



Medicine Hat



# Management and Non-Union Professional Roles

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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

<b>Position Title</b>	<b>Salary Range Minimum</b>	<b>Salary Range Mid-Point</b>	<b>Salary Range Maximum</b>
Administrative Assistant - Finance	\$60,300.00	\$67,000.00	\$80,400.00
Administrative Assistant - Fire & Emergency Services	\$60,300.00	\$67,000.00	\$80,400.00
Administrative Assistant - Municipal Works	\$60,300.00	\$67,000.00	\$80,400.00
Administrative Assistant - People Services	\$60,300.00	\$67,000.00	\$80,400.00
Administrative Support - MH Police Commission	\$60,300.00	\$67,000.00	\$80,400.00
Advisor - Labour & Employee Relations	\$93,645.00	\$104,050.00	\$124,860.00
Associate Director - Arts, Heritage & Entertainment	\$142,290.00	\$158,100.00	\$189,720.00
Associate Director - Emergency Management & Corporate Learning	\$154,845.00	\$172,050.00	\$206,460.00
Associate Director - Environmental Utilities	\$169,830.00	\$188,700.00	\$226,440.00
City Assessor - Manager Assessment	\$142,290.00	\$158,100.00	\$189,720.00
City Clerk	\$177,165.00	\$196,850.00	\$236,220.00
City Controller - Manager Financial Control & Reporting	\$142,290.00	\$158,100.00	\$189,720.00
City Manager	\$296,501.00	\$370,626.00	\$426,220.00
City Planner - Director of Development Services	\$177,165.00	\$196,850.00	\$236,220.00
City Solicitor	\$179,460.00	\$199,400.00	\$239,280.00
Community Resource Worker	\$93,645.00	\$104,050.00	\$124,860.00
Compensation & Benefits Analyst	\$93,645.00	\$104,050.00	\$124,860.00
Coordinator - Community Inclusion	\$93,645.00	\$104,050.00	\$124,860.00
Coordinator - Indigenous Relations	\$93,645.00	\$104,050.00	\$124,860.00
Coordinator - Information Processing	\$93,645.00	\$104,050.00	\$124,860.00
Coordinator - Legislative	\$93,645.00	\$104,050.00	\$124,860.00
Coordinator - Payroll & Systems	\$108,315.00	\$120,350.00	\$144,420.00
Coordinator - Police Business Services	\$76,635.00	\$85,150.00	\$102,180.00
Coordinator - Policy	\$93,645.00	\$104,050.00	\$124,860.00
Coordinator - Records & Information Management	\$76,635.00	\$85,150.00	\$102,180.00
Coordinator - Recruitment	\$60,300.00	\$67,000.00	\$80,400.00
Coordinator - Safety Compliance - Corporate Health & Safety	\$93,645.00	\$104,050.00	\$124,860.00
Coordinator - Wellness	\$93,645.00	\$104,050.00	\$124,860.00
Corporate Strategic Analyst	\$93,645.00	\$104,050.00	\$124,860.00
Deputy City Clerk	\$108,315.00	\$120,350.00	\$144,420.00
Deputy Fire Chief - Operations	\$142,290.00	\$158,100.00	\$189,720.00
Deputy Fire Chief - Support Services	\$142,290.00	\$158,100.00	\$189,720.00
Director - Communications, Engagement & Marketing/CCO	\$177,165.00	\$196,850.00	\$236,220.00
Director - Community Development	\$177,165.00	\$196,850.00	\$236,220.00
Director - Economic Development	\$177,165.00	\$196,850.00	\$236,220.00
Director - Environmental Utilities	\$179,460.00	\$199,400.00	\$239,280.00
Director - Finance	\$177,165.00	\$196,850.00	\$236,220.00
Director - Fleet Facilities & Asset Management	\$177,165.00	\$196,850.00	\$236,220.00
Director - Information Technology CIO	\$179,460.00	\$199,400.00	\$239,280.00
Director - Municipal Works	\$179,460.00	\$199,400.00	\$239,280.00
Director - Parks & Recreation	\$177,165.00	\$196,850.00	\$236,220.00
Director - People Services/Chief People Services Officer	\$177,165.00	\$196,850.00	\$236,220.00
Economic Development Officer	\$108,315.00	\$120,350.00	\$144,420.00
Environmental Utilities EIT	\$124,020.00	\$137,800.00	\$165,360.00

Environmental Utilities Engineer II	\$124,020.00	\$137,800.00	\$165,360.00
Executive Assistant - Corporate Services Division	\$76,635.00	\$85,150.00	\$102,180.00
Executive Assistant - Energy, Land & Environment	\$76,635.00	\$85,150.00	\$102,180.00
Executive Assistant - Public Services Division	\$76,635.00	\$85,150.00	\$102,180.00
Executive Assistant - Development & Infrastructure	\$76,635.00	\$85,150.00	\$102,180.00
Executive Assistant - Managing Directors	\$76,635.00	\$85,150.00	\$102,180.00
Executive Assistant - Mayor & Council	\$76,635.00	\$85,150.00	\$102,180.00
Executive Assistant - Police	\$76,635.00	\$85,150.00	\$102,180.00
Financial Planning Analyst	\$108,315.00	\$120,350.00	\$144,420.00
Fire Chief	\$177,165.00	\$196,850.00	\$236,220.00
General Counsel - Police	\$179,460.00	\$199,400.00	\$239,280.00
Human Resources Analytics & Payroll Analyst	\$93,645.00	\$104,050.00	\$124,860.00
Human Resources Assistant	\$60,300.00	\$67,000.00	\$80,400.00
Insurance Risk Management & Claims Officer	\$108,315.00	\$120,350.00	\$144,420.00
Lead - Animal Care	\$60,300.00	\$67,000.00	\$80,400.00
Lead - Financial Planning & Budgeting	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Airport	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Application Services	\$138,690.00	\$154,100.00	\$184,920.00
Manager - Asset Management Governance & PMO	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Asset Planning & Facility Operations	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Asset Program	\$108,315.00	\$120,350.00	\$144,420.00
Manager - Community Supports	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Corporate Safety	\$142,290.00	\$158,100.00	\$189,720.00
Manager - Customer Care & Billing	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Emergency Management	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Employee Well Being	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Engineering and Safety Codes Services	\$138,690.00	\$154,100.00	\$184,920.00
Manager - Enterprise Risk	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Environmental Strategy & Compliance	\$138,690.00	\$154,100.00	\$184,920.00
Manager - Environmental Utilities Engineering	\$138,690.00	\$154,100.00	\$184,920.00
Manager - Event Operations	\$76,635.00	\$85,150.00	\$102,180.00
Manager - Event Programming	\$76,635.00	\$85,150.00	\$102,180.00
Manager - Executive Services	\$108,315.00	\$120,350.00	\$144,420.00
Manager - Facilities	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Field Operations	\$138,690.00	\$154,100.00	\$184,920.00
Manager - Fleet Services	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Food & Beverage	\$76,635.00	\$85,150.00	\$102,180.00
Manager - Information Technology	\$138,690.00	\$154,100.00	\$184,920.00
Manager - Investment Attraction	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Labour & Employee Relations	\$142,290.00	\$158,100.00	\$189,720.00
Manager - Land & Real Estate	\$142,290.00	\$158,100.00	\$189,720.00
Manager - Marketing & Creative Services	\$108,315.00	\$120,350.00	\$144,420.00
Manager - Municipal Services Business Support	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Municipal Works Engineering	\$138,690.00	\$154,100.00	\$184,920.00
Manager - Operational Technology & Intelligence	\$138,690.00	\$154,100.00	\$184,920.00
Manager - Parks	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Planning	\$120,060.00	\$133,400.00	\$160,080.00

Manager - Police Business Services	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Recreation	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Strategy & Analytics FES	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Supply Chain	\$142,290.00	\$158,100.00	\$189,720.00
Manager - Surface Operations	\$138,690.00	\$154,100.00	\$184,920.00
Manager - Talent Acquisition	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Technical Services	\$138,690.00	\$154,100.00	\$184,920.00
Manager - Transit Services	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Waste & Recycling	\$120,060.00	\$133,400.00	\$160,080.00
Manager - Water & Wastewater Treatment	\$138,690.00	\$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	\$124,020.00	\$137,800.00	\$165,360.00
Municipal Engineer II - Intermediate	\$124,020.00	\$137,800.00	\$165,360.00
Operations Engineer - Surface MW	\$124,020.00	\$137,800.00	\$165,360.00
Planning Engineer MW	\$124,020.00	\$137,800.00	\$165,360.00
Program Manager - Victim Assistance	\$93,645.00	\$104,050.00	\$124,860.00
Project Engineer	\$124,020.00	\$137,800.00	\$165,360.00
Project Engineer - Municipal Works	\$124,020.00	\$137,800.00	\$165,360.00
Project Manager - Land Development	\$124,020.00	\$137,800.00	\$165,360.00
Projects & Partnerships Lead	\$93,645.00	\$104,050.00	\$124,860.00
Safety Specialist - Transportation Safety Officer	\$93,645.00	\$104,050.00	\$124,860.00
Senior Advisor - Labour & Employee Relations	\$108,315.00	\$120,350.00	\$144,420.00
Senior Specialist - Abilities Claims	\$108,315.00	\$120,350.00	\$144,420.00
Solicitor	\$138,690.00	\$154,100.00	\$184,920.00
Special Projects - Parks & Recreation	\$76,635.00	\$85,150.00	\$102,180.00
Special Projects Analyst	\$93,645.00	\$104,050.00	\$124,860.00
Specialist - Abilities Claims	\$93,645.00	\$104,050.00	\$124,860.00
Specialist - Corporate Safety	\$93,645.00	\$104,050.00	\$124,860.00
Specialist - Environment	\$103,365.00	\$114,850.00	\$137,820.00
Specialist - Grant Revenue Development	\$108,315.00	\$120,350.00	\$144,420.00
Specialist - Learning & Development	\$93,645.00	\$104,050.00	\$124,860.00
Specialist - People Services	\$93,645.00	\$104,050.00	\$124,860.00
Specialist - Police Safety	\$93,645.00	\$104,050.00	\$124,860.00
Specialist - Regulatory Compliance	\$103,365.00	\$114,850.00	\$137,820.00
Specialist - Talent Acquisition	\$93,645.00	\$104,050.00	\$124,860.00
Superintendent - 911 Communications	\$108,315.00	\$120,350.00	\$144,420.00
Superintendent - Airport Operations & Maintenance	\$93,645.00	\$104,050.00	\$124,860.00
Superintendent - Business Services	\$108,315.00	\$120,350.00	\$144,420.00
Superintendent - Construction	\$124,020.00	\$137,800.00	\$165,360.00
Superintendent - Engineering	\$124,020.00	\$137,800.00	\$165,360.00
Superintendent - Facilities Management	\$108,315.00	\$120,350.00	\$144,420.00
Superintendent - Facilities Project Management	\$108,315.00	\$120,350.00	\$144,420.00
Superintendent - Field Maintenance	\$124,020.00	\$137,800.00	\$165,360.00
Superintendent - Fleet	\$108,315.00	\$120,350.00	\$144,420.00
Superintendent - Landfill	\$108,315.00	\$120,350.00	\$144,420.00

Superintendent - Operations Support MW	\$124,020.00	\$137,800.00	\$165,360.00
Superintendent - Parks	\$108,315.00	\$120,350.00	\$144,420.00
Superintendent - Permit & Inspections	\$108,315.00	\$120,350.00	\$144,420.00
Superintendent - Planning	\$108,315.00	\$120,350.00	\$144,420.00
Superintendent - Programs, Events & Rentals	\$108,315.00	\$120,350.00	\$144,420.00
Superintendent - Project & Asset Management	\$108,315.00	\$120,350.00	\$144,420.00
Superintendent - Recreation	\$108,315.00	\$120,350.00	\$144,420.00
Superintendent - Recreation Facilities Operations	\$108,315.00	\$120,350.00	\$144,420.00
Superintendent - Solid Waste Collection	\$108,315.00	\$120,350.00	\$144,420.00
Superintendent - Transit Operations	\$93,645.00	\$104,050.00	\$124,860.00
Superintendent - Wastewater Treatment Plant	\$124,020.00	\$137,800.00	\$165,360.00
Superintendent - Water Treatment Plant	\$124,020.00	\$137,800.00	\$165,360.00
Supervisor - Accounting	\$120,060.00	\$133,400.00	\$160,080.00
Supervisor - Community Peace Officers	\$108,315.00	\$120,350.00	\$144,420.00
Supervisor - Customer Care & Billing	\$93,645.00	\$104,050.00	\$124,860.00
Supervisor - Inventory Management	\$93,645.00	\$104,050.00	\$124,860.00
Supervisor - Procurement	\$120,060.00	\$133,400.00	\$160,080.00
Treasury & Insurance Officer	\$108,315.00	\$120,350.00	\$144,420.00