



UMAAS UPDATE

URBAN MUNICIPAL ADMINISTRATORS' ASSOCIATION OF SASKATCHEWAN

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PRESIDENT'S MESSAGE

Barry Elliott, CAO, Town of Maple Creek

Board Update

At our recent Board meeting held on September 19th, Verona Thibault, CEO of the Saskatchewan Economic Development Alliance, presented information regarding a proposed pathway for recognition of their organization's professional development offerings to be considered by UMAAS as eligible credits toward our own certifications. Such options as attendance at their annual convention, four modules focused on providing a solid introduction to community economic development, and special interest workshops/webinars (among other options) were highlighted. Further discussions in this matter will be undertaken.

Jean-Marc Nadeau, CEO of SUMA, met with the Board to discuss the work of the Municipal Sustainability Working Group. This group is a collaborative effort of representatives from SUMA, SARM, UMAAS, RMAA and Government Relations who meet to review municipal factors which contribute to sustainability challenges, and to identify issues of municipal non-compliance through a proactive Quality Assurance process. Topics include the intent of Government Relations to take more of a "hands-on" approach to identify, evaluate and assist struggling municipalities before collapse or movement toward the Communities in Transition program. Jason Chorneyko attended the most recent meeting of this group on September 22nd and has advised that implementation of the initial portion of the related Quality Assurance component is slated for the Fall of 2027.

And the work of the various UMAAS Committees continues in full vigor. Below are brief summaries of the respective Committee efforts as presented to the Board by the individual Committees:

The Advisory Committee has been busy reviewing additional courses (such as the Johnson Shoyama GEMS program) for addition to the list of UMAAS approved courses. And the Committee's review of a scholarship program application resulted in Tara Lingenfelter being awarded \$1,000.00. Congratulations are extended to Tara for your continued educational efforts.

The Administration Committee was assigned the task of reviewing the potential offering of legal expense insurance to UMAAS members. Kevin Madden of SUMAssure was requested to prepare a tailored proposal to the Committee. These discussions are continuing. As well, the Committee's efforts continue in the finalization of Governance Review options for presentation to the Board.

A very detailed summary of the efforts undertaken by the Best Practices Committee, and the related stakeholder engagement efforts, were provided to the Board. Clearly this work has been very involved and complex. The Committee has confirmed the project remains on target with delivery of the manual anticipated within the next few months.

The Board reviewed the proposed 2027 Salary Guidelines and passed a resolution setting the 2027 salary adjustment at 4%. As well, there was discussion of completing another full salary analysis in the upcoming year.

Time was also spent at the Board meeting ensuring that all vacancies in the various Board Committees, and the related Board assignments, are now filled. Several assignments were combined due to similarities in scope of the individual functions. All of your Board members are fully engaged in tasks which are supportive of the entire organization. We look forward to our next meeting which is scheduled for November 20th and 21st. I am particularly hopeful that Eric Schmalz, the Honourable Minister of Government Relations, will be able to meet with the Board at that time. The discussions your Board has had with the sitting Minister in past years has always proven to be beneficial to our organization and a greatly appreciated opportunity to showcase the professionalism and strength of our organization.

As we head toward the inevitable change of seasons, I want to thank the UMAAS Board for their continued diligence on all our behalf. I also want to thank the entire UMAAS membership for your continuing efforts on behalf of each of your communities. It never fails to amaze me how complex and varied all of our roles, and the roles of our staff, have become. Well done to each of you!

EXECUTIVE DIRECTOR'S EDITORIAL

Jason Chorneyko, CAO, Town of Wynyard

BEST PRACTICES MANUAL

The Best Practices Manual is front and centre on my mind and that is why I chose this topic for my editorial. I consider myself to be a fairly easy-going person. Because of this trait, or some might say quirk, I get perplexed by rumblings of discontent over the manual. It is a Best Practices Manual, not Rumpelstiltskin asking you for your first born.

First, a little history on the creation of the Best Practices Manual (BPM). UMAAS received a lot of feedback, at our annual convention, to develop a BPM. At the onset, there was no cohesion between the various organizations to take on this project and it sat dormant. Then it was brought to the attention of the UMAAS Executive that there were plans being made for a BPM from the Northern Saskatchewan Administrators' Association (NSAA). In addition, it was also discovered that there were a group of RMAA Administrators who were also looking to develop a BPM. Building off the initial work done by these two groups of Administrators, UMAAS approached SUMA, applied for TSS funding to compile a BPM, and were approved for the project. A BPM Committee was formed, including UMAAS members, a representative from NSAA, and an RMAA member who was from the group of RMAA members looking to create a BPM. The Committee hired a consultant, MLT Aikins, and the BPM project became a reality.

Since the BPM was created, it was decided that the best way to introduce it to the various administrators was to make the BPM the topic for the Fall Workshop. It took longer than it should have to organize the workshops, but we were able to secure six facilities during the last week in September through to the second week in October. We made sure that we worked around Truth and Reconciliation Day and the RM election Nomination Day and Nomination Withdrawal Day. What we did not take into account, and bad on us for not checking into other events, is the MuniSoft Conference and the SUMA Procurement Bootcamp. Regardless, the genie is out of the bottle and there is no putting it back. The workshops must go on as scheduled.

The real disturbing thing to me, if the rumblings I am hearing are true, that some veterans of both UMAAS and RMAA are badmouthing the project. I know that there are mixed beliefs on the impact that the BPM will have on administrators in general. And, full disclosure, I was one of those grizzled vets who thought that all the information in a BPM can be accessed through government and other websites. But, upon further reflection, I thought back to July 5, 2004 when I first began my career as a CAO, green as grass. I was fortunate to have municipal advisors that were not instructed to avoid providing practical advice. Let's say that we average 240 working days per year. I guarantee that I called my municipal advisor at least 200 times that first year. I called so often that I was given my advisor's direct line. My point is, perhaps we should be thinking of and supporting the new members to our profession, people who have been begging for such a resource, instead of poo-pooing the project. We were all greenhorns at one time in our careers.

And it is worth noting that the current workshop is the second of three workshops in which UMAAS has had to get an independent company to design and deliver the workshop. For reasons out of our control, the Ministry of Government Relations was not able to provide workshops for the Fall Workshops in both 2024 and 2026, and these workshops are very expensive to host. If support is not given to these workshops, and attendance is low, as it was in 2024, this workshop will be another financial bust that hurts both UMAAS and RMAA as both organizations have a budgeted workshop revenue line.

I hate ranting, but I want to see a successful Fall Workshop. Get your registration forms submitted and see what potential there is in the BPM. Let's help shepherd our new members into our profession. Perhaps we all might learn something we did not previously know. And, as one of my best hockey players told me, back in the day when I was involved with the Senior Hockey Team in Wynyard, "Chorneyko, you need to be a leader, not a !\$%&&* ringleader".

Take care everyone, and stay dry, if that is possible.

EDITORIAL

Amanda Flasch
CAO, City of Meadow Lake
Vice President



Speak Up & Listen!

Hello everyone! It was such an honour to be elected as your Vice President at Convention this year, and I hope to serve you well throughout this term.

Conversations. You're always in one of two roles – speaker or listener – and it is our ability to navigate between the two that helps lend to successful outcomes. I've always been encouraged to speak my mind, share my ideas, challenge perspectives. I've been called difficult and a “devil's advocate”, and yet I continue as I find the best outcomes arise after critical discussions. I have carried those sentiments throughout my career, supporting those around me to find their voice and find confidence in critically discussing projects, tasks, and solutions. But it's a balancing act – we also need to be still, to listen, to observe; to give space to those quiet voices, and to the loud ones too.

Being a Municipal Administrator is a ying and yang. We balance competing priorities, public expectations, staff, council, the list never ends. Yet we continue on. We voice our challenges to each other, we listen to their experiences or suggestions, and we continue to grow and strengthen ourselves for the benefit of our communities!

So continue finding your voice, and making room to listen to those who haven't.

Bio:

I was born and raised in Ontario; obtained a BA and MA at the University of Waterloo in Recreation and Leisure Studies, and moved to Saskatchewan in 2013 to join the Town of Biggar for a maternity leave contract as their Recreation Director. Biggar quickly became home for the next decade or so, and I grew up within the organization as I became their first Community and Economic Development Officer and then moved into the Assistant Administrator role; while successfully obtaining my Advanced LGA. I then joined the Town of Maidstone as their CAO, and roughly a year and a half later, moved to Meadow Lake as their City Manager.

I grew up competing at both the provincial and national level for badminton, and am so excited to be getting inducted into the University of Waterloo's Athletic Hall of Fame this September! I brought my passion when I moved west and have managed/coached the Rivers West badminton team at three Saskatchewan Winter Games. Outside of work, you'll find me at our acreage, watching my daughters grow up, and likely losing a few golf balls throughout the summer.

MUNICIPALITY PROFILE

City of Meadow Lake

The City of Meadow Lake is a vibrant community nestled in the heart of northwest Saskatchewan. Known as a gateway to the north, the City offers the perfect blend of small town charm, economic opportunity and access to unparalleled outdoor adventure.

Meadow Lake has a rich history. In 1799, the Hudson's Bay Company's sole surveyor, Peter Fidler and troupe travelled to Meadow Lake via the Beaver River, building a company post called Bolsover House and staying for one season. In 1873, the first permanent settlers arrived. Cyprien Morin (a Hudson's Bay Company trader) and his family opened a trading post, raised cattle and horses, and later built the first Roman Catholic Church. More Metis families followed and settled on the west edge of the lake in 1889. Between 1877 and 1888, surveys of the area were created, and identified lands for a future Reserve and for a future town site.

The area continued to grow, and on August 29, 1931 Meadow Lake was incorporated as a village and welcomed a railroad extension that sparked an immediate economic boom. Not even five years later, Meadow Lake became a town on February 1, 1936 due to rapid population growth. Over the following decades, the town continued to grow, as did the region with an increase in agriculture, forestry, and energy exploration and officially became a City on November 9, 2009.

In 2021, the City lost their arena to a fire, but rose from the ashes - a true testament to the strength, resilience and community friendships built over the years. With donations from local businesses, past and present residents, ICIP funding, and other supports, the community was able to celebrate the opening of their new recreation complex, the Co-op Centre, in 2025. This facility hosts an arena, fieldhouse, event space, studio room, and City Hall; and complements the parks, playgrounds, outdoor rinks, walking paths, Aquatic Centre, event space, and museum also available to the community.

Come for a visit and see for yourself *Where Visions Meet & Adventure Begins.*



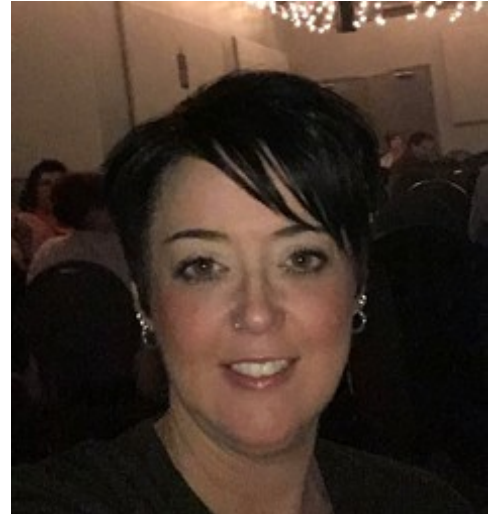
EDITORIAL

Brandi Morissette

CAO, Town of Oxbow

Division 1 Director

Chair, Best Practices Manual Committee



Building a Stronger Profession: Why UMAAS Took on the Development of the Best Practices Manual for Municipal Administrators

Municipal Administrators are at the center of how communities' function. Every day, municipal administrators help councils make decisions, interpret legislation, manage finances, oversee employees, communicate with residents, deliver essential services, and navigate an increasingly complex regulatory environment. Yet, despite the importance of this work, there has historically been no comprehensive Saskatchewan-specific best practices manual designed specifically for municipal administrators.

Municipal administration is complex. New administrators are expected to learn legislation, governance practices, hold elections, financial administration, human resources, planning, procurement, records management, and countless other responsibilities, all while dealing with the immediate demands of their municipality.

Experienced administrators face a different challenge. Legislation changes, technology changes, expectations change and municipal responsibilities continue to evolve.

That is why the Urban Municipal Administrators Association of Saskatchewan (UMAAS) took on the development of a Best Practices Manual for Municipal Administrators.

The idea did not emerge overnight. Years ago, UMAAS discussed having a Best Practices Manual created, UMAAS approached the Rural Municipal Administrators Association (RMAA) but they did not want to participate. This initiative sat dormant until last year. Building off what a group of administrators in the north were trying to launch and what a group of RM administrators were working on, UMAAS brought it back to the table.

The decision to proceed with the manual was about more than creating another document. It was about strengthening municipal administration as a profession and creating a resource that can be used by administrators throughout their careers.

SUMA offered to support this project and with their help and the help of the Targeted Sector Support Initiative (TSS) we were awarded \$125,000 to move it forward. UMAAS created a Best Practices Committee (BPC) comprised of administrators from urban municipalities, a northern administrator, and a rural administrator.

The BPC sent out a Request for Proposal for consultants to collaborate with us on preparing the manual and getting it published. The Best Practices Manual is expected to be finalized before the end of the year and published online. It will be updated from time to time, but this does not relieve an administrator's responsibility to keep up to date on legislative changes or requirements and responsibilities of the position.

The Best Practices Manual is intended to support all administrators (and councils) in understanding and applying legislative requirements under the MA and NMA and related legislation, and to help administrators navigate their responsibilities and provide a foundation from which good administrative practices can be developed. It is to be used as a resource for administrators to draw on.

Importantly, the manual does not eliminate the need for experience, mentorship, legislation, legal advice, or the professional judgment of an administrator.

UMAAS
PO Box 220
WYNYARD SK S0A 4T0

May 5, 2026

The Urban Board of Examiners held its regular meeting on May 5, 2026 and would like to report to you the following Certificates were issued at that meeting:

Conditional Certificate Extensions:

Name	Municipality	Expiry Date
Sherry Kinney	Village of Waldeck	May 31, 2027
Cathy Johnston	Village of Prud'Homme	May 31, 2027
Camille Box	Town of Biggar	May 31, 2027
Lorelei Booker	Town of Star City	May 31, 2027

Conditional Certificates:

Name	Municipality	Expiry Date
Melissa Seitz	Town of Vibank	May 31, 2027
Elise Dale	Village of Meacham	May 31, 2027
Amber Smith	Town of Elrose	May 31, 2027
Brandie Kitzul	RV of Chorney Beach	May 31, 2027
Michelle Williamson	Town of Qu'appelle	May 31, 2027
Shariden Daughton	Village of Paddockwood	May 31, 2027
Timothy Marcus	Town of Burstall	May 31, 2027
Tina Brady	Village of Chaplin	May 31, 2027
Sarah Sims	Town of Osler	May 31, 2027
Rebecca Hauser	Village of Neudorf	May 31, 2027
Aimee Germain	Town of Cupar	May 31, 2027
Hailey Hamilton	Town of Langenburg	May 31, 2027
Aimee Germain	Village of Markinch	May 31, 2027
Tammy MacSymetz	Village of Shell Lake	May 31, 2027
Kristopher Koski	Village of Manor	May 31, 2027
Duane Storey	Town of Hepburn	May 31, 2027

Standard Certificates were issued to Nicole Hanson, Laura Ward, Amy Kalbfleisch, and Alanna Strangway.

If you have any questions please feel free to contact myself.

Yours truly,

Brad Hvidston
Secretary, Urban Board of Examiners

UMAAS
PO Box 220
WYNYARD SK S0A 4T0

September 1, 2026

The Urban Board of Examiners held its regular meeting on September 1, 2026 and would like to report to you the following Certificates were issued at that meeting:

Conditional Certificate Extensions:

Name	Municipality	Expiry Date
Vanessa Weber	Village of Goodsoil	September 30, 2027
Karen McIsaac	Village of Laird	September 30, 2027
Ashley Horvath Semenoff	Village of Zenon Park	September 30, 2027
Shana Hansen	Village of Pinehouse	March 31, 2027

Conditional Certificates:

Name	Municipality	Expiry Date
Nicky Daigneault	N.V. of Beauval	September 30, 2027
Melissa Boucher	Village of Cadillac	September 30, 2027
Tim Marcus	Village of Holdfast	September 30, 2027
Tim Marcus	Village of Chamberlain	September 30, 2027
Nicole Seidle	Village of Medstead	September 30, 2027
Louanne Roschuk	Town of Blaine Lake	September 30, 2027
Jenarae German	Village of Lipton	September 30, 2027
Randi McKinnon	Village of Aylsham	September 30, 2027
Alisha Tourscher	Town of Sinaluta	September 30, 2027

Standard Certificates were issued to Diane Watt, Shaelyn Bazarski, and Shawna Johnson.

Advanced Level I Certificates were issued to Andrea Ball and Norma Stumborg.

If you have any questions please feel free to contact myself.

Yours truly,

Brad Hvidston
Secretary, Urban Board of Examiners

Oberhammer

Funeral Chapels Ltd.

LAST NAME OF OBITUARY

Jun 13

LANGMUIR



With profound sadness and deep gratitude for a life beautifully lived, we announce the passing of **Ora "Betty" Moller Langmuir** of Rimbey, Alberta. Betty passed away at the Red Deer Regional Hospital Centre on Saturday, June 13, 2026, at the age of 68 years. She was a beloved wife, mother, grandmother, sister, aunt, and friend – and she was truly one of a kind.

Betty was born in Rimbey on April 22, 1958, to her parents John and Irene Moller. She attended school in Rimbey, and upon graduation she moved with her first husband, Alan Webster, to Red Deer where her first son,

Fred, was born. While in Red Deer, Betty worked at a variety of jobs, including at the Red Deer Advocate with her brother Ed. Later, she married Wayne Gunnlaugson and welcomed her second son, Kyle. They relocated to Saskatchewan.

After many years spent raising her sons and acting as the town administrator in both the Cadillac and Beaver Flat, Saskatchewan communities, fate would bring Betty back to her hometown of Rimbey. She was serendipitously reunited with a friend from her youth. Since their reunion and subsequent marriage, Betty and Bob went on to create countless new memories of their own. Betty described the last few years of her life with Bob as some of her happiest.

SEND FLOWERS TO THE FAMILY



DWYER

Jun 18



CHODAK

Jun 17



BOUCHARD

Jun 14



LANGMUIR

Jun 13



FRAYN

Jun 9



SMITH

Jun 6



MEYER

Jun 1

Betty taught those around her the value of perseverance, kindness, and finding reasons to smile even during difficult times. Her brave spirit, loving heart, and unforgettable personality will leave a legacy that will continue to inspire all who knew her. Though Betty's absence leaves an immeasurable void – the memories she created, the lessons she shared, and the love she gave so freely will remain forever in the hearts of her family and friends. She will be deeply missed, lovingly remembered, and forever cherished.

Betty is survived by her loving husband Bob Langmuir; her son Fred Webster of Saskatoon, Saskatchewan; and her stepdaughter Carmen Ewasiw of Rochester, Alberta; as well as her cherished grandchildren Aaden Webster of Abbotsford, British Columbia; Carson Ewasiw of Rimbey; and Benjamin and Anna Ewasiw, both of Rochester. She is also survived by her brothers Dave (Max) Moller of Red Deer; and Ray (Cindie) Moller of Condor, Alberta; in addition to countless friends and extended family members. Betty was predeceased by her parents; her beloved son Kyle; her brothers Clayton, Donny, and Ed; and her sisters Annie, Katie, Tena, and Norma.

*“Those we love never truly leave us.
They live on in the stories we tell, the laughter we share, and the love they
planted in our hearts.”*

A Memorial Service in Celebration of Betty's Life will be held at the Rimbey United Church, 4931 – 51 Avenue, Rimbey on Monday, June 22, 2026, at 1:00 p.m., with the Reverend Ray Goodship officiating. She will be laid to rest in the West Haven Cemetery, Rimbey at a later date. If desired, memorial donations in Betty's memory may be made directly to the Boys and Girls Club Wolf Creek Rimbey, c/o BGC Wolf Creek, Box 4115, Ponoka, Alberta T4J 1R5 (www.rimbey.bgcwolfcreek.com). Thoughts and messages to the family may be shared through the condolence area located at the bottom of this page.

Service and Cremation Arrangements for the Late **Ora “Betty” Moller Langmuir**
entrusted to the care of



CLEMENT

May 28



SZASZ

May 26



DUBIELEW

May 24



CHORNEY

May 19



BARR

May 9



HALKO

Apr 29



WEBB

Apr 29



LOOSMAN

Apr 25



**CASTRO
AVENDANO**



STRAIN

Apr 11





That the **Board of Examiners** is a *separate entity* from UMAAS?

The Board was established under the Agreement between UMAAS and SUMA on October 17, 2023, pursuant to Section 16 of the Urban Administrators Act.

If you have any questions regarding the Board of Examiners, please contact:

Brad Hvidston, Secretary

306-873-0093

urbanboardofexaminers@gmail.com

We have a dedicated Board of Examiners tab on our website, where you will find the BoE Agreement, Application Forms, Evaluation and Training Document, information regarding mentorship, office inspection, courses and equivalencies and a lot more of helpful resources.



Board of Examiners Fees and Charges

The following certification and application fees were **approved by the UMAAS Board of Examiners at its December 2, 2025 meeting:**

- **Permit Fee:** \$100.00
- **Standard Certificate:** \$260.00
- **Conditional Certificate:** \$325.00
- **Conditional Extension:** \$200.00
- **Advanced Certificate – Level I:** \$300.00
- **Advanced Certificate – Level II:** \$300.00
- **Office Inspection Fee:** \$500.00

All fees are **non-refundable**, regardless of the outcome of the application.

Payment may be made using one of the following methods:

- **Cheque:** Payable to **UMAAS PO BOX 303 LEMBERG SK S0A 2B0**
- **E-Transfer:** urbanmaas@gmail.com
- **Electronic Funds Transfer (EFT)** Please contact **UMAAS directly** to obtain banking information.

Important Note: Applicants are responsible for ensuring payment is submitted in full and using an accepted payment method at the time of application.



That we have a FREE space on our website for posting of administrator career openings? If you wish to advertise, please email: urbanmaas@gmail.com. If you are looking for job opportunities or career openings, please visit: <https://umaas.ca/careers/>.

CAREER OPENINGS

- Assistant Administrator, RM of Leask No. 464
- Office Assistant, Town of Alameda
- Chief Administrative Officer (CAO), Town of Alameda
- Corporate Services Coordinator, Town of Lumsden
- Temporary Assistant Administrator – 6 month term, Town of Balcarres
- Assistant Administrator, Town of Coronach
- Director, Community Services, City of Yellowknife
- Assessment Coordinator, City of Moose Jaw
- Administrator, Resort Village of Mistusinne



PAYMENT OPTIONS

That we have various payment options to pay your membership fees, convention fees or even certificate application to the Board of Examiners?

You can pay:

- ⇒ With a **cheque** and mail it to Box 220 Wynyard, SK S0A 4T0
- ⇒ Via **e-transfer** by sending it to urbanmaas@gmail.com
- ⇒ Via **Direct Deposit** by sending an email to urbanmaas@gmail.com

That you will receive an invoice from UMAAS after your registration but it is NOT automatic. It may take a few days to send the invoice because UMAAS is not yet set up for automatic invoicing.

We hope to make things easier and convenient for all our members. We will explore the option to pay with credit card in the future.



UMAAS MENTORSHIP

Mentorship plays an important role in developing knowledgeable, confident, and competent municipal administrators in Saskatchewan.

A Mentor/Supervisor must meet at least one of the following qualifications:

- Hold an Advanced Certificate – Level 1 or 2, or equivalent;
- Hold a Standard Certificate, or equivalent, for at least 5 years; or
- Hold a Rural “A” Certificate, or equivalent, for at least 5 years.

Mentors must also hold a current UMAAS or RMAA membership and be available by telephone and online communication.

A Mentor/Supervisor must be available for a minimum of one on-site visit per month to help ensure municipal policies, procedures, legislation, and regulatory requirements are being properly followed.

Mentors must personally supervise and review the candidate’s progress, complete and sign the required Training Document and Competency Profile, and confirm that the candidate has been adequately trained in the required areas of municipal administration. By signing these documents, the Mentor/Supervisor is providing their professional confirmation that the candidate is prepared to assume the responsibilities of a municipal administrator and is ready to successfully complete an office inspection.

At the end of the mentorship period, the Mentor must submit a final written report to the UMAAS Board of Examiners, confirming completion of the required 1,800 hours, demonstrated competency, and their professional recommendation regarding the candidate’s readiness for certification.

Interested in becoming a Mentor? Please scan this QR code.



DID YOU KNOW



**That UMAAS Solicitor,
Adam Touet is now with
Avenue law?**

**That as a UMAAS
member, you are enti-
tled to a FREE one-hour
legal consultation with
Adam Touet as one of
your membership
benefits?**

**That Adam or a
representative from
Avenue Law LLP will be
at the UMAAS Conven-
tion to share some legal
advise?**



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YOU AS A CAO AND YOUR COUNCIL?

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Partner at Avenue Law LLP

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atouet@avenuelawyers.ca

Adam is under annual retainer to
your Association and is available to
members for initial consultations

avenue law

That there are CAO Employment Contract Samples on our website?
Please visit: <https://umaas.ca/cao-contracts/>



UMAAS 2027 Salary Guideline Population 1,000 & Over

To determine which salary range you are in, fill out the following and refer to the chart for the salary range.

Certificate		Years of Experience		Total Points	
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Point Scales	Points	Experience	Points
Conditional/Permit	0	1 – 2 years	1
Standard Certificate	2	3 – 5 years	3
Advanced Level I	3	6 – 10 years	5
Advanced Level II	5	11 – 15 years	7
		16 – 20 years	9
		21 – 25 years	10

Points	1000 – 1499	1500 – 2999	3000 Plus
1 – 3	85,997 – 94,714	96,486 – 106,775	137,083 – 144,562
4 – 6	94,714 – 103,433	106,775 – 116,826	144,562 – 152,012
7 - 9	103,433 – 112,157	116,826 – 126,719	152,012 – 159,536
10 - 12	112,157 – 120,881	126,719 – 136,687	159,536 – 166,987
13 – 15	120,881 – 129,604	136,687 – 147,076	166,987 – 177,181

NOTES RESPECTING THE 2027 SALARY GUIDELINE

1. The basis for this Guideline has been verified with a Salary Survey conducted in 2023 and annual comparisons to Fraternal Organizations including the Rural Municipal Administrators' Association and others.
2. The 2027 schedule represents a 4% adjustment over 2026. This conclusion was reached after reference to survey work including CPI data, and other respected forecasts, which provide indicators of 2026 trends in related employment. This is consistent with efforts to maintain a reasonable and competitive senior management salary grid while respecting the Saskatchewan Municipal Marketplace.
3. Results from the 2023 province-wide survey showed 70% of those who participated were granted benefits in some form in addition to their salary.
4. Dividing the guideline into population segments assists in reflecting the employer's ability to pay.
5. Population categories take into consideration budget factors, annual expenditures and size of staff.
6. Hourly rate basis for the under 300 population communities will assist them in applying the guideline to their situations.
7. 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.
8. Other factors which can affect salaries include: Northern Locations, Additional Committee obligations, Joint Offices, and Resort Village seasonal populations.
9. SUMA recognizes this Salary Guideline as recruitment and retention of quality municipal CAOs continues to emerge as a priority issue across the province.

4 % increase for all ranges over 2026 values

October 2026

UMAAS 2027 Salary Guideline Population Under 1,000



To determine which salary range you are in, fill out the following and refer to the chart for the salary range.

Certificate		Years of Experience		Total Points	
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Point Scales	Points	Experience	Points	Assessment	Points
Conditional/Permit	0	1 – 2 years	1	Up to 40M	1
Standard Certificate	2	3 – 5 years	3	Over 40M	2
Advanced Level I	3	6 – 10 years	5		
Advanced Level II	5	11 – 15 years	7		
		16 – 20 years	9		
		21 – 25 years	10		

Points	1 – 99	100 – 299	300 - 499	500 - 999
1 – 2	23.58/hr – 30.23/hr	30.71/hr – 35.80/hr	49,575 – 58,611	62,528 – 72,996
3 - 5	30.23/hr – 36.89/hr	35.80/hr – 40.90/hr	58,611 – 67,735	72,996 – 83,470
6 – 8	36.89/hr – 43.62/hr	40.90/hr – 46.00/hr	67,735 – 76,901	83,470 – 93,943
9 – 12		46.00/hr – 51.08/hr	76,901 – 86,048	93,943 – 104,411
13 – 17			86,048 – 95,009	104,411 – 117,961

NOTES RESPECTING THE 2027 SALARY GUIDELINE

1. The basis for this Guideline has been verified with a Salary Survey conducted in 2023 and annual comparisons to Fraternal Organizations including the Rural Municipal Administrators' Association and others.
2. The 2027 schedule represents a 4% adjustment over 2026. This conclusion was reached after reference to survey work including CPI data, and other respected forecasts, which provide indicators of 2026 trends in related employment. This is consistent with efforts to maintain a reasonable and competitive senior management salary grid while respecting the Saskatchewan Municipal Marketplace.
3. Results from the 2023 province-wide survey showed 70% of those who participated were granted benefits in some form in addition to their salary.
4. Dividing the guideline into population segments assists in reflecting the employer's ability to pay.
5. Population categories take into consideration budget factors, annual expenditures and size of staff.
6. Hourly rate basis for the under 300 population communities will assist them in applying the guideline to their situations.
7. 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.
8. Other factors which can affect salaries include: Northern Locations, Additional Committee obligations, Joint Offices, and Resort Village seasonal populations.
9. SUMA recognizes this Salary Guideline as recruitment and retention of quality municipal CAOs continues to emerge as a priority issue across the province.

4 % increase for all ranges over 2026 values

October 2026



UMAAS 2027 Salary Guideline Joint Office Salary Guideline

To determine which salary range you are in, fill out the following and refer to the chart for the salary range.

Certificate		Years of Experience		Total Points	
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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 – 1,000			4	65,000,001 – 100,000,000	4	288,000,001 – 432,000,000
5	1,001 – 2,000			5	>100,000,000	5	>432,000,000
6	> 2,000						

Certification				Years of Experience			
Points	Urban	Points	Rural	Points	Urban	Points	Rural
1	Standard	1	C	1	0 - 5	1	0 - 5
2	Advanced I	2	A	2	6 – 10	2	6 – 10
3	Advanced II	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	\$67,748 - \$91,911	\$107,285 - \$130,161
8 - 14	\$91,911 - \$114,653	\$130,161 - \$153,176
15 – 21	\$114,653 - \$137,924	\$153,176 - \$175,925
22 – 28	\$137,924 - \$160,921	\$175,925 - \$199,062
29 – 35	\$160,921 - \$183,670	\$199,062 - \$221,562
36 -	\$183,670 - \$206,819	\$221,562 - \$244,947

4 % increase for all ranges over 2026 values

October 2026



2027 UMAAS Convention

AT TCU PLACE
SASKATOON, SK



JUNE 1 TO 4,
2027



Watch out for
more updates!

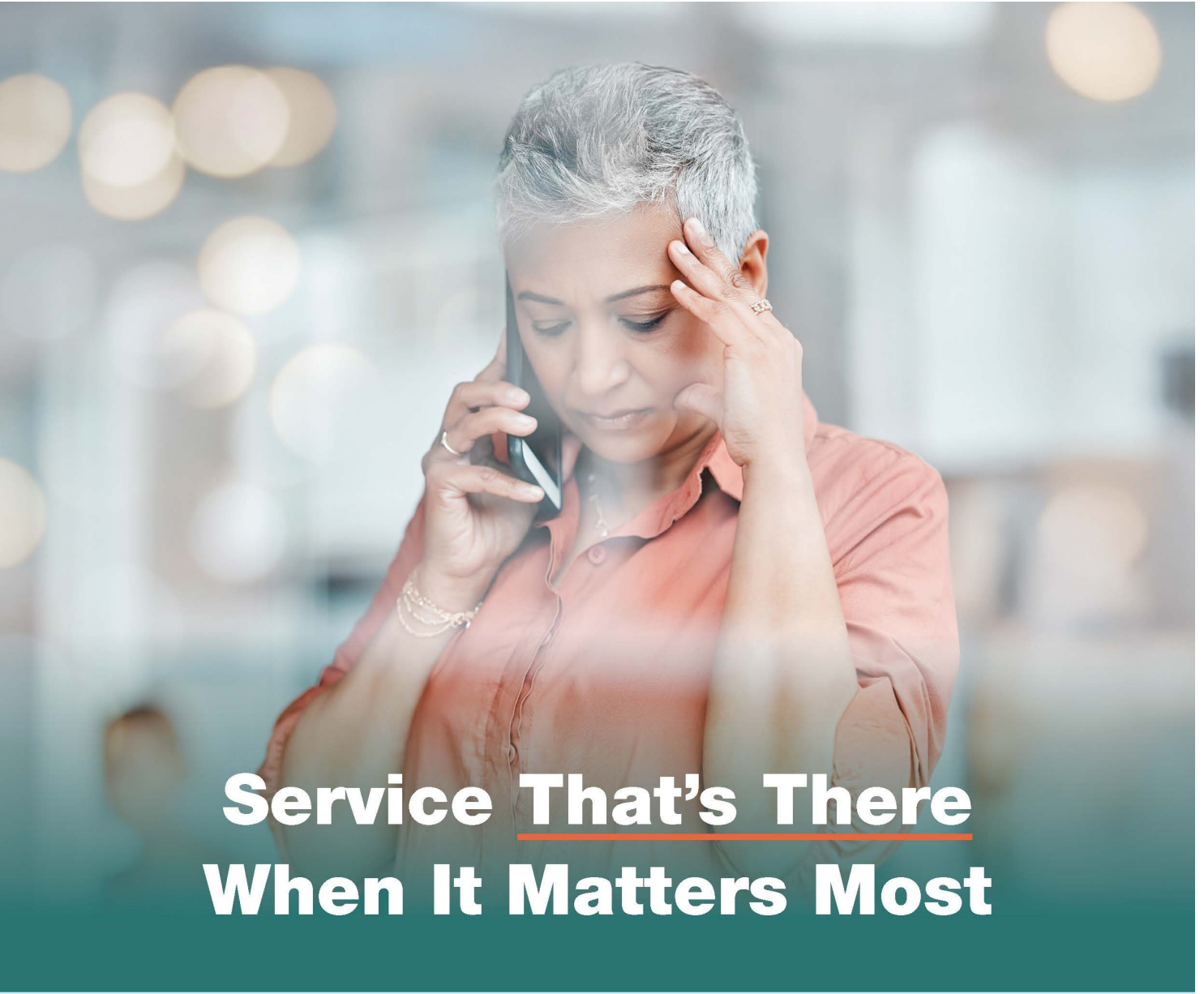
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CHAIR:

Nathalie Hipkins

MEMBERS:

Heather Sten | Melissa Dieno |
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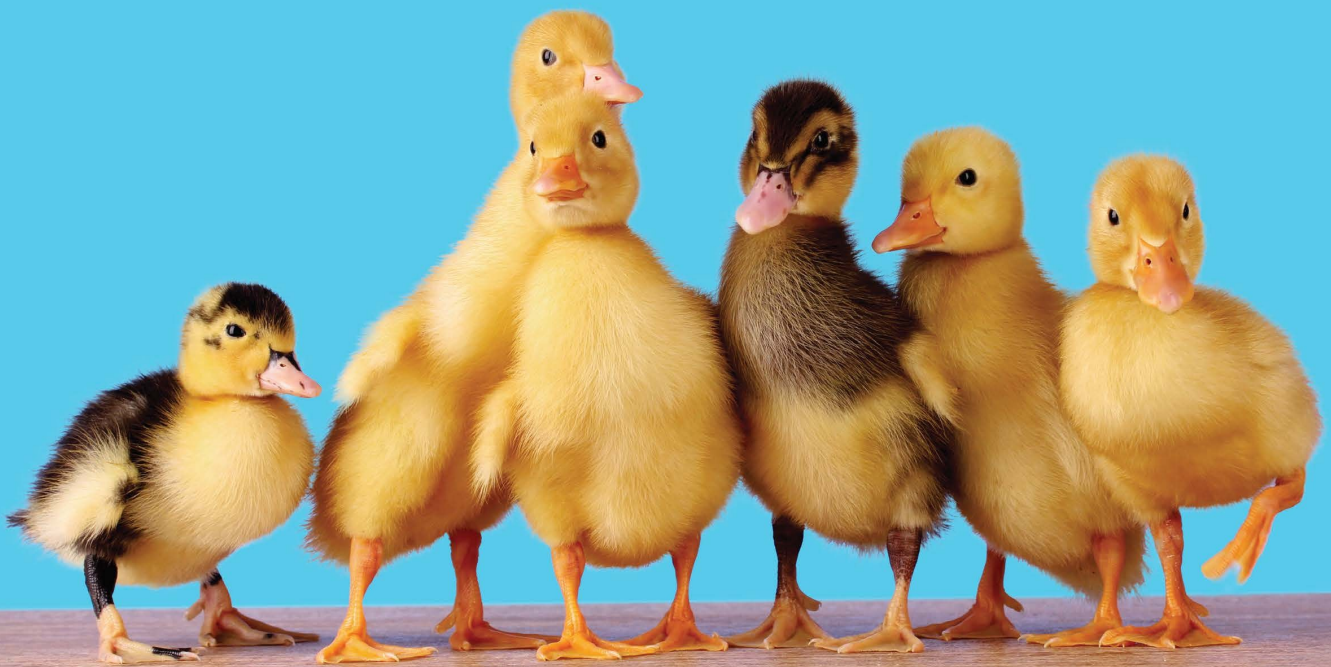
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Paving Over Problems: Tools to Handle Conflict on the Job

CONFLICT RESOLUTION FOR
PUBLIC WORKS PROFESSIONALS

TUESDAY, OCTOBER 21, 2025

9:00 AM – 4:30 PM

Conexus Arts Centre
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A practical, engaging workshop designed to equip public works professionals, council and admin with the tools to manage conflict, improve communication, and build stronger teams.

PROFESSIONAL DEVELOPMENT AM

- Why Conflict Resolution Is So Important
- Understanding Workplace Conflict
- Escalating Levels of Conflict
- Conflict Prevention
- Our Role in Conflict

PROFESSIONAL DEVELOPMENT PM

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- Dealing with the Public
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- Materials
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- Snow and Ice Control

DATE	TIME	LOCATION	COST
TUESDAY, OCTOBER 6, 2025	9:00 AM – 2:00 PM	REGINA Queensbury Convention Centre	\$250.00 + GST
WEDNESDAY, OCTOBER 7, 2025	9:00 AM – 2:00 PM	SASKATOON Saskatoon Inn	\$250.00 + GST

DATE	TIME	LOCATION	COST
TUESDAY, OCTOBER 7, 2025	9:00 AM – 4:00 PM	REGINA Queensbury Convention Centre	\$300.00 + GST
WEDNESDAY, OCTOBER 8, 2025	9:00 AM – 4:00 PM	SASKATOON Saskatoon Inn	\$300.00 + GST



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