

City of Manitowoc Compensation Plan 10.2019

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	<i>salary</i>	\$96,616.00	\$110,427.20	\$124,238.40
	Director of Public Infrastructure	DPI	hourly	\$46.45	\$53.09	\$59.73
	Director of Community Development	Comm Dev				
S	Finance Director/Treasurer	Finance	<i>salary</i>	\$90,417.60	\$103,334.40	\$116,251.20
	Fire Chief	Fire	hourly	\$43.47	\$49.68	\$55.89
	Human Resources Director	HR				
	Police Chief	Police				
R	Library Director	Library	<i>salary</i>	\$84,676.80	\$96,761.60	\$108,867.20
			hourly	\$40.71	\$46.52	\$52.34
P	Deputy Fire Chief	Fire	<i>salary</i>	\$76,980.80	\$87,984.00	\$98,987.20
	Assistant Police Chief	Police	hourly	\$37.01	\$42.30	\$47.59
	Deputy Police Chief	Police				
O	Engineering Division Manager	DPI	<i>salary (2080)</i>	\$73,132.80	\$83,574.40	\$94,016.00
	Rahr-West Director	RWAM	hourly	\$35.16	\$40.18	\$45.20
	Captain of Detectives (40 hrs/2080)	Police				
	Captain (37.5 hrs/1950)	Police	<i>salary (1950)</i>	\$68,562.00	\$78,351.00	\$88,140.00
	Superintendent	WWTF				
N	City Planner	Comm Dev	<i>salary</i>	\$69,284.80	\$79,185.60	\$89,086.40
	Assistant City Attorney	Attorney	hourly	\$33.31	\$38.07	\$42.83
	Operations Division Manager	DPI				
	Building & Grounds Division Mgr	DPI				
M	Assistant Superintendent	WWTF	<i>salary</i>	\$65,457.60	\$74,796.80	\$84,156.80
	Comptroller/Deputy Treasurer	Finance	hourly	\$31.47	\$35.96	\$40.46
	Parks & Recreation Division Manager	DPI				
	Transit Division Manager	DPI				
L	City Clerk	Finance	<i>salary</i>	\$61,609.60	\$70,408.00	\$79,206.40
			hourly	\$29.62	\$33.85	\$38.08
K	Business Manager	DPI	<i>salary</i>	\$57,761.60	\$66,019.20	\$74,276.80
	Office Manager	Police	hourly	\$27.77	\$31.74	\$35.71
	Transit Operations Supervisor	DPI				
	Public Services Manager	Library				
	Materials Manager	Library				
	Youth Services Manager	Library				
J	Assistant Director	RWAM	<i>salary</i>	\$53,934.40	\$61,630.40	\$69,326.40
	Facilities Manager	Library	hourly	\$25.93	\$29.63	\$33.33
	Assistant Materials Manager	Library				

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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>	\$69,284.80	\$79,185.60	\$89,086.40
	Lieutenant* (37.5 hrs/1950)	Police	<i>salary (1950)</i>	\$64,954.50	\$74,236.50	\$83,518.50
	<i>*Salary but eligible for OT after 8 hrs</i>		<i>hourly</i>	\$33.31	\$38.07	\$42.83
K	Electrical Inspector	Fire/Inspection	<i>hourly</i>	\$27.77	\$31.74	\$35.71
	Plumbing Inspector	Fire/Inspection				
	Building Inspector	Fire/Inspection				
	Electrician	DPI				
	Associate Planner/GIS Coordinator	Comm Dev				
	Associate Planner/Business & Housing Dev	Comm Dev				
	Electrician	WWTF				
	Operations Park Planner	DPI				
J	Fleet Team Leader	DPI	<i>hourly</i>	\$25.93	\$29.63	\$33.33
	Streets Team Leader	DPI				
	Recreation Team Leader	DPI				
	GIS/Land Records Analyst	DPI				
I	Paralegal	Attorney	<i>hourly</i>	\$24.08	\$27.52	\$30.96
	Mechanic	DPI				
	Engineering Technician	DPI				
	Surveyor Technician	DPI				
	Generalist	HR				
	Electromechanical Technician	WWTF				
	Mechanic	WWTF				
	Housing Enforcement Inspector	Fire				
	Librarian	Library				
H	Maintenance Engineer		<i>hourly</i>	\$22.23	\$25.41	\$28.59
	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 Insp/Comm Dev				
	Administrative Assistant	Police				
	Administrative Assistant	DPI				
	Operator	WWTF				
	Chemist	WWTF				
	Associate	Library				
	Business Office Aide	Library				

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Grade	Job Title	Department	Hire Rate		Market Rate Set Annually	Max Rate 12.5%>Market
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G	Arborist/Forester	DPI	<i>hourly</i>	\$20.39	\$23.30	\$26.21
	Administrative Assistant	Fire				
	Court Evidence Clerk	Police				
	Administrative Assistant	WWTF				
	Assistant Chemist	WWTF				
	Maintenance Mechanic	DPI				
F	Cemetery Laborer	DPI	<i>hourly</i>	\$18.53	\$21.18	\$23.83
	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				
Technician	Library					
E	Custodian	DPI	<i>hourly</i>	\$17.15	\$19.60	\$22.05
	Clerk Typist	Police				
	Community Service Worker	Police				
	Customer Service Clerk	Transit				
D	Assistant	Library	<i>hourly</i>	\$16.23	\$18.55	\$20.87
C	Bridgetender	DPI	<i>hourly</i>	\$15.03	\$17.18	\$19.33
L1	Custodian/Guard	Library	<i>hourly</i>	\$11.38	\$13.00	\$14.63
L2	Clerk	Library	<i>hourly</i>	\$10.50	\$12.00	\$13.50
L3	Page	Library	<i>hourly</i>	\$7.88	\$9.00	\$10.13
	School Crossing Guards	Police	<i>hourly</i>	\$15.00	\$16.50	\$17.75
	Rahr-West Guards	RWAM	<i>hourly</i>	\$8.00	\$9.05	\$10.24