

UMAAS 2019 SALARY GUIDELINE
POPULATION 1000 & OVER

<u>Points</u>	<u>1000-1499</u>	<u>1500-2999</u>	<u>3000 Plus</u>
1 - 3	66,600 – 72,700	75,900 – 84,000	97,400 – 102,500
4 - 6	72,700 – 78,700	84,000 – 90,700	102,500– 114,000
7 - 9	78,700 – 84,800	90,700 – 97,400	114,000– 125,500
10 - 12	84,800 – 90,800	97,400 – 104,000	125,500– 132,400
13 - 15	90,800 – 96,900	104,000– 110,700	132,400– 139,400

<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 2019 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	18.50/hr - 22.60/hr	24.10/hr – 27.40/hr	39,000 - 46,100	49,200 – 53,300
3 - 5	22.60/hr - 26.70/hr	27.40/hr – 30.70/hr	46,100 - 53,300	53,300 – 61,100
6 - 8	26.70/hr - 30.80/hr	30.70/hr – 34.00/hr	53,300 - 60,500	61,100 – 68,900
9 - 12		34.00/hr – 37.30/hr	60,500 - 67,700	68,900 – 76,700
13 - 17			67,700 - 74,800	76,700 – 84,600

<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 2019 SALARY GUIDELINE

- The basis for 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 2019 schedule represents a 2.5% adjustment over 2018. This conclusion was reached after reference to survey work completed by Morneau Shepell, RBC Economic Research forecast, Conference Board of Canada projections, CPI data and other respected forecasts, all showing indicators of 2.6% to 2.9% in 2019 trends respecting related employment. This is consistent with 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

2019

Oct/18

				Taxable Assessment			
Population							
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

		Combined Population 0-2,000	Combined Population > 2,000
TOTAL POINTS			
1-7		\$53,300 - \$72,300	\$84,400 - \$102,400
8-14		\$72,300 - \$90,200	\$102,400- \$120,500
15-21		\$90,200 - \$108,500	\$120,500- \$138,400
22-28		\$108,500 - \$126,600	\$138,400 - \$156,600
29-35		\$126,600 - \$144,500	\$156,600- \$174,300
36-		\$144,500 - \$162,700	\$174,300 - \$192,700