**Management Remuneration Policy**

The College of Dental Surgeons of Saskatchewan’s Management Team remuneration policy is designed to recognize the knowledge, skill and expertise required of our Registrar, Chief Executive Officer and Council Chairperson as they fulfill their respective roles at CDSS.

It shall be the responsibility of the President in conjunction with the HR/Compensation Committee to set goals, monitor results and recommend remuneration adjustments as may be appropriate to ensure we retain their services of the Senior Management Team and remunerate competitively within the marketplace.

**Guiding principles:**

* **Base Pay**

Every 3 and 5 years, CDSS will benchmark base pay to (???between the 50th and) at the 75th percentile within the marketplace. This shall be referred to as the “Job rate”, and with an “achieved” rating in each annual performance review will be effective after the completion of 2 full years of service in the role. Each position will have a salary range (band) that will include:

* **Start rate** which shall be 90% of the Job rate
* **Interim rate** which shall be 95% of the Job
* This adjustment to base pay will occur if/when the first annual performance review results in an “achieved” rating.
* **Job rate**, as determined by the above benchmarking
* This adjustment to base pay will occur if/when the subsequent performance review results in an “achieved” rating.
* **Merit max rate**, which shall be 110% of the Job rate
* Council, on the recommendation of the President and HR/Compensation Committee, shall have the ability to recognize consistent superior performance and reward an individual by increasing base pay accordingly, up to the defined Merit Max.

**NOTE:** Annual base pay adjustments between formal benchmarking studies shall be

implemented at ??70% of the professions annual fee guide percentage increase.

Example: Annual fee guide increase is 5%, then Management’s increase would be 3.5%.

* **Benefit program**

In addition to the Council approved employee benefits identified in the employee handbook, Management reporting direct to Council are entitled to the following

* + RRSP contributions
  + Additional % of employer paid portion???
* **Incentive programs ??**
* **Perquisites**
  + Underground parking?
  + Cell phone?
  + Membership(s)?
  + Vehicle? Vehicle allowance?