

**City of Grand Haven
Non-Union Wages
FY 2026-27**

			COLA:	2.70%	(CPI = 2.7%)				
				1.027					
Grade	Title	OT Eligible	Step 1 (Entry)	Step 2	Step 3	Step 4	Job Wage	Merit Range	Maximum
A1	Cadet	Y	30,172.62 14.51	31,317.86 15.06	32,441.07 15.60	33,564.29 16.14	34,709.52 16.69	-	39,224.40 18.86
1	Custodian Office Assistant	Y	38,145.24 18.34	39,554.76 19.02	40,986.31 19.70	42,417.86 20.39	43,849.40 21.08	-	49,575.60 23.83
2	Account Clerk/Cashier Accounts Payable Clerk Administrative Aide Utility Billing Clerk	Y	42,924.40 20.64	44,532.14 21.41	46,161.90 22.19	47,769.64 22.97	49,377.38 23.74	-	55,808.33 26.83
3	Administrative Assistant Custodian and Maintenance Specialist	Y	47,241.07 22.71	49,002.98 23.56	50,764.88 24.41	52,548.81 25.26	54,310.71 26.11	-	61,402.38 29.52
4	Accountant Deputy Clerk Executive Assistant NORA Program Coordinator	Y	50,478.57 24.27	52,372.62 25.18	54,266.67 26.09	56,160.71 27.00	58,054.76 27.91	-	65,630.95 31.55
5	Senior Accountant	Y	60,323.21 29.00	62,569.64 30.08	64,838.10 31.17	67,106.55 32.26	69,352.98 33.34	-	78,404.76 37.69
6	Building Official/Elec. or Mech. Inspector CPP Events and Facility Supervisor NORA Recreation Director	N	66,644.05 32.04	69,132.74 33.24	71,643.45 34.44	74,132.14 35.64	76,642.86 36.85	-	86,641.67 41.65
7	City Planner Facilities and Grounds Manager Streets and Utilities Manager Treasurer Waterfront and Events Manager	N	74,396.43 35.77	77,193.45 37.11	79,968.45 38.45	82,765.48 39.79	85,562.50 41.14	-	96,728.57 46.50
8	Assistant City Manager Clerk Human Resources Manager	N	82,897.62 39.85	86,002.98 41.35	89,130.36 42.85	92,235.71 44.34	95,341.07 45.84	-	107,762.50 51.81
9	Finance Director Project Management Director Public Works Director	N	99,900.00 48.03	103,644.05 49.83	107,410.12 51.64	111,154.17 53.44	114,898.21 55.24	-	129,874.41 62.44
10	Public Safety Director	N	111,887.99 53.79	116,081.33 55.81	120,299.33 57.84	124,492.66 59.85	128,686.00 61.87	-	145,459.33 69.93
11	City Manager	N	126,482.74 60.81	131,217.86 63.09	135,975.00 65.37	140,710.12 67.65	145,445.24 69.93	-	164,429.76 79.05

NOWS Water Treatment Wages

A	Water Filtration Plant Operator	Y	58,495.24 28.12	60,697.62 29.18	62,900.00 30.24	65,102.38 31.30	67,260.71 32.34	-	78,426.79 37.71	
A1	Water Filtration Plant Maintenance	Y	60,697.62 29.18	62,900.00 30.24	65,102.38 31.30	67,304.76 32.36	69,463.10 33.40	-	80,629.17 38.76	
B	Water Filtration Crew Leader	Y	66,644.05 32.04	69,132.74 33.24	71,643.45 34.44	74,132.14 35.64	76,642.86 36.85	-	86,641.67 41.65	
C	Water Facilities Supervisor	N	74,396.43 35.77	77,193.45 37.11	79,968.45 38.45	82,765.48 39.79	85,562.50 41.14	-	96,728.57 46.50	
D	Water Facilities Manager	N	87,038.10 41.85	90,319.64 43.42	93,579.17 44.99	96,838.69 46.56	100,098.21 48.12	-	113,158.33 54.40	

GH/SL Sewer Authority Wages

E	SA Environmental Compliance Supervisor SA Operations Supervisor	N	75,884.36 36.48	78,737.32 37.85	81,567.82 39.22	84,420.79 40.59	87,273.75 41.96	-	98,663.14 47.43	
F	SA Superintendent	N	99,900.00 48.03	103,644.05 49.83	107,410.12 51.64	111,154.17 53.44	114,898.21 55.24	-	129,874.41 62.44	

(WAGES PER HOUR)

Seasonal Employees Wages	Hire	Year 2	Year 3	Year 4	Year 5	Year 6
Seasonal Position/NORA Rec SS Instructor	15.64	16.07	16.51	16.93	17.35	17.80
Seasonal Crew Leader	16.94	17.34	17.76	18.16	18.56	19.08
Seasonal Supervisor/NORA Rec SS Leader	19.18	19.64	20.12	20.58	21.04	21.64

Firefighter Wages	Step 1 (Entry)	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Part-Time Firefighter	23.16	24.66	26.17	27.66	29.15	30.67	32.14
Paid On-Call Firefighter	21.83	23.34	24.84	26.32	27.82	29.34	30.81

Airport Manager Wages	Step 1
Airport Manager	19.15

DPS Paid Recruit Wages	Step 1
Police Academy Paid Recruit	26.93

Updated 04/20/2026

(Hourly rates may differ based on rounding by the payroll system)