

						Control Point Comparison			Maximum Wage Comparison		
CITY OF SHEBOYGAN		July 2022	DRAFT			CURRENT	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
24	City Administrator	CITY ADMINISTRATOR			Z	\$66.80	\$75.88	13.6%		\$76.83	\$87.26
23							\$70.57			\$81.16	
22	Fire Chief	FIRE DEPARTMENT			Y	\$60.94	\$65.62	7.7%		\$70.08	\$75.46
	Chief Of Police	POLICE DEPARTMENT			Y	\$60.94		7.7%		\$70.08	
21	Dir Of Planning and Development	CITY DEVELOPMENT			V	\$56.60	\$61.03	7.8%		\$65.09	\$70.18
	Dir Public Works	DPW - MSB	MSB ADMIN		Y	\$60.94		0.1%		\$70.08	
	Finance Director Treasurer	FINANCE			V	\$56.60		7.8%		\$65.09	
	Director of Human Resources & Labor Relations	HUMAN RESOURCES			V	\$56.60		7.8%		\$65.09	
	Director of Information Technology	INFORMATION TECHNOLOGY			V	\$56.60		7.8%		\$65.09	
20	City Engineer	ENGINEERING			U	\$49.20	\$56.77	15.4%		\$56.57	\$65.29
	Assistant Fire Chief	FIRE DEPARTMENT			V	\$56.60		0.3%		\$65.09	
	Library Director	MEAD LIBRARY			V	\$56.60		0.3%		\$65.09	
19	Director of Parking and Transit	SHEBOYGAN TRANSIT	TRANSIT		U	\$49.20	\$52.80	7.3%		\$56.57	\$60.72
18	Assistant City Attorney	ATTORNEY	CITY ATTORNEY		N	\$38.72	\$49.10	26.8%		\$44.53	\$56.47
	Facilities/Traf Support	DPW - MSB	FACILITIES & TRAFFIC	Facilities Superintendent	T	\$46.60		5.4%		\$53.59	
	Parks/Forest Superintendent	DPW - MSB	PARK DEPARTMENT		T	\$46.60		5.4%		\$53.59	
	Superintendent Streets & Sanitation	DPW - MSB	STREETS & SANITATION		T	\$46.60		5.4%		\$53.59	
	Battalion Chief	FIRE DEPARTMENT			U	\$49.20		-0.2%		\$56.57	
	Battalion Chief Inspection	FIRE DEPARTMENT			U	\$49.20		-0.2%		\$56.57	
	WW Treatment Plant Superintendent	WASTEWATER			T	\$46.60		5.4%		\$53.59	
17							\$45.64			\$52.49	
16	Asst City Attorney PT	ATTORNEY	CITY ATTORNEY		K	\$33.27	\$42.42	27.5%		\$38.27	\$48.78
	Civil Engineer & Project Manager	ENGINEERING			T	\$46.60		-9.0%		\$53.59	
	Environmental Engineer	ENGINEERING			S	\$41.74		1.6%		\$48.00	
	Deputy Finance Director	FINANCE			S	\$41.74		1.6%		\$48.00	
	Network Administrator	INFORMATION TECHNOLOGY			N	\$38.72		9.6%		\$44.53	
	Public Services Manager	MEAD LIBRARY			S	\$41.74		1.6%		\$48.00	
15	Planning and Zoning Manager	CITY DEVELOPMENT			S	\$41.74	\$39.44	-5.5%		\$48.00	\$45.36
	Equip Serv Supr	DPW - MSB	MOTOR VEHICLE		K	\$33.27		18.5%		\$38.27	
	Business Manager	DPW - MSB	MSB ADMIN		N	\$38.72		1.9%		\$44.53	
	Streets & Sanitation Supervisor	DPW - MSB	STREETS & SANITATION		M	\$37.02		6.5%		\$42.58	
	Systems Analyst	INFORMATION TECHNOLOGY			N	\$38.72		1.9%		\$44.53	
	Technical Services Manager	MEAD LIBRARY			S	\$41.74		-5.5%		\$48.00	
	Communications & Electronics Technician	POLICE DEPARTMENT			S	\$41.74		-5.5%		\$48.00	
	Dir Of Senior Services	SENIOR CENTER	SENIOR ACTIVITY CENTER		K	\$33.27		18.5%		\$38.27	
	Industrial WW Supervisor	WASTEWATER		Pre-Treatment Supervisor	K	\$33.27		18.5%		\$38.27	
14	Building Inspector	BUILDING INSPECTION			M	\$37.02	\$36.67	-0.9%		\$42.58	\$42.17
	Electrical Inspector	BUILDING INSPECTION			M	\$37.02		-0.9%		\$42.58	
	Plumbing Inspection	BUILDING INSPECTION			M	\$37.02		-0.9%		\$42.58	
	TV Program Director	CABLE TV - WSCS	CABLE TV-LOCAL PROGRAMMI		I	\$27.76		32.1%		\$31.93	
	Assist To City Admin	CITY ADMINISTRATOR		Management Analyst	M	\$37.02		-0.9%		\$42.58	
	Community Development Planner	CITY DEVELOPMENT			I	\$27.76		32.1%		\$31.93	
	Maintenance Worker V - Elec Lighting	DPW - MSB	FACILITIES & TRAFFIC	Journeyman Electrician	5	\$32.46		13.0%		\$34.11	
	Maintenance Worker V - Elect Signals	DPW - MSB	FACILITIES & TRAFFICg	Journeyman Electrician	5	\$32.46		13.0%		\$34.11	
	City Forester	DPW - MSB	PARK DEPARTMENT		M	\$37.02		-0.9%		\$42.58	
	Asst Eng/Surveyor	ENGINEERING			N	\$38.72		-5.3%		\$44.53	
	Senior Eng Technician	ENGINEERING			N	\$38.72		-5.3%		\$44.53	
	Admin Services Manager	MEAD LIBRARY			S	\$41.74		-12.1%		\$48.00	
	Administrative Assistant	POLICE DEPARTMENT		Office Manager	K	\$33.27	\$36.67	10.2%		\$38.27	
	Crime Analyst	POLICE DEPARTMENT			I	\$27.76		32.1%		\$31.93	

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CITY OF SHEBOYGAN						CURRENT	PROPOSED		CURRENT	PROPOSED	
GRADE	CURRENT JOB TITLE	DEPARTMENT	DIVISION	RECOMMENDED JOB TITLE	CURRENT 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	5	\$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						Control Point Comparison			Maximum Wage Comparison			
July 2022		DRAFT				CURRENT	PROPOSED		CURRENT	PROPOSED		
GRADE	CURRENT JOB TITLE	DEPARTMENT	DIVISION	RECOMMENDED JOB TITLE	CURRENT PAY SCALE	CONTROL POINT	CONTROL POINT	PERCENT CHANGE	MAX AMOUNT	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 PROGRAMMI		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%	