

Attachment A
Base Wage Schedule for Cape Elizabeth Public Works Department

Position	Effective July 1, 2022	Effective July 1, 2023	Effective July 1, 2024
	Hourly	Hourly	Hourly
Equipment Operator			
Upon Employment	\$23.13	\$23.59	\$24.06
After 1st Anniversary	\$24.30	\$24.78	\$25.28
After 3rd Anniversary	\$25.47	\$25.98	\$26.49
After 5th Anniversary	\$25.93	\$26.45	\$26.98
After 10th Anniversary	\$26.40	\$26.93	\$27.47
After 15th Anniversary	\$26.67	\$27.20	\$27.74
After 20th Anniversary	\$26.93	\$27.47	\$28.02
Lead Equipment Operator			
Upon Employment	\$24.56	\$25.05	\$25.56
After 1st Anniversary	\$25.85	\$26.37	\$26.89
After 3rd Anniversary	\$27.02	\$27.56	\$28.11
After 5th Anniversary	\$27.67	\$28.22	\$28.78
After 10th Anniversary	\$28.09	\$28.65	\$29.22
After 15th Anniversary	\$28.37	\$28.94	\$29.51
After 20th Anniversary	\$28.65	\$29.23	\$29.81
Mechanic			
Upon Employment	\$25.98	\$26.50	\$27.03
After 1st Anniversary	\$26.97	\$27.51	\$28.06
After 3rd Anniversary	\$28.21	\$28.77	\$29.35
After 5th Anniversary	\$29.20	\$29.79	\$30.38
After 10th Anniversary	\$29.70	\$30.29	\$30.90
After 15th Anniversary	\$30.00	\$30.59	\$31.21
After 20th Anniversary	\$30.29	\$30.90	\$31.52
Garage Foreman			
Upon Employment	\$28.69	\$29.26	\$29.85
After 1st Anniversary	\$29.43	\$30.01	\$30.61
After 3rd Anniversary	\$30.41	\$31.02	\$31.64
After 5th Anniversary	\$31.64	\$32.27	\$32.91
After 10th Anniversary	\$32.86	\$33.52	\$34.19
After 15th Anniversary	\$33.19	\$33.86	\$34.53
After 20th Anniversary	\$33.53	\$34.20	\$34.88

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Parks Foreman			
Upon Employment	\$25.98	\$26.50	\$27.03
After 1st Anniversary	\$26.97	\$27.51	\$28.06
After 3rd Anniversary	\$28.21	\$28.77	\$29.35
After 5th Anniversary	\$29.20	\$29.79	\$30.38
After 10th Anniversary	\$29.70	\$30.29	\$30.90
After 15th Anniversary	\$30.00	\$30.59	\$31.21
After 20th Anniversary	\$30.29	\$30.90	\$31.52
F.T. Recycling Ctr. Attendant			
Upon Employment	\$23.28	\$23.75	\$24.22
After 1st Anniversary	\$24.45	\$24.94	\$25.44
After 3rd Anniversary	\$25.62	\$26.14	\$26.66
After 5th Anniversary	\$26.09	\$26.61	\$27.15
After 10th Anniversary	\$26.56	\$27.09	\$27.63
After 15th Anniversary	\$26.82	\$27.36	\$27.91
After 20th Anniversary	\$27.09	\$27.63	\$28.19
Department Clerk			
Upon Employment	\$20.82	\$21.24	\$21.66
After 1st Anniversary	\$21.76	\$22.20	\$22.64
After 3rd Anniversary	\$22.76	\$23.21	\$23.67
After 5th Anniversary	\$23.75	\$24.22	\$24.71
After 10th Anniversary	\$24.74	\$25.23	\$25.74
After 15th Anniversary	\$24.99	\$25.49	\$26.00
After 20th Anniversary	\$25.24	\$25.74	\$26.26
P.T. Recycling Center Attendant			
Upon Employment	\$19.40	\$19.79	\$20.19
After 1st Anniversary	\$19.80	\$20.20	\$20.60
After 3rd Anniversary	\$20.14	\$20.55	\$20.96
After 5th Anniversary	\$20.52	\$20.93	\$21.35
After 10th Anniversary	\$20.88	\$21.30	\$21.72
After 15th Anniversary	\$21.25	\$21.51	\$21.94
After 20th Anniversary	\$21.62	\$21.73	\$22.16

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Lead Recycling Center Attendant			
Upon Employment	\$24.72	\$25.22	\$25.72
After 1st Anniversary	\$26.01	\$26.53	\$27.06
After 3rd Anniversary	\$27.18	\$27.72	\$28.27
After 5th Anniversary	\$27.82	\$28.38	\$28.95
After 10th Anniversary	\$28.25	\$28.81	\$29.39
After 15th Anniversary	\$28.53	\$29.10	\$29.68
After 20th Anniversary	\$28.81	\$29.39	\$29.97
Highway/Parks Equipment Operator			
Upon Employment	\$23.13	\$23.59	\$24.06
After 1st Anniversary	\$24.30	\$24.78	\$25.28
After 3rd Anniversary	\$25.47	\$25.98	\$26.49
After 5th Anniversary	\$25.93	\$26.45	\$26.98
After 10th Anniversary	\$26.40	\$26.93	\$27.47
After 15th Anniversary	\$26.67	\$27.20	\$27.74
After 20th Anniversary	\$26.93	\$27.47	\$28.02