

## **EMPLOYEE JOB CLASSIFICATIONS & RATE OF PAY**

***The Manistee County Road Commission employs 37 full-time employees  
and 5 Commissioners***

***Below is the current wage scale as of 10/08/2025***

CHAIRMAN OF THE BOARD	\$5,400.00 Annual Salary	
VICE-CHAIRMAN OF THE BOARD	\$4,200.00 Annual Salary	
MEMBERS (3)	\$4,200.00 Annual Salary	
MANAGER	\$103,700.00 Annual Salary	
OFFICE MANAGER/SECRETARY TO THE BOARD	\$79,600.44 Annual Salary	
MAINTENANCE SUPERVISOR	\$95,833.68 Annual Salary	
ASST. MAINT. SUPERVISOR	\$82,180.80 Per Hr.	
FLEET AND FACILITY SUPERVISOR	\$31.16 Per Hr.	
PAYROLL CLERK	\$27.24 Per Hr.	
LEAD EQUIPMENT MECHANIC	\$29.07 Per Hr.	(See Note 1 and 3)
EQUIPMENT MECHANIC	\$27.01 Per Hr.	(See Note 1 and 3)
EQUIPMENT OPERATOR	\$26.74 Per Hr.	
BUILDING, GROUNGS, & FLEET MAINTENANCE	\$26.74 Per Hr.	
NIGHT GARAGE MAN	\$26.74 Per Hr.	
NEW PROBATIONARY EMPLOYEE (EXCLUDING EQUIPMENT MECHANIC)	\$21.95 Per Hr.	(See Note 2 and 3)
SEASONAL TRUCK DRIVER	\$23.10 Per Hr.	(See Note 4)
SUMMER SEASONAL	\$18.00 Per Hr.	(See Note 5)

### NOTES

- 1) Equipment Mechanic will receive an additional \$0.50 per Hour for each Heavy-Duty Truck Certification they hold up to 6.
- 2) New employees will receive the rate for the classification they are assigned after satisfactory completion of a 120- calendar days probationary period not including layoffs.
- 3) New Equipment Mechanics will receive the Equipment Mechanic rate for the probationary period but will not receive the additional wage for certifications until after successful completion of a 120-calendar day probationary period not including layoffs.
- 4) Seasonal Truck Drivers are hired to assist with Winter Maintenance and other duties (typically December through March).
- 4) Summer Seasonal are hired to assist with Summer Maintenance (Flagging, Guardrail Mowing, Patching and other duties. (typically May to September).