

**City of Manitowoc  
Grade Order List - Combo Plan**

GRADE	JOB TITLE	DEPARTMENT	FLSA	RECOMMENDED 2014 GRADE ORDER LIST						Control Point	Pay for Performance	Maximum 120.0% Maximum
				Minimum								
				87.5% Step 1	90.0% Step 2	92.5% Step 3	95.0% Step 4	97.5% Step 5	100.0% Step 6			
T	City Attorney Dir of Public Infrastruc	Attorney Engineering		\$43.79	\$45.05	\$46.30	\$47.55	\$48.80	\$50.05	→	\$60.06	
S	Finance Director/Treasur POLICE CHIEF FIRE CHIEF CITY PLANNER Human Resources Generali	Finance Police Fire Planning HR		\$40.34	\$41.49	\$42.64	\$43.80	\$44.95	\$46.10	→	\$55.32	
R	Vacant			\$37.75	\$38.83	\$39.90	\$40.98	\$42.06	\$43.14	→	\$51.77	
P	DEPUTY FIRE CHIEF DEPUTY POLICE CHIEF	Fire Police		\$34.29	\$35.27	\$36.25	\$37.23	\$38.21	\$39.19	→	\$47.03	
O	SUPERINTENDENT Engineering Team Leader Rahr West Director	WWTF Engineering Rahr-West		\$32.56	\$33.49	\$34.42	\$35.35	\$36.28	\$37.21	→	\$44.65	
N	CAPTAIN ASSISTANT CITY ATTORNEY Transit/B & G Team Leade Assistant Finance Direct BATTALION CHIEF	Police Attorney Transit Finance Fire		\$30.84	\$31.72	\$32.60	\$33.48	\$34.36	\$35.24	→	\$42.29	
M	DEPUTY CITY PLANNER Operations Assistant DEP DIR OF BLDG INSP LIEUTENANT CITY ASSESSOR	Planning DPW Inspection Police Assessor		\$29.10	\$29.93	\$30.77	\$31.60	\$32.43	\$33.26	→	\$39.91	
L	Assistant Superintendent CITY CLERK Recreation Team Leader	WWTF Finance Recreation		\$27.38	\$28.16	\$28.94	\$29.73	\$30.51	\$31.29	→	\$37.55	
K	ELEC & ELEC INSP ASSOCIATE PLANNER WWTF ELECTRICIAN	DPW Planning WWTF		\$25.65	\$26.38	\$27.11	\$27.84	\$28.58	\$29.31	→	\$35.17	

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GRADE	JOB TITLE	DEPARTMENT	FLSA	RECOMMENDED 2014 GRADE ORDER LIST						Control Point 100.0% Step 6	Pay for Performance	Maximum 120.0% Maximum
				Minimum								
				87.5% Step 1	90.0% Step 2	92.5% Step 3	95.0% Step 4	97.5% Step 5				
	Plumbing Insp	Inspection										
J	Operations Business Mgr OFFICE MANAGER Assistant Curator	DPW Police Rahr West		\$23.92	\$24.61	\$25.29	\$25.97	\$26.66	\$27.34	→	\$32.81	
I	Business Manager CITY SURVEYOR TECHNI ENGINEERING AIDE III ELECTROMECHANICAL TECH	Finance Engineering Engineering WWTF		\$22.19	\$22.82	\$23.46	\$24.09	\$24.73	\$25.36	→	\$30.43	
H	ZOO CURATOR OF ANIMA ZOO CURATOR OF EDUCA DEPUTY CITY CLERK MECHANIC MECHANIC MAINTENANCE ENGINEER II PAYROLL ADMINISTRATOR SECRETARY TO BUILDIN Confidential Eng/Storm Tech ENGINEERING AIDE II OPERATOR POLICE ADMINISTRATIV	Cem & Parks Cem & Parks City Clerk DPW WWTF Building & Grounds Finance Inspection Attorney Engineering Engineering WWTF Police		\$20.47	\$21.05	\$21.64	\$22.22	\$22.81	\$23.39	→	\$28.07	
G	CLERK TYPIST III Sec to Mayor/Attor Arborist/Forestor ADMINISTRATIVE ASSIS ASSISTANT CHEMIST CHEMIST COURT EVIDENCE CLERK Cemetery Foreman	Fire Mayor Cem & Parks WWTF WWTF WWTF Police Cem & Parks		\$18.73	\$19.27	\$19.80	\$20.34	\$20.87	\$21.41	→	\$25.69	
F	ISF BILLING/PARTS SP Municipal Court Clerk CLERK TYPIST I	DPW Finance Police		\$17.01	\$17.50	\$17.98	\$18.47	\$18.95	\$19.44	→	\$23.33	

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GRADE	JOB TITLE	DEPARTMENT	FLSA	Minimum						Control Point 100.0% Step 6	Pay for Performance	Maximum 120.0% Maximum
				87.5% Step 1	90.0% Step 2	92.5% Step 3	95.0% Step 4	97.5% Step 5	100.0% Step 6			
	Cemetery Worker II	Cem & Parks										
	PARK WORKER II	Cem & Parks										
	STREETS	DPW										
	Administrative Assistant	Engineering										
	CLERK TYPIST III	Rahr West										
	CLERK TYPIST II	City Clerk										
	CLERK TYPIST II	Senior Center										
	CLERK TYPIST I	Police										
<b>E</b>	Account Clerk	Finance		\$15.71	\$16.16	\$16.60	\$17.05	\$17.50	\$17.95	➔	\$21.54	
	CLERK III	Police										
	Clerk Typist III	Police										
	BUILDING CUSTODIAN	Building & Grounds										
	PARK WORKER I	Cem & Parks										
<b>D</b>	Community Ser Worker II	Police		\$14.54	\$14.96	\$15.37	\$15.79	\$16.20	\$16.62	➔	\$19.94	
<b>C</b>	Vacant			\$13.47	\$13.85	\$14.24	\$14.62	\$15.01	\$15.39	➔	\$18.47	
<b>B</b>	BRIDGETENDERS	DPW		\$12.47	\$12.83	\$13.18	\$13.54	\$13.89	\$14.25	➔	\$17.10	