

**2015 COMPENSATION STEP PLAN
CITY OF MANITOWOC**

| GRADE | JOB TITLE | DEPARTMENT | Minimum | | | | | | Control Point | Maximum | | | | | |
|-------|------------------------------------------------------|-------------|---------|---------|---------|---------|---------|---------|---------------|---------|---------|---------|---------|---------|--|
| | | | 85.0% | 87.5% | 90.0% | 92.5% | 95.0% | 97.5% | 100.0% | 102.5% | 105.0% | 107.5% | 110.0% | 112.5% | |
| | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | |
| T | City Attorney | Attorney | \$42.33 | \$43.58 | \$44.82 | \$46.07 | \$47.31 | \$48.56 | \$49.80 | \$51.05 | \$52.29 | \$53.54 | \$54.78 | \$56.03 | |
| | Dir Of Public Infrastructure | DPI | | | | | | | | | | | | | |
| | Dir Of Community Development | Comm. Dev. | | | | | | | | | | | | | |
| S | Finance Director/Treasurer | Finance | \$39.00 | \$40.15 | \$41.29 | \$42.44 | \$43.59 | \$44.73 | \$45.88 | \$47.03 | \$48.17 | \$49.32 | \$50.47 | \$51.62 | |
| | Fire Chief | Fire | | | | | | | | | | | | | |
| | Human Resources Director | HR | | | | | | | | | | | | | |
| | Police Chief | Police | | | | | | | | | | | | | |
| P | Deputy Fire Chief | Fire | \$33.17 | \$34.14 | \$35.12 | \$36.09 | \$37.07 | \$38.04 | \$39.02 | \$40.00 | \$40.97 | \$41.95 | \$42.92 | \$43.90 | |
| | Assistant Police Chief | Police | | | | | | | | | | | | | |
| O | Engineering Division Manager | Engineering | \$31.50 | \$32.43 | \$33.35 | \$34.28 | \$35.21 | \$36.13 | \$37.06 | \$37.99 | \$38.91 | \$39.84 | \$40.77 | \$41.69 | |
| | Rahr West Director | Rahr-West | | | | | | | | | | | | | |
| | Deputy Police Chief | Police | | | | | | | | | | | | | |
| | Captain | Police | | | | | | | | | | | | | |
| | Superintendent | WWTF | | | | | | | | | | | | | |
| N | Assistant City Attorney Staff Attorney | Attorney | \$29.84 | \$30.71 | \$31.59 | \$32.47 | \$33.35 | \$34.22 | \$35.10 | \$35.98 | \$36.86 | \$37.73 | \$38.61 | \$39.49 | |
| | Assistant Finance Director | Finance | | | | | | | | | | | | | |
| | City Planner | Comm. Dev. | | | | | | | | | | | | | |
| | Transit/B & G Division Manager | Transit | | | | | | | | | | | | | |
| | Battalion Chief | Fire | \$21.31 | \$21.94 | \$22.56 | \$23.19 | \$23.82 | \$24.44 | \$25.07 | \$25.70 | \$26.33 | \$26.95 | \$27.58 | \$28.21 | |

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|-------|----------------------------------------------------------|--------------------|---------|---------|---------|---------|---------|---------|---------------|---------|---------|---------|---------|---------|--|
| | | | 85.0% | 87.5% | 90.0% | 92.5% | 95.0% | 97.5% | 100.0% | 102.5% | 105.0% | 107.5% | 110.0% | 112.5% | |
| | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | |
| F | Cemetery Laborer | Cem & Parks | \$16.51 | \$16.99 | \$17.48 | \$17.96 | \$18.45 | \$18.93 | \$19.42 | \$19.91 | \$20.39 | \$20.88 | \$21.36 | \$21.85 | |
| | Park Laborer | Cem & Parks | | | | | | | | | | | | | |
| | Administrative Support Specialist | City Clerk | | | | | | | | | | | | | |
| | Administrative Support Specialist | DPI | | | | | | | | | | | | | |
| | Streets Laborer | DPI | | | | | | | | | | | | | |
| | Administrative Support Specialist | Engineering | | | | | | | | | | | | | |
| | Municipal Court Clerk | Finance | | | | | | | | | | | | | |
| | Administrative Support Specialist | Police | | | | | | | | | | | | | |
| | Property Evidence Clerk | Police | | | | | | | | | | | | | |
| | Administrative Support Specialist | Rahr West | | | | | | | | | | | | | |
| | Administrative Support Specialist | Senior Center | | | | | | | | | | | | | |
| E | Custodian | Building & Grounds | \$15.26 | \$15.71 | \$16.16 | \$16.60 | \$17.05 | \$17.50 | \$17.95 | \$18.40 | \$18.85 | \$19.30 | \$19.75 | \$20.19 | |
| | Park Caretaker | Cem & Parks | | | | | | | | | | | | | |
| | Account Clerk | Finance | | | | | | | | | | | | | |
| | Clerk Typist | Police | | | | | | | | | | | | | |
| | Community Service Worker | Police | | | | | | | | | | | | | |
| D | VACANT | | \$14.13 | \$14.54 | \$14.96 | \$15.37 | \$15.79 | \$16.20 | \$16.62 | \$17.04 | \$17.45 | \$17.87 | \$18.28 | \$18.70 | |
| C | Bridgetender | DPI | \$13.08 | \$13.47 | \$13.85 | \$14.24 | \$14.62 | \$15.01 | \$15.39 | \$15.77 | \$16.16 | \$16.54 | \$16.93 | \$17.31 | |
| B | VACANT | | \$12.11 | \$12.47 | \$12.83 | \$13.18 | \$13.54 | \$13.89 | \$14.25 | \$14.61 | \$14.96 | \$15.32 | \$15.68 | \$16.03 | |
| | School Crossing Guards <i>(1.125 hours per shift)</i> | Police | \$10.00 | \$10.25 | \$10.51 | \$10.77 | \$11.04 | \$11.31 | \$11.60 | \$11.89 | \$12.18 | \$12.49 | \$12.80 | \$13.12 | |
| | Rahr West Guard | Rahr West | \$8.00 | \$8.20 | \$8.41 | \$8.62 | \$8.83 | \$9.05 | \$9.28 | \$9.51 | \$9.75 | \$9.99 | \$10.24 | \$10.50 | |