



# CITY OF MANITOWOC

WISCONSIN, USA

[www.manitowoc.org](http://www.manitowoc.org)

**DATE:** October 16, 2023  
**TO:** Common Council  
**FROM:** Jessie Lillibridge, HR Director  
**RE:** Pay Compression – Protective Services

Pay compression can occur when collective bargaining agreement pay scales increase at a greater rate than the pay scales of non-represented supervisory employees. It has become increasingly difficult to find employees willing to move out of union roles and into supervisory roles due to the minimal pay differential between the two positions, especially when compared to the increased responsibility in the supervisory positions.

To address the pay compression, the following policy language is being recommended when considering compensation for non-represented protective service employees.

Effective January 1, 2024, minimum pay for these employees shall be as follows:

#### ***Police Department***

Assistant Police Chief	20% above Detective Sergeant maximum
Deputy Police Chief	18% above Detective Sergeant maximum
Captain of Detectives	10% above Detective Sergeant maximum
Training Lieutenant	8% above Detective Sergeant maximum
Patrol Captain	8% above Detective Sergeant maximum
Patrol Lieutenant	3% above Detective Sergeant maximum

#### ***Fire Rescue Department***

Assistant Fire Chief	20% above Fire Captain maximum
Battalion Chief	8% above Fire Captain maximum

Employees in these positions would still participate in the performance evaluation process. Employees will be eligible for either the compression pay differential or the market adjustment, whichever is greater.

Employees who receive an “Inconsistent” rating during performance evaluations will be ineligible for any increase the following year.

Employees who receive a market adjustment increase and receive an “Exceptional” performance rating will be given an additional 1% increase in addition to the market adjustment.

The recommendation is to approve the pay compression language for inclusion in the Employee Policy Manual.

Thank you.

#### HUMAN RESOURCES

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