

**CITY OF MANITOWOC
2018 COMPENSATION STEP PLAN (effective July 1, 2018)**

Grade	Job Title	Department		Minimum					100.0% Control Point	102.5% Step 7	105.0% Step 8	107.5% Step 9	110.0% Step 10	Maximum 112.5% Step 11
				87.5% Step 1	90.0% Step 2	92.5% Step 3	95.0% Step 4	97.5% Step 5						
T	City Attorney	Attorney	hourly	\$46.45	\$47.78	\$49.11	\$50.44	\$51.76	\$53.09	\$54.42	\$55.74	\$57.07	\$58.40	\$59.73
	Director of Public Infrastructure	DPI	salary	\$96,616.00	\$99,382.40	\$102,148.80	\$104,915.20	\$107,660.80	\$110,427.20	\$113,193.60	\$115,939.20	\$118,705.60	\$121,472.00	\$124,238.40
	Director of Community Development	Comm Dev												
S	Finance Director/Treasurer	Finance	hourly	\$43.47	\$44.71	\$45.95	\$47.20	\$48.44	\$49.68	\$50.92	\$52.16	\$53.41	\$54.65	\$55.89
	Fire Chief	Fire	salary	\$90,417.60	\$92,996.80	\$95,576.00	\$98,176.00	\$100,755.20	\$103,334.40	\$105,913.60	\$108,492.80	\$111,092.80	\$113,672.00	\$116,251.20
	Human Resources Director	HR												
	Police Chief	Police												
R	Library Director	Library	hourly	\$40.71	\$41.87	\$43.03	\$44.19	\$45.36	\$46.52	\$47.68	\$48.85	\$50.01	\$51.17	\$52.34
			salary	\$84,676.80	\$87,089.60	\$89,502.40	\$91,915.20	\$94,348.80	\$96,761.60	\$99,174.40	\$101,608.00	\$104,020.80	\$106,433.60	\$108,867.20
P	Deputy Fire Chief	Fire	hourly	\$37.01	\$38.07	\$39.13	\$40.19	\$41.24	\$42.30	\$43.36	\$44.42	\$45.47	\$46.53	\$47.59
	Assistant Police Chief	Police	salary	\$76,980.80	\$79,185.60	\$81,390.40	\$83,595.20	\$85,779.20	\$87,984.00	\$90,188.80	\$92,393.60	\$94,577.60	\$96,782.40	\$98,987.20
	Deputy Police Chief	Police												
O	Engineering Division Manager	DPI	hourly	\$35.16	\$36.16	\$37.17	\$38.17	\$39.18	\$40.18	\$41.18	\$42.19	\$43.19	\$44.20	\$45.20
	Rahr-West Director	RWAM	salary (40 hrs)	\$73,132.80	\$75,212.80	\$77,313.60	\$79,393.60	\$81,494.40	\$83,574.40	\$85,654.40	\$87,755.20	\$89,835.20	\$91,936.00	\$94,016.00
	Captain of Detectives (40 hrs)	Police												
	Captain (37.5 hrs)	Police	salary (37.5 hrs)	\$68,562.00	\$70,512.00	\$72,481.50	\$74,431.50	\$76,401.00	\$78,351.00	\$80,301.00	\$82,270.50	\$84,220.50	\$86,190.00	\$88,140.00
N	Superintendent	WWTF												
	City Planner	Comm Dev	hourly	\$33.31	\$34.26	\$35.21	\$36.17	\$37.12	\$38.07	\$39.02	\$39.97	\$40.93	\$41.88	\$42.83
	Transit Division Manager	DPI	salary (40 hrs)	\$69,284.80	\$71,260.80	\$73,236.80	\$75,233.60	\$77,209.60	\$79,185.60	\$81,161.60	\$83,137.60	\$85,134.40	\$87,110.40	\$89,086.40
	Operations Division Manager	DPI												
	Building & Grounds Division Mgr	DPI												
	Training Lieutenant (40 hrs)	Police												
	Lieutenant (37.5 hrs)	Police	salary (37.5 hrs)	\$64,954.50	\$66,807.00	\$68,659.50	\$70,531.50	\$72,384.00	\$74,236.50	\$76,089.00	\$77,941.50	\$79,813.50	\$81,666.00	\$83,518.50
Assistant City Attorney	Attorney													
M	Assistant Superintendent	WWTF	hourly	\$31.47	\$32.36	\$33.26	\$34.16	\$35.06	\$35.96	\$36.86	\$37.76	\$38.66	\$39.56	\$40.46
	Comptroller/Deputy Treasurer	Finance	salary	\$65,457.60	\$67,308.80	\$69,180.80	\$71,052.80	\$72,924.80	\$74,796.80	\$76,668.80	\$78,540.80	\$80,412.80	\$82,284.80	\$84,156.80
L	City Clerk	Finance	hourly	\$29.62	\$30.47	\$31.31	\$32.16	\$33.00	\$33.85	\$34.70	\$35.54	\$36.39	\$37.24	\$38.08
	Recreation Division Manager	DPI	salary	\$61,609.60	\$63,377.60	\$65,124.80	\$66,892.80	\$68,640.00	\$70,408.00	\$72,176.00	\$73,923.20	\$75,691.20	\$77,459.20	\$79,206.40

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F	Cemetery Laborer	DPI	hourly	\$18.53	\$19.06	\$19.59	\$20.12	\$20.65	\$21.18	\$21.71	\$22.24	\$22.77	\$23.30	\$23.83
	Parks Laborer	DPI												
	Administrative Support Specialist	Finance												
	Administrative Support Specialist	DPI												
	Streets Laborer	DPI												
	Municipal Court Clerk	Finance												
	Administrative Support Specialist	Police												
	Property Evidence Clerk	Police												
	Administrative Support Specialist	RWAM												
	Mobility Manager (Transit)	DPI												
	DPI Laborer	DPI												
	Technician	Library												
E	Custodian	DPI	hourly	\$17.15	\$17.64	\$18.13	\$18.62	\$19.11	\$19.60	\$20.09	\$20.58	\$21.07	\$21.56	\$22.05
	Clerk Typist	Police												
	Community Service Worker	Police												
	Customer Service Clerk	Transit												
D	Assistant	Library	hourly	\$16.23	\$16.70	\$17.16	\$17.62	\$18.09	\$18.55	\$19.01	\$19.48	\$19.94	\$20.41	\$20.87
C	Bridgetender	DPI	hourly	\$15.03	\$15.46	\$15.89	\$16.32	\$16.75	\$17.18	\$17.61	\$18.04	\$18.47	\$18.90	\$19.33
L1	Custodian/Guard	Library	hourly	\$11.38	\$11.70	\$12.03	\$12.35	\$12.68	\$13.00	\$13.33	\$13.65	\$13.98	\$14.30	\$14.63
L2	Clerk	Library	hourly	\$10.50	\$10.80	\$11.10	\$11.40	\$11.70	\$12.00	\$12.30	\$12.60	\$12.90	\$13.20	\$13.50
L3	Page	Library	hourly	\$7.88	\$8.10	\$8.33	\$8.55	\$8.78	\$9.00	\$9.23	\$9.45	\$9.68	\$9.90	\$10.13
	School Crossing Guards	Police	hourly	\$15.00	\$15.25	\$15.75	\$16.00	\$16.25	\$16.50	\$16.75	\$17.00	\$17.25	\$17.50	\$17.75
	Rahr-West Guards	RWAM	hourly	\$8.00	\$8.20	\$8.41	\$8.62	\$8.83	\$9.05	\$9.28	\$9.51	\$9.75	\$9.99	\$10.24