

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	Anniversary date	7/1/2018
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	
Cost	\$0.00	\$41.25	Backfills would be hired at lower wage than previous employee. The 2016/2017 budgets are set based on the previous employee's wage.									

20176 COMPENSATION STEP PLAN
CITY OF MANITOWOC
Effective July 1, 2017

GRADE	JOB TITLE	DEPARTMENT	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%
			Step 1	Step 12	Step 23	Step 34	Step 45	Step 56	Step 67	Step 78	Step 89	Step 910	Step 1011	Step 1112
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	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

[illegible]

[illegible]

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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%
			<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>
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												
	Mobility Manager	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