



Medicine Hat



Management and Non-Union Professional Roles

July 2, 2026

Notes for Salary Data

- The position and salary information are effective June 30, 2026, and based on the approved salary ranges as of that date. On average, actual salaries are approximately 98.2% of the Salary Range Mid-Point.
- The data specific to this disclosure excludes positions that meet the following criteria:
 - 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 Mid-Point	Salary Range Maximum
Administrative Assistant - Finance	\$53,600.00	\$67,000.00	\$80,400.00
Administrative Assistant - Fire & Emergency Services	\$53,600.00	\$67,000.00	\$80,400.00
Administrative Assistant - Municipal Works	\$53,600.00	\$67,000.00	\$80,400.00
Administrative Assistant - People Services	\$53,600.00	\$67,000.00	\$80,400.00
Administrative Support - MH Police Commission	\$53,600.00	\$67,000.00	\$80,400.00
Advisor - Labour & Employee Relations	\$83,240.00	\$104,050.00	\$124,860.00
Associate Director - Arts, Heritage & Entertainment	\$126,480.00	\$158,100.00	\$189,720.00
Associate Director - Emergency Management & Corporate Learning	\$137,640.00	\$172,050.00	\$206,460.00
Associate Director - Environmental Utilities	\$150,960.00	\$188,700.00	\$226,440.00
City Assessor - Manager Assessment	\$126,480.00	\$158,100.00	\$189,720.00
City Clerk	\$157,480.00	\$196,850.00	\$236,220.00
City Controller - Manager Financial Control & Reporting	\$126,480.00	\$158,100.00	\$189,720.00
City Manager	\$296,501.00	\$370,626.00	\$426,220.00
City Planner - Director of Development Services	\$157,480.00	\$196,850.00	\$236,220.00
City Solicitor	\$159,520.00	\$199,400.00	\$239,280.00
Community Resource Worker	\$83,240.00	\$104,050.00	\$124,860.00
Compensation & Benefits Analyst	\$83,240.00	\$104,050.00	\$124,860.00
Coordinator - Community Inclusion	\$83,240.00	\$104,050.00	\$124,860.00
Coordinator - Indigenous Relations	\$83,240.00	\$104,050.00	\$124,860.00
Coordinator - Information Processing	\$83,240.00	\$104,050.00	\$124,860.00
Coordinator - Legislative	\$83,240.00	\$104,050.00	\$124,860.00
Coordinator - Payroll & Systems	\$96,280.00	\$120,350.00	\$144,420.00
Coordinator - Police Business Services	\$68,120.00	\$85,150.00	\$102,180.00
Coordinator - Policy	\$83,240.00	\$104,050.00	\$124,860.00
Coordinator - Records & Information Management	\$68,120.00	\$85,150.00	\$102,180.00
Coordinator - Recruitment	\$53,600.00	\$67,000.00	\$80,400.00
Coordinator - Safety Compliance - Corporate Health & Safety	\$83,240.00	\$104,050.00	\$124,860.00
Coordinator - Wellness	\$83,240.00	\$104,050.00	\$124,860.00
Corporate Strategic Analyst	\$83,240.00	\$104,050.00	\$124,860.00
Deputy City Clerk	\$96,280.00	\$120,350.00	\$144,420.00
Deputy Fire Chief - Operations	\$126,480.00	\$158,100.00	\$189,720.00
Deputy Fire Chief - Support Services	\$126,480.00	\$158,100.00	\$189,720.00
Director - Communications, Engagement & Marketing/CCO	\$157,480.00	\$196,850.00	\$236,220.00
Director - Community Development	\$157,480.00	\$196,850.00	\$236,220.00
Director - Economic Development	\$157,480.00	\$196,850.00	\$236,220.00
Director - Environmental Utilities	\$159,520.00	\$199,400.00	\$239,280.00
Director - Finance	\$157,480.00	\$196,850.00	\$236,220.00
Director - Fleet Facilities & Asset Management	\$157,480.00	\$196,850.00	\$236,220.00
Director - Information Technology CIO	\$159,520.00	\$199,400.00	\$239,280.00
Director - Municipal Works	\$159,520.00	\$199,400.00	\$239,280.00
Director - Parks & Recreation	\$157,480.00	\$196,850.00	\$236,220.00
Director - People Services/Chief People Services Officer	\$157,480.00	\$196,850.00	\$236,220.00
Economic Development Officer	\$96,280.00	\$120,350.00	\$144,420.00
Environmental Utilities EIT	\$110,240.00	\$137,800.00	\$165,360.00
Environmental Utilities Engineer II	\$110,240.00	\$137,800.00	\$165,360.00
Executive Assistant - Corporate Services Division	\$68,120.00	\$85,150.00	\$102,180.00
Executive Assistant - Energy, Land & Environment	\$68,120.00	\$85,150.00	\$102,180.00

Executive Assistant – Public Services Division	\$68,120.00	\$85,150.00	\$102,180.00
Executive Assistant – Development & Infrastructure	\$68,120.00	\$85,150.00	\$102,180.00
Executive Assistant – Managing Directors	\$68,120.00	\$85,150.00	\$102,180.00
Executive Assistant – Mayor & Council	\$68,120.00	\$85,150.00	\$102,180.00
Executive Assistant – Police	\$68,120.00	\$85,150.00	\$102,180.00
Financial Planning Analyst	\$96,280.00	\$120,350.00	\$144,420.00
Fire Chief	\$157,480.00	\$196,850.00	\$236,220.00
General Counsel – Police	\$159,520.00	\$199,400.00	\$239,280.00
Human Resources Analytics & Payroll Analyst	\$83,240.00	\$104,050.00	\$124,860.00
Human Resources Assistant	\$53,600.00	\$67,000.00	\$80,400.00
Insurance Risk Management & Claims Officer	\$96,280.00	\$120,350.00	\$144,420.00
Lead – Animal Care	\$53,600.00	\$67,000.00	\$80,400.00
Lead – Financial Planning & Budgeting	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Airport	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Application Services	\$123,280.00	\$154,100.00	\$184,920.00
Manager – Asset Management Governance & PMO	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Asset Planning & Facility Operations	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Asset Program	\$96,280.00	\$120,350.00	\$144,420.00
Manager – Community Supports	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Corporate Safety	\$126,480.00	\$158,100.00	\$189,720.00
Manager – Customer Care & Billing	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Emergency Management	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Employee Well Being	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Engineering and Safety Codes Services	\$123,280.00	\$154,100.00	\$184,920.00
Manager – Enterprise Risk	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Environmental Strategy & Compliance	\$123,280.00	\$154,100.00	\$184,920.00
Manager – Environmental Utilities Engineering	\$123,280.00	\$154,100.00	\$184,920.00
Manager – Event Operations	\$68,120.00	\$85,150.00	\$102,180.00
Manager – Event Programming	\$68,120.00	\$85,150.00	\$102,180.00
Manager – Executive Services	\$96,280.00	\$120,350.00	\$144,420.00
Manager – Facilities	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Field Operations	\$123,280.00	\$154,100.00	\$184,920.00
Manager – Fleet Services	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Food & Beverage	\$68,120.00	\$85,150.00	\$102,180.00
Manager – Information Technology	\$123,280.00	\$154,100.00	\$184,920.00
Manager – Investment Attraction	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Labour & Employee Relations	\$126,480.00	\$158,100.00	\$189,720.00
Manager – Land & Real Estate	\$126,480.00	\$158,100.00	\$189,720.00
Manager – Marketing & Creative Services	\$96,280.00	\$120,350.00	\$144,420.00
Manager – Municipal Services Business Support	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Municipal Works Engineering	\$123,280.00	\$154,100.00	\$184,920.00
Manager – Operational Technology & Intelligence	\$123,280.00	\$154,100.00	\$184,920.00
Manager – Parks	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Planning	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Police Business Services	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Recreation	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Strategy & Analytics FES	\$106,720.00	\$133,400.00	\$160,080.00
Manager – Supply Chain	\$126,480.00	\$158,100.00	\$189,720.00
Manager – Surface Operations	\$123,280.00	\$154,100.00	\$184,920.00

Manager - Talent Acquisition	\$106,720.00	\$133,400.00	\$160,080.00
Manager - Technical Services	\$123,280.00	\$154,100.00	\$184,920.00
Manager - Transit Services	\$106,720.00	\$133,400.00	\$160,080.00
Manager - Waste & Recycling	\$106,720.00	\$133,400.00	\$160,080.00
Manager - Water & Wastewater Treatment	\$123,280.00	\$154,100.00	\$184,920.00
Managing Director - Corporate Services CFO	\$181,782.00	\$227,228.00	\$261,313.00
Managing Director - Development & Infrastructure	\$181,782.00	\$227,228.00	\$261,313.00
Managing Director - Public Services	\$181,782.00	\$227,228.00	\$261,313.00
Municipal Engineer II	\$110,240.00	\$137,800.00	\$165,360.00
Municipal Engineer II - Intermediate	\$110,240.00	\$137,800.00	\$165,360.00
Operations Engineer - Surface MW	\$110,240.00	\$137,800.00	\$165,360.00
Planning Engineer MW	\$110,240.00	\$137,800.00	\$165,360.00
Program Manager - Victim Assistance	\$83,240.00	\$104,050.00	\$124,860.00
Project Engineer	\$110,240.00	\$137,800.00	\$165,360.00
Project Engineer - Municipal Works	\$110,240.00	\$137,800.00	\$165,360.00
Project Manager - Land Development	\$110,240.00	\$137,800.00	\$165,360.00
Projects & Partnerships Lead	\$83,240.00	\$104,050.00	\$124,860.00
Safety Specialist - Transportation Safety Officer	\$83,240.00	\$104,050.00	\$124,860.00
Senior Advisor - Labour & Employee Relations	\$96,280.00	\$120,350.00	\$144,420.00
Senior Specialist - Abilities Claims	\$96,280.00	\$120,350.00	\$144,420.00
Solicitor	\$123,280.00	\$154,100.00	\$184,920.00
Special Projects - Parks & Recreation	\$68,120.00	\$85,150.00	\$102,180.00
Special Projects Analyst	\$83,240.00	\$104,050.00	\$124,860.00
Specialist - Abilities Claims	\$83,240.00	\$104,050.00	\$124,860.00
Specialist - Corporate Safety	\$83,240.00	\$104,050.00	\$124,860.00
Specialist - Environment	\$91,880.00	\$114,850.00	\$137,820.00
Specialist - Grant Revenue Development	\$96,280.00	\$120,350.00	\$144,420.00
Specialist - Learning & Development	\$83,240.00	\$104,050.00	\$124,860.00
Specialist - People Services	\$83,240.00	\$104,050.00	\$124,860.00
Specialist - Police Safety	\$83,240.00	\$104,050.00	\$124,860.00
Specialist - Regulatory Compliance	\$91,880.00	\$114,850.00	\$137,820.00
Specialist - Talent Acquisition	\$83,240.00	\$104,050.00	\$124,860.00
Superintendent - 911 Communications	\$96,280.00	\$120,350.00	\$144,420.00
Superintendent - Airport Operations & Maintenance	\$83,240.00	\$104,050.00	\$124,860.00
Superintendent - Business Services	\$96,280.00	\$120,350.00	\$144,420.00
Superintendent - Construction	\$110,240.00	\$137,800.00	\$165,360.00
Superintendent - Engineering	\$110,240.00	\$137,800.00	\$165,360.00
Superintendent - Facilities Management	\$96,280.00	\$120,350.00	\$144,420.00
Superintendent - Facilities Project Management	\$96,280.00	\$120,350.00	\$144,420.00
Superintendent - Field Maintenance	\$110,240.00	\$137,800.00	\$165,360.00
Superintendent - Fleet	\$96,280.00	\$120,350.00	\$144,420.00
Superintendent - Landfill	\$96,280.00	\$120,350.00	\$144,420.00
Superintendent - Operations Support MW	\$110,240.00	\$137,800.00	\$165,360.00
Superintendent - Parks	\$96,280.00	\$120,350.00	\$144,420.00
Superintendent - Permit & Inspections	\$96,280.00	\$120,350.00	\$144,420.00
Superintendent - Planning	\$96,280.00	\$120,350.00	\$144,420.00
Superintendent - Programs, Events & Rentals	\$96,280.00	\$120,350.00	\$144,420.00
Superintendent - Project & Asset Management	\$96,280.00	\$120,350.00	\$144,420.00
Superintendent - Recreation	\$96,280.00	\$120,350.00	\$144,420.00

Superintendent - Recreation Facilities Operations	\$96,280.00	\$120,350.00	\$144,420.00
Superintendent - Solid Waste Collection	\$96,280.00	\$120,350.00	\$144,420.00
Superintendent - Transit Operations	\$83,240.00	\$104,050.00	\$124,860.00
Superintendent - Wastewater Treatment Plant	\$110,240.00	\$137,800.00	\$165,360.00
Superintendent - Water Treatment Plant	\$110,240.00	\$137,800.00	\$165,360.00
Supervisor - Accounting	\$106,720.00	\$133,400.00	\$160,080.00
Supervisor - Community Peace Officers	\$96,280.00	\$120,350.00	\$144,420.00
Supervisor - Customer Care & Billing	\$83,240.00	\$104,050.00	\$124,860.00
Supervisor - Inventory Management	\$83,240.00	\$104,050.00	\$124,860.00
Supervisor - Procurement	\$106,720.00	\$133,400.00	\$160,080.00
Treasury & Insurance Officer	\$96,280.00	\$120,350.00	\$144,420.00