

2025 Public Sector Compensation Transparency Report

“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 may also include **overtime, premium pay, vacation payouts, severance** and **other monetary awards**.

“Taxable benefit” is a benefit or payment from an employer to an employee where the employee receives an economic advantage that can be measured in monetary terms.

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

The compensation disclosure threshold established by the Government of Alberta for 2025 is \$159,676. Below is a listing of positions that exceeded this threshold during the 2025 reporting year.

Position	Compensation	Taxable Benefit
Chief Administrative Officer	572,716.49*	3,765.15
Executive Director, Development & Infrastructure Services	207,489.18	2,036.02
Manager, Human Resources	183,223.39	1,568.06
Captain, Fire Fighter	183,165.76	1,849.98
Director, Financial & Information Technology Services and CFO	182,519.96	1,902.92
Director, Strategic Services	176,328.43	1,735.30
Executive Director, Corporate Services	174,152.98	1,861.09
Captain, Fire Fighter	170,798.51	1,849.98
Director, Legislative & Administrative Services	170,155.41	1,735.40
Director, People & Culture	169,383.90	1,802.03
Director, Operations Services	168,642.90	1,760.31
Fire Prevention Officer II	166,579.39	1,849.98
Director, Social Development	165,974.28	1,777.32
Director, Community Growth	165,474.28	1,277.32
Director, Utilities	160,596.44	1,735.40
Director, Protective Services	160,596.20	1,735.40
Lieutenant, Fire Fighter	160,404.69	1,241.88
Director, Parks & Active Living	160,096.44	1,235.40
Captain, Fire Fighter	160,001.86	1,349.98