

**RESOLUTION  
TO DEVIATE FROM EMPLOYEE POLICY MANUAL ARTICLE 14: PERFORMANCE  
MANAGEMENT AND COMPENSATION, IN 2024**

**WHEREAS**, the City of Manitowoc’s Employee Policy Manual (“EPM”) provides continuity and consistency in the operations and the administration of benefits and working conditions for all employees of the City of Manitowoc; and,

**WHEREAS**, 2023 Annual Wage Survey data provided by a third party triggers an automatic increase to the 5-Year Rate (midpoint) by 2.78% for exempt employees and a 2.98% increase for non-exempt employees on the City of Manitowoc Compensation Plan pursuant to the EPM; and,

**WHEREAS**, 2023 Annual Wage Survey data provided by a third party triggers an automatic increase in pay by 2.78% for exempt employees and a 2.98% increase for non-exempt employees where appropriate pursuant to the EPM; and,

**WHEREAS**, the Mayor has recommended a deviation from the automatic increase to the midpoint and employee pay, specifically to lower the increase to 2.5% in each category, respectively; and,

**WHEREAS**, at a meeting held on November 6<sup>th</sup>, 2023, the Personnel Committee recommended approval of the deviation from the Compensation Plan rates as set forth by the EPM and, instead, to lower the increase of the 5-Year Rate (midpoint) and pay where appropriate to 2.5% for the 2024 calendar year.

**NOW THEREFORE BE IT RESOLVED**, by the Mayor and Common Council of the City of Manitowoc to deviate from the EPM and reduce the increase of the 5-Year Rate (midpoint) and pay where appropriate to 2.5%, effective January 1, 2024.

**BE IT FURTHER RESOLVED** to direct Human Resources and the Finance Department to implement the new provisions and notify employees of the deviation to the Employee Policy Manual.

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

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Justin M. Nickels, Mayor

This resolution was drafted by Eric G. Nycz, City Attorney

<b>Fiscal Impact:</b>	Anticipated a cost of \$11,690,707 which is salaries and related benefits for the option of 2.5%. These amounts are contemplated in the 2024 budget. This is approximately a difference of \$46,997 for the option of 2.78% for Exempt and 2.98% for Non-Exempt; total salaries and benefits of \$11,737,704. No current tax levy or 2023 budget adjustment needed.
<b>Funding Source:</b>	City of Manitowoc 2024 Budget
<b>Finance Director Approval:</b>	/SMA
<b>Approved as to form:</b>	/EGN