



**URBAN MUNICIPAL ADMINISTRATORS
ASSOCIATION OF SASKATCHEWAN
OFFICE OF THE PRESIDENT
BOX 220 WYNYARD, SK S0A 4T0**

Dear Urban Municipal Councils,

Subject: UMAAS Salary Guideline

The purpose of this letter is to inform municipal Councils about the work that goes into developing the UMAAS Salary Guideline (Guideline). The UMAAS Executive fully stands behind the integrity of this document while keeping in mind that it is a guideline. The UMAAS Executive does understand that there are certain individual circumstances in every municipality which may be factored into a CAO's salary.

The process for determining the Guideline is as follows:

- 1) Every three to four years the Executive Director undertakes a comprehensive survey across the Province. UMAAS receives hundreds of responses to this survey.
- 2) The salary survey responses are broken down into the various municipal sectors with the unusually high and low salaries removed so as not to skew the data.
- 3) The salary numbers are then compared to similar organization's data within the Province, such as the Rural Municipal Administrators Association of Saskatchewan (RMAA) and the Saskatchewan Association of School Board Officials (SASBO). Comparisons are also done with our counterparts in the Province of Alberta and the Province of Manitoba.
- 4) Various national and provincial consumer and wage trends are consulted such as the Consumer Price Index (CPI).
- 5) We send the Guideline to the Municipalities of Saskatchewan for their endorsement. The Municipalities of Saskatchewan have endorsed the Guideline every year in which we have submitted it to their Board.

Councils are well-aware of the difficulty in providing an ever increasing demand for services on limited resources. The job of a CAO is complex, demanding and stressful. The list of knowledge areas we need to know, downloading by other levels of government, and ever increasing regulations leads to this complexity. A drawing is attached to this letter showing all the areas under the purview of a CAO.

Regardless, UMAAS is an organization of professionals. We take pride in the work we do for the betterment of our communities, which, despite the stresses, gives us satisfaction in our employment. It would surprise very few people that CAO's are often leaders in other areas of community involvement.



**URBAN MUNICIPAL ADMINISTRATORS
ASSOCIATION OF SASKATCHEWAN
OFFICE OF THE PRESIDENT
BOX 220 WYNYARD, SK S0A 4T0**

When undertaking salary negotiations with your CAO the UMAAS Executive asks you to give serious consideration to the Guideline. CAO's are not a dime-a-dozen. There is an impending shortage of qualified administrators as the Baby Boomer Generation retires. A competitive compensation package is necessary to recruit and retain quality people. CAO's are professionals and, as such, require compensation to acknowledge that professionalism.

In closing, thank you for your consideration of this correspondence.

Sincerely,

A handwritten signature in blue ink, appearing to read 'J. Chorneyko', is written over the typed name.

Jason Chorneyko
UMAAS President (2020)

