Town of Lisbon Non-Union Pay Scale FY2025 (Proposed)

	Steps							
Grade	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
A	$ 14.50	$ 15.23	$ 15.99	$ 16.79	$ 17.63	$ 18.51	$ 19.44	$ 20.41
B	$ 15.95	$ 16.75	$ 17.59	$ 18.47	$ 19.39	$ 20.36	$ 21.38	$ 22.45
C	$ 17.55	$ 18.43	$ 19.35	$ 20.32	$ 21.33	$ 22.40	$ 23.52	$ 24.69
D	$ 19.30	$ 20.27	$ 21.28	$ 22.35	$ 23.46	$ 24.64	$ 25.87	$ 27.16
E	$ 21.23	$ 22.30	$ 23.41	$ 24.58	$ 25.81	$ 27.10	$ 28.46	$ 29.88
F	$ 23.36	$ 24.53	$ 25.75	$ 27.04	$ 28.39	$ 29.81	$ 31.30	$ 32.87
G	$ 25.69	$ 26.98	$ 28.33	$ 29.74	$ 31.23	$ 32.79	$ 34.43	$ 36.15
H	$ 28.26	$ 29.68	$ 31.16	$ 32.72	$ 34.35	$ 36.07	$ 37.88	$ 39.77
I	$ 31.09	$ 32.64	$ 34.28	$ 35.99	$ 37.79	$ 39.68	$ 41.66	$ 43.75
J	$ 34.20	$ 35.91	$ 37.70	$ 39.59	$ 41.57	$ 43.65	$ 45.83	$ 48.12
K	$ 37.62	$ 39.50	$ 41.47	$ 43.55	$ 45.73	$ 48.01	$ 50.41	$ 52.93
L	$ 41.38	$ 43.45	$ 45.62	$ 47.90	$ 50.30	$ 52.81	$ 55.45	$ 58.23
M	$ 45.52	$ 47.79	$ 50.18	$ 52.69	$ 55.33	$ 58.10	$ 61.00	$ 64.05
N	$ 54.47	$ 57.19	$ 60.05	$ 63.06	$ 66.21	$ 69.52	$ 73.00	$ 76.64

State minimum wage effective 1/1/24 is $14.15; estimated it will go up 2.5% effective 1/1/25 to $14.6
All grades and steps would be increased by cola each year equivalent to State of Maine minimum wage
Each step is merit based only (see attached guide) and increases 5% per step
Each grade is based on job responsibility and MMA annual salary survey
Each grade increases by 10%
Must ensure that all positions are listed on grade schedule
Stipends not included in base pay, applied after base pay calculated (applied under differet codes). Me
This scale has a 2.5% COLA added effective 7/1/24 to 6/30/25
Sewer and FD certifications not included in base pay

9
$ 21.43
$ 23.57
$ 25.93
$ 28.52
$ 31.37
$ 34.51
$ 37.96
$ 41.76
$ 45.93
$ 50.53
$ 55.58
$ 61.14
$ 67.25
$ 80.48

4 based on last 12 months of CPI-W Northeast Region
e increase

rit is calculated at base pay only

New Grade	Lisbon Job Title
A	Before/After School Aides
B	Custodian (P/T)
	Library/MTM Custodian
C	After School Coordinator
	Before School Coordinator
	Laborer- Parks
	Library Aide (PT)
	Library/Circulation Aide (PT)
	Office Assistant
	Senior Coordinator
	Transfer Station Attendant (PT)
D	Accounts Payable Clerk
	Administrative Assistant - Parks & Rec
	Administrative Assistant - Public Works
	Administrative Assistant – Codes
	Administrative Assistant – Police (PT)
	Bus Driver
	Parks Maintenance Supervisor
	Collections Clerk I
	Assistant Town Clerk
	Moxie Coordinator
E	Animal Control Officer
	Collections/Sewer Billing Clerk
	Collections Clerk II
	Deputy Town Clerk
	Adult + Interlibrary Loan Services Assistant
	Cataloguer Technical Services
	Wastewater TP Operator
F	Electrical Inspector
	Community Development Specialist
	Finance Specialist
	Children's Librarian
	Firefighter EMT (FT)*
G	Administrative Assistant - Police
	Administrative Assistant - Town Manager
	Assessor's Agent / GA Coordinator
	Assistant Director - Parks & Rec
	Tax Collector
	Operations Manager - Transfer Station
	Maintenance Manager – Public Works
	Assistant Director - Library
	Wastewater TP Lab Tech
H	Firefighter Supervisor (FT)
	Treatment Plant Maintenance Supervisor
I	Assessor / GA Administrator
	Code Enforcement Officer
	Director – Library
	Town Clerk
	Treatment Plant Operations Manager
J	Director - Parks & Rec
K	Economic Development Director
	Planner
	Human Resources Director
L	Chief - Fire
	Lieutenant - PD**
	Director - Public Works
	Treatment Plant Superintendent
M	Assistant Town Manager
	Chief-Police
	Finance Director
N	Town Manager

***$0.87 increase in hourly wage upon completion of AEMT certification**

**** A union seageant position promoted to Lieutenant would start at Grade L at the next highest step from their current wage of the Town's non-union payscale.**

Community Development Specialist - Proposed and will be considered by Council at an upcoming meeting. Only very limited hours will be Town funded if approved. The remaining funds will be grant funded. Grade F, step 1