

Town of Kennebunk Non-Union Pay Ranges: HOURLY, NON EXEMPT EMPLOYEES						
1/1/2026						
New Grade	Minimum	25%	Midpoint	75%	Maximum	Kennebunk Job Title
A	\$ 14.11	\$ 15.35	\$ 16.58	\$ 17.82	\$ 19.06	Vacant
B	\$ 15.40	\$ 16.82	\$ 18.24	\$ 19.66	\$ 21.09	Office Assistant & Ballot Clerk
C	\$ 16.87	\$ 18.52	\$ 20.16	\$ 21.81	\$ 23.44	Board Clerk
D	\$ 18.64	\$ 20.51	\$ 22.37	\$ 24.24	\$ 26.10	Assistant Town Clerk
E	\$ 20.70	\$ 22.82	\$ 24.95	\$ 27.07	\$ 29.19	Administrative Assistant Animal Control Officer Deputy Tax Collector Deputy Town Clerk Events Coordinator
F	\$ 23.09	\$ 25.51	\$ 27.94	\$ 30.36	\$ 32.80	Administrative Assistant (Assessor) Administrative Assistant (Town Manager) CD Administrative Assistant/GA Administrator Information Services Specialist Office Coordinator Payroll & Accounts Payable Specialist Program Coordinator
G	\$ 25.76	\$ 28.53	\$ 31.29	\$ 34.06	\$ 36.83	Appraiser/Listener Assistant Code Enforcement Officer Assistant Recreation Director Behavioral Health Liaison/Clinician Communications & Marketing Specialist Facilities Supervisor Harbormaster Parks & Facilities Supervisor Parks Supervisor Recruitment & Benefits Specialist Sustainability Coordinator

New Grade	Minimum	25%	Midpoint	75%	Maximum	Kennebunk Job Title
H	\$ 28.86	\$ 32.03	\$ 35.21	\$ 38.39	\$ 41.56	Deputy Assessor
						Working Supervisor
I	\$ 32.34	\$ 35.98	\$ 39.61	\$ 43.25	\$ 46.89	Vacant
J	\$ 36.39	\$ 40.57	\$ 44.75	\$ 48.95	\$ 53.13	Code Enforcement Officer

**Town of Kennebunk Non-Union Pay Ranges: EXEMPT POSITIONS**

1/1/2026

New Grade	Annual Minimum	25%	Annual Midpoint	75%	Annual Maximum	Kennebunk Job Title
J	\$ 75,684.90	\$ 84,388.67	\$ 93,092.44	\$ 101,796.20	\$ 110,499.97	Accounting Manager
						Information Services Manager
						Office Manager Tax/Finance
						Operations Manager
						Police Lieutenant
						Town Clerk
						Town Planner
K	\$ 85,177.69	\$ 95,186.07	\$ 105,194.44	\$ 115,202.83	\$ 125,211.21	Assessor
						Deputy Director-Community Development
						Deputy Police Chief
						Deputy Chief of EMS/Training
						Deputy Chief of Operations
						Deputy Finance Director
						Director of Economic Vitality
						HR Director
						Parks & Recreation Director
L	\$ 96,286.86	\$ 107,841.29	\$ 119,395.70	\$ 130,950.12	\$ 142,504.55	Community Devt Director/Town Engineer
						Finance Director
						Fire Chief
						Police Chief
						Public Services Director
M	\$ 109,326.19	\$ 122,718.64	\$ 136,111.10	\$ 149,503.56	\$ 162,896.01	Assistant Town Manager
N	\$ 124,677.77	\$ 140,262.49	\$ 155,847.21	\$ 171,431.93	\$ 187,016.66	Town Manager