



# MEAD PUBLIC LIBRARY BOARD OF TRUSTEES AGENDA

**September 09, 2022 at 3:00 PM**

**Mead Public Library, Loft Conference Room, 710 N 8th Street**

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Notice of the Mead Public Library Board of Trustees Meeting at 3:00 PM, Friday, September 9, 2022 at Mead Public Library, Loft Conference Room, 710 N 8th Street, Sheboygan WI.

Persons with disabilities who need accommodations to attend this meeting should contact Sydney Mehn at the Mead Public Library, (920) 459-3400 extension 2039 as soon as possible. Persons other than commission, committee, and board members who wish to participate remotely shall provide notice to Sydney Mehn at the Mead Public Library at 920-459-3400 extension 2039 at least 24 hours before the meeting so that the person may be provided a remote link for that purpose.

## OPENING OF MEETING

1. Call to Order and Determination of Quorum - Maeve Quinn, President. All trustees may attend the meeting remotely.
2. Pledge of Allegiance
3. Public Comments [5 people at 5 minutes each. Commenters must be City residents or residents of non-libraries areas in Sheboygan County] (Please sign in prior to meeting)
- [4.](#) Approval of Minutes - 7/28/2022
5. Correspondence, Announcements, and Common Council Reports

## ITEMS FOR DISCUSSION AND POSSIBLE ACTION

- [6.](#) Discussion and Possible Action to Approve Facilities Inspection Project
- [7.](#) Discussion and Possible Action on City Wage Study

## UPCOMING MEETINGS

8. LIBRARY BOARD OF TRUSTEES (09/22/2022 @ 5 PM)

## ADJOURN

9. Motion to Adjourn

***In compliance with Wisconsin's Open Meetings Law, this agenda was posted in the following locations more than 24 hours prior to the time of the meeting:***

*City Hall • Mead Public Library  
Sheboygan County Administration Building • City's website*

## CITY OF SHEBOYGAN

## MEAD PUBLIC LIBRARY BOARD OF TRUSTEES MINUTES

Thursday, July 28, 2022

## OPENING OF MEETING

1. **Call to Order and Determination of Quorum - Maeve Quinn, President.** All trustees may attend the meeting remotely. Quinn called the meeting to order at 5:00 p.m. and determined a quorum.  
**Members Present:** Alvarez, Bulson, Campe, Guevara, Norman, Quinn, Speth, and Walton  
**Members Absent:** Albrinck and Salazar  
**Staff Present:** DeAmico and Erickson
2. **Pledge of Allegiance** Quinn led the group in the pledge of allegiance.
3. **Public Comments [5 people at 5 minutes each. Commenters must be City residents or residents of non-libraries areas in Sheboygan County] (Please sign in prior to meeting)** There was no public comment.
4. **Approval of Minutes - 6/23/22** Walton moved to approve the minutes from the June 23, 2022 meeting. Speth seconded. The motion passed.
5. **Correspondence, Announcements, and Common Council Reports** Erickson discussed the increased Covid numbers and appraised the board on the staffing numbers.

## COMMITTEE REPORTS

6. **Review and Possible Action on Payment of Current Expenditures, including Payroll and Special Revenues (Grants, Gifts and Donations). Receive Budget Status Report to Date** Speth moved to approve the report, and payment of current expenditures including payroll, and special revenues. Walton seconded. The motion passed.
7. **Human Resources Committee - Report of 7/26/2022 Meeting** Norman discussed the meeting of 7/26/22, noting that the TO and a few job descriptions will be brought forth for discussion and possible action later in the agenda.

## ITEMS FOR DISCUSSION AND POSSIBLE ACTION

8. **City Job Description Questionnaire (JDQ) Study** Erickson updated the board on the latest news on the study. Monday, 7/25/22, the consultants met with the City Finance and Personnel committee to review the study and discuss next steps.
9. **Library Job Descriptions** Erickson updated the group on four different job description updates, noting the changes to the educational requirements. Alvarez moved to approve the job descriptions as presented. Guevara seconded. The motion passed.
10. **Library Table of Organization** Walton moved to approve the changes to the table of organization based on the updated job descriptions and reorganized management structure, and effective January 1, 2023. Guevara seconded. The motion passed.

11. **Photography and Recordings Policy** Erickson discussed the need for the library to have a policy in place for photography and recordings in reaction to first amendment policy auditors. He highlighted the policy and discussed the different aspects of it. Walton moved to approve the Photography and Recordings Policy as presented. Speth seconded. The motion passed.
12. **Upgrade to Video Network Storage Equipment** Erickson updated the board that the new compliance regulations for retention policy for video storage should be maintaining 120 days' worth. The cost to update this for us would be around \$30,000. We have gotten one quote so far and Erickson will work with the city to possibly procure a leaner quote from another vendor. Norman moved to approve the expense of up to \$31,000 for an upgrade to the video network storage equipment to maintain compliance with the state, with the monies to be deducted from the contracted services item line of the budget. Walton seconded. The motion passed.

Norman left the meeting at 5:53pm

13. **Update on Capital Projects** DeAmico updated the board that maintenance had found a few boxes of spare tile and decided that they could do the front entry tile job themselves. She further updated the group that the fire panel replacement project is still in the works, with movement being made to go forward with the quote we received so that it does not lapse and have to be requested.
14. **125th Anniversary** Quinn updated the group that Josh Lintereur is waiting on the printer for the panels to be created and they will be displayed on the first floor in August or September.

#### DIRECTOR'S REPORT

15. **2023 City of Sheboygan Budget** Erickson presented the parameters and timeline for the 2023 budget to the board. He noted that the guidelines include a flat budget for non-personnel operating budget.
16. **Update on Architectural Plan** Erickson handed out some architectural plans for the trustees to look over. He indicated that the next steps would be for staff to look over the 2 different plans and then for trustees to be presented with the final plans. He noted that the projects were idealistic and would be potentially 10 – 20 years' worth of projects.
17. **Building Projects** Erickson discussed the building projects, noting again the fire panel replacement is still in process.
18. **Services and Programming** In Prentice's absence, Erickson highlighted the overview of her report. He noted the Levitt Amp Concert Series on the Green tonight, which will be recorded and broadcast on 91.7fm and on our podcast. Programming continues to ramp up, significantly. He further noted that we have 3 new staff members, 2 part time and 1 full time staff members to the public services team.
19. **Security Update** Erickson presented the security update report, which he reported incidents typically go down during the summer months.
20. **Monthly Statistics** Erickson presented the monthly statistics, noting the increased statistics all around to pre-Covid numbers.

#### LIAISON REPORTS

21. **Monarch Library System - Maeve Quinn** Quinn reported that Monarch has added a 5% cost of living increase for inflation to employees' salaries. Additionally, there have been several staff changes to Monarch and they are utilizing contract services currently and reviewing the need for additional staff

being taken on. Finally, the bookmobile utilization has increased greatly this year, which has increased the concern and conversation over the cost of fuel and delivery costs.

22. **Mead Library Foundation - Kathie Norman** Quinn reported that the Foundation has not had a meeting since our last Trustee meeting. She did note that there was an approved vote for financial support for the Admiral Reader program which will begin this September.
23. **Friends of Mead - Sydney Mehn** In Mehn's absence, DeAmico reported that the Friends have not had a meeting since our last Trustee meeting, but that the Scavenger Hunt had been a great success and a fun time.

#### UPCOMING MEETINGS

24. **LIBRARY BOARD OF TRUSTEES (08/25/22 @ 5 PM)**

#### ADJOURN

25. **Motion to Adjourn** Walton moved to adjourn the meeting. Speth seconded. The motion passed. Being no further business, the meeting adjourned at 6:27 pm.

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Building Envelope Consulting  
BIM Consulting  
Structural Engineering  
Forensic Engineering

**ZS LLC**  
10501 W. Research Drive  
Milwaukee, WI 53226

**Phone** 414.727.5000  
**Fax** 414.727.6666  
**Web** zslc-us.com

Item 6.

August 17, 2022

Michael J. Willmas  
Superintendent  
Facilities and Traffic Division  
DPW/MSB  
Sheboygan, WI

## PROPOSAL

**Re: Property Condition Assessment  
Mead Public Library  
710 N 8th Street  
Sheboygan, WI 53081**

**ZS Proposal 228273**

Dear Mr. Willmas:

Thank you for your interest in ZS LLC (ZS) Architectural Engineering Services.

### **PROJECT DESCRIPTION**

The City of Sheboygan has requested a proposal to perform a Property Condition Assessment (PCA) for the Mead Public Library. For this project, IBC Engineering will partner with ZS to perform PCA of the Mechanical, Electrical, and Plumbing systems.

The Scope of the Property Condition Assessment of the Mead Public Library includes assessment of the following building systems:

- 1. Site Systems** – Hardscapes, Exterior Stairs, Grounds.
- 2. Building Envelope Systems** – Exterior Masonry Walls, Parapets, Doors, Windows, Roofs, Below-Grade Foundation Waterproofing.
- 3. Structural Systems** – Foundation, Structural Frame, Exterior Walls, Parapets.
- 4. Architectural Systems** – Stairways, Hallways, ADA Access, Fire Escapes.
- 5. Mechanical Systems** – Heating, Ventilation, Air Conditioning, Water Heaters, Environmental Controls.
- 6. Plumbing Systems** – Water Supply, Restroom Fixtures, Waste Piping.
- 7. Electrical Systems** – Primary Service, Emergency Generator, Lightning Protection, Lighting.
- 8. Fire Suppression and Detection Systems.**

## **SCOPE OF WORK**

ZS will provide the following engineering services for the project described above:

### **A. Project Kickoff Meeting**

As an initial step, a Project Kickoff Meeting with pertinent City of Sheboygan personnel will be requested. The subject matter of this meeting is as follows:

**Available Facility Original Construction Documents.** Discuss the availability and appropriate procedure for obtaining pertinent original construction documents associated with the facility.

**Discussion of Past Building Performance.** Discuss the past building performance problems or inconveniences. Examples of such issues would include water entry, air movement, structural movement, ADA issues, MEP performance, etc.

**Fieldwork Discussion.** Propose and discuss the fieldwork of the project including scheduling and methods of access/security.

### **B. Property Condition Assessment**

Following a thorough review of available original construction documents, ZS and IBC will perform the comprehensive Property Condition Assessment of the Mead Public Library. Comprehensive field work is the backbone of the ZS and IBC design and assessment philosophy. Thorough documentation of existing conditions by experienced Architects, Building Envelope Consultants, Structural Engineers and MEP Engineers ensures that the PCA report will be in accordance with the City of Sheboygan expectations. Items of focus during the fieldwork phase of the project will be as follows:

**Visual Survey.** A comprehensive visual survey of the buildings will be performed by qualified personnel in their specific area of expertise. Architectural, Structural, Mechanical, Plumbing, Electrical, and Fire Suppression will be observed at accessible locations on the building interiors. Site and Building Envelope systems will be observed from roof and at grade levels on the exterior. The purpose of the survey is to identify the presence of conspicuous defects or materially deferred maintenance items related to the surveyed building components.

**Conditional Photos.** A photo of each typical system and photos of system defects will be taken and documented based upon their location in plan and/or elevation.

### **C. Property Condition Assessment Report**

Following the completion of the fieldwork and analysis of the collected data, a Property Condition Assessment report will be drafted for the project. A DRAFT copy of the report will be presented and reviewed with the City of Sheboygan as part of a requested Review Meeting with the client. The report and meeting will outline/discuss the following:

**Existing Building Construction and Systems Overview.** The existing building systems of the subject structures will be described in detail including photos and descriptions to outline the following:

- Detailed description of the existing systems. This would include a functional overview condition of building systems.
- A detailed analysis of the existing architecture including the presence of critical period elements, the impact of building additions/alterations, and the findings of our historical document research.
- Identification of building deficiencies including the type of deficiency, severity of deficiency, and time frame for repairs (Immediate, 1-3 year, 5 years, or 10 years).

**Recommendations.** Based upon the survey of the existing building systems recommendations will be provided for each system including remediation of observed deficiencies. The recommendations will include the following:

- Description of the repair, replacement, or rehabilitation recommendation options for the project including a Design Option Matrix. Design options will be consistent with the established performance criteria set by the City of Sheboygan and will include a Probable Cost of Construction, Anticipated Construction Schedule, and Projected Performance Life Cycle.

## **EXCLUSIONS**

Items outside of the Scope of Work of this Proposal include but are not limited to:

1. Site visits beyond those included in Scope of Work defined above.
2. Architectural and Engineering design services related to implementation of recommendations provided in the property condition assessment report.
3. Services related to hazardous or unsafe conditions identified during the onsite assessment.
4. Preparation of measured drawings of the existing building.
5. Any meetings beyond those included in Scope of Work defined above.

## **FEE**

We propose to perform the work described herein including time and expenses for a **Fee of 16,800.<sup>00</sup>**.

## **SCHEDULE**

ZS and IBC will deliver the PCA report within 12 weeks of receiving a notice to proceed.

## **REQUIRED INFORMATION**

Prior to commencement of work by ZS, the following will be required from Client:

1. An executed Agreement.

## **ACCEPTANCE**

To accept this Proposal as written, please execute by signing below and return a copy to ZS within 30 days of the date hereof.

This Proposal shall become an Agreement only after execution by both parties.

By execution with signature below, Client indicates that they have read, understand and agree to the terms of this Proposal in its entirety including ZS Terms and Conditions (attached) and has the authority to enter into this Agreement on behalf of Client.

Company: \_\_\_\_\_

ZS LLC

Signature: \_\_\_\_\_

Signature: 

Name (Print) : \_\_\_\_\_

Ziad M. Salameh, PhD, PE  
Principal-in-Charge

Title: \_\_\_\_\_

Date: August 17, 2022

Date: \_\_\_\_\_



CITY OF SHEBOYGAN		August 2022						Control Point													Item 7.
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 Library Director	CITY DEVELOPMENT DPW - MSB FINANCE HUMAN RESOURCES INFORMATION TECHNOLOGY MEAD LIBRARY	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	ENGINEERING FIRE DEPARTMENT			\$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 Battalion Chief Inspections	SHEBOYGAN TRANSIT FIRE DEPARTMENT	TRANSIT	Division Chief: Prevention/Inspections	\$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 WW Treatment Plant Superintendent	ATTORNEY DPW - MSB DPW - MSB DPW - MSB 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 Technical Services Manager	ATTORNEY ENGINEERING ENGINEERING FINANCE INFORMATION TECHNOLOGY MEAD LIBRARY 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 Admin Services Manager Communications & Electronics Technician Dir Of Senior Services Industrial WW Supervisor GIS Project Specialist	CITY DEVELOPMENT DPW - MSB DPW - MSB DPW - MSB INFORMATION TECHNOLOGY MEAD LIBRARY POLICE DEPARTMENT SENIOR CENTER WASTEWATER ENGINEERING	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 Administrative Assistant	BUILDING INSPECTION BUILDING INSPECTION BUILDING INSPECTION CABLE TV - WSCS CITY ADMINISTRATOR CITY DEVELOPMENT DPW - MSB DPW - MSB DPW - MSB ENGINEERING ENGINEERING POLICE DEPARTMENT	CABLE TV-LOCAL PROGRAMMII     FACILITIES & TRAFFIC FACILITIES & TRAFFIC PARK DEPARTMENT	Management Analyst   Journeyman Electricran Journeyman Electricran    Office Manager	\$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	Crime Analyst	POLICE DEPARTMENT			\$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

	Operations Supervisor WW Elctro-Mechanic Technician	SHEBOYGAN TRANSIT WASTEWATER	TRANSIT	WW Electrician																	Item 7.
13	Accountant II Human Resources Generalist IT Specialist Process Systems/OPCO	FINANCE HUMAN RESOURCES MEAD LIBRARY WASTEWATER		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
				Lab Technician II																	
12	Master Cert Truck Mechanic Maintenance Worker IV - Maintenance Engineering Technician Accountant III Payroll Administrator Librarian Public Safety Specialist Lab Technician PC Technician	DPW - MSB DPW - MSB DPW - MSB FINANCE FINANCE MEAD LIBRARY MEAD LIBRARY WASTEWATER INFORMATION TECHNOLOGY	MOTOR VEHICLE FACILITIES & TRAFFIC STREETS & SANITATION	Master Mechanic Maintenance Technician  Grant Coordinator Senior Payroll Specialist    Technical Support Analyst	\$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 Maintenance Worker IV - Lead Park Accountant I Accountant I Accounting Administrative Assistant 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 DPW - MSB FINANCE FINANCE FINANCE MAYOR MEAD LIBRARY MEAD LIBRARY POLICE DEPARTMENT SHEBOYGAN TRANSIT WASTEWATER WASTEWATER	CITY ATTORNEY  MOTOR VEHICLE STREETS & SANITATION STREETS & SANITATION PARK DEPARTMENT	Mechanic Foreman - Streets Foreman Sewer Foreman - Parks Accounts Payable Associate Accounts Recievable Associate Accounting Associate  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 - Sewer Maint Maintenance Worker III - Streets Maintenance Worker IV - Streets 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 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	Arborist Equipment Operator Equipment Operator Heavy Equipment Operator Heavy 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 Maintenance Worker III - Recycling Maintenance Worker III - Sanitation 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 DPW - MSB DPW - MSB	CEMETERY FACILITIES & TRAFFIC FACILITIES & TRAFFIC FACILITIES & TRAFFIC STREETS & SANITATION STREETS & SANITATION MOTOR VEHICLE MOTOR VEHICLE	Cemetery Worker Maintenance Worker Maintenance Worker Maintenance Worker Equipment Operator Equipment Operator Service Mechanic Service Mechanic	\$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 Lead Maintenance Worker	DPW - MSB DPW - MSB DPW - MSB DPW - MSB FIRE DEPARTMENT PARKING	PARK DEPARTMENT 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

