

Rural Municipal Administrators Association

Salary Guide Review 2023



Introduction & Overview

- **Objective:** Review and strengthen the Administrator's Salary Guide, assess compensation of administrators in Saskatchewan's RM.
- **Methodology:** March 2023, online survey with a 77% response rate (n=224)
- **Response Analysis:** Use of averages, medians, and standard deviation to interpret data. Added comparative info from sister organizations.



Work Environment

- Full-Time: 96.9% are FT.
- Overtime: 94.1% do not receive overtime.
- EDO: 17.8% are eligible for EDO or similar.
- Bonuses: 17.6% are eligible to receive a bonus.
- Sick Days: Median of 12 days per year.
- Vacation: 15 days/year, increases with tenure.
- Working from home: only 9.1% are eligible.



Size & Training Impact Salary

- Higher budgets correlate with higher salaries.
- Full-Time Equivalents (FTE): Median number of employees is 5, average is 6.6.
- Unionization: 11.2% of workplaces are unionized, generally corresponding with higher salaries.
- Single RM (79.9%), More than 1 RM (3.6%) & Joint RMUM (16.5%). [For those with more than 1 role, 64% have a single contract].
- 81.7% hold Class C. Rural Superior paid 28.8% higher

Sister Organizations

ARMAA

- \$ min/max, RM pop, RM \$, # EE
- Additional contract metrics
- Share more info – helps Administrators

MMAA

- Matrix: skill & acct'y, location
- Edu, Exp, Expertise, RM \$, # EE
- Gender - significant

UMAAS

- Pop, Cert, Exp and Assessment
- Similar \$ to RMAA for smaller
- Higher for larger pop'n & \$

Key Findings - Wages

- Wage Range: \$37,410 to \$189,612 annually.
- Average Wage: Approximately \$87,000.
- Median Wage: \$84,393.
- Standard Deviation: \$20,848, indicating a wide range in wages.

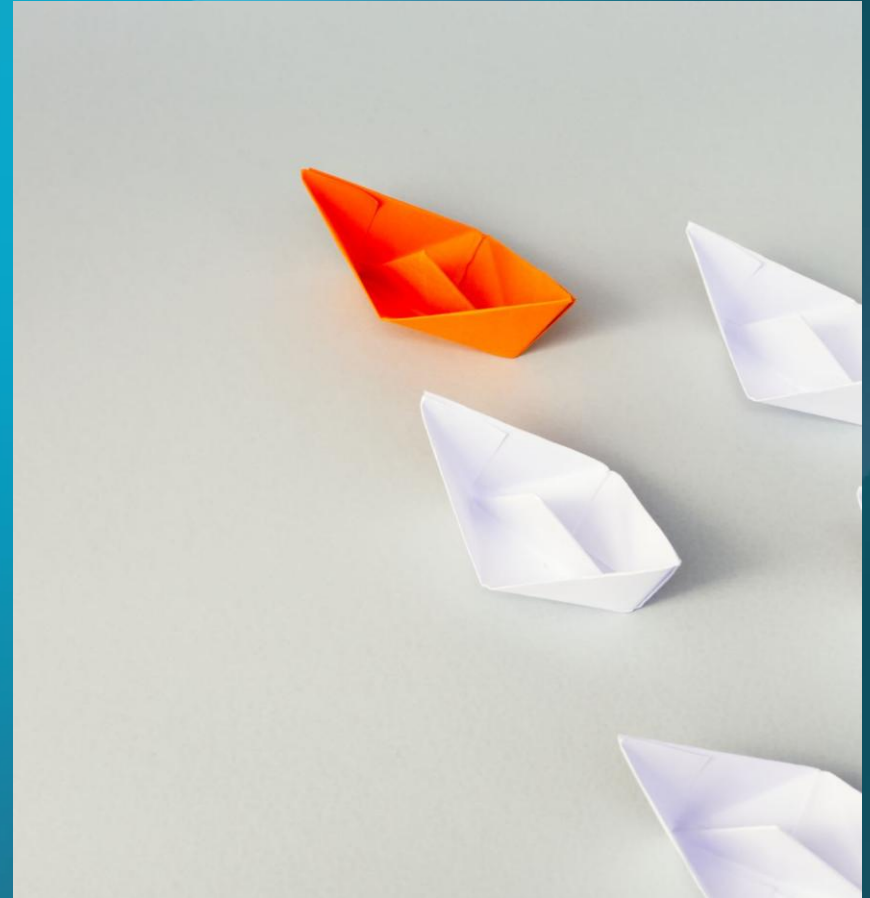


RMAA Salary Guide

- 60.5% follow the guide & 39.5% do not, reasons included:
 - Complex operation not reflected in the guide
 - Joint RM / UM mix
 - Underpaid compared to GOS & private sector
 - Follow the UMAAS or SUMA guide instead
 - Council follows recommendation for increase but pays outside the guide.

The Role of the Administrator

- Leader
- Financial Manager
- Strategic Thinker
- Analyst
- Project Manager
- Policy Creator
- Communicator
- Local Government Expert
- Conflict Resolver



What information would help when negotiating a new contract?

- Comparison Administrator roles with other similar organizations including salary, benefits and perks.
- Consistent application of the grid by other RM
- Education for Council
 - Role of Administrator / Role of Foreman (\$)
 - Accountabilities
 - Community impact
- Collegial support for Administrators – “phone a friend”
- Gender
- Bonuses / Flexible work environment



Salary Guide Recommendations

- On point – combines knowledge, skills & experience
- Accountability / Impact could be a consideration for future
- Longer progressions (STF ~ 12) may provide for consistent increases and relativity for Councils
- Long progressions encourage commitment and growth
- Consider the creation of grids in future that have similar range % (market range norm 25% bottom to top)
- Long Service – reward commitment.

Recommendations for Future

- Standardize job descriptions & contract provisions
- Index base comp to market & inflation
- Look to the broader public system
- Expand wage criteria to include: credentials, education, experience, budget, span of control, taxable assessment
- Collaborate with MMAA, SUMA, UMAAS and other sister organizations
- Promote mentorship amongst RMAA colleagues



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