



SPECIAL FINANCE AND PERSONNEL COMMITTEE MEETING AGENDA

June 07, 2022 at 5:00 PM

Council Chambers, 828 Center Avenue, Sheboygan, WI

It is possible that a quorum (or a reverse quorum) of the Sheboygan Common Council or any other City committees/boards/commissions may be in attendance, thus requiring a notice pursuant to State ex rel. Badke v. Greendale Village Board, 173 Wis. 2d 553, 494 N.W.2d 408 (1993).

Persons with disabilities who need accommodations to attend this meeting should contact the Finance Department at 920-459-3311. Persons other than council members who wish to participate remotely shall provide notice to the Finance Department at 920-459-3311 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
2. Roll Call (Alderspersons Mitchell, Filicky-Peneski, Perrella, Ackley, and Felde may attend remotely)
3. Pledge of Allegiance
4. Introduction of Committee Members and Staff

ITEMS FOR DISCUSSION AND POSSIBLE ACTION

5. Res. No. 24-22-23 / 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.

DATE OF NEXT REGULAR MEETING

6. June 13, 2022

ADJOURN

7. 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

REQUEST FOR FINANCE AND PERSONNEL COMMITTEE CONSIDERATION

ITEM DESCRIPTION: 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

REPORT PREPARED BY: Kaitlyn Krueger, Finance Director

REPORT DATE: June 3, 2022

MEETING DATE: June 7, 2022

FISCAL SUMMARY:

Budget Line Item:	N/A
Budget Summary:	N/A
Budgeted Expenditure:	N/A
Budgeted Revenue:	N/A

STATUTORY REFERENCE:

Wisconsin	N/A
Statutes:	
Municipal Code:	N/A

BACKGROUND / ANALYSIS:

In April 2021, the City contracted with the consulting firm, Carlson-Dettmann, to conduct a full classification and compensation study for all non-represented positions. This study's purpose was to determine the comparability of the City's wage rates with that of other municipalities and, to the extent possible, the private sector for the purposes of developing a new pay plan for the City.

To kick off the process, employees were asked to fill out a Job Description Questionnaire (JDQ) to detail their day-to-day job duties and responsibilities including assigning percentages to the tasks required of them. In addition, staff was to provide information related to interactions with individuals inside and outside the organization, work environment, physical requirements and the management role they hold. Once turned in, supervisors reviewed the JDQ to make sure that they agreed with the information provided by the employees. Supervisors also filled in additional details related to minimum education, experience and licensing required of the position. The JDQs were turned into Human Resources, who was then in charge of final review and forwarding the information to the consultant. In August and September, Department Heads met with Carlson-Dettmann and Human Resources to review the JDQs and talk through the positions. These meetings occurred in August and September.

Carlson-Dettmann took the information provided by City staff and rated the positions based on the following criteria: thinking challenges, decision-making, interactions/communications, work environment and formal preparation/experience. With these ratings, benchmark jobs were determined to develop how positions fell onto the pay structure within the City. The positions were then compared to market data to develop the pay bands on each step of the scale. Tests for reasonableness and accuracy were performed to be sure that the study fell in line

statistically with the data collected. Several iterations of draft documents were vetted by City Administrator, Finance Director and Human Resources staff to make sure all employees were included and any questions to help understanding were asked.

In May, Administrator Wolf and Finance Director Krueger met with each Department Head to review the draft pay scale and provide feedback with concerns that were to be looked at prior to publication. An email was sent to all staff affected by this study Wednesday, June 1st to make them aware that the Finance & Personnel Committee and ultimately Council would be considering the proposed pay scale. Staff is planning additional communication to non-represented staff to educate about the process and to explain next steps.

STAFF COMMENTS:

Staff is requesting adoption of the pay scale as provided by Carlson-Dettmann. The pay scale places the control point at the average of the 50th and 75th percentile, which allows the City to remain competitive in an environment where almost all employers are looking to adjust compensation. The City is looking to implement a market-driven and fair scale that will allow for the retention and hiring of talent.

Staff is also proposing an implementation where all employees would be moved up to the next closest step on their grade and employees who have a minimum of five years of employment at the City would be moved to Step 5 at a minimum. The implementation date being proposed would be July 10th with the change being reflected on employee's August 5th paycheck. The following chart shows some of the statistics related to this implementation:

Movement to Step 1	40
Movement to Step 5 based on Service Years	47
Currently over Max Step on Pay Scale	11

The **estimated** financial impact of the proposed implementation described is shown below:

Total Base Wages	\$14,320,173
Annual Cost of Implementation*	\$674,132
*Includes estimated FICA, Retirement and Worker's Compensation costs	

Upon Common Council approval, additional information will be communicated to the non-represented staff detailing how the new scale and implementation will affect them individually.

A budget amendment resolution will also be coming forward once direction and approval has been given to the Finance Department over implementation. There is currently \$400,000 set aside to fund the 2022 wage adjustments that will be reallocated to the various department budgets.

ACTION REQUESTED:

Motion to recommend the Common Council approve 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.

ATTACHMENTS:

I. Res. No. 24-22-23

II. Proposed 2022 City of Sheboygan Non-Represented Wage Scale

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													Item 5.
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 FACILITIES & TRAFFIC FACILITIES & TRAFFIC PARK DEPARTMENT	Management Analyst Journeyman Electrican Journeyman Electrican	\$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	\$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	DPW - MSB FINANCE	FACILITIES & TRAFFIC	Maintenance Technician	\$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	Item 5.	
	Human Resources Generalist	HUMAN RESOURCES		Financial Reporting Analyst																		
	IT Specialist	MEAD LIBRARY																				
	Process Systems/OPCO	WASTEWATER		Lab Technician II																		
	WW Elctro-Mechanic Technician	WASTEWATER		WW Electrician																		
12	Master Cert Truck Mechanic	DPW - MSB	MOTOR VEHICLE	Master Mechanic	\$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	
	Maintenance Worker IV - Lead Park	DPW - MSB	PARK DEPARTMENT	Foreman - Parks																		
	Engineering Technician	DPW - MSB	STREETS & SANITATION																			
	Accountant III	FINANCE		Grant Coordinator																		
	Payroll Administrator	FINANCE		Senior Payroll Specialist																		
	Librarian	MEAD LIBRARY																				
	Public Safety Specialist	MEAD LIBRARY																				
	Lab Technician	WASTEWATER																				
11	Legal Assistant	ATTORNEY	CITY ATTORNEY		\$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	
	Grant Coordinator	CITY DEVELOPMENT																				
	Certified Truck Mechanic	DPW - MSB	MOTOR VEHICLE	Mechanic																		
	Maintenance Worker IV - Lead Sanitation	DPW - MSB	STREETS & SANITATION	Foreman - Streets																		
	Maintenance Worker IV - Streets	DPW - MSB	STREETS & SANITATION	Foreman Sewer																		
	GIS Project Specialist	ENGINEERING																				
	Accountant I	FINANCE		Accounts Payable Associate																		
	Accountant I	FINANCE		Accounts Recievable Associate																		
	Accounting Administrative Assistant	FINANCE		Accounting Associate																		
	PC Technician	INFORMATION TECHNOLOGY		Technical Support Analyst																		
	Communications Specialist & Admin Asst	MAYOR																				
	Communications Specialist	MEAD LIBRARY																				
	Maintenance Supervisor	MEAD LIBRARY		Maintenance Coordinator																		
	Fleet Mechanic	POLICE DEPARTMENT		Mechanic																		
	Safety, Education And Training Supervisor	SHEBOYGAN TRANSIT	TRANSIT	Safety & Training Coordinator																		
	Plant Maintenance Mechanic	WASTEWATER																				
	WW Operator II	WASTEWATER		WW Operator																		
10	Bldg Inspection Specialist	BUILDING INSPECTION			\$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	
	Deputy City Clerk	CLERK	CITY CLERK																			
	Maintenance Worker IV - Lead Sign Shop	DPW - MSB	FACILITIES & TRAFFIC																			
	Maintenance Worker III - Arborist	DPW - MSB	PARK DEPARTMENT	Arborist																		
	Maintenance Worker III - Parks	DPW - MSB	PARK DEPARTMENT	Equipment Operator																		
	Maintenance Worker III-Tree Trimmer	DPW - MSB	PARK DEPARTMENT	Equipment Operator																		
	Maintenance Worker IV - Craftsman	DPW - MSB	PARK DEPARTMENT	Heavy Equipment Operator																		
	Maintenance Worker IV - Lead Trees	DPW - MSB	PARK DEPARTMENT	Heavy Equipment Operator																		
	Maintenance Worker III - Recycling	DPW - MSB	STREETS & SANITATION	Equipment Operator																		
	Maintenance Worker III - Sanitation	DPW - MSB	STREETS & SANITATION	Equipment Operator																		
	Maintenance Worker III - Sewer Maint	DPW - MSB	STREETS & SANITATION	Equipment Operator																		
	Maintenance Worker III - Streets	DPW - MSB	STREETS & SANITATION	Equipment Operator																		
	Maintenance Worker IV - Streets	DPW - MSB	STREETS & SANITATION	Heavy Equipment Operator																		
	Engineering Technician	ENGINEERING																				
	Municipal Court Clerk	MUNICIPAL COURT																				
	Digital Evidence Manager	POLICE DEPARTMENT																				
	Property Officer	POLICE DEPARTMENT																				
	9	Program Assistant	BUILDING INSPECTION			\$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
		Maintenance Worker III - Cemetery	DPW - MSB	CEMETERY	Cemetery Worker																	
Maintenance Worker II - Sign Shop		DPW - MSB	FACILITIES & TRAFFIC	Maintenance Worker																		
Maintenance Worker II - Sign Shop		DPW - MSB	FACILITIES & TRAFFIC	Maintenance Worker																		
Maintenance Worker III - Maint Cftmn		DPW - MSB	FACILITIES & TRAFFIC	Maintenance Worker																		
Service Mechanic II		DPW - MSB	MOTOR VEHICLE	Service Mechanic																		
Truck Mechanic		DPW - MSB	MOTOR VEHICLE	Service Mechanic																		
Maintenance Worker II - Parks		DPW - MSB	PARK DEPARTMENT	Parks Maintenance Worker																		
9	Maintenance Worker I - Streets	DPW - MSB	STREETS & SANITATION	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	
	Maintenance Worker II - Sewer Maint	DPW - MSB	STREETS & SANITATION	Maintenance Worker																		
	Maintenance Worker II - Street Sweep	DPW - MSB	STREETS & SANITATION	Maintenance Worker																		
	Maintenance Worker II - Streets	DPW - MSB	STREETS & SANITATION	Maintenance Worker																		
	Admin Coordinator	FIRE DEPARTMENT																				

	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																		Item 5.
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 POLICE DEPARTMENT SHEBOYGAN TRANSIT SHEBOYGAN TRANSIT	CITY CLERK CITY CLERK TRANSIT TRANSIT		\$21.30	\$21.89	\$22.49	\$23.08	\$23.67	\$23.97	\$24.26	\$24.56	\$24.85	\$25.15	\$25.45	\$25.74	\$26.04	\$26.33	\$26.63	\$26.92	\$27.22
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		\$19.80	\$20.35	\$20.90	\$21.45	\$22.00	\$22.28	\$22.55	\$22.83	\$23.10	\$23.38	\$23.65	\$23.93	\$24.20	\$24.48	\$24.75	\$25.03	\$25.30
6	Code Enforcement Officer Maintenance Worker I - Custodian I Cataloger Transit Coordinator III	BUILDING INSPECTION DPW - MSB MEAD LIBRARY SHEBOYGAN TRANSIT	FACILITIES & TRAFFIC Custodian I TRANSIT		\$18.40	\$18.91	\$19.42	\$19.93	\$20.44	\$20.70	\$20.95	\$21.21	\$21.46	\$21.72	\$21.97	\$22.23	\$22.48	\$22.74	\$23.00	\$23.25	\$23.51
5					\$17.11	\$17.58	\$18.06	\$18.53	\$19.01	\$19.25	\$19.49	\$19.72	\$19.96	\$20.20	\$20.44	\$20.67	\$20.91	\$21.15	\$21.39	\$21.62	\$21.86
4					\$15.90	\$16.34	\$16.79	\$17.23	\$17.67	\$17.89	\$18.11	\$18.33	\$18.55	\$18.77	\$19.00	\$19.22	\$19.44	\$19.66	\$19.88	\$20.10	\$20.32
3	Seasonal DPW	DPW - MSB			\$14.78	\$15.19	\$15.60	\$16.01	\$16.42	\$16.63	\$16.83	\$17.04	\$17.24	\$17.45	\$17.65	\$17.86	\$18.06	\$18.27	\$18.47	\$18.68	\$18.88
2	Cleaner Crossing Guard	MEAD LIBRARY POLICE DEPARTMENT			\$13.73	\$14.12	\$14.50	\$14.88	\$15.26	\$15.45	\$15.64	\$15.83	\$16.02	\$16.21	\$16.40	\$16.60	\$16.79	\$16.98	\$17.17	\$17.36	\$17.55
1	Page	MEAD LIBRARY			\$12.71	\$13.06	\$13.41	\$13.77	\$14.12	\$14.30	\$14.47	\$14.65	\$14.83	\$15.00	\$15.18	\$15.36	\$15.53	\$15.71	\$15.89	\$16.06	\$16.24