



December 22, 2022

MEMORANDUM

TO: Katherine Kobs, City of Sheboygan

FR: Ashley McCluskey, Compensation Analyst

RE: Classification & Market Reviews

The city provided job documentation and requested a market review for three positions. The positions were evaluated, and the recommendations follow below.

Maintenance Working Foreman:

Classification Review: This position has changed due to the addition of supervisory responsibilities. The position was evaluated using our points-factor job evaluation system, and we recommend this position be moved from Grade 11 to Grade 13.

Market Review: To provide this analysis, we are relying on similar survey sources and computation methodology used in the 2021 compensation review. The data results for Maintenance Working Foreman reflect a median rate of \$70,000 annually which also supports a grade placement at 13.

Lead Operator:

Classification Review: This position has changed due to the addition of supervisory responsibilities. Minimum qualifications for the position have also increased to require a bachelor's degree with 4-5 years of experience. This position was evaluated using our points-factor job evaluation system, and it is recommended that this position be moved from Grade 11 to Grade 14.

Market Review: To provide this analysis, we are relying on similar survey sources and computation methodology used in the 2021 compensation review. The data results for Lead Operator reflect a median rate of \$76,000 annually which also supports a grade placement at 14.

Network & Process Systems Coordinator:

Classification Review: The scope of supervision for this position has changed, in addition to the required education. This position was evaluated using our points-factor job evaluation system, and it is recommended that this position be moved from Grade 13 to Grade 12.

Please feel free to contact me with questions on these reviews.