



UMAAS 2026 Salary Guideline Population 1,000 & Over

To determine which salary range you are in, fill out the following and refer to the chart for the salary range.

Certificate		Years of Experience		Total Points	
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Point Scales	Points	Experience	Points
Conditional/Permit	0	1 – 2 years	1
Standard Certificate	2	3 – 5 years	3
Advanced Level I	3	6 –10 years	5
Advanced Level II	5	11 – 15 years	7
		16 – 20 years	9
		21 – 25 years	10

Points	1000 – 1499	1500 – 2999	3000 Plus
1 – 3	82,689 – 91,071	92,775 – 102,668	131,811 – 139,002
4 – 6	91,071 – 99,455	102,668 – 112,233	139,002 – 146,165
7 - 9	99,455 – 107,843	112,233 – 121,845	146,165 – 153,400
10 - 12	107,843 – 116,232	121,845 – 131,430	153,400 – 160,564
13 – 15	116,232 – 124,619	131,430 – 141,419	160,564 – 170,366

NOTES RESPECTING THE 2026 SALARY GUIDELINE

1. The basis for this Guideline has been verified with a Salary Survey conducted in 2023 and annual comparisons to Fraternal Organizations including the Rural Municipal Administrators' Association, Saskatchewan Association of School Business Officials, Manitoba Municipal Administrators' Association and Local Government Administrators' Association of Alberta.
2. The 2026 schedule represents a 3% adjustment over 2025. This conclusion was reached after reference to survey work completed by Normadin Beaudry, PCI Compensation Consulting, Conference Board of Canada projections, CPI data, and other respected forecasts, which provide indicators of 2025 trends in related employment. This is consistent with efforts to maintain a reasonable and competitive senior management salary grid while respecting the Saskatchewan Municipal Marketplace.
3. Results from the 2023 province-wide survey showed 70% of those who participated were granted benefits in some form in addition to their salary.
4. Dividing the guideline into population segments assists in reflecting the employer's ability to pay.
5. Population categories take into consideration budget factors, annual expenditures and size of staff.
6. Hourly rate basis for the under 300 population communities will assist them in applying the guideline to their situations.
7. 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.
8. Other factors which can affect salaries include: Northern Locations, Additional Committee obligations, Joint Offices, and Resort Village seasonal populations.
9. SUMA recognizes this Salary Guideline as recruitment and retention of quality municipal CAOs continues to emerge as a priority issue across the province.

UMAAS 2026 Salary Guideline Population Under 1,000



To determine which salary range you are in, fill out the following and refer to the chart for the salary range.

Certificate		Years of Experience		Total Points	
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Point Scales	Points	Experience	Points	Assessment	Points
Conditional/Permit	0	1 – 2 years	1	Up to 40M	1
Standard Certificate	2	3 – 5 years	3	Over 40M	2
Advanced Level I	3	6 – 10 years	5		
Advanced Level II	5	11 – 15 years	7		
		16 – 20 years	9		
		21 – 25 years	10		

Points	1 – 99	100 – 299	300 - 499	500 - 999
1 – 2	22.67/hr - 29.07/hr	29.52/hr – 34.42/hr	47,668 - 56,357	60,123 – 70,188
3 - 5	29.07/hr - 35.47/hr	34.42hr – 39.33/hr	56,357 - 65,130	70,188 – 80,260
6 – 8	35.47/hr - 41.94/hr	39.33/hr – 44.23/hr	65,130 - 73,943	80,260 – 90,330
9 – 12		44.23/hr – 49.12/hr	73,943 - 82,738	90,330 – 100,395
13 – 17			82,738 - 91,355	100,395 – 110,539

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UMAAS 2026 Salary Guideline Joint Office Salary Guideline

To determine which salary range you are in, fill out the following and refer to the chart for the salary range.

Certificate		Years of Experience		Total Points	
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Population				Taxable Assessment			
Points	Urban	Points	Rural	Points	Urban	Points	Rural
1	0 – 200	1	0 – 200	1	0 - 5,000,000	1	0 – 72,000,000
2	201 – 400	2	201 – 400	2	5,000,001 – 30,000,000	2	72,000,001 – 172,800,000
3	401 – 600	3	401 – 600	3	30,000,001 – 65,000,000	3	172,800,001 – 288,000,000
4	601 – 1,000			4	65,000,001 – 100,000,000	4	288,000,001 – 432,000,000
5	1,001 – 2,000			5	>100,000,000	5	>432,000,000
6	> 2,000						

Certification				Years of Experience			
Points	Urban	Points	Rural	Points	Urban	Points	Rural
1	Standard	1	C	1	0 - 5	1	0 - 5
2	Advanced I	2	A	2	6 – 10	2	6 – 10
3	Advanced II	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	\$65,142 - \$88,376	\$103,159 - \$125,155
8 - 14	\$88,376 - \$110,243	\$125,155 - \$147,285
15 – 21	\$110,243 - \$132,619	\$147,285 - \$169,159
22 – 28	\$132,619 - \$154,732	\$169,159 - \$191,406
29 – 35	\$154,732 - \$176,606	\$191,406 - \$213,040
36 -	\$176,606 - \$198,864	\$213,040 - \$235,526