

HAMBURG TOWNSHIP
PROPOSED SALARY STEP PROGRESSION PLAN
10 STEPS, 2.5% STEPS DIFFERENTIALS, 24.9% RAND WIDTHS, 10% GRADE DIFFERENTIALS
Scale as of July 1, 2023: ECI is 5%
Board approved June 6, 2023

GRADE	POSITION	PROPOSED FULL TIME 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 Senior Center Program Assistant	34,639.36 16.6535	35,505.35 17.0699	36,392.98 17.4966	37,302.81 17.9340	38,235.38 18.3824	39,191.26 18.8420	40,171.04 19.3130	41,175.32 19.7958	42,204.70 20.2907	43,259.82 20.7980
2	Custodian Receptionist/Elections Assistant Treasurer's Assistant	38,103.41 18.3189	39,055.99 18.7769	40,032.39 19.2463	41,033.20 19.7275	42,059.03 20.2207	43,110.51 20.7262	44,188.27 21.2444	45,292.98 21.7755	46,425.30 22.3199	47,585.94 22.8779
3	Code Enforcement Ground Maintenance 2 Videographer	41,913.53 20.1507	42,961.37 20.6545	44,035.41 21.1709	45,136.29 21.7001	46,264.70 22.2426	47,421.31 22.7987	48,606.85 23.3687	49,822.02 23.9529	51,067.57 24.5517	52,344.26 25.1655
4	Administrative Assistant - Fire Administrative Assistant - Police Building & Grounds Supervisor Clerk/Elections Assistant Elections Clerk/ Coordinator Senior Treasurer's Assistant Planning and Zoning Coordinator Treasurer's Clerk	46,105.43 22.1661	47,258.06 22.7202	48,439.51 23.2882	49,650.50 23.8704	50,891.76 24.4672	52,164.06 25.0789	53,468.16 25.7058	54,804.86 26.3485	56,174.99 27.0072	57,579.36 27.6824
5	Accounting Specialist Administrative Assistant Supervisor - Police Parks & Recreation Coordinator/Grant Coord. DPW Technician	50,715.86 24.3826	51,983.76 24.9922	53,283.35 25.6170	54,615.44 26.2574	55,980.82 26.9139	57,380.34 27.5867	58,814.85 28.2764	60,285.22 28.9833	61,792.35 29.7079	63,337.16 30.4506
6	Senior Center Program Director	55,787.01 26.8207	57,181.69 27.4912	58,611.23 28.1785	60,076.51 28.8829	61,578.43 29.6050	63,117.89 30.3451	64,695.83 31.1038	66,313.23 31.8814	67,971.06 32.6784	69,670.34 33.4954
7	Deputy Clerk Deputy Treasurer IT Coordinator Fire Captain Information Assistant Accounting/Benefits Coordinator	61,365.39 29.5026	62,899.53 30.2402	64,472.01 30.9962	66,083.81 31.7711	67,735.91 32.5653	69,429.31 33.3795	71,165.04 34.2140	72,944.17 35.0693	74,767.77 35.9460	76,636.97 36.8447
8	DPW Foreman/Superintendent Fire Marshall Utilities & Special Projects Coordinator Plant Operator B	67,501.82 32.4528	69,189.37 33.2641	70,919.10 34.0957	72,692.08 34.9481	74,509.38 35.8218	76,372.12 36.7174	78,281.42 37.6353	80,238.45 38.5762	82,244.42 39.5406	84,300.53 40.5291
9	Deputy Fire Chief	74,252.55 35.6983	76,108.86 36.5908	78,011.58 37.5056	79,961.87 38.4432	81,960.92 39.4043	84,009.94 40.3894	86,110.19 41.3991	88,262.94 42.4341	90,469.52 43.4950	92,731.25 44.5823
10	Planning & Zoning Director Plant Operator	81,677.04 39.2678	83,718.97 40.2495	85,811.94 41.2557	87,957.24 42.2871	90,156.17 43.3443	92,410.08 44.4279	94,720.33 45.5386	97,088.34 46.6771	99,515.55 47.8440	102,003.43 49.0401
11	Deputy Police Chief/Deputy Public Safety Director Director of Accounting Director of Technical Services & Utilities Fire Chief/Deputy Public Safety Director	89,845.61 43.1950	92,091.75 44.2749	94,394.05 45.3818	96,753.90 46.5163	99,172.75 47.6792	101,652.06 48.8712	104,193.37 50.0930	106,798.20 51.3453	109,468.15 52.6289	112,204.86 53.9446
12	Police Chief/Public Safety Director	98,829.63	101,300.37	103,832.88	106,428.71	109,089.42	111,816.66	114,612.07	117,477.38	120,414.31	123,424.67
Excluded from Salary Study Progression Plan Part-time fire fighters DPW Technician On-call		32.5867									

Updated per BOT 11/7/2023