

RESOLUTION
TO DEVIATE FROM EMPLOYEE POLICY MANUAL ARTICLE 14: PERFORMANCE
MANAGEMENT AND COMPENSATION IN 2025

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

WHEREAS, a third-party employment consulting company retained by the City of Manitowoc recommends a market adjustment increase of 2.9% in wages for non-represented employees of the City of Manitowoc based on 2024 Annual Wage Survey data.

WHEREAS, 2024 Annual Wage Survey data triggers an automatic increase to the 5-Year Rate (midpoint) by 2.9% for non-represented employees on the City of Manitowoc Compensation Plan, pursuant to the EPM; and,

WHEREAS, 2024 Annual Wage Survey data provided by a third party triggers an automatic increase in pay by a minimum of 2.9% for non-represented employees at or above the 5-Year Rate, where appropriate, pursuant to the EPM; and,

WHEREAS, at a meeting held on October 7th, 2024, the Personnel Committee recommended that non-represented employees below the 5-Year Rate receive at least the greater of a 2.5% increase in pay or the 2025 budgeted salary increase for non-represented employees at or above the 5-Year Rate, where appropriate, for the 2025 calendar year.

NOW THEREFORE BE IT RESOLVED, by the Mayor and Common Council of the City of Manitowoc, to deviate from the EPM and increase the wages of non-represented employees that are below the 5-Year Rate to at least the greater of 2.5% or the 2025 budgeted salary increase for non-represented employees at or above the 5-Year Rate, where appropriate, for the 2025 calendar year.

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 _____

Justin M. Nickels, Mayor

Fiscal Impact:	Indeterminate at the time. Any increases related to the deviation will be incorporated in the 2025 adopted budget.
Funding Source:	2025 Adopted Budget
Finance Director Approval:	/SMA
Approved as to form:	/EGN

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