FINANCE AND PERSONNEL COMMITTEE MEETING AGENDA

November 23, 2026 at 6:00 PM

Council Chambers, 828 Center Avenue, Sheboygan, WI

Notice that the Finance and Personnel Committee will meet at 6:00 p.m. or immediately following the Public Works Committee meeting.

This meeting may be viewed LIVE on:
Charter Spectrum Channel 990, AT&T U-Verse Channel 99
and: www.wscssheboygan.com/vod.

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 by 12:00 p.m. on meeting day to be called upon during the meeting. All Committee members may attend the meeting remotely.

OPENING OF MEETING

1. **Call to Order**
2. **Roll Call**
3. **Pledge of Allegiance**
4. **Approval of Minutes**
   Finance and Personnel Committee Meeting held on November 9, 2026
5. **Public Comment**
   Limit of three minutes per person with comments limited to items on this agenda.

ITEMS FOR DISCUSSION ONLY

6. Presentation by Art Space regarding 1128 S 11th St (former Dakota Supply Group Building)

ITEMS FOR DISCUSSION AND POSSIBLE ACTION

7. Report 50-26-27 by Finance Director submitting the State and County Apportionment Form from the County Board of Supervisors to determine the amount of taxes to be levied in Sheboygan County against all taxable property for the year.

8. Report 51-26-27 by City Clerk submitting a Complaint and Jury Demand in the matter of Juwaun Makivilli Jackson v. Christopher Strzyzewski and the City of Sheboygan.

9. Report 52-26-27 by Finance Director Kaitlyn Krueger submitting the 2027 Business Improvement District (BID) Statement of Purpose, dated October 20, 2026, the BID's 2027 Operating Budget, and the 2026 Special Assessment Listing.

10. Res. No. 142-26-27 by Alderpersons Mitchell and Close authorizing the City Attorney to take all appropriate actions to participate in the Albertson's Opioid Class Action Settlement and the Remnant Defendant Opioid Class Action Settlement.

11. Res. No. 144-26-27 by Alderpersons Close and Dekker authorizing the City Attorney to place unused law books for sale at the public auction.

12. Res. No. 149-26-27 by Alderpersons Close and Dekker authorizing changes to the City of Sheboygan Table of Organization and Compensation Plan pursuant to Sheboygan Municipal Code Sections 18-46 and 18-47 effective January 1, 2027.

13. Res. No. 148-26-27 by Alderpersons Close and Dekker adopting the revised 2027 City of Sheboygan compensation program for non-represented employees and the represented employee groups that have chosen to participate.

14. Report 53-26-27 by Interim Human Resources & Labor Relations Director/City Attorney Liz Majerus submitting the 2027 City of Sheboygan table of organization.

15. Res. No. 145-26-27 by Alderpersons Close and Dekker authorizing the appropriate City officials to sign the January 1, 2027 - December 31, 2029, contract between the City of Sheboygan and Sheboygan Professional Police Officers' Association.

16. Res. No. 150-26-27 by Alderpersons Close and Dekker authorizing the appropriate City officials to sign the January 1, 2027 - December 31, 2029, contract between the City of Sheboygan and Sheboygan Professional Police Officers' Supervisory Association.

TENTATIVE DATE OF NEXT REGULAR MEETING

17. Tentative Next Meeting Date - December 14, 2026

ADJOURN MEETING

18. 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

ARTSPACE CONSULTING

SHEBOYGAN CITY COUNCIL | NOVEMBER 16, 2026

Reuse of the Former DSG Building

Preliminary Feasibility Study: Findings, Scenarios, and Recommendations

Prepared at the request of the City of Sheboygan



// 1128 S. 11th Street //

THE QUESTIONS IN FRONT OF COUNCIL

The City owns a vacant 46,872 SF building at 1128 S. 11th Street. Artspace was asked whether it can become affordable space for Sheboygan's artists, creatives, and entrepreneurs.

Artspace's answer: Yes, with conditions. The building can work as creative workspace if the City invests in its core systems, manages it well, and keeps rents tied to the real cost of running it.

1

Which path?

Reuse the building at one of three investment levels or look at a different path.

2

How much capital, and when?

Near-term building needs, minimum build-out scope, and later phases.

3

What level of operating support?

City facility management staff, contracted services, and reserves.

WHAT ARTISTS, CREATIVES, AND ENTREPRENEURS ASKE FOR

- Prioritizing spaces to make, over spaces to visit: private and shared studio, production, and rehearsal spaces
- Simple, safe, well-maintained space over highly-finished, expensive space
- Many tenants, not one institution operating and programming the space
- Larger scale rehearsal, black box, and soundstage space types would also fill a current gap in the community

WHAT WE LEARNED

85–90

members in Sheboygan Visual Artists, yet its facilities only provide a few studios and a small-scale gallery. Plus, SVA fields 1–2 new studio inquiries a week

$9.60–$18

per SF per year: the range stakeholders described as affordable ($0.80–$1.50/SF per month)

Ebco’s Closure

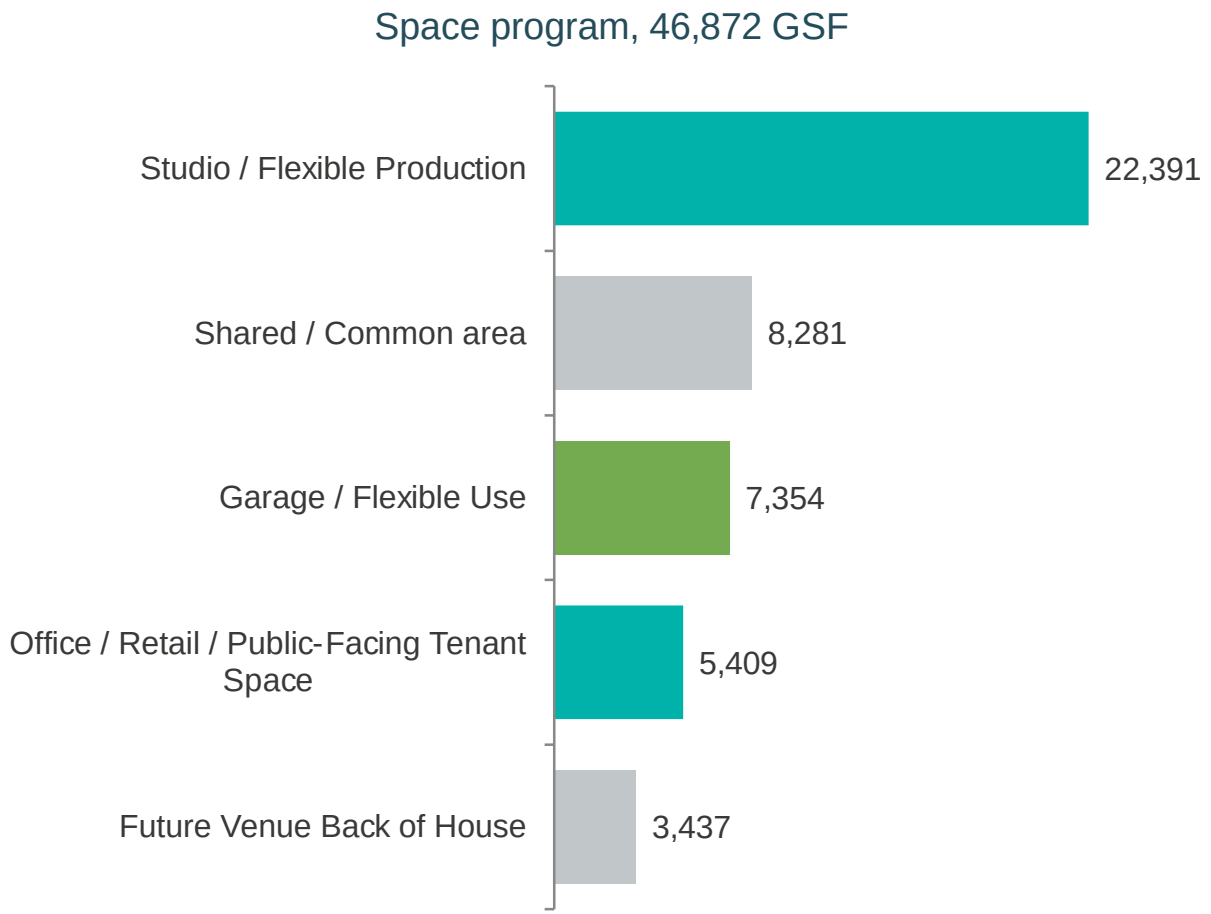
displaced dozens of visual artists, makers, music teachers, and bands who have not been able to find new space

THE CONCEPT: A MULTI-TENANT CREATIVE WORKSPACE

A multi-tenant building of affordable studios, production space, and offices for creative businesses and nonprofits. Possibly include a small-scale retail co-op as well.

- City owns it; Dedicated City staff member manages it
- Light-touch reuse: fix what's needed to occupy, protect, and run the building
- Studios and flexible workspace first; the garage stays flexible in an initial phase
- An “art space” rather than a destination arts center, and not housing

27,800 SF rent-paying space at $9–$15 per SF per year



WHAT THE BUILDING NEEDS

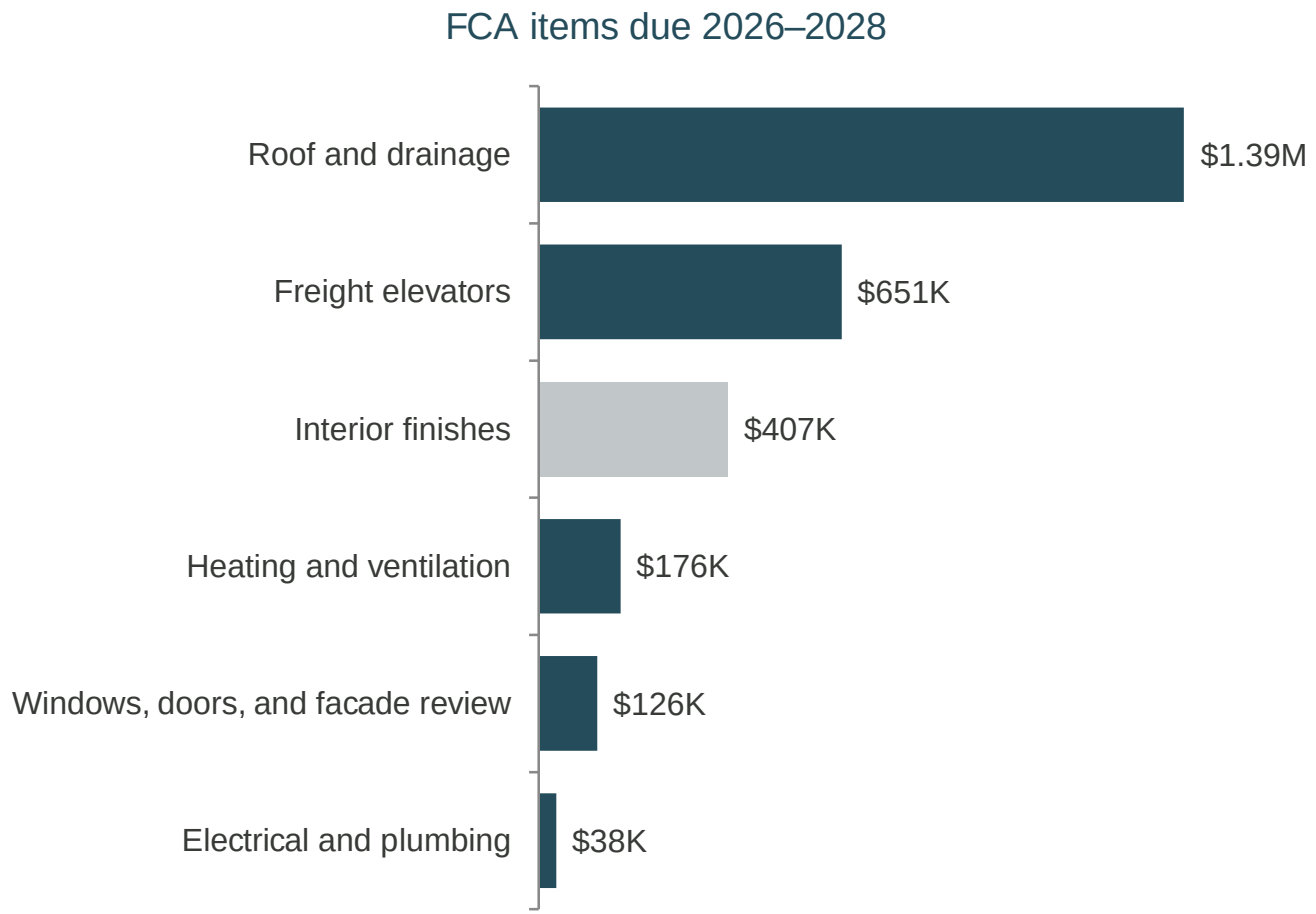
$3.85M

Cumulative 10-year capital needs cost identified by the City's 2026 Facility Condition Assessment (FCA)

$2.67M

of that is flagged for 2026

All four roof sections are past their 25-year life. The FCA estimates failure within 1–3 years. The roof is needed under any reuse path.



Gray bar: interior finishes is replaced by light-fit allowances in Scenario 1 and Scenario 2 and by full build-out allowances in Scenario 3.
Source: City of Sheboygan, DSG Facility Condition Assessment, 2026.

THE THREE SCENARIOS

All figures are planning allowances, not bids. Parking-lot work excluded. A one-time operating reserve of about $126,000 is shown separately.

SCENARIO 1

Minimum Build-Out

$2.9M–$3.6M

Open the building safely. Rent studios and offices largely as they are. Garage for storage or large-scale visual art production.

Artspace's Recommended Scenario

SCENARIO 2

Minimum Build-Out + Venue Activation

$3.6M–$4.3M

Scenario 1, plus a venue package that makes the garage usable for rehearsal, performance, and events.

SCENARIO 3

Full Build-Out and Tenant Improvements

$5.2M–$5.9M

Scenario 2, plus full build-out of studios, offices, and shared areas.

SCENARIO 1: MINIMUM BUILD OUT

What's included	Allowance
Base building and occupancy corrections (code, life safety, accessibility)	$650,000
Light Fit-Out of Studio / Flex Spaces	$225,000
Light Fit-Out of Office / Public-Facing Tenant Spaces	$175,000
Garage stabilization for low-occupancy use	$75,000
Contingency	$75,000
FCA near-term building systems (roof, elevator, heat, envelope)	+$2,380,000
Roof and drainage	$1.39M
Freight elevators	$651K
Heating and ventilation	$176K
Windows, doors, and facade	$126K
Electrical and plumbing	$38K
Updated planning range	**$2.9M–$3.6M**

Range accounts for possible overlap between building systems and base building/occupancy corrections

WHERE THIS SITS

1 Minimum Occupancy | 2 + Venue Activation | 3 Full Build-Out

WHAT IT DELIVERS

- About 27,800 SF of rentable studios, offices, and flex space
- Garage used for storage, production, or municipal use
- Fastest, lowest-cost route to opening doors

CONSIDERATIONS

- Finishes stay basic; tenants improve their own spaces
- Garage income is modest until a use is proven

SCENARIO 2: MINIMUM BUILD-OUT + VENUE ACTIVATION

What's included	Allowance
Everything in Scenario 1, except garage stabilization	–$75,000
Venue package: life safety, restrooms, ventilation, acoustics, access	$775,000
Updated planning range	$3.6M–$4.3M

WHAT IT DELIVERS

- Garage becomes rehearsal, performance, film, and/or event spaces
- Responds to what performing arts partners asked for

CONSIDERATIONS

- Needs a qualified venue operator, separate from the City manager
- Parking, sound, and neighborhood impacts to work through

WHERE THIS SITS

1 Minimum Occupancy | **2 + Venue Activation** | 3 Full Build-Out

SCENARIO 3: FULL BUILD-OUT AND TI

What's included	Allowance
Scenario 2, minus as-is studio and office activation	–$400,000
Full studio and flex tenant improvements	$1,350,000
Full office and public-facing tenant improvements	$500,000
Additional shared and common-area improvements	$150,000
Updated planning range	$5.2M–$5.9M

WHAT IT DELIVERS

- Move-in-ready studios, offices, and shared areas
- Tenants need to invest less in their own spaces
- A more finished building for the long term

CONSIDERATIONS

- Highest funding need: about $2.3M more than Scenario 1
- More finishes to maintain and replace over time
- Any debt on these costs pushes rents above what tenants can pay

WHERE THIS SITS

1 Minimum Occupancy | 2 + Venue Activation | **3 Full Build-Out**

THE SCENARIOS SIDE BY SIDE

	1. Minimum Build-Out	2. Minimum Build-Out + Venue Activation	3. Full Build-Out
Capital range	$2.9M–$3.6M	$3.6M–$4.3M	$5.2M–$5.9M
Cost per GSF	$63–$76	$77–$91	$112–$125
Garage use	Storage, production, municipal	Rehearsal, performance, events	Rehearsal, performance, events
Tenant spaces	Largely as-is	Largely as-is	Fully built out
Needs a venue operator?	No	Yes	Yes
Main risk	Breakeven operations	Unproven venue demand	Over-improvement
Artspace's view	Recommended start	Later phase, if proven	Not recommended at present

Planning allowances, not bids; parking-lot work excluded. A one-time operating reserve (about $126,000) is shown separately.

HOW THE BUILDING WOULD RUN

City of Sheboygan, Owner

Keeps the building, sets affordability and leasing policy, oversees the asset (pro forma includes $10,000 a year in opex for City oversight)

City Facility and Property Operations Manager

Leasing, rent collection, tenant relations, access and maintenance coordination, management of routine building operations.
Position modeled at $61,000 a year ($50,000 salary plus 22% benefits)

Contracted services

Specialized leasing, accounting, or repairs as needed

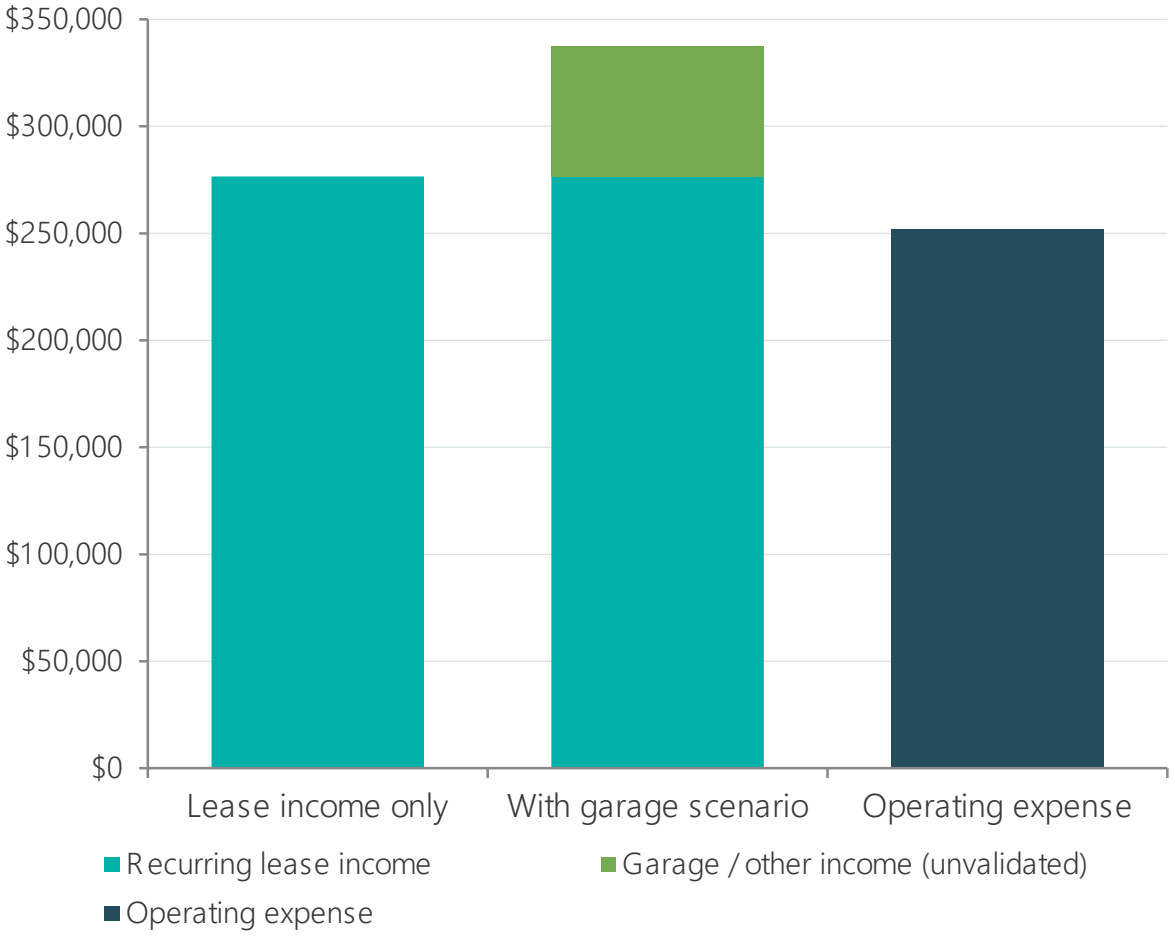
Venue operator

Only if the garage becomes a venue. Books and staffs events and pays their costs

RENT AND LEASING

- Simple gross or modified-gross rent: utilities and shared costs built into each lease
- $9 per SF (annually) for artist and maker studios, $11 for creative and nonprofit office, $13 for small business flex, $15 for office and public-facing space
- Clear, arts-informed leasing criteria and long-term leases protect the building's purpose

YEAR 1 OPERATING BUDGET



$276,554

Lease income: 27,800 SF at $11.05/SF average rent and 90% occupancy

$251,731

Operating expense ($5.37/GSF), including staff, insurance, utilities, and a $23,436 capital reserve

+$24,823

Lease-only surplus in Year 1. $142,000 of cumulative operating cash by Year 10.

With the unvalidated $61,200 garage scenario, Year 1 shows a surplus of $86,023 in operating cash.

LESSONS FROM EBCO

The closest local comparison. City shared records from Ebco (2017–2021).

$7.50–$15 per SF annually for Ebco's artist studios, makerspaces, and band rooms. DSG models $9–$15 a year.

20–24% of Ebco's rent income was written off as uncollected each year from 2017 to 2019.

–31% drop in rent income, from $145,700 in 2017 to $101,100 in 2020.

21 of 56 main building spaces open by September 2021. Collected rent (across all buildings) was about 37% of anticipated rent roll.

Source: Ebco financials 2017–2020 and tenant list as of 9/1/2021, provided by the City of Sheboygan.

WHAT DSG NEEDS TO DO DIFFERENTLY

- Dedicated City property management
- Consistent rent collection, with clear lease enforcement
- Fix the roof and core systems first, so tenants don't inherit deferred maintenance
- Fund a capital replacement reserve every year
- Hold an operating reserve for market downturns

PROTECTING THE CITY'S INVESTMENT

OPERATING RESERVE

≈ $126,000

One-time, funded with the capital budget. About six months of Year 1 operating expense.

- Covers expenses while the building leases up
- Protects tenants and the City in a downturn like 2020
- Possible sources: City funds, philanthropy, or parking-lot proceeds

CAPITAL REPLACEMENT RESERVE

$23,436 / yr

Now in the pro forma ($0.50/GSF annually). About $234,000 over the first ten years.

- The FCA schedules about $1.07M of further replacements for 2030–2035, including $445,000 of facade masonry in 2030
- The current reserve won't cover that on its own
- Council should plan for City capital funds or a larger reserve

ADDITIONAL/SUPPLEMENTAL PATHS COUNCIL MAY WANT TO EXPLORE

Outside this study's scope. Artspace did not estimate capital costs, income, or operating expenses for these options. They would need additional analysis.

Demolish and build a new mixed-use facility

Replace the DSG building with new construction that combines affordable housing with creative, ground-floor commercial space. Housing could open different capital funding sources, but the report finds new construction is unlikely to facilitate the same level of space, access, and commercial affordability to artists/creatives/entrepreneurs needing work space.

Sell the parking lot

The 13,500 SF lot across the street could be sold or developed, with proceeds added to the capital budget or an operating reserve.

ARTSPACE RECOMMENDATION

Advance Minimum Build-Out Scope of Work for Multi-Tenant Creative Workspace at DSG

IMMEDIATE NEXT STEPS

1. **Keep City ownership** Protects the building's purpose and affordability.
2. **Validate and price the Minimum Build-Out Scope** Architectural, structural, & environmental review, then contractor pricing.
3. **Validate the operating budget** Real staffing, insurance, and utility costs.



CHECK IN

ADVANCE WITH FINANCING

4. **Fund the Minimum Build-Out Scope** Near-term FCA items first, starting with the roof (failure expected in 1–3 years).
5. **Define the City facility operator role and reserves** Set up the position and fund operating and replacement reserves.
6. **Keep the garage flexible** Revisit a venue only with a qualified operator and proven demand.

ARTSPACE CONSULTING

Thank you

Questions and discussion

artspace

APPENDIX: WHAT WE DID



APR 2026	JUNE 11–12	JUNE–JULY	SEPT 2026	OCT 2026	NOV 16
Core Group kickoff	**Site visit**	**Performing-arts interviews**	**Draft report and pro forma**	**New City data added**	**Council presentation**
Virtual meeting to set goals, context, and the visit plan	DSG walkthrough, tours of 7 creative spaces, Core Group breakfast at Paradigm	5 conversations on rehearsal, black box, and soundstage needs	Shared with City staff on September 25	Facility Condition Assessment and Ebco records	Findings, scenarios, and recommendations

CORE GROUP

Tim Ferguson // Sheboygan Visual Artists, President
Mary Grady // Impressions Fine Art Gallery, Founder/Board President
Amy Horst // John Michael Kohler Arts Center, Executive Director
Angela Ramey // Kohler Foundation, Inc., Executive Director
Taylor Zeinert // City of Sheboygan, Director of Planning and Economic Development
Jeffrey Witte // City of Sheboygan, Planner

APPENDIX: EARLY SPACE TEST FIT



ILLUSTRATIVE ONLY

An early test of how the proposed program could fit DSG's floor plates. It is not a design or final program.

HOW THE LABELS MATCH THE REPORT

- "Multipurpose Event Space" is now Garage / Flexible Use: storage or production first; a venue only in Scenario 2
- "Retail / Customer Facing" is now Office / Public-Facing Tenant Space: rent-paying offices, no food service assumed

CITY OF SHEBOYGAN
REPORT 50-26-27

BY FINANCE DIRECTOR.

NOVEMBER 23, 2026.

Submitting the State and County Apportionment Form from the County Board of Supervisors to determine the amount of taxes to be levied in Sheboygan County against all taxable property for the year.

Attention Clerks:

Attached are the apportionment sheets for 2026. Please make sure you do not round any of the numbers listed. You must collect exactly the amounts on the form.

Form PC-400

State and County Apportionment Form

WI Dept of Revenue

Year 2026 CoMuni Code 59281 Account Number 1623 CITY OF SHEBOYGAN

A. COUNTY TAXES (Apportioned TID OUT)		
A1. Portion of state special charges on county:		
1. Charitable and penal		$1,326.39
2. Other state special charges		$72.33
3. **SUBTOTAL - Section A1 (enter on Statement of Taxes (SOT), Line A1)**		**$1,398.72**
A2. Other county taxes levied on entire town, village or city		
4. Health		$0.00
5. Library (sec. 43.12, Wis. Stats.)		$0.00
6. County Bridge Aid (sec. 82.08(2), Wis. Stats.)		$0.00
7. Sanitation		
8. Children with Disabilities Education Boards (sec.121.135, Wis. Stats.)		
9. Property taxes charged back (sec. 74.41, Wis. Stats.)		
10. Countywide emergency medical system (sec. 256.35, Wis. Stats.)		
11. Other (describe) :		
12. All other county taxes		$15,777,853.51
13. County Sales Tax Credit		
14. **SUBTOTAL - Section A2 (enter on SOT, Line A2)**		**$15,777,853.51**
A3. County taxes levied on part of town, village or city (enter on SOT, line A3)		
15. Children with Disabilities Education Boards		$0.00
16.		
17.		
18.		
19.		
20. **TOTAL NET COUNTY TAXES (sum of Secs. A1-A3) (for county tax rate)**		**$15,779,252.23**
B. SPECIAL DISTRICT TAXES		
21. Special district code: NA	Amount levied	$0.00
22. Special district code: NA	Amount levied	$0.00
C. TOWN, VILLAGE OR CITY TAXES		
C1. Other state special charges		
23. Other:		
24. Other:		
25. **SUBTOTAL - Section C1 (enter on SOT, Line C4)**		**$0.00**
C2. County Special Charges:		
26. Illegal real estate charged back (sec. 70.74(2), Wis. Stats.)		$0.00
27. Highways and bridges (sec. 83.03, Wis. Stats.)		$0.00
28. Highway aid (sec. 83.14, Wis. Stats.)		$0.00
29.		
30.		
31.		
32.		
33. **SUBTOTAL - Section C2 (enter on SOT, Line C5)**		**$0.00**
34. **TOTAL - ALL TAXES AND CHARGES - sum of Secs. A-C**		**$15,779,252.23**

SHEBOYGAN COUNTY RESOLUTION NO. 23 (2026/27)

Re: **Approving 2027 Budget**

WHEREAS, the County Executive Committee, the County Finance Committee, the County Administrator, and the County Finance Director have formulated a County budget for 2027 using the process required by Chapter 5 of the County Code and Wis. Stat. § 65.90; and

WHEREAS, Section 5.06(a)(6) requires the Finance Committee to submit the proposed full budget in Resolution form to the full County Board for approval; and

WHEREAS, the Finance Committee prepared the proposed 2027 County budget as submitted to the Board on October 27, 2026, a copy of which is on file with the County Clerk; and

WHEREAS, the proposed budget was subject to potential preliminary amendments adopted by the County Board on October 27, 2026, and further potential Finance Committee amendments, any of which are reflected on the Committee report attached to the proposed 2027 budget; and

WHEREAS, the Finance Committee believes that the proposed 2027 County budget as may be amended pursuant to the Committee Report is in the best interests of Sheboygan County and its taxpayers.

NOW, THEREFORE, BE IT RESOLVED that the Sheboygan County Board adopts the proposed 2027 budget as submitted to the Board on October 27, 2026, as may be amended pursuant to the Finance Committee report, both of which are on file with the County Clerk.

Respectfully submitted this 3rd day of November, 2026.

FINANCE COMMITTEE

Vernon Koch, Chairperson

Thomas Wegner, Vice-Chairperson

William C. Goehring, Secretary

Curt Brauer

Gerald Jorgensen

Opposed to Introduction:

_____ _____

STATE OF WISCONSIN)
COUNTY OF SHEBOYGAN) I, Jon Dolson do hereby certify that the above is a true and correct copy of the original on file in the office of the County Clerk and that it was adopted by the County Board of Supervisors on this date.

Date: 11-03-2026
(Seal)

County Clerk

FISCAL NOTE
November 2026

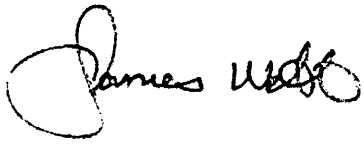
Resolution No. 23 (2026/27)

RE: Approving 2027 Budget

Funding:

Funding for the 2027 Budget is detailed in the Preliminary Budget document reviewed at the Public Hearing held on October 27, 2026 and referred for adoption by the Finance Committee on October 29, 2026.

Respectfully Submitted,



James Webb, Finance Director

November 3, 2026

SHEBOYGAN COUNTY RESOLUTION NO. 24 (2026/27)

Re: **Levying and Apportioning the Tax**

WHEREAS, each year, the County Board of Supervisors is required to determine the amount of taxes to be levied in Sheboygan County against all taxable property for the year; and

WHEREAS, this year there are four (4) components of the tax amount that must be included; and

WHEREAS, the first component is the State Special Charge pursuant to Wis. Stat. §§ 51.20(18) and 70.60 to reimburse other counties for expenses related to mental commitments of Sheboygan County residents in their counties charged against all taxable properties in Sheboygan County in the amount of $4,786.32 (Equalized Rate: 0.000000263); and

WHEREAS, the second component is the County Aid to Bridges or Culverts required by Wis. Stat. § 82.08 and approved by the County Board by Resolution No. 14 (2026/27) charged against all taxable property in the townships in Sheboygan County in the amount of $129,873.15 (Equalized Rate – Town only: 0.000017719); and

WHEREAS, the third component is the Sheboygan County portion of the Monarch Library System approved for the budget and an apportionment adjustment for the Monarch Library System and required by Wis. Stat. § 43.64 to be charged against all taxable property in all townships except the Towns of Scott and Sherman and all villages except the Villages of Adell, Cedar Grove, Elkhart Lake, Kohler, Oostburg, and Random Lake in the amount of $1,965,692.00 (Equalized Rate: 0.000263739, applied to non-excluded Towns and Villages only); and

WHEREAS, the fourth and largest component is the general County property tax pursuant to Wis. Stat. § 70.62 to finance the County government budget; and

WHEREAS, the Sheboygan County Board, after public hearing, study, and revision has finalized and adopted the 2027 budget on this 3rd day of November, 2026, which requires a levy of $53,990,673.00 against all taxable property in the County of Sheboygan (Equalized Rate: 0.002970901).

NOW, THEREFORE, BE IT RESOLVED, that there be and hereby is levied on all taxable property in the County of Sheboygan the following taxes:

State Special Charges	
Wis. Stat. § 51.20(18) (Equalized Rate: 0.000000263)	$4,786.32
General County Taxes	$53,990,673.00
Wis. Stat. § 70.62, (Equalized County Rate: 0.002970901)	

STATE OF WISCONSIN)
COUNTY OF SHEBOYGAN) I, Jon Dolson do hereby certify that the above is a true and correct copy of the original on file in the office of the County Clerk and that it was adopted by the County Board of Supervisors on this date.

Date: 11-03-2026
(Seal) County Clerk

BE IT FURTHER RESOLVED that the sum of $1,965,692.00, which is the amount approved for the budget of the Monarch Library System, pursuant to Wis. Stat. § 43.64, be and hereby is levied against all taxable property in the townships, excluding the Towns of Scott and Sherman, and all villages, excluding the Villages of Adell, Cedar Grove, Elkhart Lake, Kohler, Oostburg, and Random Lake.

(Equalized Rate: 0.000263739)

BE IT FURTHER RESOLVED that County staff shall make disbursements of such appropriated amounts to the Monarch Library System for non-libraried digital reimbursement to supply content only to the residents of Sheboygan County and Ozaukee County.

BE IT FURTHER RESOLVED that the sum of $129,873.00 County Aid to Bridges or Culverts as approved by Resolution No. 14 (2026/27) be and hereby is levied against all taxable property in the townships in Sheboygan County.

(Equalized Rate: 0.000017719)

BE IT FURTHER RESOLVED that the County Clerk and the County Finance Director shall, pursuant to Wis. Stat. § 70.63 determine and apportion within ten (10) days of this date, the tax levy set forth for the respective municipalities, according and in proportion to the valuations for the towns, villages, and cities as submitted by the Wisconsin Department of Revenue.

Respectfully submitted this 3rd day of November, 2026.

FINANCE COMMITTEE

Vernon Koch, Chairperson

Thomas Wegner, Vice-Chairperson

William C. Goehring, Secretary

Curt Brauer

Gerald Jorgensen

Opposed to Introduction:

C:8447\554324

October 27, 2026, draft

FISCAL NOTE
November 2026

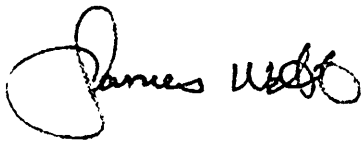
Resolution No. 24 (2026/27)

RE: Levying and Apportioning the Tax

Funding:

This resolution levies $53,990,673 in general County property taxes, $4,786.32 in State Special Charges, $1,965,692 for the Monarch Library System, and County Aid to Bridges or Culverts as provided in the resolution, and directs apportionment among applicable municipalities.

Respectfully Submitted,



James Webb, Finance Director

November 3, 2026

CITY OF SHEBOYGAN
REPORT 51-26-27

BY CITY CLERK.

NOVEMBER 23, 2026.

Submitting a Complaint and Jury Demand in the matter of Juwaun Makivilli Jackson v. Christopher Strzyzewski and the City of Sheboygan.

UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF WISCONSIN

JUWAUN MAKIVILLI JACKSON,
Plaintiff,

v. Case No. _____

CHRISTOPHER STRZYZEWSKI,
In his individual capacity, and

CITY OF SHEBOYGAN,

Defendants.

COMPLAINT AND JURY DEMAND

Plaintiff Juwaun Makivilli Jackson, by his attorneys, Laster & Associates, LLC, brings this action pursuant to 42 U.S.C. § 1983 for violations of his rights under the Fourth Amendment to the United States Constitution and alleges as follows:

I. NATURE OF THE ACTION

1. This civil-rights action arises from an unlawful warrantless search of Plaintiff Juwaun Jackson's backpack and the subsequent investigation, detention, and seizure of his cellular telephone.
2. On January 8, 2025, law enforcement searched Jackson and his belongings during an investigation involving another individual. Jackson was not arrested, and officers initially discovered no narcotics evidence attributable to him.

3. After the initial encounter concluded, Defendant Officer Christopher Strzyzewski obtained Jackson's backpack from a third party, transported it to the Sheboygan Police Department, and searched it without a warrant.
4. During that search, Strzyzewski discovered suspected fentanyl and a digital scale.
5. Despite that discovery, Strzyzewski and Lieutenant Walsh determined that insufficient probable cause existed to arrest Jackson because the backpack had remained outside Jackson's possession for several hours.
6. Strzyzewski documented that determination in his January 10, 2025 police report, declared the investigation closed, and identified Probation and Parole as a recipient of the report.
7. Nevertheless, Jackson was subsequently detained pursuant to a Department of Corrections hold arising from the law-enforcement narcotics investigation.
8. DOC's own records confirm that Jackson was held pending a law-enforcement investigation into suspected drug dealing or possession with intent to deliver.
9. On January 13, 2025, while Jackson was detained pursuant to that hold, law enforcement seized his cellular telephone as evidence in the narcotics investigation.
10. Strzyzewski subsequently prepared an application and affidavit for a warrant to search Jackson's cellular telephone on January 17, 2025.
11. Strzyzewski's unlawful search of Jackson's backpack set in motion a series of investigative actions that directly resulted in Jackson's detention and the

seizure of his cellular telephone, despite Strzyzewski and Lieutenant Walsh having expressly determined that the evidence recovered from the backpack was insufficient to establish probable cause for his arrest.

12. The DOC hold was used to facilitate the continued investigation of Jackson and to obtain access to his cellular telephone after officers had expressly determined that the evidence recovered from his backpack was insufficient to establish probable cause for his arrest.

13. The subsequent criminal prosecution was dismissed after the Sheboygan County Circuit Court granted Jackson's motion to suppress the evidence obtained from the warrantless backpack search.

II. JURISDICTION AND VENUE

14. This action arises under the Fourth Amendment to the United States Constitution and 42 U.S.C. § 1983.

15. This Court has subject-matter jurisdiction pursuant to 28 U.S.C. §§ 1331 and 1343(a)(3).

16. Venue is proper in the Eastern District of Wisconsin pursuant to 28 U.S.C. § 1391(b) because the events giving rise to this action occurred in Sheboygan County, Wisconsin.

III. PARTIES

17. Plaintiff Juwaun Makivilli Jackson is an adult resident of Wisconsin.

18. Defendant Christopher Strzyzewski was, at all relevant times, a police officer employed by the Sheboygan Police Department.

19. At all relevant times, Strzyzewski acted under color of state law and within the course and scope of his employment as a law-enforcement officer.

20. Defendant City of Sheboygan is a municipal corporation organized under Wisconsin law and was Strzyzewski's employer at all relevant times.

21. Plaintiff names the City of Sheboygan for purposes of indemnification pursuant to Wis. Stat. § 895.46, to the extent applicable, and does not presently assert an independent municipal-liability claim under *Monell v. Department of Social Services*, 436 U.S. 658 (1978).

IV. FACTUAL ALLEGATIONS

A. The January 8, 2025 Encounter

22. On January 8, 2025, Jackson accompanied Ruben Aguilar to the Sheboygan County Sheriff's Office.

23. Law enforcement determined that Aguilar had an outstanding warrant and placed him under arrest.

24. During a search of Aguilar, officers recovered syringes and suspected narcotics.

25. Aguilar told officers that Jackson possessed drugs.

26. Officers determined that Jackson was on probation and eligible for a search pursuant to Wisconsin's Act 79.

27. Officers searched Jackson but found nothing of evidentiary value.

28. A police canine subsequently alerted on the vehicle in which Jackson and Aguilar had arrived.

29. Officers searched the vehicle and, during the initial encounter, searched Jackson's backpack while it remained inside the vehicle.

30. The initial backpack search did not reveal the fentanyl or digital scale later attributed to Jackson.

31. Jackson was not arrested and was permitted to leave the encounter.

32. Jackson's backpack remained inside the vehicle with third parties and outside law enforcement's possession and control.

B. Strzyzewski's Second Warrantless Search

33. At approximately 4:55 p.m., Angela Cortez contacted law enforcement regarding a backpack Jackson had left in her vehicle.

34. Strzyzewski responded and obtained the backpack from Cortez.

35. Cortez identified the backpack as belonging to Jackson.

36. Strzyzewski transported the backpack to the Sheboygan Police Department.

37. Jackson had not consented to a search of the backpack.

38. Cortez's possession of the backpack did not, by itself, establish common authority to consent to a search of its contents.

39. Strzyzewski did not obtain a warrant before searching the backpack.

40. At the police department, Strzyzewski, assisted by Officer Bailey, opened and searched the backpack.

41. During that search, officers discovered suspected fentanyl and a digital scale.

42. At the time of this second search, the initial encounter involving Jackson had concluded, and the backpack had been outside police control for several hours.

43. The backpack was securely within police possession when Strzyzewski searched it, and no exigent circumstances required its immediate opening.

44. The second warrantless search of Jackson's backpack was unlawful and exceeded the scope of the earlier Act 79 search. Jackson did not consent to the second search, no third party possessed valid authority to authorize it, and the search was not conducted pursuant to a legitimate inventory-search exception or any other recognized exception to the Fourth Amendment's warrant requirement.

C. Strzyzewski Acknowledges Insufficient Probable Cause

45. After discovering the suspected narcotics, Strzyzewski discussed the evidence with Lieutenant Walsh.

46. Strzyzewski documented that he and Lieutenant Walsh determined there was insufficient probable cause to arrest Jackson for the narcotics found in the backpack.

47. The officers reached that determination because several hours had elapsed between Jackson leaving the backpack in the vehicle and police recovering it.

48. Strzyzewski also documented that Jackson's messages seeking the return of his property did not specifically identify the backpack and that no identifying documents were found inside it.

49. In his January 10, 2025 report, Strzyzewski stated:

"This case is considered closed and requires no further follow-up."

50. Strzyzewski designated Probation and Parole to receive a copy of his investigative report, which documented the suspected narcotics recovered from Jackson's backpack.

51. Accordingly, Strzyzewski documented both the discovery of the suspected narcotics and the determination that the evidence was insufficient to establish probable cause for Jackson's arrest.

D. DOC Hold and Jackson's Subsequent Detention

52. Notwithstanding the determination that probable cause was insufficient to arrest Jackson for the backpack narcotics, Jackson was subsequently placed on a Department of Corrections hold.

53. On January 13, 2025, Jackson was taken into custody pursuant to that hold.

54. DOC records establish that Jackson's detention was related to a law-enforcement investigation involving suspected drug dealing or possession with intent to deliver.

55. Specifically, DOC's violation summary identifies the response as a jail hold involving investigation time and states that Jackson was held pending the law-enforcement drug investigation.

56. The investigation identified in DOC's records concerned the suspected narcotics discovered in the backpack that Strzyzewski had obtained and searched.

57. Strzyzewski was the responsible investigating officer for the backpack investigation and personally documented the evidence recovered during the warrantless search.

58. The narcotics investigation initiated by Strzyzewski's unlawful warrantless search of Jackson's backpack directly and substantially contributed to the imposition of the DOC hold and Jackson's subsequent detention.

59. In a subsequent police report, Strzyzewski characterized Jackson's January 13 arrest as occurring in connection with an unrelated DOC matter.

60. That characterization was inconsistent with DOC's documented explanation that Jackson was being held pending a law-enforcement narcotics investigation.

61. Strzyzewski knew that Jackson's DOC hold was directly connected to the narcotics investigation he conducted following the warrantless search of Jackson's backpack. Despite that knowledge, Strzyzewski falsely characterized Jackson's subsequent arrest as arising from an unrelated DOC matter, concealing the connection between his investigation and Jackson's detention.

62. The DOC hold enabled law enforcement to continue its narcotics investigation by securing Jackson's detention after Strzyzewski and Lieutenant Walsh had expressly determined that the evidence recovered from his backpack was insufficient to establish probable cause for his arrest. The hold provided law enforcement with access to Jackson and his cellular telephone, which officers subsequently seized in an effort to obtain additional evidence to support criminal charges against him.

E. Seizure of Jackson's Cellular Telephone

63. On January 13, 2025, during Jackson's detention pursuant to the DOC hold, officers located Jackson's cellular telephone in his pants pocket.

64. Law enforcement seized the telephone because officers believed it contained evidence of narcotics possession and distribution.

65. The seizure was therefore undertaken for an investigative purpose, rather than merely for temporary safekeeping.

66. Officers placed the telephone in a Faraday bag and retained it as evidence.

67. At the time of the seizure, officers did not possess a warrant authorizing a search of the telephone.

68. On January 17, 2025, four days after the telephone was seized, Strzyzewski completed a search-warrant application and affidavit concerning the device.

69. Jackson's detention pursuant to the DOC hold enabled law enforcement to continue the narcotics investigation initiated by Strzyzewski's unlawful backpack search. The detention provided officers with access to Jackson and his cellular telephone, which they seized and retained for the purpose of obtaining additional evidence to support criminal charges against him.

70. The seizure and continued retention of Jackson's cellular telephone were undertaken solely to advance the narcotics investigation arising from Strzyzewski's unlawful backpack search, without independent probable cause or any other lawful justification for depriving Jackson of his property.

F. Criminal Proceedings and Suppression

71. The investigation ultimately resulted in criminal charges against Jackson in Sheboygan County Circuit Court Case No. 2025CF513.

72. Jackson was charged with possession with intent to deliver fentanyl and possession of drug paraphernalia, both with repeater allegations.

73. Jackson challenged the warrantless search of his backpack and sought suppression of the evidence obtained from that search.

74. Following an evidentiary hearing, the Circuit Court granted Jackson's suppression motion.

75. The Circuit Court suppressed the evidence obtained from the warrantless backpack search.

76. Following that ruling, the criminal prosecution against Jackson was dismissed.

G. Injuries and Damages

77. As a result of the unlawful backpack search, Jackson suffered an invasion of his constitutionally protected privacy interests.

78. As a result of the challenged detention, Jackson suffered a loss of liberty and associated damages.

79. As a result of the challenged seizure and retention of his cellular telephone, Jackson suffered interference with his possessory interests in that property.

80. Jackson further suffered emotional distress, inconvenience, and other compensable injuries to be established through discovery and at trial.

COUNT I — FOURTH AMENDMENT UNREASONABLE SEARCH OF BACKPACK
42 U.S.C. § 1983 — Against Defendant Strzyzewski

81. Plaintiff realleges and incorporates paragraphs 1 through 80.

82. Jackson possessed a reasonable expectation of privacy in his backpack and its contents.

83. Strzyzewski intentionally searched Jackson's backpack without a warrant.

84. The search occurred after the initial Act 79 encounter had concluded and after the backpack had remained outside police possession and control for several hours.

85. Jackson did not consent to the search, and no third party possessing common authority over the backpack authorized the search.

86. No exigent circumstances justified the immediate warrantless search.

87. The search was not conducted pursuant to a valid exception to the Fourth Amendment's warrant requirement.

88. Strzyzewski's conduct constituted an unreasonable search in violation of Jackson's rights under the Fourth Amendment.

89. Strzyzewski personally conducted and participated in the unconstitutional search.

90. As a direct and proximate result of that conduct, Jackson suffered compensable damages.

COUNT II — FOURTH AMENDMENT UNREASONABLE SEIZURE AND DETENTION
42 U.S.C. § 1983 — Against Defendant Strzyzewski

91. Plaintiff realleges and incorporates paragraphs 1 through 90.

92. Strzyzewski conducted the warrantless search of Jackson's backpack and recovered the suspected narcotics that became the subject of the subsequent investigation.

93. Strzyzewski and Lieutenant Walsh thereafter determined that insufficient probable cause existed to arrest Jackson for the suspected narcotics.

94. Despite that determination, Jackson was subsequently detained pursuant to a DOC hold connected to the law-enforcement investigation of suspected drug dealing or possession with intent.

95. DOC's own records establish that the hold was imposed in connection with the law-enforcement narcotics investigation rather than an entirely unrelated matter.

96. Strzyzewski's unlawful search of Jackson's backpack, his subsequent narcotics investigation, and the evidence he obtained and documented directly contributed to the DOC hold that resulted in Jackson's detention.

97. The DOC hold enabled law enforcement to continue its criminal investigation of Jackson and obtain access to his cellular telephone after Strzyzewski and Lieutenant Walsh had expressly determined that insufficient probable cause existed to arrest him for the narcotics recovered from his backpack. Law enforcement used Jackson's detention to seize his telephone and pursue additional evidence to support criminal charges against him.

98. Strzyzewski subsequently characterized Jackson's arrest as arising from an unrelated DOC matter, despite the documented connection between the hold and the narcotics investigation.

99. Strzyzewski knew that Jackson's detention was directly connected to the narcotics investigation he conducted following the unlawful search of

Jackson's backpack. Despite that knowledge, Strzyzewski deliberately misrepresented the detention as arising from an unrelated DOC matter, concealing the connection between his investigation and the resulting deprivation of Jackson's liberty.

100. Strzyzewski's unlawful search of Jackson's backpack and his subsequent investigative actions directly and substantially contributed to Jackson's seizure and detention, which occurred without sufficient probable cause or any other independent constitutional justification.

101. The challenged seizure and detention were unreasonable under the Fourth Amendment.

102. As a direct and proximate result of Strzyzewski's conduct, Jackson suffered loss of liberty and other compensable damages.

COUNT III — FOURTH AMENDMENT UNREASONABLE SEIZURE AND RETENTION OF CELLULAR TELEPHONE
42 U.S.C. § 1983 — Against Defendant Strzyzewski

103. Plaintiff realleges and incorporates paragraphs 1 through 102.

104. During Jackson's January 13, 2025 detention, law enforcement seized his cellular telephone.

105. The telephone was seized and retained as potential evidence of narcotics possession and distribution.

106. The seizure and retention were connected to the investigation arising from the warrantless backpack search.

107. At the time of the seizure, officers did not possess a warrant authorizing a search of the telephone.

108. Strzyzewski subsequently prepared an application and affidavit seeking authorization to search the telephone on January 17, 2025.

109. Strzyzewski directly participated in and facilitated the investigatory seizure and continued retention of Jackson's cellular telephone, which was taken and held as evidence to advance the narcotics investigation initiated by his unlawful search of Jackson's backpack.

110. The seizure and continued retention of Jackson's cellular telephone violated his Fourth Amendment rights because officers lacked independent probable cause or any other lawful justification for the seizure and used his detention to obtain and preserve the telephone as evidence in the narcotics investigation arising from Strzyzewski's unlawful backpack search.

111. Strzyzewski's conduct deprived Jackson of his rights under the Fourth Amendment.

112. As a direct and proximate result of that conduct, Jackson suffered interference with his possessory interests and other compensable damages.

V. PRAYER FOR RELIEF

WHEREFORE, Plaintiff Juwaun Makivilli Jackson respectfully requests that this Court enter judgment in his favor and against Defendants as appropriate and:

A. Declare, to the extent appropriate, that Defendant Strzyzewski violated Plaintiff's rights under the Fourth Amendment;

B. Award compensatory damages in an amount determined by the jury;

C. Award nominal damages for any established constitutional violation for which compensatory damages are not proven;

D. Award punitive damages against Defendant Strzyzewski individually upon proof of malicious conduct or reckless or callous indifference to Plaintiff's federally protected rights;

E. Award reasonable attorney fees and costs pursuant to 42 U.S.C. § 1988;

F. Award pre-judgment and post-judgment interest to the extent permitted by law;

G. Require indemnification by the City of Sheboygan to the extent authorized by Wis. Stat. § 895.46; and

H. Grant such other and further relief as the Court deems just and appropriate.

VI. JURY DEMAND

Plaintiff demands trial by jury on all issues so triable pursuant to Federal Rule of Civil Procedure 38.

Dated: October 12, 2026,

Respectfully submitted,

LASTER & ASSOCIATES, LLC

By: /s/ Corey Saffold
Corey Saffold
Attorney for Plaintiff
839 N. Jefferson Street, Suite 310
Milwaukee, Wisconsin 53202
Counsel for Juwaun Makivilli Jackson

CITY OF SHEBOYGAN
REPORT 52-26-27

BY FINANCE DIRECTOR KAITLYN KRUEGER.

NOVEMBER 23, 2026.

Submitting the 2027 Business Improvement District (BID) Statement of Purpose, dated October 20, 2026, the BID's 2027 Operating Budget, and the 2026 Special Assessment Listing.

City of Sheboygan

BID Assessment District Properties

Tax Key Number	Property Address	Property Owner	Mailing Address	City, State	Zip Code	2026 Value	Tax Class	2026 Assessment Rate	2026 Assessment
59281106050	931 N 8th St	Chamberlain World Trade, LLC	1099 Creeks Cross Ct	Kohler, WI	53044	1,256,600	Commercial	2.78	3,493.35
59281106070	925 N 8th St	925 N 8th St, LLC	1405 North Ave	Sheboygan, WI	53083	467,900	Commercial	2.78	1,300.76
59281106080	919 N 8th St	The Rudnick Group, LLC	919 N 8th St	Sheboygan, WI	53081-4004	385,300	Commercial	2.78	1,071.13
59281106100	909 N 8th St	Niagara S, LLC	909 N 8th St Ste 110	Sheboygan, WI	53081-4056	2,387,200	Commercial	2.78	6,636.42
59281106115	708 Niagara Ave	Sheboygan Gsrs LLC	708 Niagara Ave	Sheboygan, WI	53081-4027	4,081,900	Commercial	2.78	8,000.00
59281106210	822 Niagara Ave	Darrow Properties, LLC	822 Niagara Ave	Sheboygan, WI	53081	458,000	Commercial	2.78	1,273.24
59281107200	804 N 8th St	Fifth Generation Properties, LLC	PO Box 444	Sheboygan, WI	53082-0444	607,700	Commercial	2.78	1,689.41
59281107230	N 8th St	Niagara G, LLC	909 N 8th St Ste 110	Sheboygan, WI	53081-4056	73,300	Commercial	2.78	250.00
59281107260	821 N 8th St	Black Pig Elkhart Lake LLC	821 N 8th St	Sheboygan, WI	53081-4020	1,132,700	Commercial	2.78	3,148.91
59281107270	809 N 8th St	Thomas J. Kohlbeck	1300 N State Pkwy Apt 101	Chicago, IL	60610-8654	723,500	Commercial	2.78	2,011.33
59281107280	801 N 8th St	Homepride, LLC	108 N Kohler St	Whitelaw, WI	54247-9429	516,200	Commercial	2.78	1,435.04
59281107312	734 N 7th St Unit 102	Eighth Street Sheboygan Housing Corp	2 Science Ct	Madison, WI	53711-1088	983,900	Commercial	2.78	2,735.24
59281107340	701 N 8th St	Park Place Holdings, LLC	3500 Packland Dr Ste 285	De Pere, WI	54115-9025	629,800	Commercial	2.78	1,750.84
59281107430	703 N 9th St	Ashling Properties, LLC	W257 N9427 Sennott Ct	Colgate, WI	53017	180,100	Commercial	2.78	500.68
59281107531	730 N 9th St	Marine Credit Union	PO Box 309	Onalaska, WI	54650-0309	220,800	Commercial	2.78	613.82
59281107920	8th St	4k Capital Investments, LLC	297 W Northland Ave	Appleton, WI	54911	55,500	Commercial	2.78	250.00
59281107926	N 8th St	4k Capital Investments, LLC	297 W Northland Ave	Appleton, WI	54911	46,000	Commercial	2.78	250.00
59281107953	632 N 8th St	Eighth Street Investments, LLC	5210 Vanguard Dr	Sheboygan, WI	53083	297,700	Commercial	2.78	827.61
59281107954	807 New York Ave	American Orthodontics Corp	3524 Washington Ave	Sheboygan, WI	53081-6442	285,100	Commercial	2.78	792.58
59281107955	807 New York Ave	American Orthodontics Corp	3524 Washington Ave	Sheboygan, WI	53081-6442	253,500	Commercial	2.78	704.73
59281107960	813 New York Ave	Eighth Street Investments, LLC	5210 Vanguard Dr	Sheboygan, WI	53083	107,000	Commercial	2.78	297.46
59281107970	815 New York Ave	815 New York Ave Sheboygan, LLC	W4384 Lake Dr	Waldo, WI	53093-1536	276,500	Commercial	2.78	768.67
59281107980	817 New York Ave	Andrew J. Hahn	10707 State Rd 42	Newton, WI	53063-9510	386,000	Commercial	2.78	1,073.08
59281107990	819 New York Ave	Punky Pets, LLC	3204 S 9th St	Sheboygan, WI	53081-6913	177,800	Commercial	2.78	494.28
59281108100	723 New York Ave	Xiong Holdings, LLC	723 New York Ave	Sheboygan, WI	53081-4508	452,100	Commercial	2.78	1,256.84
59281108105	618 N 7th St	Testwuide, Konrad C & Mary S Testwuide Trust	1236 Riverview Dr	Sheboygan, WI	53083-3001	486,600	Commercial	2.78	1,352.75
59281108110	631 N 8th St	Cck Properties II LLC	15380 Kata Dr	Elm Grove, WI	53122-1027	561,300	Commercial	2.78	1,560.41
59281108120	627 N 8th St	Past Present Future LLC	4140 N 31st St	Sheboygan, WI	53083-2019	197,800	Commercial	2.78	549.88
59281108130	625 N 8th St	Casper Enterprises LLC	625 N 8th St	Sheboygan, WI	53081-4502	288,800	Commercial	2.78	802.86
59281108140	623 N 8th St	Luce Egg Inc	623 N 8th St	Sheboygan, WI	53081-4502	166,200	Commercial	2.78	462.04
59281108150	621 N 8th St	Duck Family Assets, LLC	1919 N 6th St	Sheboygan, WI	53081-2709	147,800	Commercial	2.78	410.88
59281108160	617 N 8th St	Sunny Shore Properties LLC	2718 Northview Rd Unit 21	Waukesha, WI	53188-2034	550,000	Commercial	2.78	1,529.00
59281108170	605 N 8th St	Lakeview Tower, LLC	200 E Washington St Ste 2a	Appleton, WI	54911-5468	1,187,700	Commercial	2.78	3,301.81
59281108180	N 8th St	Lakeview Tower, LLC	200 E Washington St Ste 2a	Appleton, WI	54911-5468	129,800	Commercial	2.78	360.84
59281108210	Center Ave	Lakeview Tower, LLC	200 E Washington St Ste 2a	Appleton, WI	54911-5468	49,400	Commercial	2.78	250.00
59281108230	723 Center Ave	Rahil LLP	723 Center Ave	Sheboygan, WI	53081-4691	1,635,700	Commercial	2.78	4,547.25
59281108250	N 8th St	David M. Haneman	836 Dillingham Ave	Sheboygan, WI	53081-6030	17,500	Commercial	2.78	250.00
59281108260	513 N 8th St	James T. Passmore	1422 N 10th St	Sheboygan, WI	53081-3332	222,800	Commercial	2.78	619.38
59281108270	511 N 8th St	Jacqueline L. Carney	511 N 8th St	Sheboygan, WI	53081-4401	251,100	Commercial	2.78	698.06
59281108280	509 N 8th St	Mavericks Barbershop LLC	N4489 State Rd 32	Sheboygan Falls, WI	53085-2710	160,100	Commercial	2.78	445.08
59281108301	501 N 8th St	Sheb Retail, LLC	615 S 8th St Ste 240	Sheboygan, WI	53081-4468	768,700	Commercial	2.78	2,136.99

59281108380	520 N 8th St	Holdings By Tj, LLC	918 Mead Ave	Sheboygan, WI	53081-6362	339,100	Commercial	2.78	942.70
59281108390	522 N 8th St	Sheb Retail, LLC	615 S 8th St Ste 240	Sheboygan, WI	53081-4468	153,900	Commercial	2.78	427.84
59281108400	526 N 8th St	Sheb Retail, LLC	615 S 8th St Ste 240	Sheboygan, WI	53081-4468	275,100	Commercial	2.78	764.78
59281108410	532 N 8th St	Tech Hub, LLC	3122 N 7th St	Sheboygan, WI	53083-4241	508,000	Commercial	2.78	1,412.24
59281108470	818 Pennsylvania Ave	Heartland Affordable Housing - Sheboygan Balzer Inc	2418 Crossroads Dr Ste 2400	Madison, WI	53718-2424	413,200	Commercial	2.78	1,148.70
59281108500	816 Pennsylvania Ave	Elisa M Wierman Revocable Trust	N5597 Kathryn Dr	Plymouth, WI	53073-3735	158,500	Commercial	2.78	440.63
59281108510	814 Pennsylvania Ave	Kevin R. Swanson	215 Superior Ave	Sheboygan, WI	53081-2957	95,000	Commercial	2.78	264.10
59281108530	502 N 8th St	502 North 8th LLC	502 N 8th St	Sheboygan, WI	53081-4402	563,100	Commercial	2.78	1,565.42
59281108550	506 N 8th St	Thomas R. Nicla	1231 Carmen Ave	Sheboygan, WI	53081-7614	100,700	Commercial	2.78	279.95
59281108560	508 N 8th St	Slys Real Estate LLC	1652 Riverdale Ave	Sheboygan, WI	53081-8046	273,200	Commercial	2.78	759.50
59281108570	510 N 8th St	Mjm Miller Holdings LLC	1905 N 2nd St	Sheboygan, WI	53081-2917	190,000	Commercial	2.78	528.20
59281108580	512 N 8th St	512 & 514 N 8th Street, LLC	119 Depot St	Waldo, WI	53093-1328	196,900	Commercial	2.78	547.38
59281108590	514 N 8th St	512 & 514 N 8th Street, LLC	119 Depot St	Waldo, WI	53093-1328	123,400	Commercial	2.78	343.05
59281108600	516 N 8th St	James M. Petr	8900 N Upper River Ct	River Hills, WI	53217-1050	289,800	Commercial	2.78	805.64
59281108630	908 Pennsylvania Ave	Mueller Real Estate North LLC	4928 Moenning Rd	Sheboygan, WI	53081-8502	308,000	Commercial	2.78	856.24
59281108780	927 Pennsylvania Ave	Otter Creek Irrevocable Trust	1234 New York Ave	Sheboygan, WI	53081-3903	186,300	Commercial	2.78	517.91
59281108890	502 S 8th St	Lakeview Beverages Inc	N637 6 Mile Rd	Cedar Grove, WI	53013-1402	1,570,600	Commercial	2.78	4,366.27
59281108950	827 Pennsylvania Ave	Pbros, LLC	1641 N 5th St Apt A	Sheboygan, WI	53081	238,600	Commercial	2.78	663.31
59281108960	833 Pennsylvania Ave	Jcb Management Group, LLC	PO Box 389	Menasha, WI	54952-0389	703,200	Commercial	2.78	1,954.90
59281109070	532 S 8th St	Sheb Retail, LLC	615 S 8th St Ste 240	Sheboygan, WI	53081-4468	350,000	Commercial	2.78	973.00
59281109080	522 S 8th St	Pesto LLC WI Ltd Liability Co	522 S 8th St	Sheboygan, WI	53081-4404	618,600	Commercial	2.78	1,719.71
59281109120	Pennsylvania Ave	7 Penn Holdings, LLC	172 N Broadway 2nd	Milwaukee, WI	53202-6015	120,800	Commercial	2.78	335.82
59281109131	731 Pennsylvania Ave	Foodworks Holdings LLC	522 S 8th St	Sheboygan, WI	53081-4404	936,500	Commercial	2.78	2,603.47
59281109140	733 Pennsylvania Ave	Larmy Holdings LLC	733 Pennsylvania Ave	Sheboygan, WI	53081-4644	263,100	Commercial	2.78	731.42
59281109150	505 S 8th St	Kramer Holdings, LLC	3801 N 12th St	Sheboygan, WI	53083	198,300	Commercial	2.78	551.27
59281109180	511 S 8th St	Pizza Face, LLC	522 S 8th St	Sheboygan, WI	53081-4404	596,400	Commercial	2.78	1,657.99
59281109200	531 S 8th St	Heartland Affordable Housing - Sheboygan Leverenz LLC	2418 Crossroads Dr Ste 2400	Madison, WI	53718-2423	1,133,400	Commercial	2.78	3,150.85
59281109220	615 Pennsylvania Ave	Prairie on the Lake LLC	35 E Wacker Dr Ste 3200	Chicago, IL	60601-2102	2,753,500	Commercial	2.78	7,654.73
59281109235	Riverfront Dr	Prairie on the Lake LLC	35 E Wacker Dr Ste 3200	Chicago, IL	60601-2102	407,100	Commercial	2.78	1,131.74
59281109510	539 Riverfront Dr	539 Riverfront, LLC	909 N 8th St Ste 110	Sheboygan, WI	53081-4056	441,800	Commercial	2.78	1,228.20
59281109513	635 Riverfront Dr	Holbrook Trust	7722 Wheeler Island Rd	Three Lakes, WI	54562-9260	365,200	Commercial	2.78	1,015.26
59281109514	631 Riverfront Dr	Salon Sase, LLC	1117 Partridge run	Sheboygan Fls, WI	53085-1846	371,400	Commercial	2.78	1,032.49
59281109515	641 Riverfront Dr Unit A	Holbrook Trust	7722 Wheeler Island Rd	Three Lakes, WI	54562-9260	197,900	Commercial	2.78	550.16
59281109516	641 Riverfront Dr Unit B	Holbrook Trust	7722 Wheeler Island Rd	Three Lakes, WI	54562-9260	187,000	Commercial	2.78	519.86
59281109517	641 Riverfront Dr Unit C	The Brass Bell LLC	641 Riverfront Dr	Sheboygan, WI	53081-4634	295,200	Commercial	2.78	820.66
59281109580	621 S 8th St	Sheboygan County Chamber of Commerce	621 S 8th St	Sheboygan, WI	53081-4405	452,400	Commercial	2.78	1,257.67
59281109590	615 S 8th St	South Pier Family Investments, Inc	615 S 8th St Ste 240	Sheboygan, WI	53081-4468	2,232,200	Commercial	2.78	6,205.52
59281109840	701 S 8th St	Studio Lane LLC	731 Virginia Ave	Sheboygan, WI	53081-4646	263,600	Commercial	2.78	732.81
59281109860	729 S 8th St	Martin Automotive Inc	729 S 8th St	Sheboygan, WI	53081-4484	846,200	Commercial	2.78	2,352.44
59281109920	705 Riverfront Dr	City of Sheboygan	828 Center Ave Ste 105	Sheboygan, WI	53081-4442	2,292,500	Commercial	2.78	6,373.15
59281109925	733 Riverfront Dr	Riverfront Bait & Tackle Inc	733 Riverfront Dr	Sheboygan, WI	53081-4630	183,000	Commercial	2.78	508.74
59281109960	809 S 8th St	Kbp Properties, LLC	4336 S 15th St	Sheboygan, WI	53081-7706	150,200	Commercial	2.78	417.56
59281109970	813 S 8th St	Eighth Street Properties, LLC	PO Box 871	Sheboygan, WI	53082-0871	162,500	Commercial	2.78	451.75
59281109980	823 S 8th St	Rrg East LLC	N6715 Cardinal Dr	Sheboygan, WI	53083-2332	448,700	Commercial	2.78	1,247.39
59281109990	828 Riverfront Dr	Schwarz Fish Company	3028 S 9th St	Sheboygan, WI	53081-6997	98,800	Commercial	2.78	274.66
59281110105	905 S 8th St	City of Sheboygan	828 Center Ave Ste 105	Sheboygan, WI	53081-4442	824,400	Commercial	2.78	2,291.83

59281110600	602 N 6th St	Aljoco	602 N 6th St	Sheboygan, WI	53081-4613	478,200	Commercial	2.78	1,329.40
59281110610	608 N 6th St	HKK Properties,, LLC	PO Box 485	Random Lake, WI	53075	320,800	Commercial	2.78	891.82
59281110620	614 N 6th St	Barbara J. Kirchner	4022 Kruschke Ave	Sheboygan, WI	53081-3067	305,500	Commercial	2.78	849.29
59281110640	605 Center Ave	Positive Impact Properties, LLC	673 Valley View Dr	Campbellsport, WI	53010-3062	281,400	Commercial	2.78	782.29
59281110650	Center Ave	Aljoco	602 N 6th St	Sheboygan, WI	53081-4613	19,200	Commercial	2.78	250.00
59281110660	Center Ave	Aljoco	602 N 6th St	Sheboygan, WI	53081-4613	15,400	Commercial	2.78	250.00
59281110690	611 Center Ave	Lakeview Tower, LLC	300 Industrial Dr	Random Lake, WI	53075	296,700	Commercial	2.78	824.83
59281110851	622 Pennsylvania Ave	Ccm Sheboygan 7penn LLC	901 S 70th St	West Allis, WI	53214-3100	979,900	Commercial	2.78	2,724.12
59281112955	712 Riverfront Dr Unit B	Gott Sheboygan, LLC	1390 E Bolivar Ave	St Francis, WI	53235	529,900	Commercial	2.78	1,473.12
59281112957	712 Riverfront Dr Unit A	Long Shot Properties, LLC	670 Riverview Dr	Plymouth, WI	53073	713,700	Commercial	2.78	1,984.09
59281112958	712 Riverfront Dr Unit C	ABC Real Estate Holdings, LLC	323 Seven Springs Way Apt 231	Brentwood, TN	37027-5574	713,800	Commercial	2.78	1,984.36
59281321310	725 Blue Harbor Dr	Sheboygan Acquisitions LLC New Frontiers Capital LLC	725 Blue Harbor Dr	Sheboygan, WI	53081-4982	15,414,500	Commercial	2.78	8,000.00
59281322011	434 South Pier Dr	R & M Moeller LLC	434 S Pier Dr	Sheboygan, WI	53081-4992	456,500	Commercial	2.78	1,269.07
59281322020	682 South Pier Dr	Dayeseye LLC	3950 N 28th St	Sheboygan, WI	53083-2072	464,100	Commercial	2.78	1,290.20
59281322021	534 South Pier Dr	Mackximus LLC	1433 N Water St Ste 400	Milwaukee, WI	53202-2603	330,200	Commercial	2.78	917.96
59281322022	802 Blue Harbor Dr	802 Building, LLC	1111 Willis Ave	Wheeling, IL	60090-5816	1,898,200	Commercial	2.78	5,277.00
59281322026	528 South Pier Dr	Mackximus LLC	1433 N Water St Ste 400	Milwaukee, WI	53202-2603	231,500	Commercial	2.78	643.57
59281322028	322 South Pier Dr	Harbor Pointe Miniature Golf LLC	N7370 County Rd M	Plymouth, WI	53073-4800	503,800	Commercial	2.78	1,400.56
59281322029	422 South Pier Dr	Jnf Buildings, LLC	422 S Pier Dr	Sheboygan, WI	53081-4992	519,000	Commercial	2.78	1,442.82
59281322033	342 South Pier Dr	Grateful Properties, LLC	342 S Pier Dr	Sheboygan, WI	53081-4984	729,300	Commercial	2.78	2,027.45
59281322034	668 South Pier Dr	Prohibition Bistro 668 LLC	668 S Pier Dr	Sheboygan, WI	53081-4986	426,000	Commercial	2.78	1,184.28
59281322035	676 South Pier Dr	Dan Welsch	4022 N 51st St	Sheboygan, WI	53083	323,500	Commercial	2.78	899.33
59281322037	South Pier Dr	Prohibition Bistro 668 LLC	668 S Pier Dr	Sheboygan, WI	53081-4986	19,000	Commercial	2.78	250.00
59281323510	510 South Pier Dr	Anglers Real Estate, LLC	131 Redtail Dr Apt 8	Sheboygan Falls, WI	53085-3394	222,000	Commercial	2.78	617.16
59281323515	524 South Pier Dr	Spartacus Properties LLC	470 Woodlake Rd	Kohler, WI	53044-1314	185,400	Commercial	2.78	515.41
59281323516	522 South Pier Dr	Erika M. Dominguez	W1784 Highview Ct	Sheboygan, WI	53083-1622	179,300	Commercial	2.78	498.45
59281323517	518 South Pier Dr	Anglers Real Estate, LLC	131 Redtail Dr Apt 8	Sheboygan Falls, WI	53085-3394	234,000	Commercial	2.78	650.52
59281323640	640 South Pier Dr	Heitzmann Enterprises LLC	640 S Pier Dr	Sheboygan, WI	53081-4986	161,400	Commercial	2.78	448.69
59281323642	642 South Pier Dr	CMEInvest, LLC	2420 Elm Ave	Sheboygan, WI	53081-5528	92,000	Commercial	2.78	255.76
59281323646	646 South Pier Dr	CMEInvest, LLC	2420 Elm Ave	Sheboygan, WI	53081-5528	84,200	Commercial	2.78	250.00
59281323659	652 South Pier Dr	CMEInvest, LLC	2420 Elm Ave	Sheboygan, WI	53081-5528	109,200	Commercial	2.78	303.58
59281505750	820 Indiana Ave	HH2 Properties LLC	7722 W Hawthorne Rd	Mequon, WI	53097-2006	1,460,300	Commercial	2.78	4,059.63
						109,083,400			173,826.32

2027 Statement of Purpose & Budget

Presented to the Executive Committee
October 15, 2026

Approved by the Board of Directors
October 15, 2026

Submitted to the City of Sheboygan
October 20, 2026

TABLE OF CONTENTS

BID STATEMENT OF PURPOSE	**3**
BID BENEFICIARIES	**4**
BID BOARD OF DIRECTORS	**5**
BID GOALS AND OBJECTIVES	**6**
BID SPECIAL ASSESSMENT AND EXEMPTION	**7**
BID OPERATING BUDGET	**8 & 9**

BID STATEMENT OF PURPOSE

Wisconsin State Statute 66.1109 creates a financial tool that allows a municipality to levy a special assessment on property owners within a defined Business Improvement District (BID) upon petition of those property owners. The property owners in the BID district then use the assessment resources to maintain and enhance their business environment.

Property owners join with a municipality to create a BID in order to establish a strong organizational structure where individual concerns, as well as group goals can be addressed. Property owners maintain a direct role within the district, coordinating the use of funds from the pooled assessment, and implementing plans for the development, operation, maintenance and promotion of the BID area.

The Harbor Centre concept formed in 1990 was developed to utilize the historic strengths of the City - the lakefront, riverfront, and downtown. The concept recognizes the need for a coordinated development and marketing approach for the central part of Sheboygan. The concept coordinates and integrates public and private development, traffic and pedestrian circulation, parking, signage, lighting, and landscaping.

The Harbor Centre concept recognizes the individual identity of the downtown, riverfront, and lakefront and builds on the assets of each area. The BID is an important tool that will assist in the implementation of the Harbor Centre Master Plan, Sheboygan's Downtown Districts Plan, and any subsequent plans that impact or include the BID. Further, the BID will foster a positive image for the businesses within Harbor Centre and for the businesses within Harbor Centre and for the community as a whole. A prosperous central area (Harbor Centre) is as important as good schools, good parks, and good roads.

The BID funds will be used to support community and member-driven events and activities taking place in the district, provide streetscape beautification and enhancement, and support investments in the infrastructure and functionality of the district.

BID BENEFICIARIES

The BID program is designed so that it benefits all business interests within the district.

RETAILERS: Money generated through the BID assessment is used to support programs that enhance the business climate in the Harbor Centre.

A comprehensive support program reinforces the existing promotional programs and supports members in creating new programs. Retailers benefit from promotions, traffic and a feeling of vitality created in the central area.

Retail establishments located in the Harbor Centre benefit from the improvements to the physical environment made possible through the organization of the BID. The overall effect of an attractive, clean, active district reflects positively on the businesses and improves each customer's experience.

SERVICES PROVIDERS: Service providers benefit from the proposed promotional activities as some of these events enhance the service industry as well.

Service providers located in the Harbor Centre benefit from the improvements to the physical environment made possible through the organization of the BID. The overall effect of an attractive, clean, active district reflects positively on the businesses and improves each customer's experience.

INDUSTRIAL FIRMS: Industrial firms located in the Harbor Centre benefit from the improvements to the physical environment made possible through the organization of the BID. The overall effect of an attractive, clean, active business reflects positively on a corporate image.

In addition, BID promotional events will provide a source of recreation and entertainment for employees before and after work and during lunch breaks.

PROPERTY OWNERS: Property owners benefit from the BID. Promotional and design programs increase the vitality in the area which, in turn, results in increased property values. Programs that bring increased interest and traffic to the area that are created and supported by the BID impact owners of vacant properties by increasing desirability of the district and exposing the public to available properties.

BID BOARD OF DIRECTORS

The Board of Directors will manage the Business Improvement District. The Board will meet on a regular basis and will establish an executive committee to oversee the day-to-day activities of the BID. The Board will implement the operating plan and prepare annual reports on the district. The Board will also conduct an annual review and make necessary changes.

The Board shall consist of 12 members in size for two year staggered terms and are composed of five business agents, representing owners of commercial businesses in the district; six property owners, one at large member and one government member, representing the City of Sheboygan, all of whom are appointed by the Mayor and confirmed by the Common Council of the City of Sheboygan.

Board members should be representative of different areas within the district, including representation from a mix of business types. In addition, the Board may choose to have non-voting members representing co-beneficial partner organizations such as the Visit Sheboygan and Sheboygan County Economic Development Corporation.

BID GOALS AND OBJECTIVES

1. MARKETING. The BID will **continue** marketing efforts through social media, promotional assistance for key events, and the creation of promotional assets (i.e. destination itineraries, maps, photography). These elements will assist with marketing the BID to Sheboygan residents and visitors throughout the year.
2. EVENTS. The BID will **support** key, collaborative, seasonal events to assist with coordination. Coordination includes working with BID business and other resources such as the City of Sheboygan Department of Public Works to plan for and execute events. Opportunities to connect with or expand existing events will be explored to leverage foot traffic and impact throughout the BID.
3. COMMUNICATION. The BID will continue creating transparent operations and communication with BID members to expand awareness, increase member engagement, and improve two-way communication between BID members and the Board of Directors and its committees.
4. PARTNERSHIPS. The BID aims to create synergy and efficiency through the enhancement of mutually beneficial connections with key local organizations, such as Visit Sheboygan, the City of Sheboygan, the Sheboygan County Chamber of Commerce, Sheboygan County Economic Development Corporation and others. These partnerships will help maximize resources, support the efficiency and effectiveness of these organizations, and will connect BID members to external opportunities to learn and grow.
5. PLACEMAKING. The BID will work to create a beautiful and enticing business district through supporting infrastructure and beautification efforts, and continuing to develop plans to improve the physical appearance and connectivity of the BID. Placemaking efforts will increase vibrancy by creating a welcoming atmosphere that connects locals and visitors to the BID.
6. ADVOCACY. The BID will connect with members to identify opportunities for processes **or policies (e.g. outdoor seating). The BID will advocate for its members with partners such as the City of Sheboygan to advance or implement these processes or policies. Accountability will be part of committee and Board meetings to ensure progress.**

BID SPECIAL ASSESSMENT AND EXEMPTIONS

The activities proposed in this operating plan will be funded through annual special assessments. Assessments to meet the BID budget will be levied against each property within the district based on its most recent assessed value. Those properties which are used for commercial purposes and those used exclusively for manufacturing will be eligible for assessment.

The proposed BID assessment is $2.78 per $1,000 of assessed valuation. The property owners on leased City land will be assessed on the basis of the assessed value of their improvements on the property. In addition, the following minimums and maximums will apply

a.) BID fee would be a minimum of $250.00
b.) BID fee would be a maximum of $8,000.00

Real property used exclusively for residential purposes will not be assessed as required by Wisconsin Statute 66.1109. Properties which are exempt for paying property taxes such as public utilities, non-profit organizations, religious institutions, and governmental bodies are also exempt from the special assessment.

2027 BID OPERATING BUDGET WORKSHEET - Draft

	2027
Income	
4000 Special Assessment - Reserve	$182,000.00
419 Event Sponsorships	$3,500.00
420 Event Registration Fees	$11,000.00
Total Income	**$196,500.00**
Gross Profit	**$196,500.00**
Expenses	
5000 Operations	
5501 Office Supplies & Software	$4,500.00
5509 Telephone	$216.00
5516 Audit and Accounting	$1,000.00
5517 Bank Fees	$90.00
5521 Insurance	$500.00
5570 Subcontractors	
5570.1 BID Manager	$73,500.00
5570.2 Management Fee	$27,300.00
5570.3 BID Intern	$3,000.00
5650 Engagement	$1,900.00
5651 Advertising	$10,000.00
5652 Dues & Subscriptions	$550.00
5654 Website	$1,500.00
5655 Printing	$60.00
5700 Development	$1,000.00
503 Postage	$100.00
Total 5000 Operations	$125,116.00
7000 Event and Marketing	
7400 Event Support	$50,884.00
Total 7000 Event and Marketing	$50,884.00

8000 Major District Investments	
7700 Event Grants (5@ $500)	$2,500.00
8400 Plcemkng & Beautfcn Grants (3@ $1000)	$3,000.00
8534 Winter Decorations	$10,000.00
8810 Summer Decorations	$5,000.00
Total 8000 Major District Investments	$20,500.00
Total Expenses	**$196,500.00**
Net Operating Income	**$0.00**
Net Income	**$0.00**

CITY OF SHEBOYGAN
RESOLUTION 142-26-27

BY ALDERPERSONS MITCHELL AND CLOSE.

NOVEMBER 23, 2026.

A RESOLUTION authorizing the City Attorney to take all appropriate actions to participate in the Albertson's Opioid Class Action Settlement and the Remnant Defendant Opioid Class Action Settlement.

WHEREAS, the City of Sheboygan has an opportunity to participate in the class action settlement distribution of settlement proceeds in the "In Re Albertsons Opioid Insurance Litigation, Docket No. N22C-10-301, in the Delaware Superior Court and the "In re: National Prescription Opiate Litigation, Docket No. 1:17-md-2804, in the United States District Court for the Northern District of Ohio; and

WHEREAS, any money received as part of this settlement must be used for authorized purposes related to opioid harm mitigation, and City staff support this opportunity.

NOW, THEREFORE, BE IT RESOLVED: That the City Attorney is authorized to execute the Subdivision Participation and Release Form and to take such other actions, as appropriate, to support the City's participation in these matters.

PASSED AND ADOPTED BY THE CITY OF SHEBOYGAN COMMON COUNCIL
_____.

Presiding Officer

_____
Ryan Sorenson, Mayor, City of Sheboygan

Attest

_____
Meredith DeBruin, City Clerk, City of Sheboygan

CITY OF SHEBOYGAN
RESOLUTION 144-26-27

BY ALDERPERSONS CLOSE AND DEKKER.

NOVEMBER 23, 2026.

A RESOLUTION authorizing the City Attorney to place unused law books for sale at the public auction.

RESOLVED: The City Attorney may place any unused law books for sale on the public auction within the City of Sheboygan.

PASSED AND ADOPTED BY THE CITY OF SHEBOYGAN COMMON COUNCIL _____.

Presiding Officer

_____
Ryan Sorenson, Mayor, City of Sheboygan

Attest

_____
Meredith DeBruin, City Clerk, City of Sheboygan

CITY OF SHEBOYGAN
RESOLUTION 149-26-27

BY ALDERPERSONS CLOSE AND DEKKER.

NOVEMBER 23, 2026.

A RESOLUTION authorizing changes to the City of Sheboygan Table of Organization and Compensation Plan pursuant to Sheboygan Municipal Code Sections 18-46 and 18-47 effective January 1, 2027.

WHEREAS, the City desires to create a department head-level position entitled "Communications Director," who will be responsible for overseeing the creation of a communications department, to develop and implement communications strategies, procedures, and policies, and to be responsible for authoring the City's various media releases and public statements; and

WHEREAS, Sheboygan Municipal Code Sections 18-46 and 18-47 provide that the classification plan, consisting of the Table of Organization and compensation grades of the non-represented positions of employment in City service, are kept and numbered in the supplement to the Municipal Code on file in the City Clerk's Office.

NOW, THEREFORE BE IT RESOLVED: That the Common Council hereby adopts the inclusion of a Communications Director (grade 17) and removal of the Communications Specialist (grade 14) within the City's Table of Organization and Compensation Plan.

BE IT FURTHER RESOLVED: That the Finance Director is authorized to amend the 2027 budget to account for the additional salary and benefit cost associated with this position change via the following amendment:

<u>INCREASE:</u>

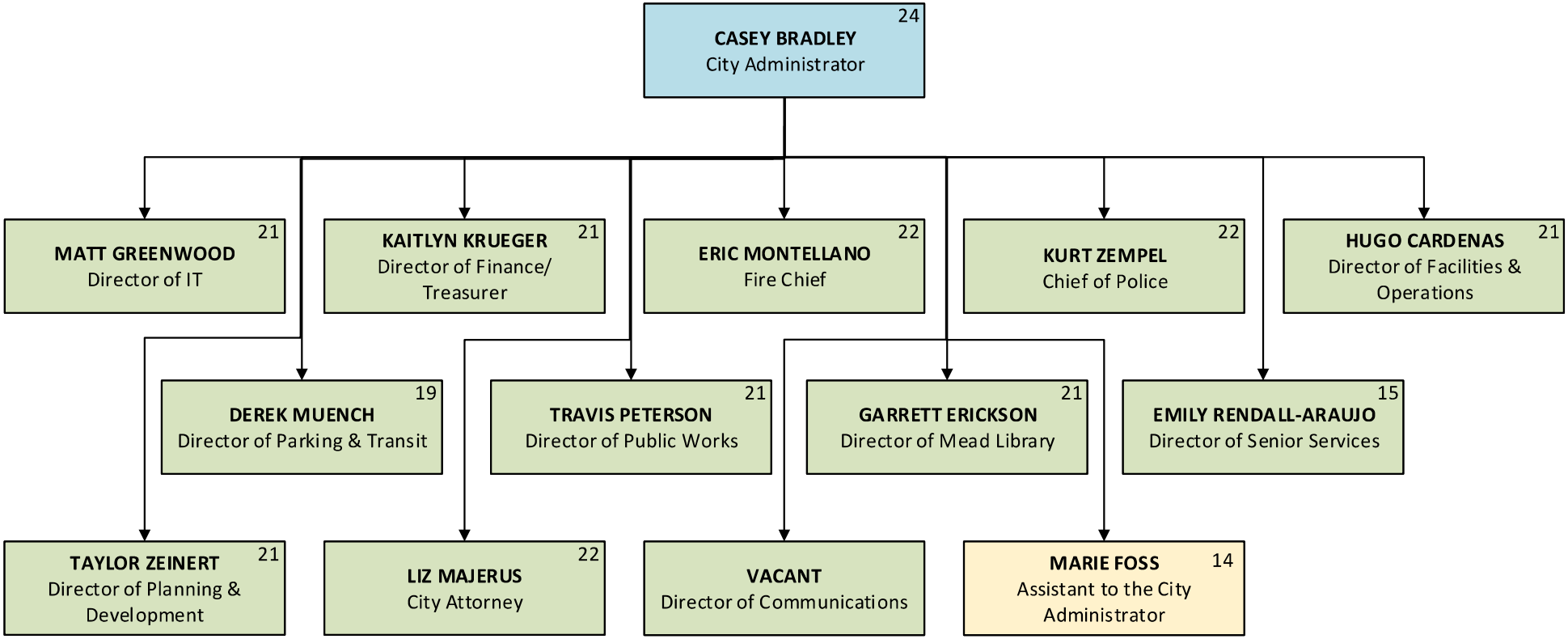
General Fund – City Administrator – Full-Time Salaries (Acct. No. 101141-510110)	$21,112
General Fund – City Administrator – Social Security (Acct. No. 101141-520310)	$1,309
General Fund – City Administrator – Medicare (Acct. No. 101141-520311)	$306
General Fund – City Administrator – WI Retirement Fund (Acct. No. 101141-520320)	$1,531

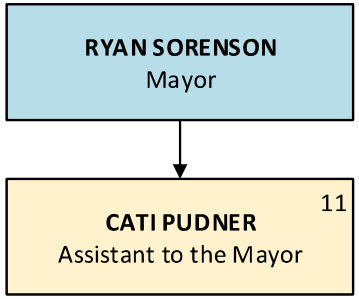
DECREASE:

General Fund – City Administrator – Contingency (Acct. No. 101141-810101)	$24,258

PASSED AND ADOPTED BY THE CITY OF SHEBOYGAN COMMON COUNCIL _____.

Presiding Officer	Attest
_____	_____
Ryan Sorenson, Mayor, City of Sheboygan	Meredith DeBruin, City Clerk, City of Sheboygan


24
CASEY BRADLEY
City Administrator
21
MATT GREENWOOD
Director of IT
21
KAITLYN KRUEGER
Director of Finance/ Treasurer
22
ERIC MONTELLANO
Fire Chief
22
KURT ZEMPEL
Chief of Police
21
HUGO CARDENAS
Director of Facilities & Operations
19
DEREK MUENCH
Director of Parking & Transit
21
TRAVIS PETERSON
Director of Public Works
21
GARRETT ERICKSON
Director of Mead Library
15
EMILY RENDALL-ARAUJO
Director of Senior Services
21
TAYLOR ZEINERT
Director of Planning & Development
22
LIZ MAJERUS
City Attorney
VACANT
Director of Communications
14
MARIE FOSS
Assistant to the City Administrator


RYAN SORENSON
Mayor
11
CATI PUDNER
Assistant to the Mayor

COTTINGHAM & BUTLER

Total Rewards Consulting

October 1, 2026

MEMORANDUM

TO: Tatum Clayton, Human Resources Generalist
City of Sheboygan

FR: Alyssa Woltring, Compensation Analyst

RE: Evaluation of Communications Director

The City of Sheboygan has provided new job documentation for a Communications Director within the City Administrator department. The position has been evaluated, and the following recommendation is provided.

The Communications Director is responsible for leading and executing the City's strategic communications, public relations, media relations, and community engagement efforts while serving as a key advisor to City leadership on messaging, reputation management, and public information strategies. The role acts as a primary public-facing representative and Public Information Officer, overseeing media inquiries, crisis communications, public outreach initiatives, and communication standards across all City communication channels. Minimum qualifications include a bachelor's degree in a related field and at least five years of relevant.

In reviewing the job documentation, our point-factor job evaluation system was applied using several factors including Thinking Challenges, Decision-Making, Interactions and Communications, Work Environment, and Formal Education/Experience. Based on the job evaluation, we recommend this position be placed in **Grade 17** of the salary plan.

Please let me know if you have any questions regarding this recommendation.

CITY OF SHEBOYGAN
RESOLUTION 148-26-27

BY ALDERPERSONS CLOSE AND DEKKER.

NOVEMBER 23, 2026.

A RESOLUTION adopting the revised 2027 City of Sheboygan compensation program for non-represented employees and the represented employee groups that have chosen to participate.

WHEREAS, the City of Sheboygan Financial Policies Handbook, adopted October 21, 2024, tied the non-represented employee salary cost-of living adjustment to the annual cost-of-living adjustment provided to Social Security recipients; and

WHEREAS, the City of Sheboygan Professional Police Officers' Supervisory Association ("SPPOSA"), which represents Sheboygan Police Department sergeants and lieutenants, has chosen to participate in the City's non-represented employee compensation program on terms consistent with the Tentative Agreement for the 2027-2029 contract year; and

WHEREAS, the City of Sheboygan Professional Police Officers' Association ("SPPOA"), which represents Sheboygan Police Department police officers and detectives, has chosen to participate in the City's non-represented employee compensation program on terms consistent with the Tentative Agreement for the 2027-2029 contract year; and

WHEREAS, the 2027 budget, adopted by Common Council on November 2, 2026, included an increase to non-represented wages of 2.5%; and

WHEREAS, the Social Security Administration subsequently announced an increase to Social Security benefit payments for 2027 of 3.6%; and

WHEREAS, the most recent compensation program review was completed in 2022, and it is appropriate to have the current pay rates analyzed for market competitiveness and to confirm that wages are keeping in line with the Social Security benchmark.

NOW, THEREFORE, BE IT RESOLVED: That the Common Council hereby adopts the 2027 City of Sheboygan compensation program for non-represented employees and members of the SPPOSA and SPPOA, a copy of such document is attached hereto and incorporated herein.

BE IT FURTHER RESOLVED: That City staff is directed to increase non-represented employee pay to reflect the new 2027 rates and a step increase to those who qualify on 1/3/27 and to adjust the SPPOSA and SPPOA pay to reflect the new 2027 rates according to the agreed upon terms of the tentative agreements on 1/1/27.

BE IT FURTHER RESOLVED: That staff is authorized to take actions necessary to obtain a market rate analysis for the positions included in this compensation program to confirm the adjustment needed for the 2028 budget.

PASSED AND ADOPTED BY THE CITY OF SHEBOYGAN COMMON COUNCIL _____.

Presiding Officer	Attest
_____	_____
Ryan Sorenson, Mayor, City of Sheboygan	Meredith DeBruin, City Clerk, City of Sheboygan

CITY OF SHEBOYGAN 2027 Compensation Program

GRADE	JOB TITLE	DEPARTMENT	DIVISION	90.00% Min	92.50% Step 2	95.00% Step 3	97.50% Step 4	Control Point 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		$160,721.60	$165,193.60	$169,665.60	$174,116.80	$178,588.80	$180,814.40	$183,060.80	$185,286.40	$187,512.00	$189,758.40	$191,984.00	$194,209.60	$196,456.00	$198,681.60	$200,907.20	$203,153.60	$205,379.20
				$77.27	$79.42	$81.57	$83.71	$85.86	$86.93	$88.01	$89.08	$90.15	$91.23	$92.30	$93.37	$94.45	$95.52	$96.59	$97.67	$98.74
23				$149,489.60	$153,628.80	$157,788.80	$161,928.00	$166,088.00	$168,168.00	$170,248.00	$172,307.20	$174,387.20	$176,467.20	$178,547.20	$180,627.20	$182,707.20	$184,766.40	$186,846.40	$188,926.40	$191,006.40
				$71.87	$73.86	$75.86	$77.85	$79.85	$80.85	$81.85	$82.84	$83.84	$84.84	$85.84	$86.84	$87.84	$88.83	$89.83	$90.83	$91.83
22	Fire Chief	FIRE DEPARTMENT		$139,006.40	$142,854.40	$146,723.20	$150,571.20	$154,440.00	$156,374.40	$158,308.80	$160,222.40	$162,156.80	$164,091.20	$166,025.60	$167,960.00	$169,894.40	$171,808.00	$173,742.40	$175,676.80	$177,611.20
	Chief of Police	POLICE DEPARTMENT		$66.83	$68.68	$70.54	$72.39	$74.25	$75.18	$76.11	$77.03	$77.96	$78.89	$79.82	$80.75	$81.68	$82.60	$83.53	$84.46	$85.39
	City Attorney																			
21	Director of Public Works	DPW	MSB ADMIN	$129,272.00	$132,849.60	$136,448.00	$140,025.60	$143,624.00	$145,412.80	$147,222.40	$149,011.20	$150,800.00	$152,609.60	$154,398.40	$156,187.20	$157,996.80	$159,785.60	$161,574.40	$163,363.20	$165,172.80
	Director of Facilities and Operations	FACILITIES		$62.15	$63.87	$65.60	$67.32	$69.05	$69.91	$70.78	$71.64	$72.50	$73.37	$74.23	$75.09	$75.96	$76.82	$77.68	$78.54	$79.41
	Director of Finance/Treasurer	FINANCE																		
	Director of Human Resources	HUMAN RESOURCES																		
	Director of Information Technology	INFORMATION TECHNOLOGY																		
	Director of Mead Library	MEAD LIBRARY																		
	Director of Planning & Development	PLANNING AND DEVLOPMENT																		
20	City Engineer	DPW	ENGINEERING	$120,265.60	$123,593.60	$126,942.40	$130,270.40	$133,619.20	$135,283.20	$136,968.00	$138,632.00	$140,296.00	$141,980.80	$143,644.80	$145,308.80	$146,972.80	$148,657.60	$150,321.60	$151,985.60	$153,670.40
	Deputy Director of Field Operations	DPW	MSB ADMIN	$57.82	$59.42	$61.03	$62.63	$64.24	$65.04	$65.85	$66.65	$67.45	$68.26	$69.06	$69.86	$70.66	$71.47	$72.27	$73.07	$73.88
	Assistant Fire Chief	FIRE DEPARTMENT																		
	Assistant Chief of Police	POLICE DEPARTMENT																		
19	Director of Parking & Transit	TRANSIT		$111,862.40	$114,961.60	$118,060.80	$121,180.80	$124,280.00	$125,840.00	$127,379.20	$128,939.20	$130,499.20	$132,038.40	$133,598.40	$135,158.40	$136,718.40	$138,257.60	$139,817.60	$141,377.60	$142,916.80
	Division Chief: Prevention/Inspections	FIRE DEPARTMENT		$53.78	$55.27	$56.76	$58.26	$59.75	$60.50	$61.24	$61.99	$62.74	$63.48	$64.23	$64.98	$65.73	$66.47	$67.22	$67.97	$68.71
	Captain of Police	POLICE DEPARTMENT																		
18	Assistant City Engineer	DPW	ENGINEERING	$104,000.00	$106,891.20	$109,782.40	$112,673.60	$115,564.80	$117,000.00	$118,456.00	$119,891.20	$121,347.20	$122,782.40	$124,238.40	$125,673.60	$127,129.60	$128,564.80	$130,020.80	$131,456.00	$132,891.20
	Battalion Chief	FIRE DEPARTMENT		$50.00	$51.39	$52.78	$54.17	$55.56	$56.25	$56.95	$57.64	$58.34	$59.03	$59.73	$60.42	$61.12	$61.81	$62.51	$63.20	$63.89
	Wastewater Treatment Plant Superintendent	WASTEWATER																		
17	City Forester	DPW	FORESTRY	$96,678.40	$99,361.60	$102,044.80	$104,728.00	$107,411.20	$108,763.20	$110,094.40	$111,446.40	$112,777.60	$114,129.60	$115,460.80	$116,812.80	$118,144.00	$119,496.00	$120,848.00	$122,179.20	$123,531.20
	Fleet Manager	DPW	MOTOR VEHICLE	$46.48	$47.77	$49.06	$50.35	$51.64	$52.29	$52.93	$53.58	$54.22	$54.87	$55.51	$56.16	$56.80	$57.45	$58.10	$58.74	$59.39
	Parks Manager	DPW	PARKS																	
	Sanitation & Sewer Manager	DPW	STREETS & SANITATION																	
	Streets & Traffic Manager	DPW	STREETS & SANITATION																	
	Communications Director	CITY ADMINISTRATOR																		
16	Assistant City Attorney	CITY ATTORNEY		$89,856.00	$92,352.00	$94,848.00	$97,344.00	$99,840.00	$101,088.00	$102,336.00	$103,584.00	$104,832.00	$106,080.00	$107,328.00	$108,576.00	$109,824.00	$111,072.00	$112,320.00	$113,568.00	$114,816.00
	Environmental Engineer	DPW	ENGINEERING	$43.20	$44.40	$45.60	$46.80	$48.00	$48.60	$49.20	$49.80	$50.40	$51.00	$51.60	$52.20	$52.80	$53.40	$54.00	$54.60	$55.20
	Deputy Director of Finance	FINANCE																		
	Network Administrator	INFORMATION TECHNOLOGY																		
	Deputy Director of Mead Library	MEAD LIBRARY																		
	Support Services Manager	MEAD LIBRARY																		
15	GIS Coordinator	DPW	ENGINEERING	$83,553.60	$85,862.40	$88,192.00	$90,500.80	$92,830.40	$93,995.20	$95,160.00	$96,304.00	$97,468.80	$98,633.60	$99,798.40	$100,963.20	$102,107.20	$103,272.00	$104,436.80	$105,601.60	$106,745.60
	Civil Engineer II	DPW	ENGINEERING	$40.17	$41.28	$42.40	$43.51	$44.63	$45.19	$45.75	$46.30	$46.86	$47.42	$47.98	$48.54	$49.09	$49.65	$50.21	$50.77	$51.32
	Marina Manager	FACILITIES	MARINA																	
	Communications & Electronics Technician	INFORMATION TECHNOLOGY																		
	Systems Analyst	INFORMATION TECHNOLOGY																		
	Lead Building Inspector	PLANNING AND DEVLOPMENT	BUILDING INSPECTION																	
	Director of Senior Services	SENIOR SERVICES																		
	Pre-Treatment Supervisor	WASTEWATER																		
14	Director of TV Programming	INFORMATION TECHNOLOGY	CABLE TV - WSCS	$77,667.20	$79,830.40	$81,993.60	$84,136.00	$86,299.20	$87,380.80	$88,462.40	$89,544.00	$90,604.80	$91,686.40	$92,768.00	$93,849.60	$94,931.20	$96,012.80	$97,094.40	$98,155.20	$99,236.80
	Assistant to the City Administrator	CITY ADMINISTRATOR		$37.34	$38.38	$39.42	$40.45	$41.49	$42.01	$42.53	$43.05	$43.56	$44.08	$44.60	$45.12	$45.64	$46.16	$46.68	$47.19	$47.71
	Journeyman Electrician	DPW	TRAFFIC																	
	City Surveyor	DPW	ENGINEERING																	
	GIS Analyst	DPW	ENGINEERING																	
	GIS Engineering Analyst	DPW	ENGINEERING																	
	Journeyman Electrician	FACILITIES																		
	Building Inspector	PLANNING AND DEVLOPMENT	BUILDING INSPECTION																	
	Electrical Inspector	PLANNING AND DEVLOPMENT	BUILDING INSPECTION																	
	Plumbing Inspector	PLANNING AND DEVLOPMENT	BUILDING INSPECTION																	
	Zoning Administrator	PLANNING AND DEVLOPMENT																		
	Planner	PLANNING AND DEVLOPMENT																		
	Office Manager	POLICE DEPARTMENT																		
	Crime Analyst	POLICE DEPARTMENT																		
	Operations Supervisor	TRANSIT																		
	Wastewater Electrician	WASTEWATER																		
	Wastewater Lead Operator	WASTEWATER																		

13	Financial Reporting Analyst	FINANCE		$72,176.00	$74,172.80	$76,169.60	$78,187.20	$80,184.00	$81,182.40	$82,180.80	$83,200.00	$84,198.40	$85,196.80	$86,195.20	$87,193.60	$88,212.80	$89,211.20	$90,209.60	$91,208.00	$92,206.40
	Human Resources Generalist	HUMAN RESOURCES		$34.70	$35.66	$36.62	$37.59	$38.55	$39.03	$39.51	$40.00	$40.48	$40.96	$41.44	$41.92	$42.41	$42.89	$43.37	$43.85	$44.33
	Civil Engineer I	DPW	ENGINEERING																	
	IT Specialist	MEAD LIBRARY																		
	Maintenance Working Foreman	WASTEWATER																		
12	Engineering Technician	DPW	ENGINEERING	$67,059.20	$68,910.40	$70,782.40	$72,633.60	$74,505.60	$75,441.60	$76,377.60	$77,292.80	$78,228.80	$79,164.80	$80,100.80	$81,016.00	$81,952.00	$82,888.00	$83,824.00	$84,760.00	$85,675.20
	Master Mechanic	DPW	MOTOR VEHICLE	$32.24	$33.13	$34.03	$34.92	$35.82	$36.27	$36.72	$37.16	$37.61	$38.06	$38.51	$38.95	$39.40	$39.85	$40.30	$40.75	$41.19
	Maintenance Technician	FACILITIES																		
	Grant Accountant/Internal Auditor	FINANCE																		
	Payroll Specialist	FINANCE																		
	Librarian	MEAD LIBRARY																		
	Public Safety Specialist	MEAD LIBRARY																		
	Fleet Mechanic	POLICE DEPARTMENT																		
	Lab Technician	WASTEWATER																		
	Control Systems Integrator	WASTEWATER																		
11	Paralegal	CITY ATTORNEY		$62,316.80	$64,043.20	$65,790.40	$67,516.80	$69,243.20	$70,116.80	$70,969.60	$71,843.20	$72,696.00	$73,569.60	$74,443.20	$75,296.00	$76,169.60	$77,043.20	$77,896.00	$78,769.60	$79,622.40
	Foreman - Sign Shop	DPW	TRAFFIC	$29.96	$30.79	$31.63	$32.46	$33.29	$33.71	$34.12	$34.54	$34.95	$35.37	$35.79	$36.20	$36.62	$37.04	$37.45	$37.87	$38.28
	Mechanic	DPW	MOTOR VEHICLE																	
	Foreman - Parks	DPW	PARK DEPARTMENT																	
	Foreman - Streets & Sanitation	DPW	STREETS & SANITATION																	
	Maintenance Supervisor	FACILITIES	LIBRARY																	
	Marina Maintenance Manager	FACILITIES	MARINA																	
	Accounts Payable Associate	FINANCE																		
	Accounts Receivable Associate	FINANCE																		
	Administrative Coordinator/Supervisor	FIRE DEPARTMENT																		
	Assistant to the Mayor	MAYOR																		
	Marketing Specialist	MEAD LIBRARY																		
	Victim Services Coordinator	POLICE DEPARTMENT																		
	Safety & Training Coordinator	TRANSIT																		
	Maintenance Mechanic	WASTEWATER																		
	Wastewater Operator	WASTEWATER																		
10	Deputy City Clerk	CITY CLERK		$57,969.60	$59,592.00	$61,193.60	$62,816.00	$64,417.60	$65,228.80	$66,019.20	$66,830.40	$67,641.60	$68,452.80	$69,243.20	$70,054.40	$70,865.60	$71,656.00	$72,467.20	$73,278.40	$74,089.60
	Arborist	DPW	FORESTRY	$27.87	$28.65	$29.42	$30.20	$30.97	$31.36	$31.74	$32.13	$32.52	$32.91	$33.29	$33.68	$34.07	$34.45	$34.84	$35.23	$35.62
	Equipment Operator	DPW	PARK DEPARTMENT																	
	Heavy Equipment Operator	DPW	PARK DEPARTMENT																	
	Equipment Operator	DPW	STREETS & SANITATION																	
	Heavy Equipment Operator	DPW	STREETS & SANITATION																	
	Help Desk Technician	INFORMATION TECHNOLOGY																		
	Associate Librarian	MEAD LIBRARY																		
	Municipal Court Clerk	MUNICIPAL COURT																		
	Administrative Coordinator	PLANNING AND DEVLOPMENT	BUILDING INSPECTION																	
	Program Compliance Specialist	PLANNING AND DEVLOPMENT																		
	Digital Evidence Manager	POLICE DEPARTMENT																		
	Property Officer	POLICE DEPARTMENT																		
9	Cemetery Worker	DPW	CEMETERY	$53,892.80	$55,390.40	$56,888.00	$58,385.60	$59,883.20	$60,632.00	$61,380.80	$62,129.60	$62,878.40	$63,627.20	$64,376.00	$65,124.80	$65,873.60	$66,622.40	$67,371.20	$68,120.00	$68,868.80
	Service Mechanic	DPW	MOTOR VEHICLE	$25.91	$26.63	$27.35	$28.07	$28.79	$29.15	$29.51	$29.87	$30.23	$30.59	$30.95	$31.31	$31.67	$32.03	$32.39	$32.75	$33.11
	Administrative Coordinator	DPW	MSB ADMIN																	
	Maintenance Worker	DPW	PARK DEPARTMENT																	
	Maintenance Worker	DPW	STREETS & SANITATION																	
	Equipment Operator	DPW	STREETS & SANITATION																	
	Maintenance Worker	DPW	TRAFFIC																	
	Maintenance Worker	FACILITIES																		
	Maintenance Foreman	PARKING UTILITY																		
	Administrative Specialist	POLICE DEPARTMENT																		
	Engagement Coordinator	SENIOR SERVICES																		
	Program And Wellness Coordinator	SENIOR SERVICES																		
	ADA Transit Coordinator	TRANSIT																		
				$50,107.20	$51,500.80	$52,894.40	$54,288.00	$55,681.60	$56,368.00	$57,075.20	$57,761.60	$58,468.80	$59,155.20	$59,862.40	$60,548.80	$61,256.00	$61,942.40	$62,649.60	$63,336.00	$64,043.20
8	Council and License Clerk	CITY CLERK		$24.09	$24.76	$25.43	$26.10	$26.77	$27.10	$27.44	$27.77	$28.11	$28.44	$28.78	$29.11	$29.45	$29.78	$30.12	$30.45	$30.79
	Elections Clerk	CITY CLERK																		
	Building Maintenance Worker	FACILITIES	LIBRARY																	
	Accounting Clerk	FINANCE																		
	Administrative Assistant	MEAD LIBRARY																		
	Building Inspection Licensing Clerk	PLANNING AND DEVLOPMENT	BUILDING INSPECTION																	
	Permit Clerk	PLANNING AND DEVLOPMENT	BUILDING INSPECTION																	
	Community Service Officer	POLICE DEPARTMENT																		
	Court Services Specialist	POLICE DEPARTMENT																		
	Transit Coordinator	TRANSIT																		

7 TV Production Technician	INFORMATION TECHNOLOGY	CABLE TV - WSCS	$46,612.80	$47,902.40	$49,212.80	$50,502.40	$51,792.00	$52,436.80	$53,081.60	$53,726.40	$54,392.00	$55,036.80	$55,681.60	$56,326.40	$56,971.20	$57,616.00	$58,260.80	$58,905.60	$59,571.20
Clerk II	DPW	MSB ADMIN	$22.41	$23.03	$23.66	$24.28	$24.90	$25.21	$25.52	$25.83	$26.15	$26.46	$26.77	$27.08	$27.39	$27.70	$28.01	$28.32	$28.64
Custodian	FACILITIES																		
Administrative Assistant PT	FIRE DEPARTMENT																		
Cataloger	MEAD LIBRARY																		
Library Assistant	MEAD LIBRARY																		
Security Monitor	MEAD LIBRARY																		
Municipal Court Assistant Clerk	MUNICIPAL COURT																		
Maintenance Worker	PARKING UTILITY																		
Records Specialist Clerk	POLICE DEPARTMENT																		
Café Coordinator	SENIOR SERVICES																		
Customer Service Representative	SENIOR SERVICES																		
6 Code Enforcement Officer	PLANNING AND DEVLOPMENT		$43,284.80	$44,491.20	$45,676.80	$46,883.20	$48,089.60	$48,692.80	$49,296.00	$49,899.20	$50,502.40	$51,105.60	$51,688.00	$52,291.20	$52,894.40	$53,497.60	$54,100.80	$54,704.00	$55,307.20
			$20.81	$21.39	$21.96	$22.54	$23.12	$23.41	$23.70	$23.99	$24.28	$24.57	$24.85	$25.14	$25.43	$25.72	$26.01	$26.30	$26.59
5 Janitorial Cleaner	FACILITIES	LIBRARY	$40,248.00	$41,371.20	$42,494.40	$43,596.80	$44,720.00	$45,281.60	$45,843.20	$46,404.80	$46,966.40	$47,507.20	$48,068.80	$48,630.40	$49,192.00	$49,753.60	$50,315.20	$50,876.80	$51,438.40
			$19.35	$19.89	$20.43	$20.96	$21.50	$21.77	$22.04	$22.31	$22.58	$22.84	$23.11	$23.38	$23.65	$23.92	$24.19	$24.46	$24.73
4 Clerk	MEAD LIBRARY		$37,419.20	$38,459.20	$39,499.20	$40,539.20	$41,579.20	$42,099.20	$42,619.20	$43,139.20	$43,659.20	$44,179.20	$44,699.20	$45,219.20	$45,739.20	$46,259.20	$46,779.20	$47,299.20	$47,819.20
			$17.99	$18.49	$18.99	$19.49	$19.99	$20.24	$20.49	$20.74	$20.99	$21.24	$21.49	$21.74	$21.99	$22.24	$22.49	$22.74	$22.99
							5	6	7	8	9	10	11	12	13	14	15	16	17

CITY OF SHEBOYGAN
REPORT 53-26-27

BY INTERIM HUMAN RESOURCES & LABOR RELATIONS DIRECTOR/CITY ATTORNEY LIZ MAJERUS.

NOVEMBER 23, 2026.

Submitting the 2027 City of Sheboygan table of organization.

PERSONNEL SCHEDULE
AUTHORIZED PERMANENT POSITIONS 2024 - 2027

		2024 Actual	2025 Actual	2026 Adopted	2026 Estimated	2027 Proposed
GENERAL FUND						
GENERAL GOVERNMENT						
Office of the Mayor						
Mayor		1.00	1.00	1.00	1.00	1.00
Assistant to the Mayor		1.00	1.00	1.00	1.00	1.00
	Total Office of the Mayor	**2.00**	**2.00**	**2.00**	**2.00**	**2.00**
Office of the City Clerk						
City Clerk		1.00	1.00	1.00	1.00	1.00
Deputy City Clerk		1.00	1.00	1.00	1.00	1.00
Council/License Clerk		1.00	1.00	1.00	1.00	1.00
Elections Specialist		1.00	1.00	1.00	1.00	1.00
	Total Office of the City Clerk	**4.00**	**4.00**	**4.00**	**4.00**	**4.00**
Office of the City Administrator						
City Administrator		1.00	1.00	1.00	1.00	1.00
Assistant to the City Administrator		1.00	1.00	1.00	1.00	1.00
Communications Director		-	-	-	-	1.00
Communications Specialist		-	-	1.00	1.00	-
	Total Office of the City Administrator	**2.00**	**2.00**	**3.00**	**3.00**	**3.00**
Finance Department						
Finance Director/Treasurer		1.00	1.00	1.00	1.00	1.00
Deputy Finance Director		1.00	1.00	1.00	1.00	1.00
Payroll Specialist		1.00	1.00	1.00	1.00	1.00
Internal Auditor/Grant Accountant		1.00	1.00	1.00	1.00	1.00
Financial Reporting Analyst		1.00	1.00	1.00	1.00	1.00
Purchasing Agent		-	-	-	-	-
Accounts Payable Associate		1.00	1.00	1.00	1.00	1.00
Accounts Receivable Associate		1.00	1.00	1.00	1.00	1.00
Accounting Associate		1.00	-	-	-	-
Accounting Clerk		-	0.50	0.50	0.50	0.50
	Total Finance Department	**8.00**	**7.50**	**7.50**	**7.50**	**7.50**
Finance Department - Assessing Division						
City Assessor		-	-	-	1.00	1.00
Assessor III		-	-	-	1.00	1.00
Assessor I/II		-	-	-	1.00	1.00
		-	**-**	**-**	**3.00**	**3.00**
Human Resources Department						
Director of Human Resources & Labor Relations		1.00	1.00	1.00	1.00	1.00
Human Resources Generalist		2.00	3.00	3.00	3.00	3.00
Human Resources Administrative Assistant		1.00	-	-	-	-
	Total Human Resources Department	**4.00**	**4.00**	**4.00**	**4.00**	**4.00**
Office of the City Attorney						
City Attorney		1.00	1.00	1.00	1.00	1.00
Deputy City Attorney		1.00	1.00	-	-	-
Assistant City Attorney		1.00	1.00	1.00	1.00	1.00
Paralegal		2.00	2.00	2.00	2.00	2.00
	Total City Attorney's Office	**5.00**	**5.00**	**4.00**	**4.00**	**4.00**
Municipal Court						
Municipal Court Judge		0.50	0.50	0.50	0.50	0.50
Municipal Court Clerk		1.00	1.00	1.00	1.00	1.00
Municipal Court Assistant Clerk		1.00	1.00	1.00	1.00	1.00
	Total Municipal Court	**2.50**	**2.50**	**2.50**	**2.50**	**2.50**
Buildings Maintenanace						
Director of Facilities & Operations		-	1.00	1.00	1.00	1.00
Journeyman Electrician		-	1.00	1.00	1.00	1.00
Maintenance Supervisor		-	-	1.00	1.00	1.00
Maintenance Technician		-	3.00	4.00	4.00	4.00
Custodian		-	3.00	5.50	5.50	5.50
	Total Buildings Maintenance	**-**	**8.00**	**12.50**	**12.50**	**12.50**
	TOTAL GENERAL GOVERNMENT	**27.50**	**35.00**	**39.50**	**39.50**	**42.50**
PUBLIC SAFETY						
Police Department						
Chief of Police		1.00	1.00	1.00	1.00	1.00
Assistant Chief		1.00	1.00	1.00	1.00	1.00
Captain		2.00	2.00	2.00	2.00	2.00
Lieutenant		5.00	5.00	5.00	5.00	5.00
Sergeant		9.00	9.00	9.00	9.00	9.00
Detective		7.00	7.00	7.00	7.00	7.00
Police Officer (Includes School Resource Officers)		60.00	60.00	63.00	63.00	63.00
Office Manager		1.00	1.00	1.00	1.00	1.00
Communications & Electronics Technician		1.00	-	-	-	-
Court Services Specialist		2.00	2.00	2.00	2.00	2.00
Community Service Officer		1.00	1.00	1.00	1.00	1.00
Record Specialist Clerk		7.90	7.90	7.90	7.90	8.50

Administrative Specialist		3.00	3.00	3.00	3.00	3.00
MEG Unit Secretary - PT		-	-	-	-	0.20
Time Agency Coordinator		-	-	-	-	-
Department Secretary		-	-	-	-	-
Victim Services Coordinator		1.00	1.00	1.00	1.00	1.00
Crime Analyst		1.00	1.00	1.00	1.00	1.00
Mechanic		1.00	1.00	1.00	1.00	1.00
Property Officer		1.00	1.00	1.00	1.00	1.00
Digital Evidence Manager		1.00	1.00	1.00	1.00	1.00
	Total Police Department	**105.90**	**104.90**	**107.90**	**107.90**	**108.70**
Fire Department						
Fire Chief		1.00	1.00	1.00	1.00	1.00
Assistant Fire Chief		2.00	2.00	2.00	2.00	2.00
Division Fire Chief		-	1.00	1.00	1.00	1.00
Battalion Chief		4.00	3.00	3.00	3.00	3.00
Fire Captain		6.00	6.00	6.00	6.00	6.00
Fire Lieutenant		9.00	9.00	9.00	9.00	9.00
Fire Equipment Operator		15.00	15.00	15.00	15.00	15.00
Firefighter/Paramedic		39.00	39.00	39.00	39.00	39.00
Admin Coordinator		1.00	1.00	1.00	1.00	1.00
Administrative Assistant		0.63	0.63	0.63	0.63	0.63
	Total Fire Department	**77.63**	**77.63**	**77.63**	**77.63**	**77.63**
Building Inspection						
Lead Inspector		-	-	1.00	1.00	1.00
Inspector		4.00	4.00	3.00	3.00	3.00
Code Enforcement Officer		1.00	-	2.00	2.00	2.00
Housing Specialist		-	0.50	-	-	-
Administrative Coordinator (Former BI Specialist)		1.00	1.00	1.00	1.00	1.00
Building Inspection Licensing Clerk		1.00	1.00	1.00	1.00	1.00
Permit Clerk		1.00	1.00	1.00	1.00	1.00
	Total Building Inspection	**8.00**	**7.50**	**9.00**	**9.00**	**9.00**
	TOTAL PUBLIC SAFETY	**191.53**	**190.03**	**194.53**	**194.53**	**195.33**
PUBLIC WORKS						
Administration						
Director Public Works		1.00	1.00	1.00	1.00	1.00
Business Manager		1.00	1.00	-	-	-
Admin Coordinator		1.00	1.00	1.00	1.00	1.00
Administrative Clerk		2.00	2.00	1.00	1.00	1.00
	Total Public Works Administration	**5.00**	**5.00**	**3.00**	**3.00**	**3.00**
Engineering						
City Engineer		1.00	1.00	1.00	1.00	1.00
Assistant City Engineer		-	-	1.00	1.00	1.00
Civil Engineer I/II		2.00	2.00	1.00	1.00	1.00
City Surveyor		1.00	1.00	-	-	-
Senior Engineer Technician		1.00	-	-	-	-
Engineering Technician I/II		1.00	2.00	2.00	2.00	2.00
GIS Coordinator		1.00	1.00	1.00	1.00	1.00
GIS Analyst		-	-	1.00	1.00	1.00
GIS Engineering Analyst		-	-	1.00	1.00	1.00
Wastewater/Environmental Engineer		1.00	1.00	1.00	1.00	1.00
	Total Engineering	**8.00**	**8.00**	**9.00**	**9.00**	**9.00**
Facilities and Traffic						
Facilities Superintendent		1.00	-	-	-	-
Maintenance Worker IV-Leadman Sign Shop		1.00	-	-	-	-
Maintenance Technician		2.00	-	-	-	-
Journeyman Electrician		2.00	-	-	-	-
Maintenance Worker		1.00	-	-	-	-
Maintenance Worker - Sign Shop		3.00	-	-	-	-
Custodian II		1.00	-	-	-	-
Custodian I		2.00	-	-	-	-
Custodian I - PT		-	-	-	-	-
	Total Facilities and Traffic	**13.00**	**-**	**-**	**-**	**-**
Streets and Traffic						
Deputy Director of Field Operations		-	-	1.00	1.00	1.00
Sanitation & Sewer Manager		1.00	1.00	-	-	-
Streets & Traffic Manager		1.00	1.00	1.00	1.00	1.00
Journeyman Electrician		-	1.00	1.00	1.00	1.00
Engineering Technician		1.00	1.00	-	-	-
Foreman - Streets		2.00	2.00	2.00	1.00	1.00
Foreman - Sewer					1.00	1.00
Foreman - Sign Shop		-	1.00	1.00	1.00	1.00
Heavy Equipment Operator - Streets		4.00	4.00	4.00	4.00	4.00
Equipment Operator - Streets		4.00	4.00	4.00	4.00	4.00
Equipment Operator - Sewer		1.00	1.00	1.00	1.00	1.00
Equipment Operator - Sanitation		4.00	-	-	-	-
Maintenance Worker - Streets		14.00	14.00	14.00	14.00	14.00
Maintenance Worker - Sewer		3.00	3.00	3.00	3.00	3.00
Maintenance Worker - Sign Shop		-	3.00	3.00	3.00	3.00
	Total Streets and Sanitation	**35.00**	**36.00**	**35.00**	**35.00**	**35.00**
Parks and Cemetery						
Parks & Forestry Superintendent		1.00	1.00	-	-	-
Parks Manager		-	-	1.00	1.00	1.00
City Forester		1.00	-	-	-	-

Foreman - Parks		1.00	1.00	1.00	1.00	1.00
Heavy Equipment Operator - Parks		2.00	1.00	1.00	1.00	1.00
Equipment Operator - Parks		2.00	2.00	2.00	2.00	2.00
Arborist		3.00	-	-	-	-
Maintenance Worker - Parks		6.00	6.00	6.00	6.00	6.00
Cemetery Worker		1.00	1.00	1.00	1.00	1.00
	Total Parks and Cemetery	**17.00**	**12.00**	**12.00**	**12.00**	**12.00**
	TOTAL PUBLIC WORKS	**78.00**	**61.00**	**59.00**	**59.00**	**59.00**
CULTURE AND RECREATION						
Senior Services						
Uptown Social Director		1.00	1.00	-	-	-
Engagement Coordinator		1.00	1.00	-	-	-
Program & Wellness Coordinator		1.00	1.00	-	-	-
Customer Service Representative		-	-	-	-	-
Café Coordinator		-	0.63	-	-	-
	Total Senior Services	**3.00**	**3.63**	**-**	**-**	**-**
CONSERVATION AND DEVELOPMENT						
Planning						
Planning & Development Director		1.00	1.00	1.00	1.00	1.00
Planning & Development Supervisor		1.00	1.00	-	-	-
Zoning Administrator		1.00	1.00	1.00	1.00	1.00
Community Development Planner		1.00	1.00	1.00	1.00	1.00
Economic Development Coordinator		-	-	-	-	1.00
Associate Planner		1.00	1.00	-	-	-
Housing Specialist		-	0.50	-	-	-
Program Compliance Specialist		1.00	1.00	1.00	1.00	1.00
	Total Planning and Development	**6.00**	**6.50**	**4.00**	**4.00**	**5.00**
Forestry						
City Forestor		-	1.00	1.00	1.00	1.00
Arborist		-	4.00	4.00	4.00	4.00
	Total Forestry	**-**	**5.00**	**5.00**	**5.00**	**5.00**
	TOTAL CONSERVATION AND DEVELOPMENT	**6.00**	**11.50**	**9.00**	**9.00**	**10.00**
	TOTAL GENERAL FUND	**306.03**	**301.16**	**302.03**	**302.03**	**306.83**
SPECIAL REVENUE FUND						
Mead Public Library						
Library Director		1.00	1.00	1.00	1.00	1.00
Administrative Services Manager		1.00	-	-	-	-
Deputy Library Director		1.00	1.00	1.00	1.00	1.00
Support Services Manager		1.00	1.00	1.00	-	-
Youth Services Manager		-	-	-	-	1.00
Circulation Supervisor		-	-	-	1.00	1.00
Librarian		9.00	9.00	8.00	8.00	8.00
Maintenance Supervisor		1.00	1.00	-	-	-
Information Technology Specialist		1.00	1.00	1.00	1.00	1.00
Marketing Specialist		1.00	1.00	1.00	1.00	1.00
Maintenance Technician		1.00	1.00	-	-	-
Administrative Assistant		1.00	1.00	1.00	1.00	1.00
Cataloger		3.00	3.00	3.00	2.00	2.00
Public Safety Specialist		1.00	1.00	1.00	1.00	1.00
Security Monitor		0.50	0.50	0.50	-	-
Associate Librarian		2.00	4.00	4.00	4.00	4.00
Library Assistant		8.50	6.50	8.25	8.50	8.50
Library Assistant/Security Monitor		-	-	-	-	1.00
Cleaner		1.50	2.00	-	-	-
Lead Library Clerk		-	-	-	-	1.00
Library Clerk		7.50	7.00	7.75	7.50	6.50
	Total Mead Public Library	**42.00**	**41.00**	**38.50**	**37.00**	**39.00**
Senior Services						
Uptown Social Director		-	-	1.00	1.00	1.00
Engagement Coordinator		-	-	1.00	1.00	1.00
Program & Wellness Coordinator		-	-	1.00	1.00	1.00
Customer Service Representative		-	-	0.50	0.50	1.00
Café Coordinator		-	-	0.63	0.63	0.63
	Total Senior Services	**-**	**-**	**4.13**	**4.13**	**4.63**
Cable Television						
TV Program Director		1.00	1.00	1.00	1.00	1.00
TV Production Technician		0.25	0.25	0.25	0.25	0.25
	Total Cable Television	**1.25**	**1.25**	**1.25**	**1.25**	**1.25**
	TOTAL SPECIAL REVENUE FUNDS	**43.25**	**42.25**	**43.88**	**38.25**	**44.88**
PROPRIETARY FUNDS						
Recycling Utility						
Foreman - Streets & Sanitation		1.00	-	-	-	-
Equipment Operator - Recycling		2.00	-	-	-	-
	Total Recycling Utility	**3.00**	**-**	**-**	**-**	**-**
Refuse Utility						
Foreman - Sanitation & Recycling		-	1.00	1.00	1.00	1.00
Equipment Operator - Recycling/Sanitation		-	6.00	6.00	6.00	6.00
	Total Refuse Utility	**-**	**7.00**	**7.00**	**7.00**	**7.00**
Marina/Boating Fund						
Marina General Manager		-	1.00	1.00	1.00	1.00
Maintenance Technician		-	1.00	1.00	1.00	1.00
	Total Marina/Boating Fund	**-**	**2.00**	**2.00**	**2.00**	**2.00**

Transit Utility						
Director Parking/Transit		0.70	0.70	0.70	0.70	0.70
Operations Supervisor		2.00	2.00	2.00	2.00	2.00
Maintenance Foreman		1.00	1.00	1.00	1.00	1.00
Mechanic		3.00	3.00	3.00	3.00	3.00
Administrative Coordinator		-	-	-	-	-
Safety & Training Coordinator		1.00	1.00	1.00	1.00	1.00
ADA & Paratransit Coordinator		1.00	1.00	1.00	1.00	1.00
Transit Coordinator		2.00	2.00	2.00	2.00	2.00
Public Transit Bus Driver		19.00	20.25	20.25	20.25	20.25
On-Demand Bus Driver		7.00	8.00	8.00	8.00	8.00
Maintenance Assistant		2.50	2.50	2.00	2.00	2.00
Utility Worker		-	-	-	-	-
Cleaner		-	-	-	-	-
	Total Transit Utility	**39.20**	**41.45**	**40.95**	**40.95**	**40.95**
Parking Utility						
Director Parking and Transit		0.30	0.30	0.30	0.30	0.30
Parking Utility Maintenance Foreman		1.00	1.00	1.00	1.00	1.00
Parking Utility Maintenance Worker		1.00	1.00	1.00	1.00	1.00
	Total Parking Utility	**2.30**	**2.30**	**2.30**	**2.30**	**2.30**
Wastewater Utility						
Superintendent		1.00	1.00	1.00	1.00	1.00
Pre-Treatment Supervisor		1.00	1.00	1.00	1.00	1.00
Control Systems Integrator		1.00	1.00	1.00	1.00	1.00
Electrician		1.00	1.00	1.00	1.00	1.00
Lab Technician		1.00	1.00	1.00	1.00	1.00
Plant Maintenance Working Foreman		1.00	1.00	1.00	1.00	1.00
Plant Maintenance Mechanic		2.00	2.00	2.00	2.00	2.00
Lead Operator		-	-	1.00	1.00	1.00
Plant Operator		4.00	4.00	3.00	3.00	3.00
	Total Wastewater Utility	**12.00**	**12.00**	**12.00**	**12.00**	**12.00**
	TOTAL PROPRIETARY FUNDS	**56.50**	**64.75**	**64.25**	**64.25**	**64.25**
INTERNAL SERVICE FUNDS						
Information Technology						
Information Technology Director		1.00	1.00	1.00	1.00	1.00
Systems Analyst		2.00	2.00	2.00	1.00	1.00
Communications & Electronics Technician		-	1.00	1.00	1.00	1.00
Network Administrator		1.00	1.00	1.00	1.00	1.00
Technical Support Analyst		1.00	1.00	-	-	1.00
Help Desk Technician		-	-	1.00	2.00	1.00
	Total Information Technology	**5.00**	**6.00**	**6.00**	**6.00**	**6.00**
Motor Vehicle						
Fleet Manager		1.00	1.00	1.00	1.00	1.00
Master Mechanic		1.00	1.00	1.00	1.00	1.00
Heavy Equipment Mechanic		3.00	3.00	4.00	4.00	4.00
Small Equipment/Service Mechanic		2.00	2.00	1.00	1.00	1.00
	Total Motor Vehicle	**7.00**	**7.00**	**7.00**	**7.00**	**7.00**
	TOTAL INTERNAL SERVICE FUNDS	**12.00**	**13.00**	**13.00**	**13.00**	**13.00**
	TOTAL GENERAL FUND	**306.03**	**301.16**	**302.03**	**302.03**	**306.83**
	TOTAL SPECIAL REVENUE FUNDS	**43.25**	**42.25**	**43.88**	**38.25**	**44.88**
	TOTAL PROPRIETARY FUNDS	**56.50**	**64.75**	**64.25**	**64.25**	**64.25**
	TOTAL INTERNAL SERVICE FUNDS	**12.00**	**13.00**	**13.00**	**13.00**	**13.00**
	TOTAL CITY FUNDS	**417.78**	**421.16**	**423.16**	**417.53**	**428.96**

CITY OF SHEBOYGAN
RESOLUTION 145-26-27

BY ALDERPERSONS CLOSE AND DEKKER

NOVEMBER 23, 2026.

A RESOLUTION authorizing the appropriate City officials to sign the January 1, 2027 - December 31, 2029, contract between the City of Sheboygan and Sheboygan Professional Police Officers' Association.

WHEREAS, representatives from City of Sheboygan management and the Sheboygan Professional Police Officers' Association negotiated a renewal to the collective bargaining agreement between them and entered into a Tentative Agreement that set forth the agreed upon terms and changes in the agreement.

NOW, THEREFORE, BE IT RESOLVED: That the Common Council hereby authorizes the appropriate City officials to sign the January 1, 2027 - December 31, 2029, contract between the City of Sheboygan and Sheboygan Professional Police Officers' Association, in a form that matches the terms agreed upon within the tentative agreements attached.

BE IT FURTHER RESOLVED: That the following positions are added to the City of Sheboygan Compensation Program as of January 1, 2027:

Police Officer	Grade 14
Detective	Grade 15

PASSED AND ADOPTED BY THE CITY OF SHEBOYGAN COMMON COUNCIL
_____.

Presiding Officer

_____
Ryan Sorenson, Mayor, City of Sheboygan

Attest

_____
Meredith DeBruin, City Clerk, City of Sheboygan

Date: October 21, 2026

Update #2, City of Sheboygan Responsive Offer
to
Sheboygan Professional Police Officers' Association Proposal 1

By: The City of Sheboygan

To: The Sheboygan Professional Police Officers' Association (SPPOA)

---

1. City acknowledges SPPOA's acceptance of the City's contract proposal for years 2027-2029 including:

    a. Updated language regarding pay rates and longevity consistent with the agreement to move SPPOA members to the city's wage scale and any MOU regarding the migration.

    b. For 2027, no other education incentive will be paid. In 2028 education incentives will be provided in lump sum amounts per paycheck of $30 for a bachelor's degree and $60 for a master's degree.

    c. Newly hired employees may receive up to (5) days of vacation in their first year of employment after completion of field training.

    d. Updated language requiring initial vest reimbursements to be submitted within (1) year of hire.

    e. The MOU for the current SPPOA contract regarding reserving up to two spots per patrol shift for probationary employees is added under Article III.

    f. The existing MOU regarding rehire of previous employees has also been incorporated into the contract under Article VI.

    g. The existing tuition reimbursement benefit is replaced by the citywide tuition program.

    h. Language from the 2001 Letter of Intent regarding retiree health insurance attached to the end of the contract is incorporated into Article XII.

    i. Other language clean-up for consistency between SPPOA and SPPOSA contracts.

2. Regarding SPPOA Requests:

    2.1. **Incentive for foreign language proficiency.** The City suggests this request be tabled. The City will agree to negotiate an MOU that includes a policy and program to incentivize foreign language proficiency during the term of the contract.

2.2. **Increased PTO pay from straight time to time-and-one-half.** The City rejects this request. The current arrangement pays better than a new sergeant. The City expects two new hires in December and three new hires in January so the workload for PTOs to train new hires will reduce by approximately half. The City agrees to monitor the issue to mitigate overburdening PTO workload.

2.3. **Accelerated vacation schedule.** Per discussions with SPPOA leadership on 10/19/26, the parties agree to withdraw this requested change from the tentative agreement. ~~The City will agree to this request if Article 8(a)(3) is modified to read as follows:~~

"~~Two (2) members shall be allowed off per day, per shift, on the initial vacation selection, for those members assigned to Patrol Division. Additional~~ vacation time may be used at the discretion of the ~~shift supervisor~~ Chief or their designee. ~~Members assigned to CID or special units may take vacation at the approval of their supervisor.~~ Vacation time may ~~also~~ be used in one (1) hour increments up to eight (8) hours or ten and one-half (10.5) hours on the extended day, at the discretion of ~~shift supervision~~ the ~~-~~Chief or their designee, and subject to cancellation as extra time. Vacation time, once selected, may be shifted to other days throughout the year if, at the discretion of the supervisor, manpower requirements for that day are satisfactory."

3. **Discussion regarding lateral and rehire program.** Union has withdrawn this request.

4. This agreement is subject to ratification and passage by the Union, with the approval of the City of Sheboygan Common Council.

Dated this 12 **day of** ~~October~~ November**, 2026.**

For the Union:

Andrew Bailey, President

Jared Tenpas, Bargaining Committee

Travis Barber, Bargaining Committee

Thomas Aker, Bargaining Committee

Nathan Rasimus, Bargaining Committee

For the City:

Casey Bradley, City Administrator

Kurt Zempel, Chief of Police

Kaitlyn Krueger, Finance Director

CITY OF SHEBOYGAN
RESOLUTION 150-26-27

BY ALDERPERSONS CLOSE AND DEKKER.

NOVEMBER 23, 2026.

A RESOLUTION authorizing the appropriate City officials to sign the January 1, 2027 - December 31, 2029, contract between the City of Sheboygan and Sheboygan Professional Police Officers' Supervisory Association.

WHEREAS, representatives from City of Sheboygan management and the Sheboygan Professional Police Officers' Supervisory Association negotiated a renewal to the collective bargaining agreement between them and entered into a Tentative Agreement that set forth the agreed upon terms and changes in the agreement.

NOW, THEREFORE, BE IT RESOLVED: That the Common Council hereby authorizes the appropriate City officials to sign the January 1, 2027 - December 31, 2029, contract between the City of Sheboygan and Sheboygan Professional Police Officers' Supervisory Association, in a form that matches the terms agreed upon within the tentative agreements attached.

BE IT FURTHER RESOLVED: That the following positions are added to the City of Sheboygan Compensation Program as of January 1, 2027:

Sergeant	Grade 16
Lieutenant	Grade 17

PASSED AND ADOPTED BY THE CITY OF SHEBOYGAN COMMON COUNCIL
_____.

Presiding Officer

_____
Ryan Sorenson, Mayor, City of Sheboygan

Attest

_____
Meredith DeBruin, City Clerk, City of Sheboygan

Letter of Understanding

This Letter of Understanding is entered into by and between the City of Sheboygan, hereinafter referred to a "City" and the Sheboygan Professional Police Officers' Supervisory Association, hereinafter referred to as "Association".

1) This Memo of Understanding is effective as of January 1, 2027 provided the parties have agreed to move Association members onto the proposed City's Employee Wage Scale as part of the successor agreement.

2) In the interest of migrating Association members from the existing pay scale onto the City Non-Represented Employee Wage Scale, for 2027 only, each Association member will be placed onto the new scale at the appropriate grade and step that provides for the citywide 2027 COLA increase (currently 2.5%), and a 1.5% longevity step increase from their current wage at the end of 2026. The COLA increase is subject to Sheboygan Common Council approval of the 2027 budget.

3) For the remaining term of this collective bargaining agreement, the parties agree to abide by the City's personnel and wage policies regarding wage rates and increases.

Dated this 19th day of November, 2026.

CITY OF SHEBOYGAN

SHEBOYGAN PROFESSIONAL POLICE OFFICERS' SUPERVISORY ASSOCIATION

Date: November 18, 2026

UPDATED City of Sheboygan Responsive Offer
to
Sheboygan Professional Police Officers' Supervisory Association Proposal 1

By: The City of Sheboygan

To: The Sheboygan Professional Police Officers' Supervisory Association (SPPOSA)

---

1. City acknowledges SPPOSA's acceptance of the City's contract proposal for years 2027-2029 including:

   a. Updated language regarding pay rates and longevity consistent with the agreement to move SPPOSA members to the city's wage scale and any MOU regarding the migration.

   b. For 2027, no other education incentive will be paid. In 2028 education incentives will be provided in lump sum amounts per paycheck of $30 for a bachelor's degree and $60 for a master's degree.

   c. Newly hired employees may receive up to (5) days of vacation in their first year of employment after completion of field training.

   d. Updated language requiring initial vest reimbursements to be submitted within (1) year of hire.

   e. The existing MOU regarding lateral transfers has also been incorporated into the contract under Article XV.

   f. The existing tuition reimbursement benefit is replaced by the citywide tuition program.

   g. Language from the 2001 Letter of Intent regarding retiree health insurance attached to the end of the contract is incorporated into Article XII.

   h. Other language clean-up for consistency between SPPOA and SPPOSA contracts.

2. Regarding SPPOSA Requests, which are set forth below:

   a. **Assigning Lieutenants to the same compensation grade as Fire Battalion Chiefs (Grade 18) on the City's compensation table.** The City denies this request. Battalion Chiefs (BCs) are not a comparable classification for several reasons. BCs are salaried and are not eligible for overtime whereas Lieutenants (LTs) are. LTs are already compensated higher than BCs because of their other contractual benefits. Upon discussion, both parties agree that compensation grade placement is appropriately determined by third-party consultant consistent with the City's existing procedures. The City will honor the compensation grade placements determined by the consultant. The parties acknowledge the City's existing appeal pathway is appropriate.

   b. **The Chief should align staffing needs on July 4th and allow supervisors to sign up for shift on overtime.** The City denies this request. Management needs the ability to ensure appropriate supervision is provided for major events. Moreover, one of SPPOSA's members determines supervisory assignments for that day so if they feel more are working than are needed, they have the option to make staffing recommendations to the Chief. This issue is resolvable by cooperation between SPPOSA, its membership, and police administration.

   c. **Allow overtime accrual to begin after 15 minutes instead of 30.** The City accepts this request.

   d. **Recognize Juneteenth as an 11th holiday.** The City denies this request. The City does not currently recognize Juneteenth as a holiday. If the City recognizes this as a holiday in the future, such recognition will be extended to SPPOSA.

   e. **Allow one additional floating holiday.** The City accepts this request.

   f. **Allow three (3) extra vacation days.** The City denies this request. SPPOSA already receives more vacation than SPPOA.

   g. **SPPOSA also asked that the City consider amending the current approach to sick day banking. SPPOSA would like to determine a method that incentivizes not calling in sick.** The parties agree that this is an appropriate topic to negotiate via separate MOU.

3. This agreement is subject to ratification and passage by the Union, with the approval of the City of Sheboygan Common Council.

Dated this 19th day of November, 2026.

For the Union:

Christopher Stephen, President

Alexander Jaeger, Vice President

Andrew Kundinger, Bargaining Committee

Joel Hendrikse, Bargaining Committee

Rebecca Rupnick, Bargaining Committee

For the City:

Casey Bradley, City Administrator

Kurt Zempel, Chief of Police

Kaitlyn Krueger, Finance Director