

City of Manitowoc Compensation Plan

Revised 03.2026

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 Infrastructure-Works	10046	DPW			
	Director of Community Development	10045	Comm Dev			
	Municipal Judge (.25 FTE)		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 Mayor	10178	Parks & Recreation Elected			
P	Assistant Fire Chief	10044	Fire Rescue/Inspection	<i>salary</i> \$93,146	\$106,452	\$119,759
	Assistant Police Chief - Operations	10049	Police			
	Assistant Deputy 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		
	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
	Parks & Recreation Division Manager	10094	DPI			
	Inspector Supervisor	10065	Fire Rescue/Inspection			
	Transit Division Manager	10153	DPW			
	Destination Sales and Marketing Manager	10208	Tourism			
L	Comptroller	10037	Finance	<i>salary</i> \$74,440	\$85,074	\$95,708
	Marketing Manager		Tourism			
K	Office Manager	10090	Police	<i>salary</i> \$69,755	\$79,720	\$89,685
	Transit Operations Supervisor	10155	DPW			
	Public Services Manager	10080	Library			
	Materials Manager	10077	Library			
	Youth Services Manager	10083	Library			
	Parks Supervisor		Parks & Recreation			
	Recreation Supervisor		Parks & Recreation			
J	Assistant Director	10089	RWAM	<i>salary</i> \$65,090	\$74,389	\$83,688
	Facilities Manager	10072	Library			
	Office Manager		DPW			
I	Systems Administrator	10220	Library	<i>salary</i> \$60,404	\$69,033	\$77,662
	Administrative Office Supervisor		Police			

City of Manitowoc Compensation Plan

Revised 03.2026

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	\$107,736
	Lieutenant* (37.5 hrs/1950)	10097	Police	<i>salary (1950)</i> \$78,557	\$89,780	\$101,002
	<i>*Salary but eligible for OT after 8 hrs</i>			<i>hourly</i> \$40.29	\$46.04	\$51.80
L	vacant			<i>hourly</i> \$35.79	\$40.90	\$46.01
K	Commercial Electrical Inspector	10050	Fire Rescue/Inspection	<i>hourly</i> \$33.54	\$38.33	\$43.12
	Plumbing Inspector	10179	Fire Rescue/Inspection			
	Building Inspector	10035	Fire Rescue/Inspection			
	Electrician	10051	DPW			
	GIS Coordinator	10021	Comm Dev			
	Park Planner	10092	DPW			
J	Fleet Team Leader	10058	DPW	<i>hourly</i> \$31.29	\$35.76	\$40.24
	Streets Team Leader	10150	DPW			
	Recreation Team Leader	10107	DPW			
	GIS/Land Records Analyst	10060	DPW			
	Associate Planner	10229	Comm Dev			
I	Paralegal	10093	Attorney	<i>hourly</i> \$29.04	\$33.19	\$37.34
	Mechanic	10182	DPW			
	Engineering Technician	10054	DPW			
	Surveyor Technician	10033	DPW			
	Generalist	10063	HR			
	Cemetery Team Leader	10027	DPW			
	Parks Team Leader	10096	DPW			
	Housing Enforcement Inspector	10061	Fire Rescue/Inspection			
	Librarian	10066	Library			
	Media and Special Events Coordinator	10209	Tourism			
	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		10005	Police			
Administrative Assistant		10007	Comm Dev			
Administrative Assistant		10169	DPW			
Fire Administrative Assistant		10003	Fire Rescue/Inspection			
Senior DPW Laborer			DPW			
Senior Parks Laborer			Parks & Recreation			
Associate - PT		10163	Library			
Associate - FT	10068	Library				
Business Office Coordinator	10069	Library				

City of Manitowoc Compensation Plan

Revised 03.2026

Non-Exempt

Grade	Job Title	Job ID #	Department	Hire Rate	5-Year Rate Set Annually					Max Rate					
G	Court Evidence Clerk	10038	Police	hourly	\$24.55						\$28.05	\$31.56			
	DPW Laborer		DPW												
	Parks Laborer	10095	Parks & Recreation												
	Streets Laborer	10149	DPW												
	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	10011	DPW	hourly	\$22.29						\$25.48	\$28.66			
	Administrative Support Specialist	10168	Police												
	Administrative Support Specialist	10013	RWAM												
	Administrative Support Specialist	10009	Clerk												
	Eng Administrative Support Specialist - PT	10012	DPW												
	Parks/Rec Administrative Support Specialist - PT	10014	Parks & Recreation												
	Administrative Support Specialist		Tourism												
	Administrative 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						\$20.00	\$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