



CITY OF MANITOWOC

WISCONSIN, USA

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TO: Personnel Committee
FROM: Jessie Lillibridge, Human Resources Director
RE: Report on Annual Salary Survey Data
DATE: October 6, 2025

Recently the Employee Policy Manual was revised. In this revision Article 14 (Performance Management and Compensation) language was updated stating that annual salary survey data from the Wisconsin Fox Valley-Northeast Region Wage Survey Report would be reported annually to the Personnel Committee.

The survey report is attached.

The wage survey (p. 22) indicates that Region 4 experienced an actual increase of **2.7%** for both exempt and non-exempt employees in 2025.

This percentage has historically been used to determine the annual structural adjustment to our Compensation Plan effective January 1st.

Thank you.