

City of Manitowoc Compensation Plan

Revised 01.2026

Exempt

Grade	Job Title	Job ID#	Department		Hire Rate	5-Year Rate Set Annually	Max Rate
T	City Attorney	10031	Attorney	salary	\$118,868	\$135,849	\$152,830
	Director of Public Infrastructure	10046	DPI				
	Director of Community Development	10045	Comm Dev				
	Municipal Judge (.25 FTE)		Elected			\$33,962	
S	Finance Director/Treasurer	10056	Finance	salary	\$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	salary	\$102,497	\$117,139	\$131,782
Q	Tourism Director	10207	Tourism	salary	\$97,812	\$111,785	\$125,759
	Mayor	10178	Elected				
P	Assistant Fire Chief	10044	Fire Rescue/Inspection	salary	\$93,146	\$106,452	\$119,759
	Assistant Police Chief	10019	Police				
	Deputy Police Chief	10041	Police				
O	Engineering Division Manager	10053	DPI	salary (2080)	\$88,461	\$101,098	\$113,736
	Executive Director	10105	RWAM				
	Battalion Chief (24-hr shifts/2912)	10219	Fire Rescue/Inspection	salary (2912)	\$88,461	\$101,098	\$113,736
	Captain of Detectives (40 hrs/2080)	10024	Police				
	Captain (37.5 hrs/1950)	10025	Police	salary (1950)	\$82,932	\$94,780	\$106,627
N	City Planner	10172	Comm Dev	salary	\$83,795	\$95,765	\$107,736
	Operations Division Manager	10091	DPI				
	Building & Grounds Division Mgr	10023	DPI				
M	City Clerk/Deputy Treasurer	10032	Clerk	salary	\$79,106	\$90,407	\$101,708
	Parks & Recreation Division Manager	10094	DPI				
	Inspector Supervisor	10065	Fire Rescue/Inspection				
	Transit Division Manager	10153	DPI				
	Destination Sales and Marketing Manager	10208	Tourism				
L	Comptroller	10037	Finance	salary	\$74,440	\$85,074	\$95,708
K	Office Manager	10090	Police	salary	\$69,755	\$79,720	\$89,685
	Transit Operations Supervisor	10155	DPI				
	Public Services Manager	10080	Library				
	Materials Manager	10077	Library				
	Youth Services Manager	10083	Library				
J	Assistant Director	10089	RWAM	salary	\$65,090	\$74,389	\$83,688
	Facilities Manager	10072	Library				
I	Systems Administrator	10220	Library	salary	\$60,404	\$69,033	\$77,662

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Non-Exempt

					5-Year Rate	
Grade	Job Title	Job ID #	Department	Hire 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	DPI			
	GIS Coordinator	10021	Comm Dev			
	Park Planner	10092	DPI			
J	Fleet Team Leader	10058	DPI	<i>hourly</i>	\$31.29	\$35.76
	Streets Team Leader	10150	DPI			
	Recreation Team Leader	10107	DPI			
	GIS/Land Records Analyst	10060	DPI			
	Associate Planner	10229	Comm Dev			
I	Paralegal	10093	Attorney	<i>hourly</i>	\$29.04	\$33.19
	Mechanic	10182	DPI			
	Engineering Technician	10054	DPI			
	Surveyor Technician	10033	DPI			
	Generalist	10063	HR			
	Cemetery Team Leader	10027	DPI			
	Parks Team Leader	10096	DPI			
	Housing Enforcement Inspector	10061	Fire Rescue/Inspection			
	Librarian	10066	Library			
	Media and Special Events Coordinator	10209	Tourism			
	Zoo Team Leader	10230	DPI			
	Police Officer (Part-Time)	10209	PD			
H	Maintenance Engineer	10084	DPI	<i>hourly</i>	\$26.79	\$30.62
	Arborist/Forester	10059	DPI			
	Zoo Curator of Animals	10160	DPI			
	Zoo Curator of Education	10161	DPI			
	Deputy City Clerk	10042	Clerk			
	Engineering/Stormwater Technician	10148	DPI			
	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	DPI			
	Fire Administrative Assistant	10003	Fire Rescue/Inspection			
	Senior DPI Laborer	10216	DPI			
	Associate - PT	10163	Library			
	Associate - FT	10068	Library			
	Business Office Coordinator	10069	Library			

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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			
	DPI Laborer	10047	DPI												
	Parks Laborer	10095	DPI												
	Streets Laborer	10149	DPI												
	Municipal Court Clerk	10088	Finance												
	Property Evidence Clerk	10104	Police												
	Maintenance Mechanic	10085	DPI												
	CSW Supervisor/Fleet Maintenance	10215	Police												
	Mobility Manager (Transit)	10087	DPI												
F	Administrative Support Specialist	10011	DPI	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	DPI												
	Parks/Rec Administrative Support Specialist	10014	DPI												
	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	DPI	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	DPI	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