

HAMBURG TOWNSHIP
SALARY STEP PROGRESSION PLAN
10 STEPS, 2.5% STEPS DIFFERENTIALS, 24.9% RAND WIDTHS, 10% GRADE DIFFERENTIALS
Scale as of July 1, 2026: ECI is 3.2%
Board approved June 16, 2026

GRADE	POSITION	HOURLY AND SALARY RANGES									
		Steps 1	Steps 2	Steps 3	Steps 4	Steps 5	Steps 6	Steps 7	Steps 8	Steps 9	Steps 10
1	Grounds Maintenance I Police Cadet Senior Center Program Assistant	39,224.30 18.86	40,204.90 19.33	41,210.03 19.81	42,240.28 20.31	43,296.28 20.82	44,378.69 21.34	45,488.16 21.87	46,625.36 22.42	47,791.00 22.98	48,985.77 23.55
2	Custodian DPW Seasonal Laborer* Park Rangers Receptionist/Elections Assistant Treasurer's Assistant	43,146.86 20.74	44,225.53 21.26	45,331.17 21.79	46,464.45 22.34	47,626.06 22.90	48,816.71 23.47	50,037.13 24.06	51,288.05 24.66	52,570.26 25.27	53,884.51 25.91
3	Code Enforcement Ground Maintenance 2 Videographer	47,461.29 22.82	48,647.82 23.39	49,864.02 23.97	51,110.62 24.57	52,388.38 25.19	53,698.09 25.82	55,040.54 26.46	56,416.56 27.12	57,826.97 27.80	59,272.64 28.50
4	Administrative Assistant - Fire Administrative Assistant - Police Building & Grounds Supervisor Clerk/Elections Assistant Senior Treasurer's Assistant Planning and Zoning Coordinator Treasurer's Clerk	52,208.03 25.10	53,513.23 25.73	54,851.07 26.37	56,222.34 27.03	57,627.90 27.71	59,068.60 28.40	60,545.31 29.11	62,058.95 29.84	63,610.42 30.58	65,200.68 31.35
5	Elections Clerk/ Coordinator Assistant to the Deputy Treasurer Administrative Assistant Supervisor - Police Parks & Recreation Coordinator/Grant Coord. DPW Technician	57,431.95 27.61	58,867.74 28.30	60,339.44 29.01	61,847.92 29.73	63,394.12 30.48	64,978.97 31.24	66,603.45 32.02	68,268.54 32.82	69,975.25 33.64	71,724.63 34.48
6	Accounting Specialist Fire Lieutenant	63,171.09 30.37	64,750.37 31.13	66,369.13 31.91	68,028.36 32.71	69,729.07 33.52	71,472.29 34.36	73,259.10 35.22	75,090.58 36.10	76,967.84 37.00	78,892.04 37.93
7	Deputy Clerk Deputy Treasurer Fire Captain Information Assistant Accounting/Benefits Coordinator	69,487.83 33.41	71,225.03 34.24	73,005.65 35.10	74,830.79 35.98	76,701.56 36.88	78,619.10 37.80	80,584.58 38.74	82,599.20 39.71	84,664.18 40.70	86,780.78 41.72
8	Fire Marshall Senior Center Program Director Network Administrator Utilities & Special Projects Coordinator Plant Operator B	76,436.49 36.75	78,347.41 37.67	80,306.09 38.61	82,313.74 39.57	84,371.59 40.56	86,480.88 41.58	88,642.90 42.62	90,858.97 43.68	93,130.45 44.77	95,458.71 45.89
9	Deputy Fire Chief Plant Operator A	84,080.77 40.42	86,182.78 41.43	88,337.35 42.47	90,545.79 43.53	92,809.43 44.62	95,129.67 45.74	97,507.91 46.88	99,945.61 48.05	102,444.25 49.25	105,005.35 50.48
10	Planning & Zoning Director DPW Superintendent	92,487.97	94,800.17	97,170.18	99,599.43	102,089.42	104,641.65	107,257.69	109,939.14	112,687.62	115,504.81
11	Deputy Police Chief/Deputy Public Safety Director Director of Accounting Director of Technical Services & Utilities Fire Chief/Deputy Public Safety Director	101,737.76	104,281.20	106,888.23	109,560.44	112,299.45	115,106.94	117,984.61	120,934.22	123,957.58	127,056.52
12	Police Chief/Public Safety Director	111,910.92	114,708.69	117,576.41	120,515.82	123,528.71	126,616.93	129,782.35	133,026.91	136,352.58	139,761.40

*Excluded from Salary Study Progression Plan	
Part-time fire fighters	
Sergeants	27.62
FF /EMT	25.11
FF (or EMT)	22.83
FF Trainee	19.02
DPW Technician On-call	36.90
Cemetery Sexton	12,478.42
Temporary Elections***	19.00 - 23.00
Per diem: Board or Review, Municipal Utilities Committee, Parks & Recreation Committee, Public Safety Committee, Township Board of Trustees, Union Negotiations Committee** (regular & special meeting)	65.00
Huron River Watershed Council (regular & special meeting)	75.00
Planning Commission Chair	80.00
Planning Commission Member	65.00
Zoning Board of Appeals Chair	75.00 minimum (25.00 per case over 3 cases)
Zoning Board of Appeals Member	65.00 minimum (20.00 per case over 3 cases)

* BOT approved 6/3/2025 - The addition of the DPW Seasonal Laborer

** BOT approved 8/5/2025 - The addition of the Union Negotiation Committee per diem of \$65

*** BOT approved 04/07/2026 - To update the Temporary Election Assistant pay to a range of \$19 - \$23