

UMAAS 2024 SALARY GUIDELINE POPULATION 1000 & OVER

Points	1000-1499	1500-2999	3000 Plus
1 - 3	77,566 – 85,428	87,027 – 96,307	123,644 – 130,389
4 - 6	85,428 – 93,293	96,307 – 105,279	130,389 – 137,109
7 - 9	93,293 – 101,161	105,279 – 114,296	137,109 – 143,896
10 - 12	101,161 – 109,031	114,296 – 123,287	143,896 – 150,615
13 - 15	109,031 – 116,898	123,287 – 132,657	150,615 – 159,811

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 2024 SALARY GUIDELINE POPULATION UNDER 1000

Points	1 - 99	100 - 299	300 - 499	500 - 999
1 - 2	21.27/hr - 27.27/hr	27.69/hr – 32.29/hr	44,715 - 52,866	56,398 – 65,840
3 - 5	27.27/hr - 33.28/hr	32.29/hr – 36.89/hr	52,866 - 61,095	65,840 – 75,287
6 - 8	33.28/hr - 39.34/hr	36.89/hr – 41.49/hr	61,095 - 69,361	75,287 – 84,733
9 - 12		41.49/hr – 46.08/hr	69,361 - 77,612	84,733 – 94,175
13 - 17			77,612 – 85,695	94,175 – 103,690

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 2024 SALARY GUIDELINE

- The basis for this Guideline has been verified with a Salary Survey conducted in 2023 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 2024 schedule represents a 4.5% adjustment over 2023. 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 2024 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.
- Results from the 2023 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

2024

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	\$61,106 - \$82,900	\$96,767 - \$117,401
	8-14	\$82,900 - \$103,413	\$117,401 - \$138,159
	15-21	\$103,413 - \$124,402	\$138,159 - \$158,678
	22-28	\$124,402 - \$145,145	\$158,678 - \$179,547
	29-35	\$145,145 - \$165,664	\$179,547 - \$199,841
	36-	\$165,664 - \$186,543	\$199,841 - \$220,933