

TOWN OF LUNENBURG NON-UNIONIZED SALARY SCALE
(November 1, 2025 - October 31, 2026)

Position	#1	#2	#3	#4	#5
7 hours per day (8:30 to 4:30, 1 hour unpaid lunch) 1,820 hours					
Chief Administrative Officer	\$147,213	\$150,611	\$154,008	\$157,406	\$160,802
Band1 = 75% to 85% of CAO midpoint	\$115,506	\$119,356	\$123,206	\$127,056	\$130,907
Band2 = 82.5% to 92.5% of Band 1 midpoint	\$101,645	\$104,725	\$107,805	\$110,886	\$113,966
Band3 = 70% to 80% of Band2 Midpoint	\$75,464	\$78,159	\$80,854	\$83,549	\$86,244
Band4 = 50% to 60% of Band2 Midpoint	\$53,903	\$56,598	\$59,293	\$61,988	\$64,683
Band5 = 50% to 52.5% of Band2 Midpoint	\$53,903	\$54,576	\$55,250	\$55,924	\$56,598
Band6 = 45% to 50% of Band2 Midpoint	\$48,512	\$49,860	\$51,208	\$52,555	\$53,903
8 hours per day (8:00 to 4:30, 1/2 hour unpaid lunch) 2,080 hours					
Band1.8	\$132,007	\$136,407	\$140,807	\$145,207	\$149,607
Band2.8	\$116,166	\$119,686	\$123,206	\$126,726	\$130,246
Band3.8	\$86,244	\$89,324	\$92,405	\$95,485	\$98,565
Band4.8	\$61,603	\$64,683	\$67,763	\$70,844	\$73,924
Band5.8	\$61,603	\$62,373	\$63,143	\$63,913	\$64,683
Band6.8	\$55,443	\$56,983	\$58,523	\$60,063	\$61,603
Car Allowance					\$1,200
EMO Coordinator Allowance					\$1,300

Notes:

Band1 Positions: Director of Finance, Director of Community Development*, Director of Recreation and Parklands*

Band2 Positions: Deputy Director of Finance, Senior Planner, Accountant, Legislative & Policy Advisor/Municipal Clerk**

Band3 Positions: Procurement & Electric Coordinator*, Development Officer & Heritage Conservation, Communications & Events Co-ordinator

Band4 Positions: Administrative Assistant, Accounts Receivable Clerk, Accounts Payable Clerk, Finance Clerk

Band6 Positions: Cashier

Band1.8 Positions: Director of Public Works*

Band2.8 Positions: Municipal Engineer*

Band4.8 Positions: By-law Officer*

Band5.8 Positions: Recreation Attendants & Fire Hall Superintendent*

Scale was adjusted by 3% COLA on November 1, 2025

*Positions are paid the annual car allowance***

Positions are paid the annual EMO Coordinator allowance*

***Allowances aren't adjusted annually by COLA

TOWN OF LUNENBURG

C.U.P.E. Unionized Wage Rates (Public Works)

(November 1, 2024 to October 31, 2028)

			2025/26	25/26 annualized (base only, no OT)	2026/27	2027/28	2024/25
Public Works - Labourer (12%, 3%, 3%, 3%)	<i>per Hr</i>		\$29.56	\$61,485	\$30.44	\$31.36	\$28.69
Public Works - Operator (12%, 3%, 3%, 3%)	<i>per Hr</i>		\$31.26	\$65,021	\$32.20	\$33.17	\$30.35
Public Works - Heavy Equip/Draftsman (12%, 3%, 3%, 3%)	<i>per Hr</i>		\$32.67	\$67,954	\$33.65	\$34.66	\$31.72
Water Resource Operators							
WRO I - Operator in Training Certificate	<i>per Hr</i>		\$31.82	\$66,186	\$32.77	\$33.75	\$30.89
WRO I - Certificate Level 1	<i>per Hr</i>		\$35.02	\$72,842	\$36.07	\$37.16	\$34.00
WRO I Certificate Level II a)	<i>per Hr</i>		\$35.84	\$74,547	\$36.92	\$38.03	\$34.80
WRO I Certificate Level II b)	<i>per Hr</i>		\$37.17	\$77,314	\$38.28	\$39.43	\$36.09
ODRC Rates (Plants only or Distribution/Collection)	<i>per Hr</i>		\$3.92	\$8,154	\$4.04	\$4.16	\$3.81
ODRC Rates (Plants with Distribution or Collection)	<i>per Hr</i>		\$5.87	\$12,210	\$6.05	\$6.23	\$5.70
Lead Hand Premium							
Lead Hand Premium	<i>per Hr</i>		\$5.87	\$12,210	\$6.05	\$6.23	\$5.70
Cemetery Lead Hand Premium							
Cemetery Lead Hand Premium	<i>per Hr</i>		\$2.31	\$4,805	\$2.38	\$2.45	\$2.24