

8/24/2021

**HAMBURG TOWNSHIP
 PROPOSED SALARY STEP PROGRESSION PLAN
 10 STEPS, 2.5% STEPS DIFFERENTIALS, 24.9% RAND WIDTHS, 10% GRADE DIFFERENTIALS**

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	32,029	32,830	33,650	34,492	35,354	36,238	37,144	38,072	39,024	40,000
		15.40	15.78	16.18	16.58	17.00	17.42	17.86	18.30	18.76	19.23
2	Custodian										
	Receptionist/Elections Assistant										
	Treasurer's Assistant	35,232	36,113	37,016	37,941	38,890	39,862	40,858	41,880	42,927	44,000
3	Code Enforcement Building Maintenance	16.94	17.36	17.80	18.24	18.70	19.16	19.64	20.13	20.64	21.15
		38,755	39,724	40,717	41,735	42,778	43,848	44,944	46,068	47,219	48,400
4	Administrative Assistant - Fire Administrative Assistant - Police Building & Grounds Supervisor Elections Clerk/ Coordinator Parks & Recreation Coordinator Building and Grounds Supervisor Senior Center Program Director Treasurer's Clerk	18.63	19.10	19.58	20.06	20.57	21.08	21.61	22.15	22.70	23.27
		42,631	43,697	44,789	45,909	47,057	48,233	49,439	50,675	51,942	53,240
5	Accounting Specialist Accounting/Benefits Specialist Administrative Assistant Superviosr - Police Zoning Coordinator/Assistant DPW Technician	20.50	21.01	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.60
		46,894	48,066	49,268	50,500	51,762	53,056	54,383	55,742	57,136	58,564
6	Vacant	22.55	23.11	23.69	24.28	24.89	25.51	26.15	26.80	27.47	28.16
		51,583	52,873	54,194	55,549	56,938	58,361	59,820	61,316	62,849	64,420
		24.80	25.42	26.05	26.71	27.37	28.06	28.76	29.48	30.22	30.97

10 STEPS, 2.5% STEPS DIFFERENTIALS, 24.9% RAND WIDTHS, 10% GRADE DIFFERENTIALS

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
7	Appraiser II Deputy Clerk Deputy Treasurer IT Coordinator Fire Captain Information Assistant	56,741 27.28	58,160 27.96	59,614 28.66	61,104 29.38	62,631 30.11	64,197 30.86	65,802 31.64	67,447 32.43	69,133 33.24	70,862 34.07
8	DPW Foreman/Superintendent Fire Marshall Utilities & Purchasing Manager	62,415 30.01	63,975 30.76	65,575 31.53	67,214 32.31	68,894 33.12	70,617 33.95	72,382 34.80	74,192 35.67	76,047 36.56	77,948 37.47
9	Vacant	68,657 33.01	70,373 33.83	72,133 34.68	73,936 35.55	75,784 36.43	77,679 37.35	79,621 38.28	81,612 39.24	83,652 40.22	85,743 41.22
10	Planning & Zoning Director Assessing Administrartor/Director/Assessor III Plant Operator	75,522 36.31	77,410 37.22	79,345 38.15	81,329 39.10	83,362 40.08	85,446 41.08	87,582 42.11	89,772 43.16	92,016 44.24	94,317 45.34
11	Deputy Police Chief Director of Accounting Director of Technical Services & Utilities Fire Chief	83,075 39.94	85,152 40.94	87,281 41.96	89,463 43.01	91,699 44.09	93,992 45.19	96,342 46.32	98,750 47.48	101,219 48.66	103,749 49.88
12	Police Chief/Public safety Director	91,382	93,667	96,008	98,408	100,869	103,390	105,975	108,624	111,340	114,124

3/23/2022

**HAMBURG TOWNSHIP
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 10 STEPS, 2.5% STEPS DIFFERENTIALS, 24.9% RAND WIDTHS, 10% GRADE DIFFERENTIALS
 HAMBURG TOWNSHIP
 Scale as of July 1, 2022: ECI is 3%**

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	32,989.87	33,814.62	34,659.98	35,526.48	36,414.64	37,325.01	38,258.14	39,214.59	40,194.95	41,199.83
	Senior Center Program Assistant	15.8605	16.2570	16.6635	17.0800	17.5070	17.9447	18.3933	18.8532	19.3245	19.8076
2	Custodian										
	Receptionist/Elections Assistant										
	Treasurer's Assistant	36,288.96	37,196.18	38,126.09	39,079.24	40,056.22	41,057.63	42,084.07	43,136.17	44,214.57	45,319.94
3	Assessing Clerk	17.4466	17.8828	18.3299	18.7881	19.2578	19.7392	20.2327	20.7385	21.2570	21.7884
	Code Enforcement	39,917.65	40,915.59	41,938.48	42,986.94	44,061.62	45,163.16	46,292.24	47,449.54	48,635.78	49,851.67
4	Building Maintenance	19.1912	19.6710	20.1627	20.6668	21.1835	21.7131	22.2559	22.8123	23.3826	23.9672
	Administrative Assistant - Fire										
	Administrative Assistant - Police										
	Building & Grounds Supervisor										
	Elections Clerk/ Coordinator										
	Planning and Zoning Coordinator										
	Building and Grounds Supervisor										
Senior Center Program Director	43,909.93	45,007.68	46,132.87	47,286.19	48,468.35	49,680.06	50,922.06	52,195.11	53,499.99	54,837.49	
5	Treasurer's Clerk	21.1105	21.6383	22.1793	22.7337	23.3021	23.8846	24.4818	25.0938	25.7211	26.3642
	Accounting Specialist										
	Accounting/Benefits Specialist										
	Administrative Assistant Supervisor - Police										
6	Parks & Recreation Coordinator/Grant Coord.	48,300.82	49,508.34	50,746.05	52,014.70	53,315.07	54,647.94	56,014.14	57,414.50	58,849.86	60,321.11
	DPW Technician	23.2215	23.8021	24.3971	25.0071	25.6322	26.2731	26.9299	27.6031	28.2932	29.0005
7	Vacant	53,130.49	54,458.75	55,820.22	57,215.73	58,646.12	60,112.27	61,615.08	63,155.46	64,734.34	66,352.70
	Appraiser II	25.5435	26.1821	26.8366	27.5076	28.1952	28.9001	29.6226	30.3632	31.1223	31.9003
	Deputy Clerk										
	Deputy Treasurer										
	IT Coordinator										
	Fire Captain										
	Accounting and Benefits Coordinator	58,443.23	59,904.31	61,401.92	62,936.97	64,510.39	66,123.15	67,776.23	69,470.63	71,207.40	72,987.59
8	Information Assistant	28.0977	28.8001	29.5202	30.2582	31.0146	31.7900	32.5847	33.3993	34.2343	35.0902
	DPW Foreman/Superintendent										
	Fire Marshall	64,287.45	65,894.64	67,542.00	69,230.55	70,961.32	72,735.35	74,553.73	76,417.58	78,328.02	80,286.22
9	Plant Operator B										
	Utilities & Purchasing Manager	30.9074	31.6801	32.4721	33.2839	34.1160	34.9689	35.8431	36.7392	37.6577	38.5991
10	Deputy Fire Chief	70,716.71	72,484.63	74,296.74	76,154.16	78,058.02	80,009.47	82,009.70	84,059.95	86,161.44	88,315.48
	Planning & Zoning Director	33.9984	34.8484	35.7196	36.6126	37.5279	38.4661	39.4277	40.4134	41.4238	42.4594
11	Assessing Administrator/Director/Assessor III	77,787.66	79,732.35	81,725.66	83,768.80	85,863.02	88,009.60	90,209.84	92,465.08	94,776.71	97,146.13
	Plant Operator	37.3979	38.3329	39.2912	40.2735	41.2803	42.3123	43.3701	44.4544	45.5657	46.7049
	Deputy Police Chief/Deputy Public Safety Director										
12	Director of Accounting										
	Director of Technical Services & Utilities	85,567.25	87,706.43	89,899.09	92,146.57	94,450.23	96,811.49	99,231.78	101,712.57	104,255.39	106,861.77
	Fire Chief/Deputy Public Safety Director	41.1381	42.1666	43.2207	44.3012	45.4088	46.5440	47.7076	48.9003	50.1228	51.3759
Police Chief/Public Safety Director	94,123.46	96,476.55	98,888.46	101,360.67	103,894.69	106,492.06	109,154.36	111,883.22	114,680.30	117,547.30	

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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	34,639.36	35,505.35	36,392.98	37,302.81	38,235.38	39,191.26	40,171.04	41,175.32	42,204.70	43,259.82
	Senior Center Program Assistant	16.6535	17.0699	17.4966	17.9340	18.3824	18.8420	19.3130	19.7958	20.2907	20.7980
2	Custodian										
	Receptionist/Elections Assistant	38,103.41	39,055.99	40,032.39	41,033.20	42,059.03	43,110.51	44,188.27	45,292.98	46,425.30	47,585.94
3	Treasurer's Assistant	18.3189	18.7769	19.2463	19.7275	20.2207	20.7262	21.2444	21.7755	22.3199	22.8779
	Code Enforcement										
4	Ground Maintenance 2	41,913.53	42,961.37	44,035.41	45,136.29	46,264.70	47,421.31	48,606.85	49,822.02	51,067.57	52,344.26
	Videographer	20.1507	20.6545	21.1709	21.7001	22.2426	22.7987	23.3687	23.9529	24.5517	25.1655
5	Administrative Assistant - Fire										
	Administrative Assistant - Police										
6	Building & Grounds Supervisor										
	Clerk/Elections Assistant										
7	Elections Clerk/ Coordinator										
	Senior Treasurer's Assistant	46,105.43	47,258.06	48,439.51	49,650.50	50,891.76	52,164.06	53,468.16	54,804.86	56,174.99	57,579.36
8	Planning and Zoning Coordinator	22.1661	22.7202	23.2882	23.8704	24.4672	25.0789	25.7058	26.3485	27.0072	27.6824
	Treasurer's Clerk										
9	Accounting Specialist										
	Administrative Assistant Supervisor - Police	50,715.86	51,983.76	53,283.35	54,615.44	55,980.82	57,380.34	58,814.85	60,285.22	61,792.35	63,337.16
10	Parks & Recreation Coordinator/Grant Coord.	24.3826	24.9922	25.6170	26.2574	26.9139	27.5867	28.2764	28.9833	29.7079	30.4506
	DPW Technician										
11	Senior Center Program Director	55,787.01	57,181.69	58,611.23	60,076.51	61,578.43	63,117.89	64,695.83	66,313.23	67,971.06	69,670.34
		26.8207	27.4912	28.1785	28.8829	29.6050	30.3451	31.1038	31.8814	32.6784	33.4954
12	Deputy Clerk										
	Deputy Treasurer										
13	IT Coordinator										
	Fire Captain										
14	Information Assistant	61,365.39	62,899.53	64,472.01	66,083.81	67,735.91	69,429.31	71,165.04	72,944.17	74,767.77	76,636.97
	Accounting/Benefits Coordinator	29.5026	30.2402	30.9962	31.7711	32.5653	33.3795	34.2140	35.0693	35.9460	36.8447
15	DPW Foreman/Superintendent										
	Fire Marshall										
16	Utilities & Special Projects Coordinator	67,501.82	69,189.37	70,919.10	72,692.08	74,509.38	76,372.12	78,281.42	80,238.45	82,244.42	84,300.53
	Plant Operator B	32.4528	33.2641	34.0957	34.9481	35.8218	36.7174	37.6353	38.5762	39.5406	40.5291
17	Deputy Fire Chief	74,252.55	76,108.86	78,011.58	79,961.87	81,960.92	84,009.94	86,110.19	88,262.94	90,469.52	92,731.25
		35.6983	36.5908	37.5056	38.4432	39.4043	40.3894	41.3991	42.4341	43.4950	44.5823
18	Planning & Zoning Director	81,677.04	83,718.97	85,811.94	87,957.24	90,156.17	92,410.08	94,720.33	97,088.34	99,515.55	102,003.43
	Plant Operator	39.2678	40.2495	41.2557	42.2871	43.3443	44.4279	45.5386	46.6771	47.8440	49.0401
19	Deputy Police Chief/Deputy Public Safety Director										
	Director of Accounting										
20	Director of Technical Services & Utilities	89,845.61	92,091.75	94,394.05	96,753.90	99,172.75	101,652.06	104,193.37	106,798.20	109,468.15	112,204.86
	Fire Chief/Deputy Public Safety Director	43.1950	44.2749	45.3818	46.5163	47.6792	48.8712	50.0930	51.3453	52.6289	53.9446
21	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

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

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Board approved June 18, 2024

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 Senior Center Program Assistant	36,371.33	37,280.61	38,212.63	39,167.94	40,147.14	41,150.82	42,179.59	43,234.08	44,314.93	45,422.80
		17.49	17.92	18.37	18.83	19.30	19.78	20.28	20.79	21.31	21.84
2	Custodian Park Rangers Receptionist/Elections Assistant Treasurer's Assistant	40,008.58	41,008.80	42,034.01	43,084.87	44,161.99	45,266.04	46,397.69	47,557.63	48,746.57	49,965.23
		19.23	19.72	20.21	20.71	21.23	21.76	22.31	22.86	23.44	24.02
3	Code Enforcement Ground Maintenance 2 Videographer	44,009.21	45,109.44	46,237.17	47,393.10	48,577.93	49,792.38	51,037.19	52,313.12	53,620.94	54,961.47
		21.16	21.69	22.23	22.79	23.35	23.94	24.54	25.15	25.78	26.42
4	Administrative Assistant - Fire Administrative Assistant - Police Building & Grounds Supervisor Clerk/Elections Assistant Senior Treasurer's Assistant Planning and Zoning Coordinator Treasurer's Clerk	48,410.70	49,620.97	50,861.49	52,133.03	53,436.36	54,772.27	56,141.57	57,545.11	58,983.74	60,458.33
		23.27	23.86	24.45	25.06	25.69	26.33	26.99	27.67	28.36	29.07
5	Accounting Specialist Elections Clerk/ Coordinator Administrative Assistant Supervisior - Police Assistant to the Deputy Treasurer Parks & Recreation Coordinator/Grant Coord. DPW Technician	53,251.65	54,582.94	55,947.52	57,346.21	58,779.86	60,249.36	61,755.59	63,299.48	64,881.97	66,504.02
		25.60	26.24	26.90	27.57	28.26	28.97	29.69	30.43	31.19	31.97
6	Senior Center Program Director	58,576.36	60,040.77	61,541.79	63,080.33	64,657.34	66,273.78	67,930.62	69,628.89	71,369.61	73,153.85
		28.16	28.87	29.59	30.33	31.09	31.86	32.66	33.48	34.31	35.17
7	Deputy Clerk Deputy Treasurer IT Coordinator Fire Captain Information Assistant Accounting/Benefits Coordinator	64,433.66	66,044.50	67,695.61	69,388.00	71,122.70	72,900.77	74,723.29	76,591.37	78,506.16	80,468.81
		30.98	31.75	32.55	33.36	34.19	35.05	35.92	36.82	37.74	38.69
8	Fire Marshall Utilities & Special Projects Coordinator Plant Operator B	70,876.91	72,648.83	74,465.05	76,326.68	78,234.85	80,190.72	82,195.49	84,250.37	86,356.63	88,515.55
		34.08	34.93	35.80	36.70	37.61	38.55	39.52	40.50	41.52	42.56
9	Deputy Fire Chief Plant Operator A	77,965.18	79,914.31	81,912.16	83,959.97	86,058.97	88,210.44	90,415.70	92,676.10	94,993.00	97,367.82
		37.48	38.42	39.38	40.37	41.37	42.41	43.47	44.56	45.67	46.81
10	Planning & Zoning Director DPW Superintendent	85,760.89	87,904.91	90,102.54	92,355.10	94,663.98	97,030.58	99,456.34	101,942.75	104,491.32	107,103.60
		41.23	42.26	43.32	44.40	45.51	46.65	47.82	49.01	50.24	51.49
11	Deputy Police Chief/Deputy Public Safety Director Director of Accounting Director of Technical Services & Utilities Fire Chief/Deputy Pubic Safety Director	94,337.89	96,696.34	99,113.75	101,591.59	104,131.38	106,734.66	109,403.03	112,138.11	114,941.56	117,815.10
		45.35	46.49	47.65	48.84	50.06	51.31	52.60	53.91	55.26	56.64
12	Police Chief/Public Safety Director	103,771.11	106,365.39	109,024.52	111,750.14	114,543.89	117,407.49	120,342.68	123,351.24	126,435.02	129,595.90

HAMBURG TOWNSHIP
SALARY STEP PROGRESSION PLAN
10 STEPS, 2.5% STEPS DIFFERENTIALS, 24.9% RAND WIDTHS, 10% GRADE DIFFERENTIALS
Scale as of July 1, 2024: ECI is 5%
Board approved June 18, 2024

*Excluded from Salary Study Progression Plan	
Part-time fire fighters	
Lieutenant	28.17
Sergeants	25.61
FF /EMT	23.28
FF (or EMT)	21.17
FF Trainee	17.64
DPW Technician On-call	34.22
Cemetery Sexton	12,478.42
Per diem: Board or Review, Municipal Utilities Committee, Parks & Recreation Committee, Public Safety Committee, Township Board of Trustees (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)

HAMBURG TOWNSHIP
SALARY STEP PROGRESSION PLAN
10 STEPS, 2.5% STEPS DIFFERENTIALS, 24.9% RAND WIDTHS, 10% GRADE DIFFERENTIALS
Scale as of July 1, 2025: ECI is 4.5%
Board approved June 17, 2025

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	38,008.04	38,958.24	39,932.20	40,930.50	41,953.76	43,002.61	44,077.67	45,179.62	46,309.11	47,466.83
	Police Cadet Senior Center Program Assistant	18.27	18.73	19.20	19.68	20.17	20.67	21.19	21.72	22.26	22.82
2	Custodian										
	DPW Seasonal Laborer* Park Rangers Receptionist/Elections Assistant Treasurer's Assistant	41,808.97 20.10	42,854.19 20.60	43,925.55 21.12	45,023.68 21.65	46,149.28 22.19	47,303.01 22.74	48,485.58 23.31	49,697.72 23.89	50,940.17 24.49	52,213.67 25.10
3	Code Enforcement										
	Ground Maintenance 2 Videographer	45,989.62 22.11	47,139.37 22.66	48,317.85 23.23	49,525.80 23.81	50,763.94 24.41	52,033.04 25.02	53,333.86 25.64	54,667.21 26.28	56,033.89 26.94	57,434.74 27.61
4	Administrative Assistant - Fire										
	Administrative Assistant - Police Building & Grounds Supervisor Clerk/Elections Assistant Senior Treasurer's Assistant Planning and Zoning Coordinator Treasurer's Clerk	50,589.18 24.32	51,853.91 24.93	53,150.26 25.55	54,479.02 26.19	55,840.99 26.85	57,237.02 27.52	58,667.94 28.21	60,134.64 28.91	61,638.01 29.63	63,178.96 30.37
5	Elections Clerk/ Coordinator										
	Assistant to the Deputy Treasurer Administrative Assistant Supervisor - Police Parks & Recreation Coordinator/Grant Coord. DPW Technician	55,651.11 26.76	57,042.39 27.42	58,468.45 28.11	59,930.16 28.81	61,428.41 29.53	62,964.12 30.27	64,538.23 31.03	66,151.68 31.80	67,805.47 32.60	69,500.61 33.41
6	Accounting Specialist	61,212.30	62,742.60	64,311.17	65,918.95	67,566.92	69,256.09	70,987.50	72,762.18	74,581.24	76,445.77
	Fire Lieutenant	29.43	30.16	30.92	31.69	32.48	33.30	34.13	34.98	35.86	36.75
7	Deputy Clerk										
	Deputy Treasurer Fire Captain Information Assistant Accounting/Benefits Coordinator	67,333.17 32.37	69,016.50 33.18	70,741.92 34.01	72,510.46 34.86	74,323.23 35.73	76,181.31 36.63	78,085.84 37.54	80,037.99 38.48	82,038.94 39.44	84,089.91 40.43
8	Fire Marshall										
	Senior Center Program Director Network Administrator Utilities & Special Projects Coordinator Plant Operator B	74,066.37 35.61	75,918.03 36.50	77,815.98 37.41	79,761.38 38.35	81,755.42 39.31	83,799.30 40.29	85,894.28 41.30	88,041.64 42.33	90,242.68 43.39	92,498.75 44.47
9	Deputy Fire Chief	81,473.61	83,510.45	85,598.21	87,738.17	89,931.62	92,179.91	94,484.41	96,846.52	99,267.69	101,749.38
	Plant Operator A	39.17	40.15	41.15	42.18	43.24	44.32	45.43	46.56	47.72	48.92
10	Planning & Zoning Director										
	DPW Superintendent	89,620.13	91,860.63	94,157.15	96,511.08	98,923.85	101,396.95	103,931.87	106,530.17	109,193.43	111,923.26
11	Deputy Police Chief/Deputy Public Safety Director										
	Director of Accounting Director of Technical Services & Utilities Fire Chief/Deputy Public Safety Director	98,583.10	101,047.67	103,573.86	106,163.21	108,817.29	111,537.72	114,326.17	117,184.32	120,113.93	123,116.78
12	Police Chief/Public Safety Director	108,440.81	111,151.83	113,930.63	116,778.89	119,698.36	122,690.82	125,758.09	128,902.05	132,124.60	135,427.71

HAMBURG TOWNSHIP
SALARY STEP PROGRESSION PLAN
10 STEPS, 2.5% STEPS DIFFERENTIALS, 24.9% RAND WIDTHS, 10% GRADE DIFFERENTIALS
Scale as of July 1, 2025: ECI is 4.5%
Board approved June 17, 2025

*Excluded from Salary Study Progression Plan	
Part-time fire fighters	
Sergeants	26.76
FF /EMT	24.33
FF (or EMT)	22.12
FF Trainee	18.43
DPW Technician On-call	35.76
Cemetery Sexton	13,039.95
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

** BOT approved 8/5/2025