



CITY OF MANITOWOC

WISCONSIN, USA

www.manitowoc.org

DATE: April 29, 2026
TO: Personnel Committee
FROM: Dan Koski, Director of Public Works
RE: **Surveyor / Engineering Technician Position Reclassification**

The Job Description for Surveyor / Engineering Technician was revised and updated when it was determined that it was not reflective of the actual work being done by the individual in that role. The Job Description had some fairly significant revisions, and it was submitted to the City's Compensation Consultant for review, after discussion with the Mayor, HR Director, and Engineering Division Manager.

The results of that review are consistent with our thoughts, and it was recommended that this position be moved from Grade I to Grade J.

In addition, I feel that it should be taken into consideration how unique this role is within our Department, which is due in large part to the individual filling the role, Mike Zimmer. In my 33 years of experience, including 10 years in the private sector and 23 in the public sector, I have not encountered another individual responsible for the roles that Mike performs. He is doing the jobs of both a Registered Land Surveyor and a Professional Engineer combined. Not only is he doing the work of 2 individuals, he is doing them both exceedingly well, as reflected in his history of Performance Reviews. Mike has received Exceptional Ratings in each of the past 2 years. While I recognize that the basis for the reclassification is based upon the Job Description and not the individual, in this case the revision to the Job Description is being driven by the ability of the person being able to combine roles and excel in doing so. It is truly a unique situation in every aspect, and bears mentioning in the discussion of the rationale for the reclassification request.

Thank you for your consideration of this request.