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## AHS launches new salary structure for senior leaders

CALGARY — Alberta Health Services' new salary structure for its senior leaders reduces the number of salary levels from six to four.

The new salary structure is outlined below:

Salary Level	Salary Range Structure			
	Developmental Entry Rate	Entry Rate	Job Rate	High Performance Rate
CEO	--	\$480,000	\$600,000	\$780,000
Senior Leader 3	\$280,000	\$320,000	\$400,000	\$515,000
Senior Leader 2	\$231,000	\$264,000	\$330,000	\$425,000
Senior Leader 1	\$168,000	\$192,000	\$240,000	\$257,000

Most senior leaders will likely earn a salary that is between the entry rate and the job rate.

The salary structure has not been adjusted to offset the elimination of pay-at-risk.

AHS senior leaders are responsible for a broad spectrum of duties including:

- Operation of the organization's two sectors and five zones.
- Provincial programs such as cancer care, seniors care, primary care, public health, diagnostic imaging, emergency medical services, laboratory services, pharmacy services and addiction and mental health.
- Corporate services such as human resources, information technology, legal, finance and capital management.

Senior leaders, other than the President and Chief Executive Officer, can now be paid between \$168,000 and \$515,000 annually.

Previously, these senior leaders were paid between \$146,400 and \$643,750.

The AHS CEO can now earn between \$480,000 and \$780,000 annually.

Previously, the CEO had a base salary of \$580,000 and could earn up to \$725,000 with maximum incentive pay.

The new CEO salary range is based on the findings of a CEO market review, which compared AHS with public sector organizations across Alberta and Canada.

<b>Market Findings</b> <i>(Total cash adjusted to reflect Alberta market and size of AHS)</i>	Median of the market: \$675,000 Average market: \$697,139 Highest Comparator \$950,000 Lowest Comparator \$351,008
<b>Market Conclusions:</b>	<ul style="list-style-type: none"> <li>• Establishing a job rate of \$600,000 for the President &amp; Chief Executive Officer is well within the market median for the role.</li> <li>• Establishing a high performance rate at \$780,000 sets a top rate below eight of the 19 comparators</li> </ul>

Alberta Health Services is the provincial health authority responsible for planning and delivering health supports and services for more than four million adults and children living in Alberta. Its mission is to provide a patient-focused, quality health system that is accessible and sustainable for all Albertans.

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