The College of
Dental Surgeons
of Saskatchewan

## Management Remuneration Policy - Chair

The College of Dental Surgeons of Saskatchewan's CEO remuneration policy is designed to recognize the knowledge, skill and expertise required of our Chair as s/her fulfill their role 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 her/his services and remunerate competitively within the marketplace. As this is a part time contract position, the President is to review and approve each monthly invoice from the contractor and remunerate in accordance with the terms of the contract.

**Guiding principles:**

- **Base Pay**
  Every 3 to 5 years, CDSS will benchmark base pay to 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 either increasing base pay accordingly, or issuing a lump sum payment, up to the defined Merit Max

  **NOTE:** Annual base pay adjustments between formal benchmarking studies shall mirror the change in the Saskatchewan Consumer Price Index

- **Benefit program**
  The Chair is ineligible for any CDSS employee benefit program items