



Medicine Hat



Management and Non-Union Professional Roles

July 2, 2024

Notes for Salary Data

- The position and salary information are effective June 30, 2024 and based on the approved salary ranges as of that date.
- The data, specific to this disclosure, excludes positions that meet the following criteria:
 - Positions that are vacant or without an incumbent
 - Co-ops and summer students
 - Positions whose compensation is calculated as an hourly rate versus an annual amount
 - Positions whose salary is a defined annual salary, rather than having a minimum and maximum salary range, with one employee in the role
 - Positions that are governed by a collective bargaining agreement
 - Positions in the energy business units at City Council's direction due to the ongoing Energy Business Review



Position Title	Salary Range Minimum	Salary Range Maximum
Abilities Claims Specialist	80,773	116,111
Administrative Assistant - Finance	64,101	92,145
Administrative Assistant - Fire	64,101	92,145
Administrative Assistant - Municipal Works	64,101	92,145
Administrative Assistant - Utilities Business Support	64,101	92,145
Advisor - Labour & Employee Relations	91,984	132,226
Advisor - Corporate Health & Wellness	80,773	116,111
Assistant Chief - Community Safety	122,645	176,302
Assistant Deputy Chief - Fire	122,645	176,302
Associate Director - Environmental Utilities	122,645	176,302
Associate Director - People Services	148,611	213,628
City Assessor - Manager Assessment	122,645	176,302
City Clerk	148,611	213,628
City Controller - Manager Financial Control & Reporting	122,645	176,302
City Manager	290,687	417,863
City Planner - Director of Development Services	148,611	213,628
City Solicitor	148,611	213,628
City Treasurer - Manager of Treasury	122,645	176,302
Community Inclusion Coordinator	80,773	116,111
Community Resource Worker	80,773	116,111
Compensation & Benefits Analyst	91,984	132,226
Compliance Analyst - Corporate Safety	80,773	116,111
Coordinator - Information Processing	80,773	116,111
Coordinator - People Services	64,101	92,145
Coordinator - Recruitment	64,101	92,145
Corporate Strategic Analyst	80,773	116,111
Deputy Fire Chief	122,645	176,302
Director - Communications, Engagement & Marketing/CCO	148,611	213,628
Director - Community Development	148,611	213,628
Director - Corporate Planning & Performance	148,611	213,628
Director - Economic Development	148,611	213,628
Director - Environmental Utilities	148,611	213,628
Director - Finance	148,611	213,628
Director - Fleet Facilities & Asset Management	148,611	213,628
Director - Information Technology CIO	148,611	213,628
Director - Municipal Works	148,611	213,628
Director - Parks & Recreation	148,611	213,628
Director - People Services/Chief People Services Officer	148,611	213,628
Economic Development Officer	91,984	132,226
Employee Experience Specialist	91,984	132,226
Environmental Specialist	80,773	116,111
Environmental Utilities Engineer II	104,440	150,132
Event Unit Manager	64,101	92,145
Executive Assistant - Corporate Services Division	69,467	99,858
Executive Assistant - Energy, Land & Environment	69,467	99,858
Executive Assistant - Public Services Division	69,467	99,858

Position Title	Salary Range Minimum	Salary Range Maximum
Executive Assistant - Managing Directors	69,467	99,858
Executive Assistant - Mayor & Council	69,467	99,858
Executive Assistant - Police	64,101	92,145
Executive Services Manager	91,984	132,226
Financial Planning Analyst	91,984	132,226
Fire Chief	148,611	213,628
Food & Beverage Unit Manager	64,101	92,145
General Counsel - Police	148,611	213,628
Human Resources Administrative Assistant	69,467	99,858
Human Resources Analytics & Payroll Analyst	91,984	132,226
Human Resources Assistant	64,101	92,145
Legislative Coordinator	80,773	116,111
Manager - Airport	104,440	150,132
Manager - Application Services	122,645	176,302
Manager - Asset Management Governance & PMO	122,645	176,302
Manager - Asset Planning & Facility Operations	104,440	150,132
Manager - Business & Innovation	104,440	150,132
Manager - Community Supports	91,984	132,226
Manager - Corporate Health & Safety	122,645	176,302
Manager - Cultural Experiences & Events	104,440	150,132
Manager - Customer Care & Billing	122,645	176,302
Manager - Enterprise Risk	122,645	176,302
Manager - Environmental Strategy & Compliance	122,645	176,302
Manager - Environmental Utilities Engineering	122,645	176,302
Manager - Facilities	104,440	150,132
Manager - Field Operations	122,645	176,302
Manager - Fleet Services	104,440	150,132
Manager - Guest Experience & Operations	104,440	150,132
Manager - Information Technology	122,645	176,302
Manager - Labour & Employee Relations	122,645	176,302
Manager - Land & Real Estate	122,645	176,302
Manager - Marketing & Creative Services	91,984	132,226
Manager - Municipal Services Business Support	122,645	176,302
Manager - Municipal Works Engineering	122,645	176,302
Manager - Operations Technology, Software & Intelligence	122,645	176,302
Manager - Parks	104,440	150,132
Manager - Planning	104,440	150,132
Manager - Police Business Services	104,440	150,132
Manager - Recruitment Services	122,645	176,302
Manager - Safety Codes Services	104,440	150,132
Manager - Strategy & Analytics FES	104,440	150,132
Manager - Supply Chain	122,645	176,302
Manager - Surface Operations	122,645	176,302
Manager - Technical Services	122,645	176,302
Manager - Total Rewards	104,440	150,132
Manager - Transit Services	104,440	150,132



Position Title	Salary Range Minimum	Salary Range Maximum
Manager - Waste & Recycling	122,645	176,302
Manager - Water & Wastewater Treatment	122,645	176,302
Managing Director - Corporate Services CFO	178,218	256,189
Managing Director - Development & Infrastructure	178,218	256,189
Managing Director - Public Services	178,218	256,189
Municipal Engineer II	104,440	150,132
Municipal Works Operations Lead	104,440	150,132
Operations Engineer - Surface MW	104,440	150,132
Payroll & Systems Coordinator	91,984	132,226
People Services Specialist	91,984	132,226
Planning Engineer MW	104,440	150,132
Portfolio Manager	91,984	132,226
Program Manager - Victim Assistance	80,773	116,111
Project Engineer	91,984	132,226
Project Engineer - City Assets	104,440	150,132
Projects & Partnerships Lead	80,773	116,111
Recruiter	80,773	116,111
Risk Management & Claims Analyst	80,773	116,111
Safety Specialist - Transportation Safety Officer	80,773	116,111
Senior Advisor - Labour & Employee Relations	104,440	150,132
Senior Recruiter	91,984	132,226
Solicitor	122,645	176,302
Special Projects - Parks & Recreation	64,101	92,145
Special Projects Analyst	91,984	132,226
Specialist - Corporate Safety	80,773	116,111
Specialist - GIS Special Projects	104,440	150,132
Specialist - Grant Revenue Development	91,984	132,226
Specialist - Learning & Development	80,773	116,111
Specialist - Legislative Services	80,773	116,111
Superintendent - 911 Communications	91,984	132,226
Superintendent - Airport Operations & Maintenance	80,773	116,111
Superintendent - Asset Management	91,984	132,226
Superintendent - Construction	104,440	150,132
Superintendent - Engineering (Planning)	104,440	150,132
Superintendent - Facilities Management	91,984	132,226
Superintendent - Facilities Project Management	91,984	132,226
Superintendent - Field Maintenance	104,440	150,132
Superintendent - Fleet	91,984	132,226
Superintendent - Landfill	104,440	150,132
Superintendent - Recreation	91,984	132,226
Superintendent - Recreation Facilities Operations	91,984	132,226
Superintendent - Solid Waste Collection	104,440	150,132
Superintendent - Transit Operations	80,773	116,111
Superintendent - Wastewater Treatment Plant	104,440	150,132
Superintendent - Water Treatment Plant	104,440	150,132
Supervisor - Accounting	104,440	150,132

Position Title	Salary Range Minimum	Salary Range Maximum
Supervisor - Administrative	64,101	92,145
Supervisor - Community Peace Officers	104,440	150,132
Supervisor - Customer Care & Billing	80,773	116,111
Supervisor - Inventory Management	80,773	116,111
Supervisor - Procurement	104,440	150,132
Treasury & Insurance Officer	91,984	132,226