



Medicine Hat



The Canadian Union of Public Employees Local 46 (CUPE)

July 2, 2025

Notes for Salary Data

- The position and salary information are effective January 1, 2025 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).
- A link to the collective agreements with the City can be found [here](#).

Position Title	Hourly Minimum	Hourly Maximum
Accounting Clerk III	32.97	36.24
Accounting Clerk V	35.32	38.58
Administrative Coordinator II	36.87	40.12
Administrative Support I	29.89	33.15
Administrative Support II	30.67	33.93
Administrative Support III	31.44	34.69
Administrative Support IV	32.21	35.46
Administrative Support V	32.97	36.24
Administrative Support VI	33.77	37.02
Administrative Support VII	34.53	37.80
Administrative Support VIII	35.32	38.58
AFE (Approved for Expenditure) Administrator - NGPR	32.21	35.46
Airport Maintenance Leadhand	36.07	39.34
Aquatic Coordinator	39.19	42.43
Archives Clerk	30.67	33.93
Archivist	41.49	44.76
Assessor I	44.33	51.87
Assessor II	54.54	60.42
Assessor III	62.06	65.23
Assistant Archivist	32.97	36.24
Billing Technician	35.32	38.58
Building Safety Codes Officer I	41.28	47.53
Building Safety Codes Officer II	43.56	51.29
Building Safety Codes Officer III	50.24	58.55
Business Services Analyst	46.04	50.81
Business Systems Process Lead	34.53	37.80
Buyer I	38.22	42.79
Buyer II	42.58	47.13
Buyer III	47.91	52.47
Carpenter	36.87	40.12
Cashier	28.33	31.60
Clerk II	26.79	30.05
Clerk V	29.13	32.36
Clerk X	32.97	36.24
Collections Officer	36.07	39.34
Communications Operator - 911	36.07	39.34
Community Peace Officer	37.63	40.89
Consultant – Real Estate	36.87	40.12
Continuous Improvement Analyst	46.04	50.81
Continuous Improvement Coordinator	48.18	52.95
Cook I	20.44	25.39
Cooks Helper	18.95	20.98
Coordinator - Accounts and Contracts	35.32	38.58
Coordinator – Business & Innovation	38.42	41.66
Coordinator – Entertainment & Events	37.63	40.89
Coordinator – Fund Development	41.49	44.76
Corporate Communications Specialist	39.96	43.20
Court Clerk/Court Liaison Quality Assurance	36.07	39.34
Creative Promotions Specialist	32.97	36.24
Creative Services Specialist	39.19	42.43
Crew Chief VII	38.42	41.66
Crime Analyst	45.56	54.83

Position Title	Hourly Minimum	Hourly Maximum
Crime Intelligence Analyst	45.56	54.83
Cultural Public Programmer	34.53	37.80
Curator Galleries & Collections	42.26	45.54
Customer Service Representative	33.77	37.02
Customer Services Coordinator	36.07	39.34
Dashboard & Data Developer	54.28	60.25
Development Officer I	32.97	36.24
Development Officer II	35.32	38.58
Education Coordinator	36.87	40.12
Electrical Safety Codes Officer	50.24	58.55
Equipment Operator - Class I (licensed)	27.59	30.84
Equipment Operator - Class I (not licensed)	26.79	30.05
Equipment Operator - Class II	28.33	31.60
Equipment Operator - Class III	31.44	34.69
Equipment Operator - Class IV	32.21	35.46
Event Services Coordinator	36.07	39.34
Exhibit Control Technician - Police	36.07	39.34
Facility Cleaner	23.69	26.95
Facility Coordinator	36.07	39.34
Facility Labourer – Community Development	28.33	31.60
Facility Maintenance Supervisor	39.96	43.20
Facility Operator IX	36.07	39.34
Facility Operator VI	33.77	37.02
Facility Technical Assistant	34.53	37.80
Facility Technician – Community Development	34.53	37.80
Facility Worker I	25.24	28.51
Fitness Coordinator	39.19	42.43
Fitness Programmer	29.89	33.15
Fleet Equipment Technical Specialist	37.63	40.89
Fleet Maintenance Technician – Automotive Service Technician	39.96	43.20
Fleet Maintenance Technician – Heavy Duty Technician	41.49	44.76
Fleet Maintenance Technician – Leadhand	43.04	46.30
Gallery Assistant	33.77	37.02
Gas Accountant	48.93	56.29
Gas Distribution Foreman	52.76	57.59
Gas Field Labourer	26.79	30.05
Gas Field Operator I	35.07	37.70
Gas Field Operator II	39.48	43.45
Gas Field Operator III	44.42	49.60
Gas Field Operator IV	49.30	54.23
Gas Land Mineral Administrator A	27.95	30.87
Gas Land Mineral Administrator B	32.25	35.65
Gas Land Mineral Administrator C	38.79	42.92
Gas Land Mineral Administrator D	49.22	54.52
Gas Land Mineral Administrator E	56.97	63.14
Gas Operator I	35.21	38.59
Gas Operator II	41.34	44.19
Gas Operator III	47.31	50.17
Gas Production Accountant I	30.79	34.37
Gas Production Accountant II	36.38	44.05
Gas Production Accountant III	48.64	59.06
Gas/Plumbing Safety Codes Officer	50.24	58.55

Position Title	Hourly Minimum	Hourly Maximum
GIS Analyst	44.82	48.58
HVAC Technician	50.49	55.93
HVAC Technician Lead Hand	57.69	57.69
Information Management Coordinator	56.42	62.39
Integrated Pest Management (IPM) Operator	34.53	37.80
Intermediate Engineering Technologist (City Operations)	45.99	52.66
Intermediate Systems Administrator – Police	36.87	40.12
Irrigation Field Operations Technician	34.53	37.80
IT Senior Support Technician	40.73	43.98
IT Support Technician	34.53	37.80
Joint Interest Accounting Assistant	35.32	38.58
Junior Engineering Technologist (City Operations)	38.34	43.82
Junior Systems Administrator – Police	34.53	37.80
Laboratory Technologist – Level I	32.97	36.24
Laboratory Technologist – Level II	35.32	38.58
Laboratory Technologist – Level III	38.42	41.66
Laboratory Technologist – Level IV	41.49	44.76
Landfill Leadhand	33.77	37.02
Landscape Design Technician	36.07	39.34
License Inspector	38.42	41.66
Lifeguard II	32.21	35.46
Mailroom Clerk	25.24	28.51
Maintenance Worker I	29.13	32.36
Maintenance Worker II	29.89	33.15
Maintenance Worker III	30.67	33.93
Maintenance Worker IV	31.44	34.69
Maintenance Worker V	32.21	35.46
Maintenance Worker VI	32.97	36.24
Maintenance Worker VII	33.77	37.02
Maintenance Worker VIII	34.53	37.80
Marketing & Promotions Coordinator	39.96	43.20
Marketing Specialist	39.96	43.20
Millwright	45.95	49.53
Municipal Accountant	45.58	54.19
Museum Curatorial Assistant	36.87	40.12
Operations Specialist – 911	39.19	42.43
Operations Support Assistant	35.32	38.58
Operations Technician	41.49	44.76
Overload Clerical	22.93	26.19
Parks & Recreation GIS Technologist	32.21	35.46
Parks Technician	39.19	42.43
Payroll Technician	39.19	42.43
Planning Officer I (Junior Planner)	40.31	40.31
Planning Officer II (Intermediate Planner)	50.34	50.34
Planning Officer III (Senior Planner)	53.64	62.46
Police Clerk	33.77	37.02
Police Clerk – Photo Radar Quality Assurance	32.21	35.46
Police Clerk – Support Services	36.87	40.12
Process Analyst	46.04	50.81
Process Analyst - Maintenance Management System	46.04	50.81
Program Coordinator	38.42	41.66
Purchasing Assistant	34.53	37.80

Position Title	Hourly Minimum	Hourly Maximum
Quality Assurance Clerk	36.07	39.34
Real Estate Specialist	43.28	50.22
Recreation & Cultural Attendant	18.35	19.64
Recreation Program & Fitness Leader	20.60	23.74
Recreation Program Assistant	35.32	38.58
Recreation Programmer	29.89	33.15
Sanitation Worker I	31.44	34.69
Scale Operator	31.44	34.69
Senior Accounting Assistant	36.87	40.12
Senior Accounts Payable Clerk	36.07	39.34
Senior Billing Technician	36.87	40.12
Senior Business Services Analyst	52.29	55.37
Senior Buyer	52.54	57.56
Senior Continuous Improvement Analyst	52.29	55.37
Senior Customer Service Representative	36.87	40.12
Senior Development Officer	39.96	43.20
Senior Engineering Technologist (City Operations)	53.88	61.70
Senior Facility Operator IV	36.87	40.12
Senior Facility Operator VII	39.19	42.43
Senior Systems Analyst	54.28	60.25
Solid Waste Collection Leadhand	36.07	39.34
Specialist – Box Office	32.21	35.46
Specialist – Commercial Leasing	39.96	43.20
Specialist - Stakeholder/Developer Relationships	53.64	62.46
Storekeeper I - Purchasing	31.44	34.69
Storekeeper II	34.53	37.80
Storekeeper II – Fleet	35.32	38.58
Supervisor – Central Stores	43.81	47.08
Supervisor – Construction EU	45.37	48.63
Supervisor – Facility Services	40.73	43.98
Supervisor – Guest Services	36.87	40.12
Supervisor – Maintenance EU	45.37	48.63
Supervisor I	35.32	38.58
Supervisor II	36.07	39.34
Supervisor III	36.87	40.12
Supervisor IV	37.63	40.89
Supervisor IX	41.49	44.76
Supervisor V	38.42	41.66
Supervisor VI	39.19	42.43
Supervisor VII	39.96	43.20
Supervisor VIII	40.73	43.98
Supervisor X	42.26	45.54
Supervisor XI	43.04	46.30
Supervisor XII	43.81	47.08
Surface Land Analyst I	27.95	33.95
Surface Land Analyst II	38.01	47.78
Surface Land Analyst III	52.22	57.64
Systems Analyst	44.27	51.23
Systems Support Technician	39.19	42.43
Systems Support Technician	46.04	50.81
Team Lead – 911 Communications	37.63	40.89
Technical Assistant - Distribution	33.77	37.02

Position Title	Hourly Minimum	Hourly Maximum
Technical Assistant - Engineering	33.77	37.02
Technical Assistant – Legal	37.63	40.89
Technical Assistant - Operations	32.97	36.24
Technical Coordinator	56.42	62.39
Technologist I	37.04	40.98
Technologist II	41.68	45.90
Technologist III	46.60	50.81
Technologist IV	51.52	55.74
Temporary Customer Service Representative	21.05	23.23
Temporary Lifeguard I	23.86	28.21
Temporary Lifeguard II	26.44	31.55
Temporary Sanitation Worker	26.03	29.30
Temporary Utility Worker II	23.69	26.95
Temporary Utility Worker V	26.03	29.30
Transit Foreman	35.11	39.56
Transit Operator	25.45	33.32
Transit Service Worker	25.45	31.91
Unit Administrative Assistant	32.97	36.24
Urban Designer	41.06	48.04
Utilities Data Analyst	38.42	41.66
Utility Worker III	26.79	30.05
Utility Worker IV	27.59	30.84
Victim Services Navigation Specialist	39.19	42.43
Volunteer Programs Coordinator	35.32	38.58
Waste Water Source Control Officer	46.91	50.16
Waste Water Treatment Plant Assistant Shift Operator (Level I)	36.87	40.12
Waste Water Treatment Plant Assistant Shift Operator (Level II)	38.42	41.66
Waste Water Treatment Plant Assistant Shift Operator (Level III)	39.96	43.20
Waste Water Treatment Plant Assistant Shift Operator (Level IV)	43.04	46.30
Waste Water Treatment Plant Shift Operator (Level II)	40.73	43.98
Waste Water Treatment Plant Shift Operator (Level III)	43.04	46.30
Waste Water Treatment Plant Shift Operator (Level IV)	45.37	48.63
Water & Sewer Pump Operator	42.26	45.54
Water & Sewer Pump Operator (Level III)	42.26	45.54
Water & Sewer System Operator (Entry – Step 1)	26.03	29.30
Water & Sewer System Operator (Entry – Step 2)	26.79	30.05
Water & Sewer System Operator (Entry – Step 3)	28.33	31.60
Water & Sewer System Operator (Level I – Step 1)	31.44	34.69
Water & Sewer System Operator (Level I – Step 2)	35.32	38.58
Water & Sewer System Operator (Level II – Step 1)	37.63	40.89
Water & Sewer System Operator (Level II – Step 2)	39.19	42.43
Water & Sewer System Operator (Level II – Step 3)	40.73	43.98
Water & Sewer System Operator (Level III – Step 1)	39.96	43.20
Water & Sewer System Operator (Level III – Step 2)	40.73	43.98
Water & Sewer System Operator (Level III – Step 3)	42.26	45.54
Water & Sewer System Operator Heavy Equipment (Entry)	34.53	37.80
Water & Sewer System Operator Heavy Equipment (Level I)	36.07	39.34
Water & Sewer System Operator Heavy Equipment (Level II)	39.19	42.43
Water & Sewer System Operator Heavy Equipment (Level III)	40.73	43.98
Water Quality Control Officer	46.91	50.16
Water Quality Controller	45.37	48.63
Web Specialist	39.19	42.43

Position Title	Hourly Minimum	Hourly Maximum
WWTP Mechanical Maintenance Team Leader	54.83	57.36