

# 2023 Public Sector Compensation Transparency Report

Data as of February 22, 2024

"Compensation" is 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. This includes salary, taxable benefits and depending on position may also include overtime, premium pay, vacation cash out, severance and other monetary awards.

"Taxable benefit" is a payment from an employer to an employee where the employee receives an economic advantage that can be measured in money.

This report is published annually in accordance with the [Public Sector Compensation Transparency Bylaw](#).

2023 Threshold defined by the Alberta Government is \$150,219. Below is a listing of positions that exceed this threshold for 2023.

<b>Position</b>	<b>Compensation</b>	<b>Taxable Benefit</b>
Executive Director, Corporate Services	286,546.28	560.30
Chief Administrative Officer	252,021.49	2,052.65
Executive Director, Development & Infrastructure Services	195,236.32	1,902.40
Executive Director, Protective & Community Services	189,026.10	1,858.98
Captain	165,726.06	1,245.56
Fire Prevention Officer II	164,468.22	1,745.56
Director, Organizational Strategy & Culture	164,289.78	1,516.14
Director, Operations Services	162,317.98	1,667.02
Captain	161,959.36	1,745.56
Captain	161,214.32	1,745.56
Director, Engineering & Asset Services	159,500.98	1,650.02
Fire Chief	156,674.26	1,127.14
Director, Community Services	156,397.52	1,086.56
Manager, Corporate Properties	153,515.27	1,438.74
Lieutenant	151,645.84	1,646.76
Lieutenant	150,481.92	1,675.38
Lieutenant	150,258.19	1,646.76