



## **Management Remuneration Policy – Executive Director (ED)**

The College of Dental Surgeons of Saskatchewan’s ED remuneration policy is designed to recognize the knowledge, skill and expertise required of our ED as s/he 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.

### **Guiding principles:**

- **Base Pay**

Every 3 to 5 years, CDSS will benchmark base pay to the 75<sup>th</sup> 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 be paid as a non-cumulative lump sum payment (LSP). The LSP payment shall be determined by applying the overall annual fee guide percentage increase each year to the employee’s gross salary for each pay period, including overtime but excluding all other “one time” items.



**Example:**

Employees 2023 weekly base pay is \$1,000

Fee Guide annual increase for 2024 is 2%. \$40 will be added to each biweekly pay

Employees 2024 weekly base pay remains \$1,000

Fee Guide increase for 2025 is 4%. \$80 will be added to each biweekly pay

- **Benefit program**

In addition to the Council approved employee benefits identified in the employee handbook, the ED is entitled to the following

- An additional taxable RRSP contribution in an amount equal to the maximum allowable RRSP defined by CRA each year
- Underground parking (only while office is located in Midtown Plaza)
- Cell phone and monthly usage expense