

**City of Grand Haven
Non-Union Wages
FY 2025-26**

			COLA:	3.10%	(CPI = 3.1%)				
			1.031						
Grade	Title	OT Eligible	Step 1 (Entry)	Step 2	Step 3	Step 4	Job Wage	Merit Range	Maximum
A1	Cadet	Y	29,379.38 14.12	30,494.51 14.66	31,588.19 15.19	32,681.88 15.71	33,797.00 16.25	-	38,193.19 18.36
1	Custodian Office Assistant	Y	37,142.39 17.86	38,514.86 18.52	39,908.77 19.19	41,302.68 19.86	42,696.60 20.53	-	48,272.24 23.21
2	Account Clerk/Cashier Accounts Payable Clerk Administrative Aide Utility Billing Clerk	Y	41,795.92 20.09	43,361.39 20.85	44,948.30 21.61	46,513.77 22.36	48,079.24 23.12	-	54,341.12 26.13
3	Administrative Assistant Custodian and Maintenance Specialist	Y	45,999.10 22.11	47,714.68 22.94	49,430.26 23.76	51,167.29 24.60	52,882.88 25.42	-	59,788.10 28.74
4	Accountant Deputy Clerk Emergency Management Liaison Executive Assistant	Y	49,151.48 23.63	50,995.73 24.52	52,839.99 25.40	54,684.24 26.29	56,528.49 27.18	-	63,905.50 30.72
5	Senior Accountant	Y	58,737.31 28.24	60,924.68 29.29	63,133.49 30.35	65,342.31 31.41	67,529.68 32.47	-	76,343.49 36.70
6	Building Official/Elec. or Mech. Inspector	N	64,891.96 31.20	67,315.23 32.36	69,759.93 33.54	72,183.20 34.70	74,627.90 35.88	-	84,363.84 40.56
7	City Planner Community Affairs Manager Facilities and Grounds Manager SA Environmental Compliance Supervisor SA Operations Supervisor Streets and Utilities Manager Treasurer Waterfront and Events Manager	N	72,440.53 34.83	75,164.02 36.14	77,866.07 37.44	80,589.56 38.74	83,313.05 40.05	-	94,185.56 45.28
8	Assistant City Manager Clerk Human Resources Manager	N	80,718.23 38.81	83,741.94 40.26	86,787.11 41.72	89,810.82 43.18	92,834.54 44.63	-	104,929.41 50.45
9	Finance Director Project Management Director Public Works Director SA Superintendent	N	97,273.61 46.77	100,919.23 48.52	104,586.29 50.28	108,231.91 52.03	111,877.52 53.79	-	126,459.99 60.80
10	Public Safety Director	N	108,946.44 52.38	113,029.53 54.34	117,136.64 56.32	121,219.73 58.28	125,302.82 60.24	-	141,635.18 68.09
11	City Manager	N	123,157.49 59.21	127,768.12 61.43	132,400.20 63.65	137,010.83 65.87	141,621.46 68.09	-	160,106.88 76.97

Water Treatment Wages									
A	Water Filtration Plant Operator	Y	56,957.39 27.38	59,101.87 28.41	61,246.35 29.45	63,390.83 30.48	65,492.42 31.49	-	76,364.93 36.71
A1	Water Filtration Plant Maintenance	Y	59,101.87 28.41	61,246.35 29.45	63,390.83 30.48	65,535.31 31.51	67,636.90 32.52	-	78,509.41 37.74
B	Water Filtration Crew Leader	Y	64,891.96 31.20	67,315.23 32.36	69,759.93 33.54	72,183.20 34.70	74,627.90 35.88	-	84,363.84 40.56
C	Water Facilities Supervisor (NOWS)	N	72,440.53 34.83	75,164.02 36.14	77,866.07 37.44	80,589.56 38.74	83,313.05 40.05	-	94,185.56 45.28
D	Water Facilities Manager (NOWS)	N	84,749.85 40.75	87,945.12 42.28	91,118.96 43.81	94,292.79 45.33	97,466.62 46.86	-	110,183.38 52.97

(WAGES PER HOUR)

Seasonal Employees Wages	Hire	Year 2	Year 3	Year 4	Year 5	Year 6
Crossing Guards	12.87	14.12				
Seasonal Positions	15.23	15.65	16.07	16.49	16.90	17.33
Seasonal Crew Leaders	16.50	16.89	17.29	17.68	18.07	18.58
Seasonal Supervisor	18.67	19.13	19.59	20.04	20.49	21.07
Seasonal Trolley Driver/Crew Leader/Manager	17.48	18.12	18.80	19.44	20.09	

Firefighter Wages	Step 1 (Entry)	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Part-time Firefighter	22.55	24.01	25.49	26.93	28.38	29.87	31.29
Paid On-Call Firefighter	21.26	22.72	24.19	25.63	27.08	28.57	30.00

Airport Manager Wages	Step 1
Airport Manager	18.65

DPS Paid Recruit Wages	Step 1
Police Academy Paid Recruit	26.22

Updated 06/30/2025

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