



Medicine Hat



The Canadian Union of Public Employees Local 46 (CUPE)

July 2, 2026

Notes for Salary Data

- The position and salary information are effective January 1, 2026, and based on the approved wage schedule as of that date.
- The data specific to this disclosure is taken from the collective agreement between the City of Medicine Hat and the Canadian Union of Public Employees Local 46 (CUPE).

Position Title	Hourly Minimum	Hourly Maximum
Accounting Clerk III	\$33.63	\$36.96
Accounting Clerk V	\$36.03	\$39.35
Administrative Coordinator II	\$37.61	\$40.92
Administrative Support I	\$30.49	\$33.81
Administrative Support II	\$31.28	\$34.61
Administrative Support III	\$32.07	\$35.38
Administrative Support IV	\$32.85	\$36.17
Administrative Support V	\$33.63	\$36.96
Administrative Support VI	\$34.45	\$37.76
Administrative Support VII	\$35.22	\$38.56
Administrative Support VIII	\$36.03	\$39.35
AFE (Approved for Expenditure) Administrator - NGPR	\$32.85	\$36.17
Airport Attendant	\$27.33	\$30.65
Airport Maintenance Leadhand	\$36.79	\$40.13
Aquatic Coordinator	\$39.97	\$43.28
Aquatic Programmer	\$32.85	\$36.17
Archives Clerk	\$31.28	\$34.61
Archivist	\$42.32	\$45.65
Assessor I	\$45.22	\$52.91
Assessor II	\$55.63	\$61.63
Assessor III	\$63.30	\$66.54
Assistant Archivist	\$33.63	\$36.96
Billing Technician	\$36.03	\$39.35
Building Safety Codes Officer I	\$42.10	\$48.48
Building Safety Codes Officer II	\$44.43	\$52.31
Building Safety Codes Officer III	\$51.25	\$59.72
Business Services Analyst	\$46.96	\$51.83
Business Systems Process Lead	\$35.22	\$38.56
Buyer I	\$38.99	\$43.64
Buyer II	\$43.44	\$48.07
Buyer III	\$48.87	\$53.51
Carpenter	\$37.61	\$40.92
Cashier	\$28.90	\$32.23
Clerk II	\$27.33	\$30.65
Clerk V	\$29.71	\$33.01
Clerk X	\$33.63	\$36.96
Collections Officer	\$36.79	\$40.13
Communications Operator - 911	\$36.79	\$40.13
Community Peace Officer	\$38.38	\$41.71
Computer Data Input/Traffic Counter	\$24.16	\$27.49
Consultant - Real Estate	\$37.61	\$40.92

Continuous Improvement Analyst	\$46.96	\$51.83
Continuous Improvement Coordinator	\$49.14	\$54.01
Cook I	\$20.85	\$25.90
Cooks Helper	\$19.33	\$21.40
Coordinator - Accounts and Contracts	\$36.03	\$39.35
Coordinator - Airport Regulatory Affairs	\$39.19	\$42.49
Coordinator - Animal Care	\$29.71	\$33.01
Coordinator - Business & Innovation	\$39.19	\$42.49
Coordinator - Competency Assurance	\$37.61	\$40.92
Coordinator - Court & Quality Assurance	\$40.76	\$44.06
Coordinator - Entertainment & Events	\$38.38	\$41.71
Coordinator - Fund Development	\$42.32	\$45.65
Coordinator - Gas Distribution	\$36.79	\$40.13
Coordinator - Metrics & Contracts	\$37.61	\$40.92
Coordinator - Rural Renewal	\$35.22	\$38.56
Coordinator - Volunteers and Front of House	\$38.38	\$41.71
Corporate Communications Specialist	\$40.76	\$44.06
Court Clerk/Court Liaison Quality Assurance	\$36.79	\$40.13
Creative Promotions Specialist	\$33.63	\$36.96
Creative Services Specialist	\$39.97	\$43.28
Crew Chief VII	\$39.19	\$42.49
Crime Analyst	\$43.90	\$47.22
Crime Intelligence Analyst	\$43.90	\$47.22
Cultural Public Programmer	\$35.22	\$38.56
Curator Galleries & Collections	\$43.10	\$46.45
Customer Service Representative	\$34.45	\$37.76
Customer Services Coordinator	\$36.79	\$40.13
Dashboard & Data Developer	\$55.37	\$61.45
Development Officer I	\$33.63	\$36.96
Development Officer II	\$36.03	\$39.35
Development Technician	\$34.45	\$37.76
Education Coordinator	\$37.61	\$40.92
Electrical Safety Codes Officer	\$51.25	\$59.72
Engineering Technologist IV	\$52.55	\$56.85
Environmental Operations Technician	\$36.03	\$39.35
Equipment Operator - Class I (licensed)	\$28.14	\$31.46
Equipment Operator - Class I (not licensed)	\$27.33	\$30.65
Equipment Operator - Class II	\$28.90	\$32.23
Equipment Operator - Class III	\$32.07	\$35.38
Equipment Operator - Class IV	\$32.85	\$36.17
EU Compliance Operator	\$44.68	\$48.02
Event Services Coordinator	\$36.79	\$40.13
Exhibit Control Technician - Police	\$36.79	\$40.13
Facility Cleaner	\$24.16	\$27.49

Facility Coordinator	\$36.79	\$40.13
Facility Labourer – Community Development	\$28.90	\$32.23
Facility Maintenance Supervisor	\$40.76	\$44.06
Facility Operator IX	\$36.79	\$40.13
Facility Operator VI	\$34.45	\$37.76
Facility Technical Assistant	\$35.22	\$38.56
Facility Technician – Community Development	\$35.22	\$38.56
Facility Worker I	\$25.74	\$29.08
Fitness Coordinator	\$39.97	\$43.28
Fitness Programmer	\$30.49	\$33.81
Fleet Capital Coordinator	\$43.90	\$47.22
Fleet Equipment Technical Specialist	\$38.38	\$41.71
Fleet Maintenance Technician – Automotive Service Technician	\$40.76	\$44.06
Fleet Maintenance Technician – Heavy Duty Technician	\$42.32	\$45.65
Fleet Maintenance Technician – Leadhand	\$43.90	\$47.22
Gallery Assistant	\$34.45	\$37.76
Gas Accountant	\$49.91	\$57.42
Gas Distribution Foreman	\$53.82	\$58.74
Gas Field Labourer	\$27.33	\$30.65
Gas Field Operator I	\$35.77	\$38.45
Gas Field Operator II	\$40.27	\$44.32
Gas Field Operator III	\$45.30	\$50.59
Gas Field Operator IV	\$50.29	\$55.31
Gas Land Mineral Administrator A	\$28.51	\$31.49
Gas Land Mineral Administrator B	\$32.90	\$36.37
Gas Land Mineral Administrator C	\$39.57	\$43.78
Gas Land Mineral Administrator D	\$50.20	\$55.61
Gas Land Mineral Administrator E	\$58.11	\$64.41
Gas Operator I	\$35.92	\$39.36
Gas Operator II	\$42.16	\$45.07
Gas Operator III	\$48.26	\$51.17
Gas Production Accountant I	\$31.41	\$35.06
Gas Production Accountant II	\$37.11	\$44.93
Gas Production Accountant III	\$49.61	\$60.25
Gas/Plumbing Safety Codes Officer	\$51.25	\$59.72
GIS Analyst	\$45.72	\$49.55
HVAC Technician	\$51.50	\$57.04
HVAC Technician Lead Hand	\$53.49	\$53.49
Information Management Coordinator	\$57.55	\$63.64
Integrated Pest Management (IPM) Operator	\$35.22	\$38.56
Intermediate Engineering Technologist (City Operations)	\$46.91	\$53.71
Intermediate Systems Administrator – Police	\$37.61	\$40.92
Irrigation Field Operations Technician	\$35.22	\$38.56
IT Senior Support Technician	\$41.54	\$44.86

IT Support Technician	\$35.22	\$38.56
Joint Interest Accounting Assistant	\$36.03	\$39.35
Junior Engineering Technologist (City Operations)	\$39.11	\$44.70
Junior Systems Administrator – Police	\$35.22	\$38.56
Kennel Assistant	\$24.16	\$27.49
Laboratory Technologist – Level I	\$33.63	\$36.96
Laboratory Technologist – Level II	\$36.03	\$39.35
Laboratory Technologist – Level III	\$39.19	\$42.49
Laboratory Technologist – Level IV	\$42.32	\$45.65
Landfill Leadhand	\$34.45	\$37.76
Landscape Design Technician	\$36.79	\$40.13
License Inspector	\$39.19	\$42.49
Lifeguard II	\$32.85	\$36.17
Mailroom Clerk	\$25.74	\$29.08
Maintenance Worker I	\$29.71	\$33.01
Maintenance Worker II	\$30.49	\$33.81
Maintenance Worker III	\$31.28	\$34.61
Maintenance Worker IV	\$32.07	\$35.38
Maintenance Worker V	\$32.85	\$36.17
Maintenance Worker VI	\$33.63	\$36.96
Maintenance Worker VII	\$34.45	\$37.76
Maintenance Worker VIII	\$35.22	\$38.56
Marketing & Promotions Coordinator	\$40.76	\$44.06
Marketing Specialist	\$40.76	\$44.06
Millwright	\$46.87	\$50.52
Municipal Accountant	\$46.49	\$55.27
Museum Curatorial Assistant	\$37.61	\$40.92
Operations Specialist - 911	\$39.97	\$43.28
Operations Supervisor - 911	\$39.19	\$42.49
Operations Support Assistant	\$36.03	\$39.35
Operations Technician	\$42.32	\$45.65
Overload Clerical	\$23.39	\$26.71
Parks & Recreation GIS Technologist	\$32.85	\$36.17
Parks Growing Canada's Community Canopies Assistant	\$24.16	\$27.49
Parks Technician	\$39.97	\$43.28
Payroll Technician	\$39.97	\$43.28
Planning Officer I (Junior Planner)	\$41.12	\$41.12
Planning Officer II (Intermediate Planner)	\$51.34	\$51.34
Planning Officer III (Senior Planner)	\$54.72	\$63.71
Plumbing & Gas Safety Codes Officer	\$41.54	\$44.86
Police Clerk	\$34.45	\$37.76
Police Clerk – Photo Radar Quality Assurance	\$32.85	\$36.17
Police Clerk – Support Services	\$37.61	\$40.92
Premium Seating Coordinator	\$33.63	\$36.96

Process Analyst	\$46.96	\$51.83
Process Analyst - Maintenance Management System	\$46.96	\$51.83
Program Coordinator	\$39.19	\$42.49
Programming Assistant	\$28.14	\$31.46
Programming Specialist	\$32.85	\$36.17
Public Participation Specialist	\$43.31	\$51.72
Purchasing Assistant	\$35.22	\$38.56
Quality Assurance Clerk	\$36.79	\$40.13
Real Estate Specialist	\$44.15	\$51.23
Recreation & Cultural Attendant	\$18.72	\$20.03
Recreation Fitness Leader I	\$32.85	\$36.17
Recreation Fitness Leader II	\$37.61	\$40.92
Recreation Program & Fitness Leader	\$21.01	\$24.22
Recreation Program Assistant	\$36.03	\$39.35
Recreation Program Leader I	\$32.85	\$36.17
Recreation Program Leader II	\$37.61	\$40.92
Recreation Programmer	\$30.49	\$33.81
Sanitation Worker I	\$32.07	\$35.38
Scale Operator	\$32.07	\$35.38
Senior Accounting Assistant	\$37.61	\$40.92
Senior Accounts Payable Clerk	\$36.79	\$40.13
Senior Billing Technician	\$37.61	\$40.92
Senior Business Services Analyst	\$53.33	\$56.48
Senior Buyer	\$53.59	\$58.71
Senior Continuous Improvement Analyst	\$53.33	\$56.48
Senior Customer Service Representative	\$37.61	\$40.92
Senior Development Officer	\$40.76	\$44.06
Senior Engineering Technologist (City Operations)	\$54.96	\$62.94
Senior Facility Operator IV	\$37.61	\$40.92
Senior Facility Operator VII	\$39.97	\$43.28
Senior GIS Analyst - Enterprise	\$55.37	\$61.45
Senior Paralegal	\$41.54	\$44.86
Senior Systems Analyst	\$55.37	\$61.45
Solid Waste Collection Leadhand	\$36.79	\$40.13
Specialist - Box Office	\$32.85	\$36.17
Specialist - Commercial Leasing	\$40.76	\$44.06
Specialist - Economic Development	\$37.61	\$40.92
Specialist - Facilities Systems & Technology	\$38.38	\$41.71
Specialist - Police Information Check	\$32.07	\$35.38
Specialist - Process Efficiency	\$40.76	\$44.06
Specialist - Project Management	\$40.76	\$44.06
Specialist - Stakeholder/Developer	\$54.71	\$63.71
Storekeeper - Police	\$35.22	\$38.56
Storekeeper I - Purchasing	\$32.07	\$35.38

Storekeeper II	\$35.22	\$38.56
Storekeeper II – Fleet	\$36.03	\$39.35
Supervisor – Central Stores	\$44.68	\$48.02
Supervisor – Construction EU	\$46.28	\$49.60
Supervisor – Facility Services	\$41.54	\$44.86
Supervisor – Guest Services	\$37.61	\$40.92
Supervisor – Maintenance EU	\$46.28	\$49.60
Supervisor I	\$36.03	\$39.35
Supervisor II	\$36.79	\$40.13
Supervisor III	\$37.61	\$40.92
Supervisor IV	\$38.38	\$41.71
Supervisor IX	\$42.32	\$45.65
Supervisor V	\$39.19	\$42.49
Supervisor VI	\$39.97	\$43.28
Supervisor VII	\$40.76	\$44.06
Supervisor VIII	\$41.54	\$44.86
Supervisor X	\$43.10	\$46.45
Supervisor XI	\$43.90	\$47.22
Supervisor XII	\$44.68	\$48.02
Surface Land Analyst I	\$28.51	\$34.63
Surface Land Analyst II	\$38.77	\$48.74
Surface Land Analyst III	\$53.27	\$58.79
Systems Analyst	\$45.15	\$52.25
Systems Support Technician	\$46.96	\$51.83
Team Lead – 911 Communications	\$38.38	\$41.71
Technical Assistant - Distribution	\$34.45	\$37.76
Technical Assistant - Engineering	\$34.45	\$37.76
Technical Assistant - Legal	\$38.38	\$41.71
Technical Assistant - Operations	\$33.63	\$36.96
Technical Coordinator	\$57.55	\$63.64
Technical Training Coordinator	\$39.97	\$43.28
Technician Assistant - Parks & Recreation	\$32.07	\$35.38
Technologist I	\$37.78	\$41.79
Technologist II	\$42.51	\$46.82
Technologist III	\$47.53	\$51.83
Technologist IV	\$52.55	\$56.85
Temporary Airport Labourer	\$26.55	\$29.89
Temporary Customer Service Representative	\$21.47	\$23.69
Temporary Lifeguard I	\$24.34	\$28.78
Temporary Lifeguard II	\$26.97	\$32.18
Temporary Sanitation Worker	\$26.55	\$29.89
Temporary Utility Worker II	\$24.16	\$27.49
Temporary Utility Worker V	\$26.55	\$29.89
Transit Foreman	\$35.81	\$40.36

Transit Lead Hand	\$28.96	\$36.99
Transit Operator	\$25.96	\$33.99
Transit Service Worker	\$25.96	\$32.55
Urban Designer	\$41.88	\$49.00
Utilities Data Analyst	\$39.19	\$42.49
Utility Worker III	\$27.33	\$30.65
Utility Worker IV	\$28.14	\$31.46
Victim Services Navigation Specialist	\$39.97	\$43.28
Volunteer Programs Coordinator	\$36.03	\$39.35
Waste Water Source Control Officer	\$47.85	\$51.16
Waste Water Treatment Plant Assistant Shift Operator (Level I)	\$37.61	\$40.92
Waste Water Treatment Plant Assistant Shift Operator (Level II)	\$39.19	\$42.49
Waste Water Treatment Plant Assistant Shift Operator (Level III)	\$40.76	\$44.06
Waste Water Treatment Plant Assistant Shift Operator (Level IV)	\$43.90	\$47.22
Waste Water Treatment Plant Shift Operator (Level II)	\$41.54	\$44.86
Waste Water Treatment Plant Shift Operator (Level III)	\$43.90	\$47.22
Waste Water Treatment Plant Shift Operator (Level IV)	\$46.28	\$49.60
Water & Sewer Pump Operator	\$43.10	\$46.45
Water & Sewer Pump Operator (Level III)	\$43.10	\$46.45
Water & Sewer System Operator (Entry - Step 1)	\$26.55	\$29.89
Water & Sewer System Operator (Entry - Step 2)	\$27.33	\$30.65
Water & Sewer System Operator (Entry - Step 3)	\$28.90	\$32.23
Water & Sewer System Operator (Level I - Step 1)	\$32.07	\$35.38
Water & Sewer System Operator (Level I - Step 2)	\$36.03	\$39.35
Water & Sewer System Operator (Level II - Step 1)	\$38.38	\$41.71
Water & Sewer System Operator (Level II - Step 2)	\$39.97	\$43.28
Water & Sewer System Operator (Level II - Step 3)	\$41.54	\$44.86
Water & Sewer System Operator (Level III - Step 1)	\$40.76	\$44.06
Water & Sewer System Operator (Level III - Step 2)	\$41.54	\$44.86
Water & Sewer System Operator (Level III - Step 3)	\$43.10	\$46.45
Water & Sewer System Operator Heavy Equipment (Entry)	\$35.22	\$38.56
Water & Sewer System Operator Heavy Equipment (Level I)	\$36.79	\$40.13
Water & Sewer System Operator Heavy Equipment (Level II)	\$39.97	\$43.28
Water & Sewer System Operator Heavy Equipment (Level III)	\$41.54	\$44.86
Water Quality Control Officer	\$47.85	\$51.16
Water Quality Controller	\$46.28	\$49.60
Web Specialist	\$39.97	\$43.28
WWTP Mechanical Maintenance Team Leader	\$55.93	\$58.51
WWTP Summer Student Assistant Operator	\$27.33	\$30.65