

Jessie Lillibridge - HR

From: Patrick Glynn <patrick.glynn@carlsondettmann.com>
Sent: Saturday, March 25, 2017 11:36 PM
To: Jessie Lillibridge - HR
Subject: Re: WWTF Superintendent - City of Manitowoc

Importance: High

I've reviewed the market data we collect—including the AWWA survey data—and I believe your range of pay is relatively competitive. The "market estimate" that I come up with—pending an update of the market data—is about \$80,000. For purposes of comparison, the current wage range is \$65,520 to \$86,715, but that range is based on 2013/14 data and hasn't been increased in the intervening years. Assuming a structural increase of even 1.5% in each of the last 3 years, that range would be \$68,514 to \$90,676 (with a control point of \$80,606). In any case, the range itself is competitive, but the challenge appears to be placement within that range.

I'm not certain if this answers all of your questions, but feel free to contact me at your convenience with any additional questions.

Patrick W. Glynn, Senior Consultant
Carlson Dettmann Consulting
(920) 418-2140

[email](#) | [website](#) | [linkedin](#) | [facebook](#)
