

City of Manitowoc Compensation Plan (adopted 10.2019)

Revised 01.2022

Increase: 1.75%

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	\$102,708.05	\$117,380.63	\$132,053.21
	Director of Public Infrastructure	DPI	hourly	\$49.38	\$56.43	\$63.49
	Director of Community Development	Comm Dev				
S	Finance Director/Treasurer	Finance	salary	\$96,111.06	\$109,841.21	\$123,571.36
	Fire Chief	Fire	hourly	\$46.21	\$52.81	\$59.41
	Human Resources Director	HR				
	Police Chief	Police				
R	Executive Director	Library	salary	\$89,997.71	\$102,854.53	\$115,711.35
			hourly	\$43.27	\$49.45	\$55.63
Q	Tourism Director	Tourism	salary	\$85,915.70	\$98,189.37	\$110,463.04
			hourly	\$41.31	\$47.21	\$53.11
P	Assistant Fire Chief	Fire	salary	\$81,833.69	\$93,524.22	\$105,214.75
	Assistant Police Chief	Police	hourly	\$39.34	\$44.96	\$50.58
	Deputy Police Chief	Police				
O	Engineering Division Manager	DPI	salary (2080)	\$77,732.33	\$88,836.95	\$99,941.57
	Executive Director	RWAM	hourly	\$37.37	\$42.71	\$48.05
	Captain of Detectives (40 hrs/2080)	Police				
	Superintendent	WWTF				
	Captain (37.5 hrs/1950)	Police	salary (1950)	\$72,874.06	\$83,284.64	\$93,695.22
N	City Planner	Comm Dev	salary	\$73,650.33	\$84,171.80	\$94,693.28
	Assistant City Attorney	Attorney	hourly	\$35.41	\$40.47	\$45.53
	Operations Division Manager	DPI				
	Building & Grounds Division Mgr	DPI				
M	Assistant Superintendent	WWTF	salary	\$69,568.31	\$79,506.64	\$89,444.97
	Comptroller/Deputy Treasurer	Finance	hourly	\$33.45	\$38.22	\$43.00
	Parks & Recreation Division Manager	DPI				
	Transit Division Manager	DPI				
	Inspector Supervisor	Fire Rescue/Inspection				
Destination Sales and Marketing Manager	Tourism					
L	City Clerk	Finance	salary	\$65,486.30	\$74,841.48	\$84,196.67
	Planner-Business & Housing Dev	Comm Dev	hourly	\$31.48	\$35.98	\$40.48
K	Business Manager	DPI	salary	\$61,404.29	\$70,176.33	\$78,948.37
	Office Manager	Police	hourly	\$29.52	\$33.74	\$37.96
	Transit Operations Supervisor	DPI				
	Public Services Manager	Library				
	Materials Manager	Library				
	Youth Services Manager	Library				
Staff Engineer	DPI					
J	Assistant Director	RWAM	salary	\$57,322.27	\$65,511.17	\$73,700.07
	Facilities Manager	Library	hourly	\$27.56	\$31.50	\$35.43

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Non-Exempt

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N	Training Lieutenant* (40 hrs/2080)	Police	salary (2080) \$73,528.00	\$84,040.33	\$94,536.00
	Lieutenant* (37.5 hrs/1950)	Police	salary (1950) \$68,932.50	\$78,787.81	\$88,627.50
	*Salary but eligible for OT after 8 hrs		hourly \$35.35	\$40.40	\$45.45
L	vacant		hourly \$31.43	\$35.93	\$40.42
K	Electrical Inspector	Fire/Inspection	hourly \$29.48	\$33.69	\$37.90
	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	hourly \$27.52	\$31.45	\$35.38
	Streets Team Leader	DPI			
	Recreation Team Leader	DPI			
	GIS/Land Records Analyst	DPI			
I	Paralegal	Attorney	hourly \$25.56	\$29.21	\$32.86
	Mechanic	DPI			
	Engineering Technician	DPI			
	Surveyor Technician	DPI			
	Generalist	HR			
	Electromechanical Technician	WWTF			
	Mechanic	WWTF			
	Housing Enforcement Inspector	Fire/Inspection			
	Librarian	Library			
	Media and Special Events Coordinator	Tourism			
H	Maintenance Engineer	DPI	hourly \$23.60	\$26.97	\$30.34
	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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G	Arborist/Forester	DPI	hourly	\$21.64		\$24.73		\$27.82						
	Administrative Assistant	Fire												
	Court Evidence Clerk	Police												
	Administrative Assistant	WWTF												
	Assistant Chemist	WWTF												
	Maintenance Mechanic	DPI												
	Property Evidence Clerk	Police												
	Municipal Court Clerk	Finance												
	IT Technician	Library												
F	Cemetery Laborer	DPI	hourly	\$19.67		\$22.48		\$25.29						
	Parks Laborer	DPI												
	Administrative Support Specialist	Finance												
	Administrative Support Specialist	DPI												
	Streets Laborer	DPI												
	Administrative Support Specialist	Police												
	Administrative Support Specialist	RWAM												
	Mobility Manager (Transit)	DPI												
	DPI Laborer	DPI												
	Materials Technician	Library												
	Marketing Technician	Library												
	Administrative Clerk	Police												
	Human Resources Assistant	HR												
E	Custodian	DPI	hourly	\$18.20		\$20.80		\$23.40						
	Community Service Worker	Police												
	Customer Service Clerk	Transit												
D	Assistant	Library	hourly	\$17.23		\$19.69		\$22.15						
C	Bridgetender	DPI	hourly	\$15.95		\$18.23		\$20.51						
L1	Maintenance Technician	Library	hourly	\$12.07		\$13.80		\$15.52						
L2	Clerk	Library	hourly	\$11.14		\$12.74		\$14.33						
L3	Page	Library	hourly	\$8.36		\$9.55		\$10.75						
	Rahr-West Visitor Services Clerk	RWAM	hourly	\$9.00		\$10.28		\$11.57						
	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