

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

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*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, Union Negotiation 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)