

**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	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	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
	Receptionist/Elections Assistant	18.3189	18.7769	19.2463	19.7275	20.2207	20.7262	21.2444	21.7755	22.3199	22.8779
	Treasurer's Assistant										
3	Code Enforcement	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
	Ground Maintenance 2	20.1507	20.6545	21.1709	21.7001	22.2426	22.7987	23.3687	23.9529	24.5517	25.1655
	Videographer										
4	Administrative Assistant - Fire										
	Administrative Assistant - Police										
	Building & Grounds Supervisor										
	Clerk/Elections Assistant										
	Elections Clerk/ Coordinator										
	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
Treasurer's Clerk	22.1661	22.7202	23.2882	23.8704	24.4672	25.0789	25.7058	26.3485	27.0072	27.6824	
5	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
	Parks & Recreation Coordinator/Grant Coord. DPW Technician	24.3826	24.9922	25.6170	26.2574	26.9139	27.5867	28.2764	28.9833	29.7079	30.4506
6	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
7	Deputy Clerk										
	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	DPW Foreman/Superintendent										
	Fire Marshall										
	Utilities & Special Projects Coordinator Plant Operator B	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
9	Deputy Fire Chief	32.4528	33.2641	34.0957	34.9481	35.8218	36.7174	37.6353	38.5762	39.5406	40.5291
		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
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
	Plant Operator	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
	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
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

