

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_ Committee

Dated \_\_\_\_\_ 20\_\_\_\_, \_\_\_\_\_, City Clerk

Approved \_\_\_\_\_ 20\_\_\_\_, \_\_\_\_\_, Mayor

VIII

R. C. No. 33 - 22 - 23. By FINANCE AND PERSONNEL COMMITTEE. June 20, 2022.

Your Committee to whom was referred Res. No. 24-22-23 by Alderpersons Mitchell and Filicky-Peneski adopting updated wage classifications and steps as part of the 2022 City of Sheboygan Compensation Program for Non-Represented Employees; recommends adopting the Resolution.

6/20/22  
Mitchell/Filicky-Peneski  
refer to F+P.

[Signature]  
Barbara Felde  
Filicky Peneski

[Signature]  
[Signature]  
[Signature]  
Committee

I HEREBY CERTIFY that the foregoing Committee Report was duly accepted and adopted by the Common Council of the City of Sheboygan, Wisconsin, on the \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

Dated \_\_\_\_\_ 20\_\_\_\_. \_\_\_\_\_, City Clerk

Approved \_\_\_\_\_ 20\_\_\_\_. \_\_\_\_\_, Mayor

III

Res. No. 24 - 22 - 23. By Alderpersons Mitchell and Filicky-Peneski.  
June 6, 2022.

A RESOLUTION adopting updated wage classifications and steps as part of the 2022 City of Sheboygan Compensation Program for Non-Represented Employees.

WHEREAS, on April 7, 2021, the Common Council adopted Res. No. 190-20-21 authorizing entering into a Professional Services Agreement with Carlson-Dettman Consulting for an assessment of the City's classification and compensation of its employees; and

WHEREAS, Carlson-Dettman engaged in a lengthy analysis of job descriptions within the city, including the use of individual Job Description Questionnaires filled out by each employee and reviewed by the supervisors, which was designed to document, analyze, and validate job information for the various jobs and then quantitatively evaluate the job content of those jobs using a "Point Factor Job Evaluation System," an overview of which system was provided to the Finance and Personnel committee at its May 23, 2022 meeting; and

WHEREAS, the results of the job evaluation system were used as part of a base salary market study that determined an appropriate set of benchmark positions for each job category, considering both public and private sector data for like job categories; and

WHEREAS, the benchmark positions were reviewed against actual current numbers with an eye toward remaining competitive in a changing labor market and retaining employees and setting a control point for average pay; and

WHEREAS, that review resulted in the creation of an annual step process whereby new employees would be paid at 90% of the control point, employees would be expected to reach the control point by their fifth year, and steps after the fifth year would increase 1.25% per year up to a maximum of 115% of the control point; and

WHEREAS, a separate budget transfer resolution will be needed to effectuate the classifications and steps, meaning that actual implementation of the changes provided will be effective only after passage of said budget transfer.

NOW, THEREFORE, BE IT RESOLVED: That the Common Council hereby adopts the updated wage classifications and steps, a copy of which is attached hereto and incorporated herein, as part of the 2022 City of Sheboygan Compensation Program for Non-Represented Employees.

BE IT FURTHER RESOLVED: That the Common Council directs the Finance Director to work with the appropriate City staff to create a budget transfer

FAP

resolution to be presented to Council for approval so as to effectuate the implementation of the classifications and steps.

  
\_\_\_\_\_

I HEREBY CERTIFY that the foregoing Resolution was duly passed by the Common Council of the City of Sheboygan, Wisconsin, on the \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

Dated \_\_\_\_\_ 20\_\_\_\_, \_\_\_\_\_, City Clerk

Approved \_\_\_\_\_ 20\_\_\_\_, \_\_\_\_\_, Mayor



CITY OF SHEBOYGAN				July 2022				Control Point													
GRADE	CURRENT JOB TITLE	DEPARTMENT	DIVISION	RECOMMENDED JOB TITLE	90.00% Min	92.50% Step 2	95.00% Step 3	97.50% Step 4	100.00% C/P	101.25% Step 6	102.50% Step 7	103.75% Step 8	105.00% Step 9	106.25% Step 10	107.50% Step 11	108.75% Step 12	110.00% Step 13	111.25% Step 14	112.50% Step 15	113.75% Step 16	115.00% Max.
24	City Administrator	CITY ADMINISTRATOR			\$68.29	\$70.19	\$72.09	\$73.98	\$75.88	\$76.83	\$77.78	\$78.73	\$79.67	\$80.62	\$81.57	\$82.52	\$83.47	\$84.42	\$85.37	\$86.31	\$87.26
23					\$63.51	\$65.28	\$67.04	\$68.81	\$70.57	\$71.45	\$72.33	\$73.22	\$74.10	\$74.98	\$75.86	\$76.74	\$77.63	\$78.51	\$79.39	\$80.27	\$81.16
22	Fire Chief Chief Of Police	FIRE DEPARTMENT POLICE DEPARTMENT			\$59.06	\$60.70	\$62.34	\$63.98	\$65.62	\$66.44	\$67.26	\$68.08	\$68.90	\$69.72	\$70.54	\$71.36	\$72.18	\$73.00	\$73.82	\$74.64	\$75.46
21	Dir Of Planning and Development Dir Public Works Finance Director Treasurer Director of Human Resources & Labor Relations Director of Information Technology	CITY DEVELOPMENT DPW - MSB FINANCE HUMAN RESOURCES INFORMATION TECHNOLOGY	MSB ADMIN		\$54.93	\$56.45	\$57.98	\$59.50	\$61.03	\$61.79	\$62.56	\$63.32	\$64.08	\$64.84	\$65.61	\$66.37	\$67.13	\$67.90	\$68.66	\$69.42	\$70.18
20	City Engineer Assistant Fire Chief Library Director	ENGINEERING FIRE DEPARTMENT MEAD LIBRARY			\$51.09	\$52.51	\$53.93	\$55.35	\$56.77	\$57.48	\$58.19	\$58.90	\$59.61	\$60.32	\$61.03	\$61.74	\$62.45	\$63.16	\$63.87	\$64.58	\$65.29
19	Director of Parking and Transit	SHEBOYGAN TRANSIT	TRANSIT		\$47.52	\$48.84	\$50.16	\$51.48	\$52.80	\$53.46	\$54.12	\$54.78	\$55.44	\$56.10	\$56.76	\$57.42	\$58.08	\$58.74	\$59.40	\$60.06	\$60.72
18	Assistant City Attorney Facilities/Traf Support Parks/Forest Superintendent Superintendent Streets & Sanitation Battalion Chief Battalion Chief Inspection WW Treatment Plant Superintendent	ATTORNEY DPW - MSB DPW - MSB DPW - MSB FIRE DEPARTMENT FIRE DEPARTMENT WASTEWATER	CITY ATTORNEY FACILITIES & TRAFFIC PARK DEPARTMENT STREETS & SANITATION	Facilities Superintendent	\$44.19	\$45.42	\$46.65	\$47.87	\$49.10	\$49.71	\$50.33	\$50.94	\$51.56	\$52.17	\$52.78	\$53.40	\$54.01	\$54.62	\$55.24	\$55.85	\$56.47
17					\$41.08	\$42.22	\$43.36	\$44.50	\$45.64	\$46.21	\$46.78	\$47.35	\$47.92	\$48.49	\$49.06	\$49.63	\$50.20	\$50.77	\$51.35	\$51.92	\$52.49
16	Asst City Attorney PT Civil Engineer& Project Manager Environmental Engineer Deputy Finance Director Network Administrator Public Services Manager	ATTORNEY ENGINEERING ENGINEERING FINANCE INFORMATION TECHNOLOGY MEAD LIBRARY	CITY ATTORNEY		\$38.18	\$39.24	\$40.30	\$41.36	\$42.42	\$42.95	\$43.48	\$44.01	\$44.54	\$45.07	\$45.60	\$46.13	\$46.66	\$47.19	\$47.72	\$48.25	\$48.78
15	Planning and Zoning Manager Equip Serv Supr Business Manager Streets & Sanitation Supervisor Systems Analyst Technical Services Manager Communications & Electronics Technician Dir Of Senior Services Industrial WW Supervisor	CITY DEVELOPMENT DPW - MSB DPW - MSB DPW - MSB INFORMATION TECHNOLOGY MEAD LIBRARY POLICE DEPARTMENT SENIOR CENTER WASTEWATER	MOTOR VEHICLE MSB ADMIN STREETS & SANITATION SENIOR ACTIVITY CENTER	Pre-Treatment Supervisor	\$35.50	\$36.48	\$37.47	\$38.45	\$39.44	\$39.93	\$40.43	\$40.92	\$41.41	\$41.91	\$42.40	\$42.89	\$43.38	\$43.88	\$44.37	\$44.86	\$45.36
14	Building Inspector Electrical Inspector Plumbing Inspection TV Program Director Assist To City Admin Community Development Planner Maintenance Worker V - Elec Lighting Maintenance Worker V - Elect Signals City Forester Asst Eng/Surveyor Senior Eng Technician Admin Services Manager	BUILDING INSPECTION BUILDING INSPECTION BUILDING INSPECTION CABLE TV - WSCS CITY ADMINISTRATOR CITY DEVELOPMENT DPW - MSB DPW - MSB DPW - MSB ENGINEERING ENGINEERING MEAD LIBRARY	CABLE TV-LOCAL PROGRAMMII Management Analyst Journeyman Electrician Journeyman Electrician		\$33.00	\$33.92	\$34.84	\$35.75	\$36.67	\$37.13	\$37.59	\$38.05	\$38.50	\$38.96	\$39.42	\$39.88	\$40.34	\$40.80	\$41.25	\$41.71	\$42.17
14	Administrative Assistant Crime Analyst Operations Supervisor	POLICE DEPARTMENT POLICE DEPARTMENT SHEBOYGAN TRANSIT	Office Manager TRANSIT		\$33.00	\$33.92	\$34.84	\$35.75	\$36.67	\$37.13	\$37.59	\$38.05	\$38.50	\$38.96	\$39.42	\$39.88	\$40.34	\$40.80	\$41.25	\$41.71	\$42.17

13	Maintenance Worker IV - Maintenance Accountant II Human Resources Generalist IT Specialist Process Systems/OPCO WW Electro-Mechanic Technician	DPW - MSB FINANCE HUMAN RESOURCES MEAD LIBRARY WASTEWATER WASTEWATER	FACILITIES & TRAFFIC	Maintenance Technician Financial Reporting Analyst	\$30.66	\$31.51	\$32.37	\$33.22	\$34.07	\$34.50	\$34.92	\$35.35	\$35.77	\$36.20	\$36.63	\$37.05	\$37.48	\$37.90	\$38.33	\$38.75	\$39.18
12	Master Cert Truck Mechanic Maintenance Worker IV - Lead Park Engineering Technician Accountant III Payroll Administrator Librarian Public Safety Specialist Lab Technician	DPW - MSB DPW - MSB DPW - MSB FINANCE FINANCE MEAD LIBRARY MEAD LIBRARY WASTEWATER	MOTOR VEHICLE PARK DEPARTMENT STREETS & SANITATION	Master Mechanic Foreman - Parks  Grant Coordinator Senior Payroll Specialist	\$28.49	\$29.29	\$30.08	\$30.87	\$31.66	\$32.06	\$32.45	\$32.85	\$33.24	\$33.64	\$34.03	\$34.43	\$34.83	\$35.22	\$35.62	\$36.01	\$36.41
11	Legal Assistant Grant Coordinator Certified Truck Mechanic Maintenance Worker IV - Lead Sanitation Maintenance Worker IV - Streets GIS Project Specialist Accountant I Accountant I Accounting Administrative Assistant PC Technician Communications Specialist & Admin Asst Communications Specialist Maintenance Supervisor Fleet Mechanic Safety, Education And Training Supervisor Plant Maintenance Mechanic WW Operator II	ATTORNEY CITY DEVELOPMENT DPW - MSB DPW - MSB DPW - MSB ENGINEERING FINANCE FINANCE FINANCE INFORMATION TECHNOLOGY MAYOR MEAD LIBRARY MEAD LIBRARY POLICE DEPARTMENT SHEBOYGAN TRANSIT WASTEWATER WASTEWATER	CITY ATTORNEY  MOTOR VEHICLE STREETS & SANITATION STREETS & SANITATION     TRANSIT	Mechanic Foreman - Streets Foreman Sewer  Accounts Payable Associate Accounts Receivable Associate Accounting Associate Technical Support Analyst  Maintenance Coordinator Mechanic Safety & Training Coordinator WW Operator	\$26.48	\$27.21	\$27.95	\$28.68	\$29.42	\$29.79	\$30.16	\$30.52	\$30.89	\$31.26	\$31.63	\$31.99	\$32.36	\$32.73	\$33.10	\$33.47	\$33.83
10	Bldg Inspection Specialist Deputy City Clerk Maintenance Worker IV - Lead Sign Shop Maintenance Worker III - Arborist Maintenance Worker III - Parks Maintenance Worker III-Tree Trimmer Maintenance Worker IV - Craftsman Maintenance Worker IV - Lead Trees Maintenance Worker III - Recycling Maintenance Worker III - Sanitation Maintenance Worker III - Sewer Maint Maintenance Worker III - Streets Maintenance Worker IV - Streets Engineering Technician Municipal Court Clerk Digital Evidence Manager Property Officer	BUILDING INSPECTION CLERK DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB ENGINEERING MUNICIPAL COURT POLICE DEPARTMENT POLICE DEPARTMENT	CITY CLERK FACILITIES & TRAFFIC PARK DEPARTMENT PARK DEPARTMENT PARK DEPARTMENT PARK DEPARTMENT PARK DEPARTMENT STREETS & SANITATION STREETS & SANITATION STREETS & SANITATION STREETS & SANITATION STREETS & SANITATION STREETS & SANITATION	Arborist Equipment Operator Equipment Operator Heavy Equipment Operator Heavy Equipment Operator Equipment Operator Equipment Operator Equipment Operator Equipment Operator Heavy Equipment Operator	\$24.62	\$25.31	\$25.99	\$26.68	\$27.36	\$27.70	\$28.04	\$28.39	\$28.73	\$29.07	\$29.41	\$29.75	\$30.10	\$30.44	\$30.78	\$31.12	\$31.46
9	Program Assistant Maintenance Worker III - Cemetery Maintenance Worker II - Sign Shop Maintenance Worker II - Sign Shop Maintenance Worker III - Maint Cftmn Service Mechanic II Truck Mechanic Maintenance Worker II - Parks	BUILDING INSPECTION DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB	CEMETERY FACILITIES & TRAFFIC FACILITIES & TRAFFIC FACILITIES & TRAFFIC MOTOR VEHICLE MOTOR VEHICLE PARK DEPARTMENT	Cemetery Worker Maintenance Worker Maintenance Worker Maintenance Worker Service Mechanic Service Mechanic Parks Maintenance Worker	\$22.91	\$23.54	\$24.18	\$24.81	\$25.45	\$25.77	\$26.09	\$26.40	\$26.72	\$27.04	\$27.36	\$27.68	\$28.00	\$28.31	\$28.63	\$28.95	\$29.27
9	Maintenance Worker I - Streets Maintenance Worker II - Sewer Maint Maintenance Worker II - Street Sweep Maintenance Worker II - Streets Admin Coordinator	DPW - MSB DPW - MSB DPW - MSB DPW - MSB FIRE DEPARTMENT	STREETS & SANITATION STREETS & SANITATION STREETS & SANITATION STREETS & SANITATION	Maintenance Worker Maintenance Worker Maintenance Worker Maintenance Worker	\$22.91	\$23.54	\$24.18	\$24.81	\$25.45	\$25.77	\$26.09	\$26.40	\$26.72	\$27.04	\$27.36	\$27.68	\$28.00	\$28.31	\$28.63	\$28.95	\$29.27

	Lead Maintenance Worker Communications Coordinator Program And Wellness Coordinator Admin Coordinator	PARKING SENIOR CENTER SENIOR CENTER SHEBOYGAN TRANSIT	PARKING UTILITY SENIOR ACTIVITY CENTER SENIOR ACTIVITY CENTER TRANSIT																
8	Permit Clerk Council and License Clerk Elections Clerk PT Human Resources Administrative Assistant Admin Assistant Community Service Officer Court Services Secretary Court Services Specialist Dept. Secretary-Admin Dept. Secretary-CID Time Agency Coordinator Disability/ADA Coordinator Transit Coordinator II	BUILDING INSPECTION CLERK CLERK HUMAN RESOURCES MEAD LIBRARY POLICE DEPARTMENT POLICE DEPARTMENT POLICE DEPARTMENT POLICE DEPARTMENT POLICE DEPARTMENT SHEBOYGAN TRANSIT SHEBOYGAN TRANSIT	CITY CLERK CITY CLERK         TRANSIT TRANSIT																
			Transit Coordinator																
7	Building Inspection Licensing Clerk TV Production Technician Maintenance Worker II - Custodian II Admin Coordinator Clerk II Admin Assistant PT Library Assistant Maintenance Technician PT Library Assistant Assistant Municipal Court Clerk Maintenance and Grounds Worker Records Clerk PT Records Specialist Clerk	BUILDING INSPECTION CABLE TV - WSCS DPW - MSB DPW - MSB DPW - MSB FIRE DEPARTMENT MEAD LIBRARY MEAD LIBRARY MEAD LIBRARY MUNICIPAL COURT PARKING POLICE DEPARTMENT POLICE DEPARTMENT	CABLE TV-LOCAL PROGRAMMII FACILITIES & TRAFFIC MSB ADMIN MSB ADMIN       PARKING UTILITY																
			Custodian II																
6	Code Enforcement Officer Maintenance Worker I - Custodian I Cataloger Transit Coordinator III	BUILDING INSPECTION DPW - MSB MEAD LIBRARY SHEBOYGAN TRANSIT	FACILITIES & TRAFFIC   TRANSIT																
			Custodian I																
5																			
4																			
3	Seasonal DPW	DPW - MSB																	
2	Cleaner Crossing Guard	MEAD LIBRARY POLICE DEPARTMENT																	
1	Page	MEAD LIBRARY																	

## DeBruin, Meredith

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**From:** Krueger, Kaitlyn  
**Sent:** Thursday, June 16, 2022 12:06 PM  
**Subject:** Proposed Compensation Study Information  
**Attachments:** Sheboygan DRAFT Wage Schedule with Current Control Points.pdf

Good Afternoon –

The draft wage scale for non-represented employees is up for consideration at the June 20th Common Council meeting. During the review process, several concerns were brought up, so I would like to provide the additional information that was requested.

The attached document shows comparison data related to the current pay scale being used and the proposed scale for each position.

Here are some points that can be helpful for interpreting the information:

- Current pay scale wages are highlighted in yellow
- Proposed pay scale wages are highlighted in orange
- The Control Point Comparison column provide the percentage change between current and proposed wage control points on each scale
- The Maximum Wage Comparison column provide the percentage change between current and proposed maximum wages on each scale
- Comparison Figures:

Color Key:	Control Point Comparison # of Positions	Maximum Wage Comparison # of Positions
Dark Green (Above 5% increase)	75	89
Light Green (0-5% increase)	27	28
Light Red (0-5% decrease)	23	17
Dark Red (Above 5% decrease)	22	13

- As reflected in the above table, there are some positions that will see higher earning potential despite the control point being lower on the proposed pay scale. For example, a Certified Truck Mechanic (Grade 11) would see a 0.1% decrease in the proposed control point. However, the maximum wage sees an increase of 7.9% allowing for higher wage growth potential in the future.
- The current proposal would not reduce any employee's existing wage. They will be held at their current rate until the scale catches up to them.

There were also questions about the appeals process and payroll implementation with the small amount of available HR resources. The appeals process will be handled mostly by the consultant, Carlson-Dettmann, but will also receive support from HR consultant, Michelle Stokes. In regards to payroll, I am happy to say that the City has an amazing Finance Department team that is willing and ready to step up to make sure that, if approved, the system will be updated accordingly. The City has an incredible Payroll Specialist, Sandy Halvorsen, who has also stepped up way beyond the call of her job to make sure that employees are being supported while the HR Department is going through its current transition. She has been with the City for 15 years and is able to be a resource and leader to the rest of the Finance team for implementation. Though it will not be an insignificant amount of work, we are ready to do what it takes to get this done.

To provide some guidance on the implementation timeline, here are some key dates. If it is Council's desire to adopt a wage scale or make any wage adjustment with an effective date of July 10<sup>th</sup>, Council approval would be needed by July



18<sup>th</sup>. This timing would allow the Finance Team the necessary time to get the information into Munis for the check date of August 5<sup>th</sup>.

Please feel free to reach out to me any time ahead of Monday's meeting if you would like to discuss or have any questions.

Hope you all have a wonderful day!

Kaitlyn Krueger  
Finance Director/Treasurer  
City of Sheboygan  
(920) 459-3304  
[Kaitlyn.Krueger@sheboyganwi.gov](mailto:Kaitlyn.Krueger@sheboyganwi.gov)  
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CITY OF SHEBOYGAN		July 2022	DRAFT			Control Point Comparison			Maximum Wage Comparison		
GRADE	CURRENT JOB TITLE	DEPARTMENT	DIVISION	RECOMMENDED JOB TITLE	CURRENT PAY SCALE	CURRENT CONTROL POINT	PROPOSED CONTROL POINT	PERCENT CHANGE	CURRENT MAX AMOUNT	PROPOSED MAX AMOUNT	PERCENT CHANGE
24	City Administrator	CITY ADMINISTRATOR			Z	\$66.80	\$75.88	13.6%	\$76.83	\$87.26	13.6%
23							\$70.57			\$81.16	
22	Fire Chief	FIRE DEPARTMENT			Y	\$60.94	\$65.62	7.7%	\$70.08	\$75.46	7.7%
	Chief Of Police	POLICE DEPARTMENT			Y	\$60.94		7.7%	\$70.08		7.7%
21	Dir Of Planning and Development	CITY DEVELOPMENT			V	\$56.60	\$61.03	7.8%	\$65.09	\$70.18	7.8%
	Dir Public Works	DPW - MSB	MSB ADMIN		Y	\$60.94		0.1%	\$70.08		0.1%
	Finance Director Treasurer	FINANCE			V	\$56.60		7.8%	\$65.09		7.8%
	Director of Human Resources & Labor Relations	HUMAN RESOURCES			V	\$56.60		7.8%	\$65.09		7.8%
	Director of Information Technology	INFORMATION TECHNOLOGY			V	\$56.60		7.8%	\$65.09		7.8%
20	City Engineer	ENGINEERING			U	\$49.20	\$56.77	15.4%	\$56.57	\$65.29	15.4%
	Assistant Fire Chief	FIRE DEPARTMENT			V	\$56.60		0.3%	\$65.09		0.3%
	Library Director	MEAD LIBRARY			V	\$56.60		0.3%	\$65.09		0.3%
19	Director of Parking and Transit	SHEBOYGAN TRANSIT	TRANSIT		U	\$49.20	\$52.80	7.3%	\$56.57	\$60.72	7.3%
18	Assistant City Attorney	ATTORNEY	CITY ATTORNEY		N	\$38.72	\$49.10	26.8%	\$44.53	\$56.47	26.8%
	Facilities/Traf Support	DPW - MSB	FACILITIES & TRAFFIC	Facilities Superintendent	T	\$46.60		5.4%	\$53.59		5.4%
	Parks/Forest Superintendent	DPW - MSB	PARK DEPARTMENT		T	\$46.60		5.4%	\$53.59		5.4%
	Superintendent Streets & Sanitation	DPW - MSB	STREETS & SANITATION		T	\$46.60		5.4%	\$53.59		5.4%
	Battalion Chief	FIRE DEPARTMENT			U	\$49.20		-0.2%	\$56.57		-0.2%
	Battalion Chief Inspection	FIRE DEPARTMENT			U	\$49.20		-0.2%	\$56.57		-0.2%
	WW Treatment Plant Superintendent	WASTEWATER			T	\$46.60		5.4%	\$53.59		5.4%
17							\$45.64			\$52.49	
16	Asst City Attorney PT	ATTORNEY	CITY ATTORNEY		K	\$33.27	\$42.42	27.5%	\$38.27	\$48.78	27.5%
	Civil Engineer & Project Manager	ENGINEERING			T	\$46.60		-9.0%	\$53.59		-9.0%
	Environmental Engineer	ENGINEERING			S	\$41.74		1.6%	\$48.00		1.6%
	Deputy Finance Director	FINANCE			S	\$41.74		1.6%	\$48.00		1.6%
	Network Administrator	INFORMATION TECHNOLOGY			N	\$38.72		9.6%	\$44.53		9.6%
	Public Services Manager	MEAD LIBRARY			S	\$41.74		1.6%	\$48.00		1.6%
15	Planning and Zoning Manager	CITY DEVELOPMENT			S	\$41.74	\$39.44	-5.5%	\$48.00	\$45.36	-5.5%
	Equip Serv Supr	DPW - MSB	MOTOR VEHICLE		K	\$33.27		18.5%	\$38.27		18.5%
	Business Manager	DPW - MSB	MSB ADMIN		N	\$38.72		1.9%	\$44.53		1.9%
	Streets & Sanitation Supervisor	DPW - MSB	STREETS & SANITATION		M	\$37.02		6.5%	\$42.58		6.5%
	Systems Analyst	INFORMATION TECHNOLOGY			N	\$38.72		1.9%	\$44.53		1.9%
	Technical Services Manager	MEAD LIBRARY			S	\$41.74		-5.5%	\$48.00		-5.5%
	Communications & Electronics Technician	POLICE DEPARTMENT			S	\$41.74		-5.5%	\$48.00		-5.5%
	Dir Of Senior Services	SENIOR CENTER	SENIOR ACTIVITY CENTER		K	\$33.27		18.5%	\$38.27		18.5%
	Industrial WW Supervisor	WASTEWATER		Pre-Treatment Supervisor	K	\$33.27		18.5%	\$38.27		18.5%
14	Building Inspector	BUILDING INSPECTION			M	\$37.02	\$36.67	-0.9%	\$42.58	\$42.17	-1.0%
	Electrical Inspector	BUILDING INSPECTION			M	\$37.02		-0.9%	\$42.58		-1.0%
	Plumbing Inspection	BUILDING INSPECTION			M	\$37.02		-0.9%	\$42.58		-1.0%
	TV Program Director	CABLE TV - WSCS	CABLE TV-LOCAL PROGRAMM		I	\$27.76		32.1%	\$31.93		32.1%
	Assist To City Admin	CITY ADMINISTRATOR		Management Analyst	M	\$37.02		-0.9%	\$42.58		-1.0%
	Community Development Planner	CITY DEVELOPMENT			I	\$27.76		32.1%	\$31.93		32.1%
	Maintenance Worker V - Elec Lighting	DPW - MSB	FACILITIES & TRAFFIC	Journeyman Electrician	S	\$32.46		13.0%	\$34.11		23.6%
	Maintenance Worker V - Elect Signals	DPW - MSB	FACILITIES & TRAFFICg	Journeyman Electrician	S	\$32.46		13.0%	\$34.11		23.6%
	City Forester	DPW - MSB	PARK DEPARTMENT		M	\$37.02		-0.9%	\$42.58		-1.0%
	Asst Eng/Surveyor	ENGINEERING			N	\$38.72		-5.3%	\$44.53		-5.3%
	Senior Eng Technician	ENGINEERING			N	\$38.72		-5.3%	\$44.53		-5.3%
	Admin Services Manager	MEAD LIBRARY			S	\$41.74		-12.1%	\$48.00		-12.1%
	Administrative Assistant	POLICE DEPARTMENT		Office Manager	K	\$33.27	\$36.67	10.2%	\$38.27		10.2%
	Crime Analyst	POLICE DEPARTMENT			I	\$27.76		32.1%	\$31.93		32.1%

CITY OF SHEBOYGAN					Control Point Comparison			Maximum Wage Comparison				
July 2022 DRAFT					CURRENT	PROPOSED		CURRENT	PROPOSED			
GRADE	CURRENT JOB TITLE	DEPARTMENT	DIVISION	RECOMMENDED JOB TITLE	PAY SCALE	CONTROL POINT	CONTROL POINT	PERCENT CHANGE	MAX AMOUNT	MAX AMOUNT	PERCENT CHANGE	
	Operations Supervisor	SHEBOYGAN TRANSIT	TRANSIT		K	\$33.27		10.2%	\$38.27		10.2%	
13	Maintenance Worker IV - Maintenance	DPW - MSB	FACILITIES & TRAFFIC	Maintenance Technician	4	\$29.45	\$34.07	15.7%	\$31.35	\$39.18	25.0%	
	Accountant II	FINANCE		Financial Reporting Analyst	K	\$33.27		2.4%	\$38.27		2.4%	
	Human Resources Generalist	HUMAN RESOURCES			K	\$33.27		2.4%	\$38.27		2.4%	
	IT Specialist	MEAD LIBRARY			K	\$33.27		2.4%	\$38.27		2.4%	
	Process Systems/OPCO	WASTEWATER		Lab Technician II	K	\$33.27		2.4%	\$38.27		2.4%	
	WW Elctro-Mechanic Technician	WASTEWATER		WW Electrician	S	\$32.46		5.0%	\$34.11		14.9%	
12	Master Cert Truck Mechanic	DPW - MSB	MOTOR VEHICLE	Master Mechanic	5	\$32.46	\$31.66	-2.5%	\$34.11	\$36.41	6.7%	
	Maintenance Worker IV - Lead Park	DPW - MSB	PARK DEPARTMENT	Foreman - Parks	4	\$29.45		7.5%	\$31.35		16.1%	
	Engineering Technician	DPW - MSB	STREETS & SANITATION		K	\$33.27		-4.8%	\$38.27		-4.9%	
	Accountant III	FINANCE		Grant Coordinator	K	\$33.27		-4.8%	\$38.27		-4.9%	
	Payroll Administrator	FINANCE		Senior Payroll Specialist	K	\$33.27		-4.8%	\$38.27		-4.9%	
	Librarian	MEAD LIBRARY			J	\$28.92		9.5%	\$33.25		9.5%	
	Public Safety Specialist	MEAD LIBRARY			K	\$33.27		-4.8%	\$38.27		-4.9%	
	Lab Technician	WASTEWATER			4	\$29.45		7.5%	\$31.35		16.1%	
11	Legal Assistant	ATTORNEY	CITY ATTORNEY		G	\$24.67	\$29.42	19.3%	\$28.39	\$33.83	19.2%	
	Grant Coordinator	CITY DEVELOPMENT			H	\$26.39		11.5%	\$30.34		11.5%	
	Certified Truck Mechanic	DPW - MSB	MOTOR VEHICLE	Mechanic	4	\$29.45		-0.1%	\$31.35		7.9%	
	Maintenance Worker IV - Lead Sanitation	DPW - MSB	STREETS & SANITATION	Foreman - Sanitation	4	\$29.45		-0.1%	\$31.35		7.9%	
	Maintenance Worker IV - Streets	DPW - MSB	STREETS & SANITATION	Foreman - Streets	4	\$29.45		-0.1%	\$31.35		7.9%	
	GIS Project Specialist	ENGINEERING			K	\$33.27		-11.6%	\$38.27		-11.6%	
	Accountant I	FINANCE		Accounts Payable Associate	J	\$28.92		1.7%	\$33.25		1.7%	
	Accountant I	FINANCE		Accounts Recievable Associate	J	\$28.92		1.7%	\$33.25		1.7%	
	Accounting Administrative Assistant	FINANCE		Accounting Associate	J	\$28.92		1.7%	\$33.25		1.7%	
	PC Technician	INFORMATION TECHNOLOGY		Technical Support Analyst	K	\$33.27		-11.6%	\$38.27		-11.6%	
	Communications Specialist & Admin Asst	MAYOR			F	\$23.30		26.3%	\$26.80		26.2%	
	Communications Specialist	MEAD LIBRARY			I	\$27.76		6.0%	\$31.93		6.0%	
	Maintenance Supervisor	MEAD LIBRARY		Maintenance Coordinator	H	\$26.39		11.5%	\$30.34		11.5%	
	Fleet Mechanic	POLICE DEPARTMENT		Mechanic	4	\$29.45		-0.1%	\$31.35		7.9%	
	Safety, Education And Training Supervisor	SHEBOYGAN TRANSIT	TRANSIT	Safety & Training Coordinator	J	\$28.92		1.7%	\$33.25		1.7%	
	Plant Maintenance Mechanic	WASTEWATER			4	\$29.45		-0.1%	\$31.35		7.9%	
	WW Operator II	WASTEWATER		WW Operator	4	\$29.45		-0.1%	\$31.35		7.9%	
	10	Bldg Inspection Specialist	BUILDING INSPECTION			I	\$27.76	\$27.36	-1.4%	\$31.93	\$31.46	-1.5%
		Deputy City Clerk	CLERK	CITY CLERK		G	\$24.67		10.9%	\$28.39		10.8%
Maintenance Worker IV - Lead Sign Shop		DPW - MSB	FACILITIES & TRAFFIC		4	\$29.45		-7.1%	\$31.35		0.4%	
Maintenance Worker III - Arborist		DPW - MSB	PARK DEPARTMENT	Arborist	3	\$27.23		0.5%	\$28.63		9.9%	
Maintenance Worker III - Parks		DPW - MSB	PARK DEPARTMENT	Equipment Operator	3	\$27.23		0.5%	\$28.63		9.9%	
Maintenance Worker III-Tree Trimmer		DPW - MSB	PARK DEPARTMENT	Equipment Operator	3	\$27.23		0.5%	\$28.63		9.9%	
Maintenance Worker IV - Craftsman		DPW - MSB	PARK DEPARTMENT	Heavy Equipment Operator	4	\$29.45		-7.1%	\$31.35		0.4%	
Maintenance Worker IV - Lead Trees		DPW - MSB	PARK DEPARTMENT	Heavy Equipment Operator	4	\$29.45		-7.1%	\$31.35		0.4%	
Maintenance Worker III - Recycling		DPW - MSB	STREETS & SANITATION	Equipment Operator	3	\$27.23		0.5%	\$28.63		9.9%	
Maintenance Worker III - Sanitation		DPW - MSB	STREETS & SANITATION	Equipment Operator	3	\$27.23		0.5%	\$28.63		9.9%	
Maintenance Worker III - Sewer Maint		DPW - MSB	STREETS & SANITATION	Equipment Operator	3	\$27.23		0.5%	\$28.63		9.9%	
Maintenance Worker III - Streets		DPW - MSB	STREETS & SANITATION	Equipment Operator	3	\$27.23		0.5%	\$28.63		9.9%	
Maintenance Worker IV - Streets		DPW - MSB	STREETS & SANITATION	Heavy Equipment Operator	4	\$29.45		-7.1%	\$31.35		0.4%	
Engineering Technician		ENGINEERING			K	\$33.27		-17.8%	\$38.27		-17.8%	
Municipal Court Clerk		MUNICIPAL COURT			I	\$27.76		-1.4%	\$31.93		-1.5%	
Digital Evidence Manager		POLICE DEPARTMENT			H	\$26.39		3.7%	\$30.34		3.7%	
Property Officer		POLICE DEPARTMENT			H	\$26.39		3.7%	\$30.34		3.7%	
9		Program Assistant	BUILDING INSPECTION			E	\$22.32	\$25.45	14.0%	\$25.66	\$29.27	14.1%
		Maintenance Worker III - Cemetery	DPW - MSB	CEMETERY	Cemetery Worker	3	\$27.23		-6.5%	\$28.63		2.2%
		Maintenance Worker II - Sign Shop	DPW - MSB	FACILITIES & TRAFFIC	Maintenance Worker	2	\$24.23		5.0%	\$25.91		13.0%
		Maintenance Worker III - Maint Cftmn	DPW - MSB	FACILITIES & TRAFFIC	Maintenance Worker	3	\$27.23		-6.5%	\$28.63		2.2%
		Service Mechanic II	DPW - MSB	MOTOR VEHICLE	Service Mechanic	2	\$24.23		5.0%	\$25.91		13.0%
	Truck Mechanic	DPW - MSB	MOTOR VEHICLE	Service Mechanic	3	\$27.23		-6.5%	\$28.63		2.2%	
	Maintenance Worker II - Parks	DPW - MSB	PARK DEPARTMENT	Parks Maintenance Worker	2	\$24.23		5.0%	\$25.91		13.0%	



CITY OF SHEBOYGAN		July 2022		DRAFT		Control Point Comparison			Maximum Wage Comparison			
GRADE	CURRENT JOB TITLE	DEPARTMENT	DIVISION	RECOMMENDED JOB TITLE	CURRENT PAY SCALE	CURRENT CONTROL POINT	PROPOSED CONTROL POINT	PERCENT CHANGE	CURRENT MAX AMOUNT	PROPOSED MAX AMOUNT	PERCENT CHANGE	
9	Maintenance Worker I - Streets	DPW - MSB	STREETS & SANITATION	Maintenance Worker	1	\$22.01	\$25.45	15.6%	\$23.18	\$29.27	26.3%	
	Maintenance Worker II - Sewer Maint	DPW - MSB	STREETS & SANITATION	Maintenance Worker	2	\$24.23		5.0%	\$25.91		13.0%	
	Maintenance Worker II - Street Sweep	DPW - MSB	STREETS & SANITATION	Maintenance Worker	2	\$24.23		5.0%	\$25.91		13.0%	
	Maintenance Worker II - Streets	DPW - MSB	STREETS & SANITATION	Maintenance Worker	2	\$24.23		5.0%	\$25.91		13.0%	
	Admin Coordinator	FIRE DEPARTMENT			I	\$27.76		-8.3%	\$31.93		-8.3%	
	Lead Maintenance Worker	PARKING	PARKING UTILITY		D	\$20.79		22.4%	\$23.91		22.4%	
	Communications Coordinator	SENIOR CENTER	SENIOR ACTIVITY CENTER		C	\$19.38		31.3%	\$22.29		31.3%	
	Program And Wellness Coordinator	SENIOR CENTER	SENIOR ACTIVITY CENTER		E	\$22.32		14.0%	\$25.66		14.1%	
	Admin Coordinator	SHEBOYGAN TRANSIT	TRANSIT		F	\$23.30		9.2%	\$26.80		9.2%	
8	Permit Clerk	BUILDING INSPECTION			B	\$17.45	\$23.67	35.6%	\$20.07	\$27.22	35.6%	
	Council and License Clerk	CLERK	CITY CLERK		E	\$22.32		6.0%	\$25.66		6.1%	
	Elections Clerk PT	CLERK	CITY CLERK		E	\$22.32		6.0%	\$25.66		6.1%	
	Human Resources Administrative Assistant	HUMAN RESOURCES			E	\$22.32		6.0%	\$25.66		6.1%	
	Admin Assistant	MEAD LIBRARY			E	\$22.32		6.0%	\$25.66		6.1%	
	Community Service Officer	POLICE DEPARTMENT			C	\$19.38		22.1%	\$22.29		22.1%	
	Court Services Secretary	POLICE DEPARTMENT			E	\$22.32		6.0%	\$25.66		6.1%	
	Court Services Specialist	POLICE DEPARTMENT			E	\$22.32		6.0%	\$25.66		6.1%	
	Dept. Secretary-Admin	POLICE DEPARTMENT			E	\$22.32		6.0%	\$25.66		6.1%	
	Dept. Secretary-CID	POLICE DEPARTMENT			E	\$22.32		6.0%	\$25.66		6.1%	
	Time Agency Coordinator	POLICE DEPARTMENT			E	\$22.32		6.0%	\$25.66		6.1%	
	Disability/ADA Coordinator	SHEBOYGAN TRANSIT	TRANSIT		F	\$23.30		1.6%	\$26.80		1.6%	
	Transit Coordinator II	SHEBOYGAN TRANSIT	TRANSIT	Transit Coordinator	F	\$23.30		1.6%	\$26.80		1.6%	
	7	Building Inspection Licensing Clerk	BUILDING INSPECTION			E	\$22.32	\$22.00	-1.4%	\$25.66	\$25.30	-1.4%
		TV Production Technician	CABLE TV - WSCS	CABLE TV-LOCAL PROGRAMM		A	\$15.96		37.8%	\$18.35		37.9%
Maintenance Worker II - Custodian II		DPW - MSB	FACILITIES & TRAFFIC	Custodian II	2	\$24.23		-9.2%	\$25.91		-2.4%	
Admin Coordinator		DPW - MSB	MSB ADMIN		F	\$23.30		-5.6%	\$26.80		-5.6%	
Clerk II		DPW - MSB	MSB ADMIN		E	\$22.32		-1.4%	\$25.66		-1.4%	
Admin Assistant PT		FIRE DEPARTMENT			E	\$22.32		-1.4%	\$25.66		-1.4%	
Library Assistant		MEAD LIBRARY			C	\$19.38		13.5%	\$22.29		13.5%	
Maintenance Technician		MEAD LIBRARY			C	\$19.38		13.5%	\$22.29		13.5%	
PT Library Assistant		MEAD LIBRARY			C	\$19.38		13.5%	\$22.29		13.5%	
Assistant Municipal Court Clerk		MUNICIPAL COURT			B	\$17.45		26.1%	\$20.07		26.1%	
Maintenance and Grounds Worker		PARKING	PARKING UTILITY		C	\$19.38		13.5%	\$22.29		13.5%	
Records Clerk PT		POLICE DEPARTMENT			D	\$20.79		5.8%	\$23.91		5.8%	
Records Specialist Clerk		POLICE DEPARTMENT			D	\$20.79		5.8%	\$23.91		5.8%	
6		Code Enforcement Officer	BUILDING INSPECTION			B	\$17.45	\$20.44	17.1%	\$20.07	\$23.51	17.1%
		Maintenance Worker I - Custodian I	DPW - MSB	FACILITIES & TRAFFIC	Custodian I	1	\$22.01		-7.1%	\$23.18		1.4%
	Cataloger	MEAD LIBRARY			F	\$23.30		-12.3%	\$26.80		-12.3%	
	Transit Coordinator III	SHEBOYGAN TRANSIT	TRANSIT		B	\$17.45		17.1%	\$20.07		17.1%	
5							\$19.01			\$21.86		
4							\$17.67			\$20.32		
3	Seasonal DPW	DPW - MSB				\$13.00	\$16.42	17.4%	\$15.00	\$18.88	25.9%	
2	Cleaner	MEAD LIBRARY			AA	\$10.61	\$15.26	43.8%	\$12.20	\$17.55	43.9%	
	Crossing Guard	POLICE DEPARTMENT			AA	\$10.61		43.8%	\$12.20		43.9%	
1	Page	MEAD LIBRARY			AA	\$10.61	\$14.12	33.1%	\$12.20	\$16.24	33.1%	