

UMAAS 2023 SALARY GUIDELINE
POPULATION 1000 & OVER

Points	1000-1499	1500-2999	3000 Plus
1 - 3	74,226 – 81,750	83,280 – 92,160	118,320 – 124,775
4 - 6	81,750 – 89,276	92,160 – 100,746	124,775 – 131,205
7 - 9	89,276 – 96,805	100,746 – 109,375	131,205 – 137,700
10 - 12	96,805 – 104,336	109,375 – 117,978	137,700 – 144,130
13 - 15	104,336 – 111,865	117,978 – 126,945	144,130 – 152,930

Point Scales	Points	Experience	Points
Conditional/Permit	0	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 2023 SALARY GUIDELINE
POPULATION UNDER 1000

Points	1 - 99	100 - 299	300 - 499	500 - 999
1 - 2	20.35/hr - 26.10/hr	26.50/hr – 30.90/hr	42,790 - 50,590	53,970 – 63,005
3 - 5	26.10/hr - 31.85/hr	30.90/hr – 35.30/hr	50,590 - 58,465	63,005 – 72,045
6 - 8	31.85/hr - 37.65/hr	35.30/hr – 39.70/hr	58,465 - 66,375	72,045 – 81,085
9 - 12		39.70/hr – 44.10/hr	66,375 – 74,270	81,085 – 90,120
13 - 17			74,270 - 82,005	90,120 – 99,225

Point Scales	Points	Experience	Points	Assessment	Points
Conditional/Permit	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 2023 SALARY GUIDELINE

- The basis for this Guideline has been verified with a Salary Survey conducted in 2020 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 2023 schedule represents a 3.9% adjustment over 2022. 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, providing indicators of 2023 trends respecting related employment. This is consistent with efforts to maintain a reasonable and competitive senior management salary grid, while being respective of the Saskatchewan Municipal Marketplace. For reference the SK CPI rate for 2022 as of August is 6.3%.
- Results from the 2020 province wide survey showed 70% 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 population 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, Resort Village seasonal populations.
- SUMA recognizes this Salary Guideline as recruitment and retention of quality municipal CAOs continues to emerge as a priority issue across the province.

UMAAS

JOINT OFFICE SALARY GUIDELINE

2023

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	601-1000			4	65,000,001-100,000,000	4	288,000,001-432,000,000
5	1001-2000			5	> 100,000,000	5	> 432,000,000
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	\$58,475 - \$79,330	\$92,600 - \$112,345
8-14	\$79,330 - \$98,960	\$112,345 - \$132,210
15-21	\$98,960 - \$119,045	\$132,210 - \$151,845
22-28	\$119,045 - \$138,895	\$151,845 - \$171,815
29-35	\$138,895 - \$158,530	\$171,815 - \$191,235
36-	\$158,530 - \$178,510	\$191,235 - \$211,420