

**CITY OF SHEBOYGAN
RESOLUTION 120-25-26**

BY ALDERPERSONS MITCHELL AND PERRELLA.

OCTOBER 27, 2025.

A RESOLUTION authorizing the appropriate City staff to adjust the Fleet Mechanic position within the City's compensation table.

WHEREAS, the Employee Policy Handbook authorizes a position reclassification when substantial (at least 51%) changes to duties occur, upon approval of the department head, human resources director, and city administrator, and in consultation with the City's compensation and classification consultant; and

WHEREAS, most reclassifications are implemented within an annual budget except that reclassifications triggered by position vacancy may be implemented throughout the year; and

WHEREAS, the Police Department conducted a comprehensive review of the Fleet Mechanic Uplifter position, which included a comparative review of Fleet Mechanic positions from other City divisions; and

WHEREAS, based on that review, the Police Chief submitted a request to the human resources director to reclassify the Fleet Mechanic Uplifter position from grade 11 to grade 12; and

WHEREAS, the former human resources director reviewed and agreed with the Police Chief's recommendations and approved reclassification effective August 17, 2025; and

WHEREAS, given the deviation from policy, the budgetary impact of such a reclassification, and that this reclassification is not implemented as part of annual budget approval process, City staff believes it is appropriate to secure Common Council approval.

NOW, THEREFORE, BE IT RESOLVED: That the Fleet Mechanic Uplifter position is reclassified from grade 11 to grade 12 effective August 17, 2025.

BE IT FURTHER RESOLVED: That the Finance Director is authorized, on a non-precedent setting basis, to utilize salary vacancy savings from the Police Department budget to cover the cost associated with this change.

PASSED AND ADOPTED BY THE CITY OF SHEBOYGAN COMMON COUNCIL

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Presiding Officer

Attest

Ryan Sorenson, Mayor, City of
Sheboygan

Meredith DeBruin, City Clerk, City of
Sheboygan