

**2016 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	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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			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 Mobility Manager	Senior Center Transit													
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 (1.125 hours per shift)	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	