

**Road Commission for Montcalm County**  
**Annual Management & Administrative Salary Plan**  
**July 1, 2023**

<b>Assigned Classification</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Years of Service</b>
Manager (1 Employee)	\$109,000.00	\$120,850.00	\$129,458.00	26
Director of Operations	\$82,500.00	\$91,469.00	\$97,984.00	25
Finance Director/Clerk (1 Employee)	\$81,000.00	\$91,469.00	\$97,984.00	11
Shop Foreman (1 Employee)	\$68,000.00	\$75,393.00	\$80,763.00	14
Stanton Foreman (1 Employee)	\$68,000.00	\$75,393.00	\$80,763.00	17
Howard City Foreman (1 Employee)	\$68,000.00	\$75,393.00	\$80,763.00	6
Greenville Foreman (1 Employee)	\$68,000.00	\$75,393.00	\$80,763.00	30
Assistant Hwy Engineer	\$86,000.00	\$95,350.00	\$102,141.00	15
Engineering Technician (2 Employees)	\$68,000.00	\$75,393.00	\$81,120.00	2/3
Asst. Fin. Dir./Safety Coord. (1 Employee)	\$54,000.00	\$59,871.00	\$64,135.00	3 Mo.
Shop Clerk (1 Employee)	\$54,000.00	\$59,871.00	\$64,135.00	10
Administrative Assistant (1 Employee)	\$39,520.00	\$48,784.00	\$52,258.00	2

**Hourly/Union Employees Pay Grades**

<b>Classification</b>	<b>Effective 7/1/23</b>
Mechanic (4 Employees)	\$30.70
Equipment Operator (6 Employees)	\$27.51
Sign Crew Leader (1 Employee)	\$28.51
Truck Driver (26 Employees)	\$27.16
Laborer 1-Mech. Helper (1 Employee)	\$27.00
Laborer 2	\$23.91
Lead Person	\$1.50