

City of Biddeford
Personnel Committee
February 27, 2024 12:00 PM Join Zoom Meeting
<https://biddeford.zoom.us/j/8446434658?omn=95793338974>
Meeting ID: 844 643 4658

One tap mobile
+13092053325,,8446434658# US
+13126266799,,8446434658# US (Chicago)

- Dial by your location**
- **+1 309 205 3325 US**
 - **+1 312 626 6799 US (Chicago)**
 - **+1 646 558 8656 US (New York)**
 - **+1 646 931 3860 US**
 - **+1 301 715 8592 US (Washington DC)**
 - **+1 305 224 1968 US**
 - **+1 689 278 1000 US**
 - **+1 719 359 4580 US**
 - **+1 253 205 0468 US**
 - **+1 253 215 8782 US (Tacoma)**
 - **+1 346 248 7799 US (Houston)**
 - **+1 360 209 5623 US**
 - **+1 386 347 5053 US**
 - **+1 507 473 4847 US**
 - **+1 564 217 2000 US**
 - **+1 669 444 9171 US**
 - **+1 669 900 9128 US (San Jose)**

Meeting ID: 844 643 4658

Find your local number: <https://biddeford.zoom.us/j/ahmJ18Tsf>

Status:

- 1. Call to Order**
- 2. Acceptance of Minutes**
- 3. Discussion**
 - 3.1. Discuss Nonunion Levels and Pay ranges for Levels .
[FY.25.payscale.proposed.xlsx](#)
[APPENDIX A.2024.proposed.edition.pdf](#)
- 4. Other Business**
- 5. Unfinished Business/Future Agenda Items**
- 6. Adjourn**

FY25 Salary Pay Scale

<i>Level</i>	<i>A</i> <u><i>Lowest</i></u>	<i>J</i> <u><i>Highest</i></u>	<i>Level</i>		
<i>S1</i>	\$33,787	\$44,586	<i>S1</i>	\$16.24	\$21.44
<i>S2</i>	\$35,565	\$46,932	<i>S2</i>	\$17.10	\$22.56
<i>S3</i>	\$37,437	\$49,402	<i>S3</i>	\$18.00	\$23.75
<i>S4</i>	\$39,407	\$52,002	<i>S4</i>	\$18.95	\$25.00
<i>S5</i>	\$41,481	\$54,739	<i>S5</i>	\$19.94	\$26.32
<i>S6</i>	\$43,664	\$57,620	<i>S6</i>	\$20.99	\$27.70
<i>S7</i>	\$45,962	\$60,653	<i>S7</i>	\$22.10	\$29.16
<i>S8</i>	\$48,381	\$63,845	<i>S8</i>	\$23.26	\$30.69
<i>S9</i>	\$50,928	\$67,206	<i>S9</i>	\$24.48	\$32.31
<i>S10</i>	\$53,608	\$70,743	<i>S10</i>	\$25.77	\$34.01
<i>S11</i>	\$56,430	\$74,466	<i>S11</i>	\$27.13	\$35.80
<i>S12</i>	\$59,400	\$78,385	<i>S12</i>	\$28.56	\$37.69
<i>S13</i>	\$62,526	\$82,511	<i>S13</i>	\$30.06	\$39.67
<i>S14</i>	\$65,817	\$86,854	<i>S14</i>	\$31.64	\$41.76
<i>S15</i>	\$69,281	\$91,425	<i>S15</i>	\$33.31	\$43.95
<i>S16</i>	\$72,927	\$96,237	<i>S16</i>	\$35.06	\$46.27
<i>S17</i>	\$76,766	\$101,302	<i>S17</i>	\$36.91	\$48.70
<i>S18</i>	\$80,806	\$106,633	<i>S18</i>	\$38.85	\$51.27
<i>S19</i>	\$85,059	\$112,246	<i>S19</i>	\$40.89	\$53.96
<i>S20</i>	\$89,536	\$118,153	<i>S20</i>	\$43.05	\$56.80
<i>S21</i>	\$94,248	\$124,372	<i>S21</i>	\$45.31	\$59.79
<i>S22</i>	\$99,208	\$130,918	<i>S22</i>	\$47.70	\$62.94
<i>S23</i>	\$104,169	\$137,464	<i>S23</i>	\$50.08	\$66.09
<i>S24</i>	\$109,377	\$144,337	<i>S24</i>	\$52.59	\$69.39
<i>S25</i>	\$114,846	\$151,554	<i>S25</i>	\$55.21	\$72.86

FY23 Hourly Pay Scale

<i>Level</i>	<i><u>Lowest</u></i>	<i><u>Highest</u></i>	<i>Level</i>
<i>H1</i>	\$12.57	\$16.22	<i>H1</i>
<i>H2</i>	\$13.23	\$17.08	<i>H2</i>
<i>H3</i>	\$13.93	\$17.97	<i>H3</i>
<i>H4</i>	\$14.66	\$18.92	<i>H4</i>
<i>H5</i>	\$15.43	\$19.92	<i>H5</i>
<i>S1</i>	\$16.24	\$20.96	<i>S1</i>
<i>S2</i>	\$17.10	\$22.07	<i>S2</i>
<i>S3</i>	\$18.00	\$23.23	<i>S3</i>
<i>S4</i>	\$18.95	\$24.45	<i>S4</i>
<i>S5</i>	\$19.94	\$25.74	<i>S5</i>
<i>S6</i>	\$20.99	\$27.09	<i>S6</i>
<i>S7</i>	\$22.10	\$28.52	<i>S7</i>
<i>S8</i>	\$23.26	\$30.02	<i>S8</i>
<i>S9</i>	\$24.48	\$31.60	<i>S9</i>
<i>S10</i>	\$25.77	\$33.26	<i>S10</i>
<i>S11</i>	\$27.13	\$35.01	<i>S11</i>
<i>S12</i>	\$28.56	\$36.86	<i>S12</i>
<i>S13</i>	\$30.06	\$38.80	<i>S13</i>
<i>S14</i>	\$31.64	\$40.84	<i>S14</i>
<i>S15</i>	\$33.31	\$42.99	<i>S15</i>
<i>S16</i>	\$35.06	\$45.25	<i>S16</i>
<i>S17</i>	\$36.91	\$47.63	<i>S17</i>
<i>S18</i>	\$38.85	\$50.14	<i>S18</i>
<i>S19</i>	\$40.89	\$52.78	<i>S19</i>
<i>S20</i>	\$43.05	\$55.55	<i>S20</i>
<i>S21</i>	\$45.31	\$58.48	<i>S21</i>
<i>S22</i>	\$47.70	\$61.56	<i>S22</i>
<i>S23</i>	\$50.08	\$64.63	<i>S23</i>
<i>S24</i>	\$52.59	\$69.39	<i>S24</i>
<i>S25</i>	\$55.21	\$72.86	<i>S25</i>

APPENDIX A – COMPENSATION POLICY

- 1. Pay levels:** the following pay levels shall be established for the non-union employees of the City:

Level 25

Chief Operating Officer
Finance Director
Police Chief
Public Works Director

Level 24

Fire Chief

Level 23

Waste Water Treatment Plant Superintendent

Level 22

Assessor
Deputy Police Chief
Deputy Public Works Director
Director of Engineering
Economic & Community Development Director

Level 21

Assistant Fire Chief
Deputy Finance Director
Human Resources Director

Level 20

*Building Supervisor (includes schools)**
Deputy Fire Chief
Director of Code Enforcement/EMA Director
Information Technology Director
Recreation Director

Level 19

City Clerk
Deputy Director Econ & Com Development*
Deputy Director of Engineer
Operations Manager (Public Works)

Level 18

Deputy Assessor
Director of Communications/Assistant to the City Manager
Staff Accountant

Level 17

City Planner
Deputy Human Resource Director
Deputy Rec Director
Staff Engineer

Level 16

Comptroller

Level 15

CDBG Administrator
Communications Coordinator
Deputy City Clerk
Deputy Code Enforcement Director
Economic Development Coordinator
Executive Assistant II
GA Supervisorⁱ

Level 14

Community Engagement Specialist
GIS Coordinator
Tax Collector

Level 13

Community Development Coordinator
Lead Risk Assessor/Housing Rehab Coordinator
Office Manager (City Clerk Office)
Revenue Analyst
Safety and Training Coordinator

Level 12

CALEA Planner
Code Enforcement Officer II
Community Liaison/Lead Program Assistant
Engineering Tech
Executive Assistant I
Human Resource Specialist

Level 11

Administrative Assistant II
Airport/Facilities Managerⁱ
Code Enforcement Officer I
Surveyor

Level 10

Administrative Assistant I
GA Customer Service Clerk
Recreation Program Coordinator II

Level 9

Administrative Clerk II
Finance Clerk
Management Analyst
Public Access Technician II
Recreation Program Coordinator I

Level 8

Administrative Clerk I
Customer Service Clerk II
Public Access Technician I

Level 7

Customer Service Clerk I

Level 6

Level 5

Facilities Maintenance II

Recreation III

Level 4

Recreation II

Level 3

Level 2

¹is not at a department head level

*not a position that is currently funded or under consideration