



CITY OF MANITOWOC

WISCONSIN, USA

www.manitowoc.org

DATE: June 6, 2022
TO: Personnel Committee
FROM: Jessie Lillibridge, HR Director
RE: Request to conduct market analysis of compensation plan

Our compensation structure was analyzed most recently in 2018. According to the policy set in place in 2019, a formal market analysis is to be conducted every five years. Attached is a draft agreement with Carlson Dettmann to conduct the market analysis for non-represented City positions. The recommendation is to approve moving forward with this project as soon as the consultant has availability.

This request is being made slightly earlier than originally anticipated due to the unprecedented labor market trends. The City has experienced the impact of these trends as we see key positions being vacated, and as we struggle to fill the positions with qualified employees. Most organizations are offering increased salaries and additional benefits to counteract these trends. In conducting an analysis a few months earlier, the hope is that adjusting our compensation plan will assist in the recruitment of qualified candidates.

Thank you for your consideration.

HUMAN RESOURCES

CITY HALL ▪ 900 QUAY STREET ▪ MANITOWOC, WI 54220

PHONE: (920) 686-6993 ▪ FAX: (920) 686-6999

WWW.MANITOWOC.ORG ▪ EMAIL: HUMANRESOURCES@MANITOWOC.ORG