

**UMAAS 2017 SALARY GUIDELINE**  
**POPULATION 1000 & OVER**

Points	1000-1499	1500-2999	3000 Plus
1 - 3	61,540 – 67,302	72,502 – 80,077	88,560 – 94,322
4 - 6	67,302 – 73,065	80,077 – 87,652	94,322 – 100,264
7 - 9	73,065 – 80,672	87,652 – 94,144	100,264 – 106,027
10 - 12	80,672 – 87,586	94,144 – 99,555	106,027 – 110,635
13 - 15	87,586 – 92,197	99,555 – 106,047	110,635 – 115,246

Point Scales	Points	Experience	Points
		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 2017 SALARY GUIDELINE**  
**POPULATION UNDER 1000**

Points	1 - 99	100 - 299	300 - 499	500 - 999
1 - 2	17.58/hr - 19.59/hr	23.05/hr – 25.32/hr	34,575 - 40,753	44,485 – 48,084
3 - 5	19.59/hr - 24.19/hr	25.32/hr – 27.65/hr	40,753 - 47,250	48,084 – 53,841
6 - 8	24.19/hr - 28.78/hr	27.65/hr – 29.38/hr	47,250 - 53,841	53,841 – 63,385
9 - 12		29.38/hr – 31.11/hr	53,841 - 63,385	63,385 – 73,064
13 - 17			63,385 - 69,148	73,064 – 80,673

Point Scales	Points	Experience	Points	Assessment	Points
Certificate - 0	0	1 - 2 years	1		
Standard Certificate (D/C)	2	3 - 5 years	3	1.5 M to 15 M	1
Advanced Level I (A)	3	6 - 10 years	5	OVER 15 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 2017 SALARY GUIDELINE**

1. This Guideline has been verified with a Salary Survey conducted in 2014 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.
2. The 2017 Schedule reflects a median adjustment of 2% with consideration of recent average Saskatchewan settlements, 2017 forecasts from sources such as the Conference Board of Canada and is consistent with UMAAS efforts to maintain a reasonable and competitive senior management salary grid, while at the same time considering the provinces economic outlook for 2017.
3. Dividing the guideline into population segments assists in reflecting the employer's ability to pay.
4. Population categories take into consideration budget factors, annual expenditures and size of staff.
5. Hourly rate basis for the under 300 communities will assist them in applying the guideline to their situations.
6. 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.
7. Other factors which can affect salaries include: Northern Locations, Additional Committee obligations, Joint Offices.
8. SUMA is now recognizing this Salary Guideline.

# UMAAS

## JOINT OFFICE SALARY GUIDELINE

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Sept/16

Population				Assessment			
Points	Urban	Points	Rural	Points	Urban	Points	Rural
1	0-200	1	0-200	1	0-1,700,000	1	0-33,000,000
2	201-400	2	201-400	2	1,700,001-8,000,000	2	33,000,001-82,000,000
3	401-600	3	401-600	3	8,000,001-16,000,000	3	82,000,001-140,000,000
4	601-1000			4	16,000,001-33,000,000	4	140,000,001-182,000,000
5	1001-2000			5	> 33,000,000	5	> 182,000,000
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	
	0-1,500	> 1,500
1-8	\$50,861 - \$69,148	\$80,672 - \$97,958
9-16	\$69,148 - \$86,434	\$97,958 - \$115,246
17-25	\$86,434 - \$103,721	\$115,246 - \$132,532
26-31	\$103,721 - \$121,008	\$132,532 - \$149,820
31-33	\$121,008 - \$138,295	\$149,820 - \$167,112
34-	\$138,295 - \$155,587	\$167,112 - \$184,399