the threshold defined;

WHEREAS: It has been determined that residents of the Town of Cochrane expect full transparency;

WHEREAS: Council intends to publish the names of those employees whose total compensation is greater than the threshold as defined within the *Act*;

NOW THEREFORE: Council of the Town of Cochrane, duly assembled, enacts as follows:

Title

1. This Bylaw may be cited as "The Public Sector Compensation Transparency Bylaw".

Definitions

2. In this Bylaw,
 - a) "Compensation" means the total of all amounts paid and benefits provided in a year by the Town of Cochrane to an employee that are required for tax purposes to be included in that employee's income for that year.
 - b) "Threshold" means the threshold amount established and posted by the Alberta Government in relation to the *Act*.

Disclosure Requirements

3. The Town, having the ability under the *Public Sector Compensation Transparency Act* shall publicly report every employee whose Compensation exceeds the threshold.
4. The public report shall be posted on the Town of Cochrane Website no later than April 30, for the prior calendar year.
5. The following information is to be included in the employee Compensation report:
 - (a) the name of the positions where Compensation in the previous calendar year is greater than the Threshold;
 - (b) the total of all amounts paid and taxable benefits provided to each position named.

General Provisions

5. Each provision of this Bylaw is independent of all other provisions, and if any provision of this Bylaw is declared invalid for any reason by a Court of competent jurisdiction, all other provisions of this Bylaw shall remain valid and enforceable.

This Bylaw shall come into full force and effect upon the date of third and final reading.

Read a first time March 26, 2018
Read a second time as amended March 26, 2018
Unanimous Consent March 26, 2018
Read a third time March 26, 2018



Mayor



Manager, Legislative Services