

**UMAAS 2012 SALARY GUIDELINE**  
**POPULATION 1000 & OVER**

Points	1000-1499	1500-2999	3000 Plus
1 - 3	53,400 – 58,400	58,400 – 66,000	76,850 – 81,840
4 - 6	58,400 – 63,400	66,000 – 72,000	81,840 – 87,000
7 - 9	63,400 – 70,000	72,000 – 78,000	87,000 – 92,000
10 - 12	70,000 – 76,000	78,000 – 85,000	92,000 – 96,000
13 - 15	76,000 – 80,000	85,000 – 92,000	96,000 – 100,000

Point Scales	Points	Experience	Points
		1 - 2 Years	1
D/C (Standard Certificate)	2	3 - 5 Years	3
A (Advanced Level I)	3	6 - 10 Years	5
Superior A (Advanced Level II)	5	11 - 15 Years	7
		16 - 20 Years	9
		21 - 25 Years	10

To determine what salary range you would qualify for, fill out the following and refer to the chart for the salary range.

Points: Certificate \_\_\_\_\_ Years of Experience \_\_\_\_\_ Total Points \_\_\_\_\_

**UMAAS 2012 SALARY GUIDELINE**  
**POPULATION UNDER 1000**

Points	1 - 99	100 - 299	300 - 499	500 - 999
1 - 2	15.25/hr - 17.00/hr	20.00/hr – 22.00/hr	30,000 - 35,360	38,600 – 41,725
3 - 5	17.00/hr - 21.00/hr	22.00/hr – 24.00/hr	35,360 - 41,000	41,725 – 46,720
6 - 8	21.00/hr - 25.00/hr	24.00/hr – 25.50/hr	41,000 - 46,720	46,720 – 55,000
9 - 12		25.50/hr – 27.00/hr	46,720 - 55,000	55,000 – 63,400
13 - 17			55,000 - 60,000	63,400 – 70,000

Point Scales	Points	Experience	Points	Assessment	Points
Certificate - 0	0	1 - 2 years	1		
D/C (Standard Certificate)	2	3 - 5 years	3	1 M to 10 M	1
A (Advanced Level I)	3	6 - 10 years	5	OVER 10 M	2
Superior A (Advanced Level II)	5	11 - 15 years	7		
		16 - 20 years	9		
		21 - 25 years	10		

To determine what salary range you would qualify for, fill out the following and refer to the chart for the salary range.

Points: Certificate \_\_\_\_\_ Years of Experience \_\_\_\_\_ Assessment \_\_\_\_\_  
Total Points \_\_\_\_\_

**NOTES RESPECTING THE 2012 SALARY GUIDELINE**

1. This Guideline has been verified with a Salary Survey conducted in 2011 and annual comparisons to Fraternal Organizations including Rural Municipal Administrators' Association, Saskatchewan Association of School Business Officials, Manitoba Municipal Administrators' Association and Local Government Administrators' Association of Alberta.
2. The 2012 Schedule reflects a median adjustment of 3% with consideration of recent average Saskatchewan settlements and some recalibration of the 2012 guideline based on 2011 survey analysis.
3. Dividing the guideline into population segments assists in reflecting the employer's ability to pay.
4. Population categories take into consideration budget factors, annual expenditures and size of staff.
5. Hourly rate basis for the under 300 communities will assist them in applying the guideline to their situations.
6. Circumstances caught on dividing lines of these ranges may have to look at the next range or an average thereof (i.e. 499 population) may have to look at an average of 300 to 499 and 500 to 999 or develop their own range from local survey information.
7. Other factors which can affect salaries include: Northern Locations, Additional Committee obligations, Joint Offices.
8. SUMA is now recognizing this Salary Guideline.