



Brian Schellenberg, CEBS

**Manager, Total Compensation
City of Kitchener
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Brian Schellenberg is a Certified Employee Benefits Specialist® (CEBS®) with experience in designing, implementing, and managing competitive compensation and benefit programs across municipal government, manufacturing, and higher education sectors. He has a proven track record of aligning employee rewards with organizational strategies to attract, retain, and motivate top talent. As a strategic thinker and effective communicator, Brian excels at collaborating with senior leadership to enhance employee satisfaction and well-being. He takes pride in developing innovative benefits offerings, including wellness programs, retirement plans, and flexible work policies, to foster a positive and productive workplace culture. His dedication to building equitable and engaging work environments has consistently driven improved employee morale and organizational success. Currently, Brian serves as the manager of total compensation at the City of Kitchener, where he is committed to delivering impactful solutions that benefit employees, the organization, and the city.