



EMPLOYEE COMPENSATION AND BENEFITS

Category:	BOARD OVERSIGHT	
Policy Number:	BO-13	
Board Approval Date:	June 25, 2025	
Objective:	This policy is designed to ensure that compensation and benefits to employees aligns with Olds College of Agriculture & Technology (the “College”) strategic priorities, supports the attraction and retention of talented employees and minimizes reputational risk.	
Scope:	This policy applies to all executives and employees of the College.	
Definitions:	Compensation	the entire range of salaries and benefits, both current and deferred, that employees receive during their employment with the College. Compensation includes the employer’s cost of salaries, plus the cost of providing employee benefits.
Policy:	1.	Employee compensation and benefits shall align with the geographic or professional market for the skills employed.
	1.1	Basic benefits will be provided to all full time employees. Differential benefits to encourage attraction and retention of employees where circumstances warrant are allowed.
	1.2	Compensation and benefits shall be aligned with government mandate(s) and legislation as set from time to time.
	1.3	A comparative analysis of compensation and benefits will be completed every five years.
	2.	The President’s compensation and benefits will be determined by a motion of the Board of Governors in alignment with applicable legislation.
	3.	Employee compensation and benefits will not create obligations over a longer term than revenues can be reasonably projected.
Related Information:		
Related Procedures:		
Review Period:	3 years	
Revision History:	NEW: June 2025	