

**RESOLUTION**  
**DPI JOB DESCRIPTION REVISIONS**  
**CEMETERY TEAM LEADER, ARBORIST-FORESTER & PARK TEAM**  
**LEADER POSITIONS**  
**AND**  
**CREATING NEW SENIOR DPI LABORER POSITIONS**

**WHEREAS**, as a result of the compensation structure market analysis done in 2022, Carlson Dettmann recommended a slight restructure of the DPI Laborer positions, by including two levels of the Laborer position, which would allow employees the opportunity to advance within the department and promote succession planning within each division; and

**WHEREAS**, as a result of the analysis, Carlson Dettmann further recommended to reprice and move DPI Laborers from Grade F to Grade G; the new Senior DPI Laborer position be placed in Grade H; the Cemetery Team Leader and Parks Team Leader move from Grade H to Grade I, and the Arborist/Forester move from Grade G to Grade H; and

**WHEREAS**, on December 5<sup>th</sup>, 2022, the Personnel Committee unanimously approved the above-referenced recommendations from the Carlson Dettmann compensation structure market analysis, as shown on the attached revised and new job descriptions.

**NOW, THEREFORE, BE IT RESOLVED** by the Mayor and Common Council of the City of Manitowoc to reprice and approve Carlson Dettmann’s recommendations to move DPI Laborers from Grade F to Grade G; the new Senior DPI Laborer position be placed in Grade H; the Cemetery Team Leader and Parks Team Leader move from Grade H to Grade I, and the Arborist/Forester move from Grade G to Grade H, effective January 1, 2023, according to the Compensation Plan, Employee Policy Manual and the Mayor’s approved 2023 Executive Budget.

INTRODUCED \_\_\_\_\_ ADOPTED \_\_\_\_\_

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Justin M. Nickels, Mayor

This Resolution was drafted by Eric G. Nycz, Assistant City Attorney

**Fiscal Impact:** Included in 2023 Budget.  
**Funding Source:**  
**Finance Director Approval:** /  
**Approved as to form:** /EGN