

From: [Jennifer Moore](#)
To: [FamiliesCommunities Committee](#)
Subject: Alberta Compensation Disclosure
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To whom it may concern:

As the payroll specialist in my organization I find the compensation disclosure causes harm and hurt feelings due to confusion and a misrepresentation of positions. As all income must be reported in the disclosure for the person, not the position, it can sometimes be inflated. We have a number of employees that may do additional work for the college outside the scope of their position, such as teach a night class for our continuing education students on a contract. This can then make it appear that a certain position makes more money than it actually does as we only report the position last occupied by the employee and we never list more than one position per person.

We've also had a number of instances where a retroactive payment has been made that was intended for a number of previous years that has inflated a particular years salary for an individual. Again, this makes it appear that the position is being paid at a much higher rate than the actual amount. Alternatively, if a position is occupied by more than one person in the year (for example someone is on maternity leave for half the year and the position is covered by a replacement) they may not reach the threshold for disclosure but the position as a whole would.

I think it would be more appropriate to list the positions with the annual salary and benefits currently offered regardless of other work the incumbent may be undertaking. It would disclose real values that have been assigned to the position. This would allow the disclosure of information so we are transparent to the public regarding what we are paying per position without bringing the person into it. This would also allow employees to take multiple assignments in the organization without it appearing that we are overpaying for a certain role.

Thank you,

Jennifer Moore, CPM
Payroll & Benefits Lead
Human Resources

Keyano College
8115 Franklin Avenue
Fort McMurray, AB
T9H 2H7