



Salary Range for the position of CAPE President

2024 - 2026 Term

Further to the membership vote following the 2022 Annual General Meeting approving the changes to [Article 36 of the Constitution](#) and [By-Law 16](#), a review of the financial terms and conditions for the position of President was conducted by an independent compensation consultant (the “ICC”), the ICC provided recommendations to the members of the National Executive Committee (NEC) and the salary structure below, based on the ICC’s recommendations, was approved by the members of the NEC.

- The President’s salary structure includes a base salary range from \$186,000 to \$205,000 per year, and a yearly short-term incentive of 10% which will be paid on a monthly basis.
- The salary range includes the following 4 steps:

Step 1	Step 2	Step 3	Step 4
\$186,000	\$192,138	\$198,479	\$205,000

Approved by the National Executive Committee May 30th, 2023