

City of Manitowoc Compensation Plan (adopted 10.2019)

Revised 01.2021

Increase: 2.07%

Exempt

Grade	Job Title	Department		Hire Rate	Market Rate	Max Rate
				12.5%<Market	Set Annually	12.5%>Market
				87.5%	100.0%	112.5%
T	City Attorney	Attorney	salary	\$100,941.58	\$115,361.80	\$129,782.03
	Director of Public Infrastructure	DPI	hourly	\$48.53	\$55.46	\$62.40
	Director of Community Development	Comm Dev				
S	Finance Director/Treasurer	Finance	salary	\$94,458.04	\$107,952.05	\$121,446.06
	Fire Chief	Fire	hourly	\$45.41	\$51.90	\$58.39
	Human Resources Director	HR				
	Police Chief	Police				
R	Executive Director	Library	salary	\$88,449.84	\$101,085.53	\$113,721.22
			hourly	\$42.52	\$48.60	\$54.67
P	Assistant Chief of Fire Rescue	Fire	salary	\$80,426.23	\$91,915.69	\$103,405.15
	Assistant Police Chief	Police	hourly	\$38.67	\$44.19	\$49.71
	Deputy Police Chief	Police				
O	Engineering Division Manager	DPI	salary (2080)	\$76,395.41	\$87,309.04	\$98,222.67
	Executive Director	RWAM	hourly	\$36.73	\$41.98	\$47.22
	Captain of Detectives (40 hrs/2080)	Police				
	Superintendent	WWTF				
	Captain of Patrol (37.5 hrs/1950)	Police	salary (1950)	\$71,620.70	\$81,852.23	\$92,083.76
N	City Planner	Comm Dev	salary	\$72,383.61	\$82,724.12	\$93,064.64
	Assistant City Attorney	Attorney	hourly	\$34.80	\$39.77	\$44.74
	Operations Division Manager	DPI				
	Building & Grounds Division Mgr	DPI				
M	Assistant Superintendent	WWTF	salary	\$68,371.80	\$78,139.20	\$87,906.60
	Comptroller/Deputy Treasurer	Finance	hourly	\$32.87	\$37.57	\$42.26
	Parks & Recreation Division Manager	DPI				
	Transit Division Manager	DPI				
L	City Clerk	Finance	salary	\$64,360.00	\$73,554.28	\$82,748.57
	Planner-Business & Housing Dev	Comm Dev	hourly	\$30.94	\$35.36	\$39.78
K	Business Manager	DPI	salary	\$60,348.19	\$68,969.36	\$77,590.53
	Office Manager	Police	hourly	\$29.01	\$33.16	\$37.30
	Transit Operations Supervisor	DPI				
	Public Services Manager	Library				
	Materials Manager	Library				
	Youth Services Manager	Library				
J	Assistant Director	RWAM	salary	\$56,336.39	\$64,384.44	\$72,432.50
	Facilities Manager	Library	hourly	\$27.08	\$30.95	\$34.82

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Non-Exempt

Grade	Job Title	Department	Hire Rate		Market Rate Set Annually	Max Rate 12.5%>Market
			12.5%<Market	87.5%		
N	Training Lieutenant* (40 hrs/2080)	Police	<i>salary (2080)</i>	\$72,238.40	\$82,562.47	\$92,892.80
	Lieutenant* (37.5 hrs/1950)	Police	<i>salary (1950)</i>	\$67,723.50	\$77,402.31	\$87,087.00
	<i>*Salary but eligible for OT after 8 hrs</i>		<i>hourly</i>	\$34.73	\$39.69	\$44.66
L	Lead Inspector	Fire/Inspection	<i>hourly</i>	\$30.88	\$35.29	\$39.71
K	Commercial Electrical Inspector	Fire/Inspection	<i>hourly</i>	\$28.96	\$33.09	\$37.23
	Plumbing Inspector	Fire/Inspection				
	Building Inspector	Fire/Inspection				
	Electrician	DPI				
	GIS Coordinator	Comm Dev				
	Electrician	WWTF				
	Operations Park Planner	DPI				
J	Fleet Team Leader	DPI	<i>hourly</i>	\$27.03	\$30.89	\$34.76
	Streets Team Leader	DPI				
	Recreation Team Leader	DPI				
	GIS/Land Records Analyst	DPI				
I	Paralegal	Attorney	<i>hourly</i>	\$25.11	\$28.69	\$32.28
	Mechanic	DPI				
	Engineering Technician	DPI				
	Surveyor Technician	DPI				
	Generalist	HR				
	Electromechanical Technician	WWTF				
	Mechanic	WWTF				
	Housing Enforcement Inspector	Fire/Inspection				
Librarian	Library					
H	Maintenance Engineer	DPI	<i>hourly</i>	\$23.18	\$26.49	\$29.81
	Cemetery Team Leader	DPI				
	Parks Team Leader	DPI				
	Zoo Curator of Animals	DPI				
	Zoo Curator of Education	DPI				
	Deputy City Clerk	Finance				
	Engineering/Stormwater Technician	DPI				
	Accountant	Finance				
	Payroll Administrator	Finance				
	Assistant to the Mayor	Mayor				
	Administrative Assistant	Fire/Inspection				
	Administrative Assistant	Police				
	Administrative Assistant	Comm Dev				
	Administrative Assistant	DPI				
	Operator	WWTF				
	Chemist	WWTF				
	Associate	Library				
	Business Office Coordinator	Library				

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			87.5%					100.0%					112.5%					
G	Arborist/Forester	DPI	hourly	\$21.26					\$24.29					\$27.33				
	Administrative Assistant	Fire																
	Court Evidence Clerk	Police																
	Administrative Assistant	WWTF																
	Assistant Chemist	WWTF																
	Maintenance Mechanic	DPI																
	IT Technician	Library																
F	Cemetery Laborer	DPI	hourly	\$19.32					\$22.08					\$24.84				
	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																
	Materials Technician	Library																
	Marketing Technician	Library																
Administrative Clerk	Police																	
E	Custodian	DPI	hourly	\$17.88					\$20.44					\$22.99				
	Community Service Worker	Police																
	Customer Service Clerk	Transit																
D	Assistant	Library	hourly	\$16.92					\$19.34					\$21.76				
C	Bridgetender	DPI	hourly	\$15.67					\$17.91					\$20.15				
L1	Maintenance Technician	Library	hourly	\$11.86					\$13.55					\$15.25				
L2	Clerk	Library	hourly	\$10.95					\$12.51					\$14.08				
L3	Page	Library	hourly	\$8.21					\$9.38					\$10.56				
	Rahr-West Guards	RWAM	hourly	\$8.26					\$9.44					\$10.62				
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			