

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 | \$118,868 | \$135,849 | \$152,830 |
| | Director of Public Infrastructure | 10046 | DPI | | | |
| | Director of Community Development | 10045 | Comm Dev | | | |
| | Municipal Judge (.25 FTE) | | Elected | | | |
| S | Finance Director/Treasurer | 10056 | Finance | \$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 | \$102,497 | \$117,139 | \$131,782 |
| Q | Tourism Director | 10207 | Tourism | \$97,812 | \$111,785 | \$125,759 |
| | Mayor | 10178 | Elected | | | |
| P | Assistant Fire Chief | 10044 | Fire Rescue/Inspection | \$93,146 | \$106,452 | \$119,759 |
| | Assistant Police Chief | 10019 | Police | | | |
| | Deputy Police Chief | 10041 | Police | | | |
| O | Engineering Division Manager | 10053 | DPI | \$88,461 | \$101,098 | \$113,736 |
| | Executive Director | 10105 | RWAM | | | |
| | Battalion Chief (24-hr shifts/2912) | 10219 | Fire Rescue/Inspection | \$88,461 | | |
| | Captain of Detectives (40 hrs/2080) | 10024 | Police | | | |
| | Captain (37.5 hrs/1950) | 10025 | Police | \$82,932 | | |
| N | City Planner | 10172 | Comm Dev | \$83,795 | \$95,765 | \$107,736 |
| | Operations Division Manager | 10091 | DPI | | | |
| | Building & Grounds Division Mgr | 10023 | DPI | | | |
| M | City Clerk/Deputy Treasurer | 10032 | Clerk | \$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 | \$74,440 | \$85,074 | \$95,708 |
| K | Office Manager | 10090 | Police | \$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 | \$65,090 | \$74,389 | \$83,688 |
| | Facilities Manager | 10072 | Library | | | |
| I | Systems Administrator | 10220 | Library | \$60,404 | \$69,033 | \$77,662 |

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Non-Exempt

| Grade | Job Title | Job ID # | Department | Hire Rate | 5-Year Rate Set Annually | Max Rate |
|-------|---|--|--|---|---------------------------------|-----------------------------------|
| N | Training Lieutenant* (40 hrs/2080) Lieutenant* (37.5 hrs/1950) | 10152 10097 | Police | <i>salary (2080)</i> <i>salary (1950)</i> <i>hourly</i> | \$83,795 \$78,557 \$40.29 | \$95,765 \$89,780 \$46.04 |
| | *Salary but eligible for OT after 8 hrs | | | | | \$107,736 \$101,002 \$51.80 |
| L | vacant | | | <i>hourly</i> | \$35.79 | \$40.90 |
| K | Commercial Electrical Inspector Plumbing Inspector Building Inspector Electrician GIS Coordinator Park Planner | 10050 10179 10035 10051 10021 10092 | Fire Rescue/Inspection Fire Rescue/Inspection Fire Rescue/Inspection DPI Comm Dev DPI | <i>hourly</i> | \$33.54 | \$38.33 |
| J | Fleet Team Leader Streets Team Leader Recreation Team Leader GIS/Land Records Analyst Associate Planner | 10058 10150 10107 10060 10229 | DPI DPI DPI DPI Comm Dev | <i>hourly</i> | \$31.29 | \$35.76 |
| I | Paralegal Mechanic Engineering Technician Surveyor Technician Generalist Cemetery Team Leader Parks Team Leader Housing Enforcement Inspector Librarian Media and Special Events Coordinator Zoo Team Leader Police Officer (Part-Time) | 10093 10182 10054 10033 10063 10027 10096 10061 10066 10209 10230 10209 | Attorney DPI DPI DPI HR DPI DPI Fire Rescue/Inspection Library Tourism DPI PD | <i>hourly</i> | \$29.04 | \$33.19 |
| H | Maintenance Engineer Arborist/Forester Zoo Curator of Animals Zoo Curator of Education Deputy City Clerk Engineering/Stormwater Technician Accountant Payroll Administrator Assistant to the Mayor Inspection Administrative Assistant Administrative Assistant Administrative Assistant Administrative Assistant Fire Administrative Assistant Senior DPI Laborer Associate - PT Associate - FT Business Office Coordinator | 10084 10059 10160 10161 10042 10148 10002 10098 10020 10004 10005 10007 10169 10003 10216 10163 10068 10069 | DPI DPI DPI DPI Clerk DPI Finance Finance Mayor Fire Rescue/Inspection Police Comm Dev DPI Fire Rescue/Inspection DPI Library Library Library | <i>hourly</i> | \$26.79 | \$30.62 |
| | | | | | | \$34.44 |

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|-------|---|----------|------------|----------------|-----------------------------|----------|
| 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 | | | |
| | CW 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 | | | |
| | 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 | 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 | \$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 | |