

UMAAS 2018 SALARY GUIDELINE
POPULATION 1000 & OVER

<u>Points</u>	<u>1000-1499</u>	<u>1500-2999</u>	<u>3000 Plus</u>
1 - 3	65,000 – 70,900	74,000 – 82,000	95,000 – 100,000
4 - 6	70,900 – 76,800	82,000 – 88,500	100,000– 111,200
7 - 9	76,800 – 82,700	88,500 – 95,000	111,200– 122,400
10 - 12	82,700 – 88,600	95,000 – 101,500	122,400– 129,200
13 - 15	88,600 – 94,500	101,500– 108,000	129,200– 136,000

<u>Point Scales</u>	<u>Points</u>	<u>Experience</u>	<u>Points</u>
		1 - 2 Years	1
Standard Certificate (D/C)	2	3 - 5 Years	3
Advanced Level I (A)	3	6 - 10 Years	5
Advanced Level II (Superior A)	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 2018 SALARY GUIDELINE
POPULATION UNDER 1000

<u>Points</u>	<u>1 - 99</u>	<u>100 - 299</u>	<u>300 - 499</u>	<u>500 – 999</u>
1 - 2	18.00/hr - 22.00/hr	23.50/hr – 26.73/hr	38,000 - 45,000	48,000 – 52,000
3 - 5	22.00/hr - 26.00/hr	26.73/hr – 29.96/hr	45,000 - 52,000	52,000 – 59,625
6 - 8	26.00/hr - 30.00/hr	29.96/hr – 33.19/hr	52,000 - 59,000	59,625 – 67,250
9 - 12		33.19/hr – 36.40/hr	59,000 - 66,000	67,250 – 74,875
13 - 17			66,000 - 73,000	74,875 – 82,500

<u>Point Scales</u>	<u>Points</u>	<u>Experience</u>	<u>Points</u>	<u>Assessment</u>	<u>Points</u>
Certificate - 0	0	1 - 2 years	1		
Standard Certificate (D/C)	2	3 - 5 years	3	Up to 40 M	1
Advanced Level I (A)	3	6 - 10 years	5	OVER 40 M	2
Advanced Level II (Superior A)	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 2018 SALARY GUIDELINE

- This Guideline has been verified with a Salary Survey conducted in 2017 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.
- The 2018 schedule reflects a number of increment adjustments in specific population ranges based on the low, medium and high level results from the 2017 province wide survey which had a 60% participation rate which is exceptional. In other areas a 2% median adjustment has been applied consistent with UMAAS efforts to maintain a reasonable and competitive senior management salary grid.
- Results from the 2017 province wide survey showed 71% of those who participated were granted benefits in some form in addition to salary.
- Dividing the guideline into population segments assists in reflecting the employer's ability to pay.
- Population categories take into consideration budget factors, annual expenditures and size of staff.
- Hourly rate basis for the under 300 communities will assist them in applying the guideline to their situations.
- 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.
- Other factors which can affect salaries include: Northern Locations, Additional Committee obligations, Joint Offices.
- SUMA is now recognizing this Salary Guideline as recruitment and retention of municipal CAOs continues to emerge as a priority issue.

UMAAS
JOINT OFFICE SALARY GUIDELINE
2018

Nov/18

Population				Taxable Assessment			
Points	Urban	Points	Rural	Points	Urban	Points	Rural
1	0-200	1	0-200	1	0-5,000,000	1	0-50,000,000
2	201-400	2	201-400	2	5,000,001-30,000,000	2	50,000,001-120,000,000
3	401-600	3	401-600	3	30,000,001-65,000,000	3	120,000,001-200,000,000
4	601-1000			4	65,000,001-100,000,000	4	200,000,001-300,000,000
5	1001-2000			5	> 100,000,000	5	> 300,000,000
6	> 2000						

Certification				Years of Experience			
Points	Urban	Points	Rural	Points	Urban	Points	Rural
1	Standard	1	C	1	0-5	1	0-5
2	Level 1	2	A	2	6-10	2	6-10
3	Level 2	3	Superior A	3	10-15	3	10-15
				4	16-20	4	16-20
				5	>20	5	>20

TOTAL POINTS	Combined Population 0-2,000	Combined Population > 2,000
1-7	\$52,000 - \$70,500	\$82,300 - \$99,900
8-14	\$70,500 - \$88,000	\$99,900- \$117,550
15-21	\$88,000 - \$105,800	\$117,550- \$135,000
22-28	\$105,800 - \$123,500	\$135,000 - \$152,800
29-35	\$123,500 - \$141,000	\$152,800- \$170,000
36-	\$141,000 - \$158,700	\$170,000 - \$188,000