



Medicine Hat



# Management and Non-Union Professional Roles

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July 2, 2025

## Notes for Salary Data

- The position and salary information are effective June 30, 2025 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

<b>Position Title</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>
Abilities Claims Specialist	81,600	122,400
Administrative Assistant - Finance	52,600	78,800
Administrative Assistant - Fire & Emergency Services	52,600	78,800
Administrative Assistant - Municipal Works	52,600	78,800
Advisor - Labour & Employee Relations	81,600	122,400
Asset Program Manager	94,400	141,600
Assistant Deputy Chief - Fire	124,000	186,000
Associate Director - Emergency Management	135,000	202,400
Associate Director - Environmental Utilities	148,000	222,000
Associate Director - People Services	135,000	202,400
Chief Electoral Officer	104,600	157,000
City Assessor - Manager Assessment	124,000	186,000
City Clerk	154,400	231,600
City Controller - Manager Financial Control & Reporting	124,000	186,000
City Manager	290,687	417,863
City Planner - Director of Development Services	154,400	231,600
City Solicitor	156,400	234,600
Community Inclusion Coordinator	81,600	122,400
Community Resource Worker	81,600	122,400
Compensation & Benefits Analyst	81,600	122,400
Coordinator - Information Processing	81,600	122,400
Coordinator - People Services	52,600	78,800
Coordinator - Records & Information Management	66,800	100,200
Coordinator - Recruitment	52,600	78,800
Coordinator - Safety Compliance - Corporate Health & Safety	81,600	122,400
Coordinator - Wellness	81,600	122,400
Corporate Strategic Analyst	81,600	122,400
Deputy City Clerk	94,400	141,600
Deputy Fire Chief	124,000	186,000
Director - Communications, Engagement & Marketing/CCO	154,400	231,600
Director - Community Development	154,400	231,600
Director - Economic Development	154,400	231,600
Director - Environmental Utilities	156,400	234,600
Director - Finance	154,400	231,600
Director - Fleet Facilities & Asset Management	154,400	231,600
Director - Municipal Works	156,400	234,600
Director - Parks & Recreation	154,400	231,600
Director - People Services/Chief People Services Officer	154,400	231,600
Economic Development Officer	94,400	141,600
Environmental Utilities EIT	108,100	162,100
Environmental Utilities Engineer II	108,100	162,100
Event Unit Manager	66,800	100,200
Executive Assistant - Corporate Services Division	66,800	100,200
Executive Assistant - Managing Directors	66,800	100,200
Executive Assistant - Mayor & Council	66,800	100,200
Executive Assistant - Police	66,800	100,200
Executive Services Manager	94,400	141,600
Financial Planning Analyst	94,400	141,600
Fire Chief	154,400	231,600
General Counsel - Police	156,400	234,600
Human Resources Administrative Assistant	52,600	78,800
Human Resources Analytics & Payroll Analyst	81,600	122,400

<b>Position Title</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>
Human Resources Assistant	52,600	78,800
Insurance Risk Management & Claims Officer	81,600	122,400
Legislative Coordinator	81,600	122,400
Manager - Airport	104,600	157,000
Manager - Application Services	120,900	181,300
Manager - Asset Management Governance & PMO	104,600	157,000
Manager - Asset Planning & Facility Operations	104,600	157,000
Manager - Community Supports	104,600	157,000
Manager - Corporate Safety	124,000	186,000
Manager - Cultural Experiences & Events	104,600	157,000
Manager - Customer Care & Billing	104,600	157,000
Manager - Emergency Management	104,600	157,000
Manager - Enterprise Risk	104,600	157,000
Manager - Environmental Utilities Engineering	120,900	181,300
Manager - Facilities	104,600	157,000
Manager - Field Operations	120,900	181,300
Manager - Fleet Services	104,600	157,000
Manager - Guest Experience & Operations	104,600	157,000
Manager - Information Technology	120,900	181,300
Manager - Investment Attraction	104,600	157,000
Manager - Labour & Employee Relations	124,000	186,000
Manager - Marketing & Creative Services	94,400	141,600
Manager - Municipal Services Business Support	104,600	157,000
Manager - Municipal Works Engineering	120,900	181,300
Manager - Operational Technology & Intelligence	120,900	181,300
Manager - Parks	104,600	157,000
Manager - Planning	104,600	157,000
Manager - Police Business Services	104,600	157,000
Manager - Recreation	104,600	157,000
Manager - Recruitment Services	104,600	157,000
Manager - Safety Codes Services	104,600	157,000
Manager - Strategy & Analytics FES	104,600	157,000
Manager - Supply Chain	124,000	186,000
Manager - Surface Operations	120,900	181,300
Manager - Technical Services	120,900	181,300
Manager - Total Rewards	124,000	186,000
Manager - Transit Services	104,600	157,000
Manager - Waste & Recycling	104,600	157,000
Manager - Water & Wastewater Treatment	120,900	181,300
Manager, Engineering and Safety Codes Services	120,900	181,300
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	108,100	162,100
Municipal Engineer II - Intermediate	108,100	162,100
Operations Engineer - Surface MW	108,100	162,100
Payroll & Systems Coordinator	94,400	141,600
People Services Specialist	81,600	122,400
Planning Engineer MW	108,100	162,100
Policy Coordinator	81,600	122,400
Program Manager - Victim Assistance	81,600	122,400
Project Engineer	108,100	162,100

<b>Position Title</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>
Project Engineer - City Assets	108,100	162,100
Projects & Partnerships Lead	81,600	122,400
Recruiter	81,600	122,400
Safety Specialist - Transportation Safety Officer	81,600	122,400
Senior Advisor - Labour & Employee Relations	94,400	141,600
Solicitor	120,900	181,300
Special Projects - Parks & Recreation	66,800	100,200
Specialist - Corporate Safety	81,600	122,400
Specialist - GIS Special Projects	108,100	162,100
Specialist - Grant Revenue Development	94,400	141,600
Specialist - Learning & Development	81,600	122,400
Specialist - People & Culture Operations	81,600	122,400
Superintendent - 911 Communications	94,400	141,600
Superintendent - Airport Operations & Maintenance	81,600	122,400
Superintendent - Construction	108,100	162,100
Superintendent - Facilities Management	94,400	141,600
Superintendent - Facilities Project Management	94,400	141,600
Superintendent - Field Maintenance	108,100	162,100
Superintendent - Fleet	94,400	141,600
Superintendent - Landfill	94,400	141,600
Superintendent - Operations Support MW	108,100	162,100
Superintendent - Parks	94,400	141,600
Superintendent - Permit & Inspections	94,400	141,600
Superintendent - Planning	94,400	141,600
Superintendent - Project & Asset Management	94,400	141,600
Superintendent - Recreation	94,400	141,600
Superintendent - Recreation Facilities Operations	94,400	141,600
Superintendent - Solid Waste Collection	94,400	141,600
Superintendent - Transit Operations	81,600	122,400
Superintendent - Wastewater Treatment Plant	108,100	162,100
Superintendent - Water Treatment Plant	108,100	162,100
Supervisor - Accounting	104,600	157,000
Supervisor - Community Peace Officers	94,400	141,600
Supervisor - Customer Care & Billing	81,600	122,400
Supervisor - Inventory Management	81,600	122,400
Supervisor - Payroll Services	104,600	157,000
Supervisor - Procurement	104,600	157,000
Treasury & Insurance Officer	94,400	141,600