Elimination of Compensation Plan Step 1 on July 17, 2017

Month Hired	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17			
Number of employees hired at Step 1	1	1	?	?	?	?	?	?	?	?	?				
Current Comp Plan Move to Step 2 date	7/1/2017	9/19/2017	Anniversary date	Anniversary date	Anniversary date	Anniversary date	Anniversary date	Anniversary date	Anniversary date	Anniversary date	7/1/2018	Step 1 removed from Comp			
If Step 1 is removed on July 1, 2017 - Move to Step 2 date	7/1/2017	7/1/2017	7/1/2017	7/1/2017	7/1/2017	7/1/2017	7/1/2017	7/1/2017	7/1/2017	7/1/2017	7/1/2017	Plan eff. July 1, 2017			
Cost	\$0.00	\$41.25	Backfills v	Backfills would be hired at lower wage than previous employee. The 2016/2017 budgets are set based on the previous employee's wage.											

201<u>7</u>6 COMPENSATION STEP PLAN CITY OF MANITOWOC

Effective July 1, 2017

			Minimum	<u>Minimum</u>					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%
GRADE	JOB TITLE	DEPARTMENT	Step 1	Step <u>1</u> 2	Step 23	Step <u>3</u> 4	Step <u>4</u> 5	Step <u>5</u> 6	Step <u>6</u> 7	Step <u>7</u> 8	Step <u>8</u> 9	Step <u>9</u> 10	Step <u>10</u> 11	Step <u>11</u> 12
т	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												
Р	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												
ļ	Deputy Police Chief	Police												
	Captain Superintendent	Police WWTF												
	Superintendent	VVVVIF												
N	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
	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

			Minimum	<u>Minimum</u>					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%
GRADE	JOB TITLE	DEPARTMENT	Step 1	Step 1Step 2	Step 2Step 3	<u>Step</u> <u>3Step 4</u>	<u>Step</u> <u>4</u> Step 5	Step 5Step 6	Step 6Step 7	Step 7 Step 8	Step 8Step 9	Step 9Step 10	Step 10Step 11	Step 11 Step 12
М	City Assessor	Comm. Dev.	\$28.17	\$29.00	\$29.83	\$30.65	\$31.48	\$32.31	\$33.14	\$33.97	\$34.80	\$35.63	\$36.45	\$37.28
	Operations Division Manager	DPI												
	Police Lieutenant	Police												
	Assistant Superintendent	WWTF												
L	City Clerk	Finance	\$26.50	\$27.28	\$28.06	\$28.84	\$29.62	\$30.40	\$31.18	\$31.96	\$32.74	\$33.52	\$34.30	\$35.08
	Comptroller	Finance												
	Crime Analyst	Police												
	Recreation Division Manager	Recreation												
К	Electrical Inspector	Fire	\$24.84	\$25.57	\$26.30	\$27.03	\$27.76	\$28.49	\$29.22	\$29.95	\$30.68	\$31.41	\$32.14	\$32.87
	Plumbing Inspector	Fire												
ı	Building Inspector	Fire												
	Electrician	DPI												
	Associate Planner/Economic Development Expeditor	Comm. Dev.												
	WWTF Electrician	WWTF												
	Business Manager	DPI												
	Office Manager	Police												
J	Fleet Team Leader	DPI	\$23.17	\$23.85	\$24.53	\$25.22	\$25.90	\$26.58	\$27.26	\$27.94	\$28.62	\$29.30	\$29.99	\$30.67
	Assistant Director	Rahr West												
1	Paralegal	Attorney	\$21.51	\$22.14	\$22.77	\$23.40	\$24.04	\$24.67	\$25.30	\$25.93	\$26.57	\$27.20	\$27.83	\$28.46
	Mechanic	DPI												
	Engineering Technician	Engineering												
	Surveyor Technician	Engineering												
	Business Manager	Finance												
	Human Resource Generalist	HR												

Electromechanical Technician WWTF
Mechanic WWTF

1			Minimum	<u>Minimum</u>					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%
GRADE	JOB TITLE	DEPARTMENT	Step 1	Step 1Step 2	Step 2Step 3	Step 3Step 4	Step 4Step 5	<u>Step</u> <u>5</u> Step 6	Step 6Step 7	Step 7Step 8	Step 8Step 9	Step 9Step 10	Step 10Step 11	<u>Step</u> <u>11</u> Step 12
н	Maintenance Engineer	Building & Grounds	\$19.84	\$20.42	\$21.01	\$21.59	\$22.17	\$22.76	\$23.34	\$23.92	\$24.51	\$25.09	\$25.67	\$26.26
	Cemetery Team Leader	Cem & Parks												
	Parks Team Leader	Cem & Parks												
	Zoo Curator Of Animals	Cem & Parks												
	Zoo Curator Of Education	Cem & Parks												
	Deputy City Clerk	City Clerk												
	Streets Team Leader	DPI												
	Engineering Technician	Engineering												
	Engineering/Storm Water Technician	Engineering												
	Accountant	Finance												
	Payroll Administrator	Finance												
	Mayor Assistant	Mayor												
	Administrative Assistant	Fire/ Comm. Dev.												
	Administrative Assistant	Police												
,	Administrative Assistant	DPI												
	Operator	WWTF												
G	Arborist/Forester	Cem & Parks	\$ 18.17	\$18.71	\$19.24	\$19.78	\$20.31	\$20.85	\$21.38	\$21.91	\$22.45	\$22.98	\$23.52	\$24.05
	Administrative Assistant	Fire												
	Court Evidence Clerk	Police												
	Administrative Assistant	WWTF												
	Assistant Chemist	WWTF												
I	Chemist	WWTF												

			Minimum	Minimun	<u>n</u>				Contro Point					Maximum
			85.0%	87.5%	90.0%	92.5%	95.0%	97.5%	100.09		6 105.0%	107.5%	110.0%	112.5%
GRADE	JOB TITLE	DEPARTMENT	Step 1	Step 1 Step 2	Step 2Step 3	Step 3Step 4	<u>Step</u> <u>4</u> Step 5	Step 5Step 6	Step <u>6</u> Step 7	Step 7Step 8	Step 8Step 9	Step 9Step 10	<u>Step</u> <u>10</u> Step 11	<u>Step</u> 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 Administrative Support Specialist Mobility Manager	Rahr West Senior Center Transit												
E	Custodian	Building & Grounds	\$15.26	\$15.71	\$16.16	5 \$16.60	\$17.05	\$17.50	\$17.95	5 \$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	5 \$15.37	' \$15.79	\$16.20	\$16.62	2 \$17.04	\$17.45	\$17.87	\$18.28	\$18.70
с	Bridgetender	DPI	\$13.08	\$13.47	\$13.85	5 \$14.24	\$14.62	\$15.01	\$15.39	\$15.77	7 \$16.16	\$16.54	\$16.93	\$17.31
В	VACANT		\$ 12.11	\$12.47	\$12.83	3 \$13.18	\$13.54	\$13.89	\$14.25	5 \$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 \$10.50
	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	Ţ10.JU