

**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
Band3.5 = 80% to 90% of Band 2 Midpoint	\$86,244	\$88,939	\$91,635	\$94,330	\$97,025
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
Band3.5.8	\$98,565	\$101,645	\$104,725	\$107,805	\$110,886
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**

Band3.5 Positions: Grants Officer

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

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

Band6 Positions: Cashier

Band1.8 Positions: Director of Public Works*

Band2.8 Positions: Municipal Engineer*

Band3.5.8 Positions: Water Supervisor

Band4.8 Positions: By-law Officer*+** and By-law Officer & Electric Utility Meter Reader*

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