

**R E S O L U T I O N**

**TO INCREASE PAY RATE FOR THE RAHR-WEST ART MUSEUM VISITOR SERVICES CLERK POSITION ON THE COMPENSATION PLAN STRUCTURE**

**WHEREAS**, employees and managers are encouraged to review job descriptions on an annual basis. If there are changes, Human Resources assists in reviewing and determining if the changes warrant a compensation reclassification review; and

**WHEREAS**, it is clear as we work to recruit new employees in this position that the current rate, starting at \$9.40 per hour, is insufficient for attracting and retaining employees; and

**WHEREAS**, the recommendation from the Human Resources Director and Executive Director of the RWAM have proposed a re-classification of the Rahr-West Art Museum Visitor Services Clerk position from the current rate to Grade L2 on the City of Manitowoc Compensation Plan. This will increase the hire rate to \$11.65 per hour which should assist in recruiting and retention of employees. The current employees in the position will be moved to the hire rate of Grade L2; and

**NOW, THEREFORE, BE IT RESOLVED** by the Mayor and Common Council of the City of Manitowoc to approve the reclassification of the Rahr-West Art Museum Visitor Services Clerk to Grade L2 of the City of Manitowoc Compensation Plan, and to move the current employees in the position from the current wage to the hire rate of Grade L2.

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

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APPROVED  
Justin M. Nickels, Mayor

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

**Fiscal Impact:** Anticipated cost neutral for 2023. Increase in compensation expense for reclassification of positions anticipated to be offset with savings from vacant positions in the department for 2023. No additional tax levy is or 2023 budget amendments are being requested.

**Funding Source:** 1100-53100 Salaries/Fringes

**Finance Director Approval:** /SMA

**Approved as to form:** /EGN