

2024 Public Sector Compensation Transparency Report

Data as of March 10, 2025

"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](#).

2024 Threshold defined by the Alberta Government is \$159,833. Below is a listing of positions that exceed this threshold for 2024.

Position	Compensation	Taxable Benefit
Chief Administrative Officer	266,871.24	2,291.52
Director, Engineering & Asset Services	226,910.86	1,527.07
Executive Director, Development & Infrastructure Services	196,389.20	1,912.16
Executive Director, Corporate Services	190,026.56	1,869.44
Director, Financial & Assessment Services	178,865.96	1,791.08
Executive Director, Community Safety & Wellbeing	178,082.72	1,770.89
Captain, Fire Fighter	175,320.80	1,767.68
Lieutenant, Fire Fighter	172,955.15	1,666.28
Fire Prevention Officer II	169,291.15	1,767.68
Captain, Fire Fighter	163,936.51	1,767.68
Director, Operations Services	162,486.89	1,673.36
Director, Community Growth	161,867.13	1,173.36
Captain, Fire Fighter	160,262.11	1,760.13