

PERSONNEL COMMITTEE AGENDA  
Monday, November 11, 2013 – 7: 30 p.m.  
(or immediately following previously scheduled meeting)  
Lincoln Center – 1519 Water Street  
[A quorum of the City Council may attend this meeting]

Discussion and possible action on:

1. Request to fill vacancy in Streets Division.
2. Discussion and possible action on amendment to Administrative Policy 3.01 Standard Benefits, #11.
3. Implementation of pay plan recommendations.
4. Adjournment.

Any person who has special needs while attending this meeting or needs agenda materials for this meeting should contact the City Clerk as soon as possible to ensure a reasonable accommodation can be made. The City Clerk can be reached by telephone at (715) 346-1569, TDD #346-1556, or by mail at 1515 Strongs Avenue, Stevens Point, WI 54481.

Copies of ordinances, resolutions, reports and minutes of the committee meetings are on file at the office of the City Clerk for inspection during normal business hours from 7:30 a.m. to 4:00 p.m.

City of Stevens Point  
1515 Strongs Avenue  
Stevens Point, WI 54481-3594



**Scott A. Schatschneider**  
**Director of Public Works**  
Phone: 715-346-1561  
Fax: 715-346-1650

November 1, 2013

TO: Mayor Halverson and Personnel Committee  
FROM: Scott Schatschneider, Director of Public Works  
RE: Request to fill vacant positions

Dear Mayor and Personnel Committee;

I am requesting approval to a mechanic vacancy in the Streets Division of the Public Works Department. The result of the vacancy is due the employee leaving the City for other employment opportunities.

Sincerely,

A handwritten signature in black ink that reads "Scott Schatschneider".

Scott Schatschneider

Director of Public Works

- A. Benefits: The City agrees that it shall pay longevity pay for employees who have completed continuous, uninterrupted service as additional compensation as follows:

	<u>Full Time</u>	<u>Part Time</u>
After five (5) years	\$15.00 per month	\$7.50 per month
After ten (10) years	25.00 per month	12.50 per month
After fifteen (15) years	35.00 per month	17.50 per month
After twenty (20) years	45.00 per month	22.50 per month
After twenty five (25) years	55.00 per month	27.50 per month

- B. Payment: All increases in longevity shall go into effect on the anniversary date of employment of the respective employee. This shall apply to employees entering the longevity plan after completion of five (5) years of service.
- C. Break In Service: Authorized unpaid leave of absence or layoff in excess of ninety (90) calendar days shall be deemed to be a break in continuous uninterrupted service under this section.

11. Uniform/Clothing Allowance

Clerical and Related hourly employees:

~~The City shall provide uniforms, at no cost to the employee that the City requires the dispatchers of the Police Department to wear during working hours. Said uniforms shall be replaced by the City when necessary.~~

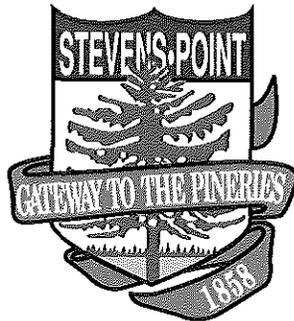
The City shall continue to provide the parking attendants with their uniforms, including footwear, and replacements thereof in accordance with the existing practice.

**Safety-toed Shoe Allowance: The City will reimburse up to one-hundred-fifty dollars (\$150) cumulatively per calendar year upon submission of receipts for the purchase of safety-toed shoes for the Engineering Technicians. Employees are required to wear safety-toed shoes unless they submit certification from a physician indicating a medically related reason why they cannot wear safety-toed shoes. Those employees obtaining a medical exclusion are not eligible for the safety-toed shoe reimbursement. In order to be reimbursed, the employee must submit the original customer receipt.**

Streets and Parks hourly employees:

Safety-toed Shoe Allowance: The City will reimburse up to one-hundred fifty dollars (\$150) cumulatively per calendar year upon submission of receipts for the purchase of

City of Stevens Point  
1515 Strongs Avenue  
Stevens Point, WI 54481-3594  
FAX 715-346-1498



Department of  
Administrative Services  
715-346-1594

Dear Alderpersons:

The recommended salary adjustments from Carlson-Dettmann are enclosed. You will find a spreadsheet for general fund employees, enterprise fund employees, an hourly pay plan matrix, and a salaried pay plan matrix. On the pay plan matrices, the grade levels are on the left hand side of the chart, and the steps are on the bottom of the chart. Steps 1-6 are annual steps, steps 7-9 are every two years, and steps 10 and 11 are every three years.

The overall general fund impact of all suggested modifications, with fringe and benefit calculations, equals \$114,645. We had reserved \$156,000 in the "Levy for Contingencies" line item for salary adjustments. Most of the previous 2014 line items regarding salaries were exactly the same as the 2013 amounts. Because the 2013 amounts were, in many cases, a composite of two different rates of pay (due to mid-year step increases), the current salaries that you see for the end of 2013 may not match the previously proposed amounts for 2014. That is being taken into account in the Comptroller-Treasurer's office.

The spreadsheet provided will indicate those who were below the minimum would be corrected and moved to the first step in the new pay plan. That is reflected in the column that says "Amount to Minimum". The column that indicates "Amount to Step" is the amount required to provide the employee a step that provides an increase, given their current salary would place them between steps on the new pay plan.

You will notice a third column that says: "> Max." These are the positions with current pay that is above the maximum step in the proposed pay plan. It is proposed that these salaries will stay the same for 2014, until the pay plan catches up with these new salaries.

In addition to the pay plan adjustments, we will be suggesting a health insurance holiday for all employees on the City's Health Insurance plan, for the months of October thru December of 2014. For city employees who do not take the city's health insurance plan, we will raise their annual subsidy from \$200 to \$750, for 2014.

Please feel free to call either of us with any questions before Monday's meeting. Charlie Carlson will be making a presentation at Monday's meeting relating to implementation of the plan.

Sincerely,

A handwritten signature in black ink, appearing to read 'Andrew J. Halverson'.

Mayor Andrew J. Halverson

A handwritten signature in black ink, appearing to read 'Corey D. Ladick'.

Comptroller-Treasurer Corey D. Ladick

LAST NAME	FIRST NAME	JOB TITLE	DEPARTMENT	Grade	Step	Current Salary	New Salary	Amt to Minimum	Amt to Step	> Max.
JAKUSZ	LISA	HUMAN RESOURCE MANAGER	ADMIN SERVICES	M	3	65,873	66,851		978	
PAZDERNIK	KELLEY	ASSISTANT TO MAYOR	ADMIN SERVICES	G	Above	50,129	50,129			(3,308)
								0	978	(3,308)
PATOKA	SHARON	ASSISTANT ASSESSOR	ASSESSOR	L	4	62,487	63,814		1,327	
KRATZKE	SANDRA	ASSESS TECH	ASSESSOR	G	5	40,290	40,581		291	
								0	1,618	0
KALATA	REBECCA	ADMINISTRATIVE ASSISTANT/PARALEGAL	ATTORNEY	I	1	45,355	45,365	10		
								10	0	0
YENTER	KARI	ELECTION & LICENSING SPECIALIST	CITY CLERK OFFICE	G	6	40,830	41,621		791	
KRUZICKI	PAM	SECRETARY 2	CITY CLERK OFFICE	G	2	37,336	37,461		125	
								0	916	0
FREEBERG	CARRIE	FINANCE OFFICE MANAGER	CITY TREASURY	L	1	51,323	58,760	7,437		
OSEGARD	SARA L	SENIOR ACCOUNTANT	CITY TREASURY	L	1	53,583	58,760	5,177		
PAGEL	SUSAN	ACCT CLERK II	CITY TREASURY	G	2	37,336	37,461		125	
KLEISNER	VICKI	A/P CLERK (ACCT CLERK I) PART-TIME 50%	CITY TREASURY	E	10	17,878	17,976		98	
								12,614	223	0
LIDLAW	DENNIS	SUPERINTENDENT OF STREETS	DPW	N	1	67,520	67,704	184		
KRONSTEDT	LUKE	ASSIST SUPERINTENDENT OF STREETS	DPW	K	1	49,705	54,288	4,583		
BEMBENECK	CLIFFORD	DPW LEAD	DPW	H	6	45,552	46,717		1,165	
LOUIS	STEPHEN	DPW LEAD	DPW	H	6	45,552	46,717		1,165	
PIOTROWSKI	RODNEY	DPW LEAD	DPW	H	6	45,552	46,717		1,165	
ROZEK	KENNETH	DPW LEAD	DPW	H	6	45,552	46,717		1,165	
ZINDA	RICK J	DPW LEAD	DPW	H	6	45,552	46,717		1,165	
DODDS	TREVOR	MECHANIC	DPW	H	6	45,594	46,717		1,123	
HAEMER	WYATT H.	MECHANIC	DPW	H	6	45,594	46,717		1,123	

LAST NAME	FIRST NAME	JOB TITLE	DEPARTMENT	Grade	Step	Current Salary	New Salary	Amt to Minimum	Amt to Step	> Max.
SCHULFER	DALE G.	MECHANIC	DPW	H	6	45,594	46,717		1,123	
SKRZECZKOSKI SR.	ROGER	WELDER/FABRICATOR/MECHANIC	DPW	H	6	45,594	46,717		1,123	
VACANT		MECHANIC	DPW	H	1	40,872	40,872			
KLISH	DAWN	SECRETARY 2	DPW	G	2	37,336	37,461		125	
BACH	TERRY	DPW LEVEL 2	DPW	G	9	44,221	44,741		520	
BRILLOWSKI	DEANE	DPW LEVEL 2	DPW	G	9	44,221	44,741		520	
DAHMS II	ROBERT	DPW LEVEL 2	DPW	G	9	44,221	44,741		520	
GAWLIK	RICHARD	DPW LEVEL 2	DPW	G	9	44,221	44,741		520	
RUEHL	KEVIN	DPW LEVEL 2	DPW	G	9	44,221	44,741		520	
WORZALLA	DAVID	DPW LEVEL 2	DPW	G	9	44,221	44,741		520	
LIPSKI	ROBIN	CUSTODIAN	DPW	F	Above	42,765	42,765			(1,706)
SIMONIS	TROY	CUSTODIAN	DPW	F	Above	42,765	42,765			(1,706)
BARTKOWIAK	KEVIN	DPW LEVEL 3	DPW	F	Above	43,659	43,659			(2,600)
BOYER	SCOTT	DPW LEVEL 3	DPW	F	Above	43,659	43,659			(2,600)
PLISKA	JOSEPH	DPW LEVEL 3	DPW	F	Above	43,659	43,659			(2,600)
QUESADA	ERNEST	DPW LEVEL 3	DPW	F	Above	43,659	43,659			(2,600)
SOPA	MYRON C	DPW LEVEL 3	DPW	F	Above	43,659	43,659			(2,600)
SWENSON	SCOTT	DPW LEVEL 3	DPW	F	Above	43,659	43,659			(2,600)
TOKARSKI	SHANE	DPW LEVEL 3	DPW	F	Above	43,659	43,659			(2,600)
WOJCIK	JAMES R	DPW LEVEL 3	DPW	F	Above	43,659	43,659			(2,600)
HERBOLD	DANIEL	LEVEL 3 - LARGE TRUCK	DPW	F	Above	43,659	43,659			(2,600)
PLASKI	STEVEN	STOCK CLERK	DPW	F	Above	46,883	46,883			(5,824)
KINNEY	GARY L	DPW LEVEL 3	DPW	F	Above	43,659	43,659			(2,600)
JACOWSKI	TODD	ASST STOCK CLERK	DPW	E	Above	43,950	43,950			(7,196)
JOHNSON	ROGER M	CUSTODIAN	DPW	E	Above	42,765	42,765			(6,011)
PODACH	ROBERT	DROP OFF ATTENDANT	DPW	E	Above	42,765	42,765			(6,011)
SCHATSCHNEIDER	SCOTT	PUB WORKS DIRECTOR	DPW - ENG	R	1	67,444	85,592	18,148		
SAUNDERS	ALEXANDER J	CITY ENGINEER	DPW - ENG	O	1	70,405	72,176	1,771		
HILD	JEFF	SURVEYOR/PROJECT ENGINEER	DPW - ENG	K	11	69,167	69,805		638	
FUEHRER	PATRICK	ENG TECH III	DPW - ENG	I	5	49,296	50,544		1,248	
MUSACK	LANCE	ENG TECH III	DPW - ENG	I	5	49,296	50,544		1,248	
SKIBINSKI	JOSEPH	ENG TECH III	DPW - ENG	I	3	46,842	47,944		1,102	
CHURCH	TRICIA LEA	SECRETARY 2	DPW - ENG	G	2	37,336	37,461		125	
								24,686	17,925	(54,454)

LAST NAME	FIRST NAME	JOB TITLE	DEPARTMENT	Grade	Step	Current Salary	New Salary	Amt to Minimum	Amt to Step	> Max.
KUJAWA	TRACEY	FIRE CHIEF	FIRE DEPT	R	1	83,446	85,592	2,146		
FINN	ROBERT J.	ASSIST FIRE CHIEF	FIRE DEPT	N	6	75,685	77,376		1,691	
GEMZA	JOSEPH	ASSIST FIRE CHIEF-EMS	FIRE DEPT	N	4	72,165	73,507		1,342	
WHALEN	LORNA	ADMINISTRATIVE ASSISTANT - FIRE	FIRE DEPT	H	7	47,742	47,882		140	
								2,146	3,173	0
OSTROWSKI	MICHAEL	CD DIRECTOR	INSPECTION/DEV	P	3	80,558	81,037		479	
CURLESS	BRENT	BUILDING INSPECTOR/ZONING ADMIN	INSPECTION/DEV	L	5	63,907	65,478		1,571	
ZEPP	JAMES	BUILDING INSPECTOR	INSPECTION/DEV	J	10	62,487	62,650		163	
KEARNS	KYLE	DEVELOPMENT SPEC/ASSOC PLANNER	INSPECTION/DEV	J	1	47,048	49,837	2,789		
HEWITT	AMY	SECRETARY 2	INSPECTION/DEV	G	2	37,336	37,461		125	
								2,789	2,338	0
SCHRADER	THOMAS	DIRECTOR OF PARKS, REC, & FORESTRY	PARK & REC	P	2	78,685	78,853		168	
GREGORICH	ROBERT	PARK & REC FACILITY SUPERVISOR I	PARK & REC	M	1	57,504	63,253	5,749		
ERNSTER	TODD	CITY FORESTER	PARK & REC	K	7	62,487	63,606		1,119	
HALVORSEN	SCOTT	PARK MAINTENANCE SUPERVISOR	PARK & REC	K	5	59,646	60,426		780	
QUIRK	JOHN	TELECOMM COORD	PARK & REC	I	6	51,323	51,834		511	
KRUTZA	TIMOTHY	LEADPERSON-PARKS	PARK & REC	H	6	45,552	46,717		1,165	
SOSINSKI	JOHN	LEVEL 2 PARKS MAINT & GROUNDS	PARK & REC	H	4	44,221	44,387		166	
ZIEMANN	PAUL	LEVEL 3 - ARBORIST	PARK & REC	H	4	43,659	44,387		728	
BIALAS	TODD	LEVEL 3 ICE CENTER MAINTENANCE	PARK & REC	H	4	43,659	44,387		728	
THEROUX	SARA D	PROD SPECIALIST (PART-TIME 50%)	PARK & REC	G	1	13,562	18,210	4,648		
BRUSKI MALLEK	BETTY	SECRETARY 2	PARK & REC	G	2	37,336	37,461		125	
VACANT		CUSTODIAN	PARK & REC	F	Above	41,059	41,059			
OTTO	RONALD	LEVEL 3 - LARGE TRUCK	PARK & REC	F	Above	43,659	43,659			(2,600)
JANIS	RICHARD	CUSTODIAN	PARK & REC	E	Above	42,765	42,765			(6,011)
MARCZAK	MICHAEL	CUSTODIAN	PARK & REC	E	Above	42,765	42,765			(6,011)
WUTHRICH	CRAIG A	CUSTODIAN	PARK & REC	E	Above	42,765	42,765			(6,011)
								10,397	5,490	(20,633)

LAST NAME	FIRST NAME	JOB TITLE	DEPARTMENT	Grade	Step	Current Salary	New Salary	Amt to Minimum	Amt to Step	> Max.
RUDER	KEVIN	POLICE CHIEF	POLICE DEPT	R	1	83,446	85,592	2,146		
SKIBBA	MARTIN	ASSISTANT POLICE CHIEF	POLICE DEPT	N	4	72,165	73,507		1,342	
ZENNER	THOMAS J.	ASSISTANT POLICE CHIEF	POLICE DEPT	N	4	72,165	73,507		1,342	
EGGLESTON	EDWARD E	IT NETWORK ADMIN	POLICE DEPT	L	1	58,226	58,760	534		
SPOON	LEE ANN	ADMINISTRATIVE ASSISTANT - POLICE	POLICE DEPT	I	3	47,742	47,944		202	
KIMBALL	TIFFANY	SECRETARY	POLICE DEPT	E	Above	36,837	36,837			(83)
SPRECHER	LINDA L	SECRETARY	POLICE DEPT	E	Above	36,837	36,837			(83)
TORK	CANDY	SECRETARY	POLICE DEPT	E	Above	36,837	36,837			(83)
VACANT		METER MAINT (PART-TIME - 50%)	POLICE DEPT	D	1	13,239	13,239			
VACANT		METER MAINT (PART-TIME - 50%)	POLICE DEPT	D	1	13,239	13,239			
VACANT		METER MAINT (PART-TIME - 50%)	POLICE DEPT	D	1	13,239	13,239			
								2,680	2,886	(248)
								55,322	35,547	(78,643)

Total Increase to get to Minimum	\$55,322
Total Increase to get to Step	\$35,547
<b>Total Adjustment Needed</b>	<b>\$90,869</b>

Total > Max	<b>(\$78,643)</b>
Total to Minimum with W.R./W.C./S.S.	\$66,134
Total to Step with W.R./W.C./S.S.	\$42,829
<b>Total Adjustment Needed w/Benefits</b>	<b>\$108,963</b>

Benefits:			
W.R.	W.C.	S.S.	
\$4,124	\$2,589	\$4,099	
\$2,830	\$1,949	\$2,503	
\$6,954	\$4,538	\$6,602	=
			<b>TOTAL BENEFITS</b>
			<b>\$18,094</b>

LAST NAME	FIRST NAME &	JOB TITLE	DEPARTMENT	Rec Title	Grade	Step	Current Salary	New Salary	\$ to Min	\$ to Step	> Max.	W.C. Rate	W.C. Expos
LEMKE	JOEL	DIRECTOR UTILITIES & TRANSIT	UTILITIES		R	1	\$77,485	\$85,592	\$8,107			0.27	\$21.89
CRAMER	JEREMY	WASTEWATER SUPERINTENDENT	UTILITIES		N	1	\$64,226	\$67,704	\$3,478			4.14	\$143.99
KUPLIC	GARY	WATER DISTRIBUTION SUPERINTEN	UTILITIES		N	1	\$58,226	\$67,704	\$9,478			4.41	\$417.98
MOLSKI	ROB	CONVEYANCE SYSTEMS MANAGER	UTILITIES		L	2	\$59,646	\$60,445		\$799		4.14	\$33.08
THOMAS	BRENDA	ADMINISTRATIVE SERVICES MANAC	UTILITIES		L	1	\$58,226	\$58,760	\$534			0.27	\$1.44
KIELISZEWSKI	ROGER	CONSTRUCTION FOREMAN	UTILITIES		K	1	\$49,296	\$54,288	\$4,992			5.49	\$274.06
LEFEBVRE	CHRIS	CHIEF OPERATOR	UTILITIES	CHIEF WW	K	1	\$50,752	\$54,288	\$3,536			4.14	\$146.39
CONLEY	JEREMIAH	CHIEF WATER OPERATOR	UTILITIES		K	1	\$49,296	\$54,288	\$4,992			4.41	\$220.15
SOUTHWORTH	ERIC	INSPECTION/GIS INSPECTION	UTILITIES		I	3	\$47,216	\$47,944		\$728		4.41	\$32.10
VASSAR	MICHAEL	WATERWATER OPERATOR	UTILITIES		H	6	\$46,654	\$46,717		\$63		4.14	\$2.61
CLARK	ADAM	WASTEWATER OPERATOR	UTILITIES		H	6	\$46,654	\$46,717		\$63		4.14	\$2.61
RYSKOSKI	DAN	WASTEWATER OPERATOR	UTILITIES		H	6	\$46,654	\$46,717		\$63		4.14	\$2.61
PLISKA	JASON	UTILITIES/INSPECTION	UTILITIES		H	7	\$47,216	\$47,882		\$666		4.14	\$27.57
SUCHON	FRANK	WASTEWATER OPERATOR	UTILITIES		H	6	\$46,550	\$46,717		\$167		4.14	\$6.91
CZAIKOWSKI	CRAIG	UTILITIES MAINTENANCE WORKER	UTILITIES		G	Above	\$47,216	\$47,216			\$395	4.14	
SPINDLER	KRIS	WATER MAINTENANCE WORKER	UTILITIES		G	11	\$46,550	\$46,821		\$271		5.49	\$14.88
TIMDAL	ROBERT	WATER MAINTENANCE WORKER	UTILITIES		G	11	\$46,654	\$46,821		\$271		4.41	\$11.95
WRIGHT	LANCE	WATER MAINTENANCE WORKER	UTILITIES		G	11	\$46,654	\$46,821		\$271		4.41	\$11.95
ERON	KENNEY	WATER MAINTENANCE WORKER	UTILITY		G	11	\$46,654	\$46,821		\$271		4.41	\$11.95
LEPAK	ROGER	WATER MAINTENANCE WORKER	UTILITY		G	11	\$46,654	\$46,821		\$271		4.41	\$11.95
SKRZECZKOSKI	RYAN	WATER MAINTENANCE WORKER	UTILITIES		G	11	\$46,550	\$46,821		\$271		4.14	\$11.22
KLESMITH	MARY	CUSTOMER SERVICE REP	UTILITIES		F	8	\$38,230	\$38,334		\$104		0.27	\$0.28
PIOTROWSKI	DONNA	CUSTOMER SERVICE REP	UTILITIES		F	8	\$38,230	\$38,334		\$104		0.27	\$0.28
ZDROIK	JAMIE	CUSTOMER SERVICE REP	UTILITIES		F	8	\$38,230	\$38,334		\$104		0.27	\$0.28
ZINDA	BARBARA	CUSTOMER SERVICE REP	UTILITIES		F	8	\$38,230	\$38,334		\$104		0.27	\$0.28
STERLING	TONY	SEWER MAINTENANCE WORKER	UTILITIES		F	Above	\$46,550	\$46,550			\$5,491	4.14	
WOITCZAK	DANIEL	SEWER MAINTENANCE WORKER	UTILITIES		F	Above	\$46,550	\$46,550			\$5,491	4.14	
ZALEWSKI	MARK	SEWER MAINTENANCE WORKER	UTILITIES		F	Above	\$46,550	\$46,550			\$5,491	4.14	
LEMKE	SUSAN	TRANSIT MANAGER	TRANSIT		M	6	\$70,813	\$72,280		\$1,467		0.27	\$3.96
CARROLL	THOMAS	TRANSIT OPS SUP	TRANSIT		K	1	\$53,583	\$54,288	\$705			0.27	\$1.90
SEBREE	BRYAN	LATE NIGHT SUPERVISOR	TRANSIT		J	1	\$42,968	\$49,837	\$6,869			0.27	\$18.55
ALEKNA*	JOHN	PM/WEEKEND SUPERVISOR	TRANSIT		J	1	\$36,702	\$49,837	\$676			0.27	\$1.83
POHL	MARLENE	TRAVEL TRAINER	TRANSIT		G	7	\$41,774	\$42,661		\$917		7.98	\$73.18
*This employee is PT at 75%										WC IMPACT		<b>\$1,507.83</b>	
DRAHEIM	JASON	AIRPORT MANAGER	AIRPORT		J	1	\$48,355	\$49,837	\$1,482				
THURIER	LORNE	ASST AIRPORT MGR	AIRPORT	AIRPORT SI	G	Above	\$47,742	\$47,742			\$921		
<b>COST</b>									<b>\$44,849</b>	<b>\$6,975</b>			
									WRS	3,139	437		
									SS	3,431	478		
									<b>51,419</b>	<b>7,890</b>			

CITY OF STEVENS POINT

RECOMMENDED 2014 STEP STRUCTURE - HOURLY FORMAT

Grade	Start	End	87.5% Minimum	90.0% Step 2	92.5% Step 3	95.0% Step 4	97.5% Step 5	100.0% Control Point	102.5% Step 7	105.0% Step 8	107.5% Step 9	110.0% Step 10	112.5% Step 11
R	950	999	\$41.15	\$42.33	\$43.50	\$44.68	\$45.85	\$47.03	\$48.21	\$49.38	\$50.56	\$51.73	\$52.91
Q	900	949	\$39.01	\$40.12	\$41.24	\$42.35	\$43.47	\$44.58	\$45.69	\$46.81	\$47.92	\$49.04	\$50.15
P	850	899	\$36.86	\$37.91	\$38.96	\$40.01	\$41.07	\$42.12	\$43.17	\$44.23	\$45.28	\$46.33	\$47.39
O	800	849	\$34.70	\$35.69	\$36.69	\$37.68	\$38.67	\$39.66	\$40.65	\$41.64	\$42.63	\$43.63	\$44.62
N	750	799	\$32.55	\$33.48	\$34.41	\$35.34	\$36.27	\$37.20	\$38.13	\$39.06	\$39.99	\$40.92	\$41.85
M	700	749	\$30.41	\$31.28	\$32.14	\$33.01	\$33.88	\$34.75	\$35.62	\$36.49	\$37.36	\$38.23	\$39.09
L	650	699	\$28.25	\$29.06	\$29.87	\$30.68	\$31.48	\$32.29	\$33.10	\$33.90	\$34.71	\$35.52	\$36.33
K	600	649	\$26.10	\$26.85	\$27.59	\$28.34	\$29.08	\$29.83	\$30.58	\$31.32	\$32.07	\$32.81	\$33.56
J	550	599	\$23.96	\$24.64	\$25.33	\$26.01	\$26.70	\$27.38	\$28.06	\$28.75	\$29.43	\$30.12	\$30.80
I	500	549	\$21.81	\$22.43	\$23.05	\$23.67	\$24.30	\$24.92	\$25.54	\$26.17	\$26.79	\$27.41	\$28.04
H	450	499	\$19.65	\$20.21	\$20.78	\$21.34	\$21.90	\$22.46	\$23.02	\$23.58	\$24.14	\$24.71	\$25.27
G	400	449	\$17.51	\$18.01	\$18.51	\$19.01	\$19.51	\$20.01	\$20.51	\$21.01	\$21.51	\$22.01	\$22.51
F	350	399	\$15.36	\$15.80	\$16.23	\$16.67	\$17.11	\$17.55	\$17.99	\$18.43	\$18.87	\$19.31	\$19.74
E	325	349	\$13.75	\$14.14	\$14.53	\$14.92	\$15.32	\$15.71	\$16.10	\$16.50	\$16.89	\$17.28	\$17.67
D	300	324	\$12.73	\$13.10	\$13.46	\$13.82	\$14.19	\$14.55	\$14.91	\$15.28	\$15.64	\$16.01	\$16.37
C	275	299	\$11.79	\$12.12	\$12.46	\$12.80	\$13.13	\$13.47	\$13.81	\$14.14	\$14.48	\$14.82	\$15.15
B	250	274	\$10.91	\$11.22	\$11.53	\$11.85	\$12.16	\$12.47	\$12.78	\$13.09	\$13.41	\$13.72	\$14.03

CITY OF STEVENS POINT  
RECOMMENDED 2014 STEP STRUCTURE - SALARY FORMAT

Grade	Start	End	87.5% Minimum	90.0% Step 2	92.5% Step 3	95.0% Step 4	97.5% Step 5	100.0% Control Point	102.5% Step 7	105.0% Step 8	107.5% Step 9	110.0% Step 10	112.5% Step 11
R	950	999	\$85,592	\$88,046	\$90,480	\$92,934	\$95,368	\$97,822	\$100,277	\$102,710	\$105,165	\$107,598	\$110,053
Q	900	949	\$81,141	\$83,450	\$85,779	\$88,088	\$90,418	\$92,726	\$95,035	\$97,365	\$99,674	\$102,003	\$104,312
P	850	899	\$76,669	\$78,853	\$81,037	\$83,221	\$85,426	\$87,610	\$89,794	\$91,998	\$94,162	\$96,366	\$98,571
O	800	849	\$72,176	\$74,235	\$76,315	\$78,374	\$80,434	\$82,493	\$84,552	\$86,611	\$88,670	\$90,750	\$92,810
N	750	799	\$67,704	\$69,638	\$71,573	\$73,507	\$75,442	\$77,376	\$79,310	\$81,245	\$83,179	\$85,114	\$87,048
M	700	749	\$63,253	\$65,062	\$66,851	\$68,661	\$70,470	\$72,280	\$74,090	\$75,899	\$77,709	\$79,518	\$81,307
L	650	699	\$58,760	\$60,445	\$62,130	\$63,814	\$65,478	\$67,163	\$68,848	\$70,512	\$72,197	\$73,882	\$75,566
K	600	649	\$54,268	\$55,848	\$57,387	\$58,947	\$60,486	\$62,046	\$63,606	\$65,146	\$66,706	\$68,245	\$69,805
J	550	599	\$49,837	\$51,251	\$52,686	\$54,101	\$55,536	\$56,950	\$58,365	\$59,800	\$61,214	\$62,650	\$64,064
I	500	549	\$45,365	\$46,654	\$47,944	\$49,234	\$50,544	\$51,834	\$53,123	\$54,434	\$55,723	\$57,013	\$58,323
H	450	499	\$40,872	\$42,037	\$43,222	\$44,387	\$45,552	\$46,717	\$47,882	\$49,046	\$50,211	\$51,397	\$52,562
G	400	449	\$36,421	\$37,461	\$38,501	\$39,541	\$40,581	\$41,621	\$42,661	\$43,701	\$44,741	\$45,781	\$46,821
F	350	399	\$31,949	\$32,864	\$33,758	\$34,674	\$35,589	\$36,504	\$37,419	\$38,334	\$39,250	\$40,165	\$41,059
E	325	349	\$28,600	\$29,411	\$30,222	\$31,034	\$31,866	\$32,677	\$33,488	\$34,320	\$35,131	\$35,942	\$36,754
D	300	324	\$26,478	\$27,248	\$27,997	\$28,746	\$29,515	\$30,264	\$31,013	\$31,782	\$32,531	\$33,301	\$34,050
C	275	299	\$24,523	\$25,210	\$25,917	\$26,624	\$27,310	\$28,018	\$28,725	\$29,411	\$30,118	\$30,826	\$31,512
B	250	274	\$22,693	\$23,336	\$23,982	\$24,648	\$25,293	\$25,938	\$26,582	\$27,227	\$27,893	\$28,536	\$29,182