

City of Manitowoc Compensation Plan

Revised 04.2026

Exempt

Grade	Job Title	Job ID#	Department	Hire Rate	5-Year Rate Set Annually	Max Rate
T	City Attorney	10031	Attorney	<i>salary</i> \$118,868	\$135,849	\$152,830
	Director of Public-Works	10239	DPW			
	Director of Community Development	10045	Comm Dev			
	Municipal Judge (.25 FTE)	10186	Elected		\$33,962	
S	Finance Director/Treasurer	10056	Finance	<i>salary</i> \$109,517	\$125,162	\$140,807
	Fire Chief	10029	Fire Rescue/Inspection			
	Human Resources Director	10062	HR			
	Police Chief	10100	Police			
R	Executive Director	10071	Library	<i>salary</i> \$102,497	\$117,139	\$131,782
Q	Tourism Director	10207	Tourism	<i>salary</i> \$97,812	\$111,785	\$125,759
	Director of Parks & Recreation	10240	Parks & Recreation			
	Mayor	10178	Elected			
P	Assistant Fire Chief	10044	Fire Rescue/Inspection	<i>salary</i> \$93,146	\$106,452	\$119,759
	Assistant Police Chief - Operations	10019	Police			
	Assistant Police Chief - Support	10236	Police			
O	Engineering Division Manager	10053	DPW	<i>salary (2080)</i> \$88,461	\$101,098	\$113,736
	Executive Director	10105	RWAM			
	Battalion Chief (24-hr shifts/2912)	10219	Fire Rescue/Inspection	<i>salary (2912)</i> \$88,461	\$101,098	\$113,736
	Captain of Detectives (40 hrs/2080)	10024	Police			
	Captain (37.5 hrs/1950)	10025	Police	<i>salary (1950)</i> \$82,932	\$94,780	\$106,627
N	City Planner	10172	Comm Dev	<i>salary</i> \$83,795	\$95,765	\$107,736
	Operations Division Manager	10091	DPW			
	Building & Grounds Division Mgr	10023	DPW			
M	City Clerk/Deputy Treasurer	10032	Clerk	<i>salary</i> \$79,106	\$90,407	\$101,708
	Inspector Supervisor	10065	Fire Rescue/Inspection			
	Transit Division Manager	10153	DPW			
L	Comptroller	10037	Finance	<i>salary</i> \$74,440	\$85,074	\$95,708
	Marketing Manager	10242	Tourism			
K	Transit Operations Supervisor	10155	DPW	<i>salary</i> \$69,755	\$79,720	\$89,685
	Public Services Manager	10080	Library			
	Materials Manager	10077	Library			
	Youth Services Manager	10083	Library			
	Parks Supervisor	10243	Parks & Recreation			
	Recreation Supervisor	10244	Parks & Recreation			
J	Assistant Director	10089	RWAM	<i>salary</i> \$65,090	\$74,389	\$83,688
	Facilities Manager	10072	Library			
	Office Manager	10245	DPW			
I	Systems Administrator	10220	Library	<i>salary</i> \$60,404	\$69,033	\$77,662
	Administrative Office Supervisor	10246	Police			

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Non-Exempt

Grade	Job Title	Job ID #	Department	Hire Rate	5-Year Rate	
					Set Annually	Max Rate
N	Training Lieutenant* (40 hrs/2080)	10152	Police	<i>salary (2080)</i>	\$83,795	\$95,765
	Lieutenant* (37.5 hrs/1950)	10097	Police	<i>salary (1950)</i>	\$78,557	\$89,780
	<i>*Salary but eligible for OT after 8 hrs</i>			<i>hourly</i>	\$40.29	\$46.04
L	vacant			<i>hourly</i>	\$35.79	\$40.90
K	Commercial Electrical Inspector	10050	Fire Rescue/Inspection	<i>hourly</i>	\$33.54	\$38.33
	Plumbing Inspector	10179	Fire Rescue/Inspection			
	Building Inspector	10035	Fire Rescue/Inspection			
	Electrician	10051	DPW			
	GIS Coordinator	10021	Comm Dev			
J	Fleet Team Leader	10058	DPW	<i>hourly</i>	\$31.29	\$35.76
	Streets Team Leader	10150	DPW			
	GIS/Land Records Analyst	10060	DPW			
	Associate Planner	10229	Comm Dev			
I	Paralegal	10093	Attorney	<i>hourly</i>	\$29.04	\$33.19
	Mechanic	10182	DPW			
	Engineering Technician	10054	DPW			
	Surveyor Technician	10033	DPW			
	Generalist	10063	HR			
	Cemetery Team Leader	10027	DPW			
	Housing Enforcement Inspector	10061	Fire Rescue/Inspection			
	Librarian	10066	Library			
	Zoo Team Leader	10230	Parks & Recreation			
	Police Officer (Part-Time)	10209	PD			
H	Maintenance Engineer	10084	DPW	<i>hourly</i>	\$26.79	\$30.62
	Arborist/Forester	10059	DPW			
	Zoo Curator of Animals	10160	Parks & Recreation			
	Zoo Curator of Education	10161	Parks & Recreation			
	Deputy City Clerk	10042	Clerk			
	Engineering/Stormwater Technician	10148	DPW			
	Accountant	10002	Finance			
	Payroll Administrator	10098	Finance			
	Assistant to the Mayor	10020	Mayor			
	Inspection Administrative Assistant	10004	Fire Rescue/Inspection			
	Administrative Assistant	10007	Comm Dev			
	Administrative Assistant	10247	Parks & Recreation			
	Fire Administrative Assistant	10003	Fire Rescue/Inspection			
	Senior DPW Laborer	10248	DPW			
	Senior Parks Laborer	10249	Parks & Recreation			
	Associate - PT	10163	Library			
	Associate - FT	10068	Library			
	Business Office Coordinator	10069	Library			

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G	Court Evidence Clerk	10038	Police	hourly	\$24.55	\$28.05					\$31.56				
	DPW Laborer	10250	DPW												
	Parks Laborer	10095	Parks & Recreation												
	Municipal Court Clerk	10088	Finance												
	Property Evidence Clerk	10104	Police												
	Maintenance Mechanic	10085	DPW												
	CSW Supervisor/Fleet Maintenance	10215	Police												
	Mobility Manager (Transit)	10087	DPW												
F	Administrative Support Specialist - FT	10011	DPW	hourly	\$22.29	\$25.48					\$28.66				
	Administrative Support Specialist	10168	Police												
	Administrative Support Specialist	10013	RWAM												
	Administrative Support Specialist	10009	Clerk												
	Administrative Support Specialist - PT	10012	DPW												
	Parks/Rec Administrative Support Specialist - PT	10014	Parks & Recreation												
	Administrative Support Specialist	10251	Tourism												
	Adminstrative Clerk	10201	Police												
	HR Assistant	10204	HR												
	Materials Technician - PT	10177	Library												
	Materials Technician - FT	10075	Library												
	Marketing Technician	10076	Library												
E	Custodian	10039	DPW	hourly	\$20.61	\$23.55					\$26.50				
	Community Service Worker	10036	Police												
	Customer Service Clerk - PT	10040	Transit												
	Rahr-West Art Instructor	10015	RWAM												
D	Assistant	10067	Library	hourly	\$19.49	\$22.27					\$25.06				
C	Bridgetender	10022	DPW	hourly	\$18.36	\$20.98					\$23.60				
	Maintenance Specialist	10231	Library												
B	vacant			hourly	\$17.23	\$19.70					\$22.16				
A	vacant			hourly	\$15.55	\$17.77					\$20.00				
L1	Maintenance Technician	10073	Library	hourly	\$13.71	\$15.67					\$17.62				
	Rahr-West Visitor Service Clerks	10147	RWAM												
L2	Clerk	10070	Library	hourly	\$12.65	\$14.46					\$16.27				
L3	Page	10079	Library	hourly	\$9.49	\$10.84					\$12.20				
	Recruit Officer	10167	Police	hourly	\$20.00										
	School Crossing Guards	10108	Police	hourly	\$15.75	\$16.00	\$16.25	\$16.50	\$16.75	\$17.00	\$17.25	\$17.50	\$17.75	\$18.00	\$18.25