

UMAAS 2020 SALARY GUIDELINE
POPULATION 1000 & OVER

Points	1000-1499	1500-2999	3000 Plus
1 - 3	67,930 – 74,150	77,420 – 85,680	99,350 – 104,550
4 - 6	74,150 – 80,270	85,680 – 92,510	104,550– 116,280
7 - 9	80,270 – 86,500	92,510 – 99,350	116,280– 128,010
10 - 12	86,500 – 92,620	99,350 – 106,080	128,010– 135,050
13 - 15	92,620 – 98,840	106,080– 112,910	135,050– 142,190

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 2020 SALARY GUIDELINE
POPULATION UNDER 1000

Points	1 - 99	100 - 299	300 - 499	500 – 999
1 - 2	18.90/hr - 23.05/hr	24.60/hr – 27.95/hr	39,780 - 47,020	50,180 – 54,370
3 - 5	23.05/hr - 27.25/hr	27.95/hr – 31.30/hr	47,020 - 54,370	54,370 – 62,320
6 - 8	27.25/hr - 31.40/hr	31.30/hr – 34.70/hr	54,370 - 61,710	62,320 – 70,280
9 - 12		34.70/hr – 38.05/hr	61,710 - 69,050	70,280 – 78,230
13 - 17			69,050 - 76,300	78,230 – 86,290

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 2020 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 2020 schedule represents a 2.0% adjustment over 2019. 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 up to 2.6% in 2020 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 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 quality municipal CAOs continues to emerge as a priority issue.

UMAAS

JOINT OFFICE SALARY GUIDELINE

2020

19-Oct-19

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	\$54,370 - \$73,750	\$86,090 - \$104,450
8-14	\$73,750 - \$92,000	\$104,450 - \$122,910
15-21	\$92,000 - \$110,670	\$122,910 - \$141,170
22-28	\$110,670 - \$129,130	\$141,170 - \$159,730
29-35	\$129,130 - \$147,390	\$159,730 - \$177,790
36-	\$147,390 - \$165,960	\$177,790 - \$196,550