TOWN OF LUNENBURG NON-UNIONIZED SALARY SCALE
(November 1, 2026 - October 31, 2027)

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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	$151,629	$155,129	$158,628	$162,128	$165,626
Band1 = 75% to 85% of CAO midpoint	$118,971	$122,937	$126,903	$130,868	$134,834
Band2 = 82.5% to 92.5% of Band 1 midpoint	$104,695	$107,867	$111,040	$114,212	$117,385
Band3.5 = 80% to 90% of Band 2 Midpoint	$88,832	$91,608	$94,384	$97,160	$99,936
Band3 = 70% to 80% of Band2 Midpoint	$77,728	$80,504	$83,280	$86,056	$88,832
Band4 = 50% to 60% of Band2 Midpoint	$55,520	$58,296	$61,072	$63,848	$66,624
Band5 = 50% to 52.5% of Band2 Midpoint	$55,520	$56,214	$56,908	$57,602	$58,296
Band6 = 45% to 50% of Band2 Midpoint	$49,968	$51,356	$52,744	$54,132	$55,520
8 hours per day (8:00 to 4:30, 1/2 hour unpaid lunch) 2,080 hours					
Band1.8	$135,967	$140,499	$145,032	$149,564	$154,096
Band2.8	$119,651	$123,277	$126,903	$130,528	$134,154
Band3.5.8	$101,522	$104,695	$107,867	$111,040	$114,212
Band3.8	$88,832	$92,004	$95,177	$98,350	$101,522
Band4.8	$63,451	$66,624	$69,796	$72,969	$76,142
Band5.8	$63,451	$64,244	$65,038	$65,831	$66,624
Band6.8	$57,106	$58,692	$60,279	$61,865	$63,451
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, Accountant, Legislative & Policy Advisor/Municipal Clerk*
Band3.5 Positions: Grants Officer(Vacant)
Band3 Positions: Procurement & Electric Coordinator*, Heritage Officer, 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 Positons: Water Services Supervisior*
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, 2026 per approved 26/27 budget
*Positions are paid the annual car allowance***
Positions are paid the annual EMO Coordinator allowance*
***Allowances aren't adjusted annually by COLA