



FINANCE AND PERSONNEL COMMITTEE MEETING AGENDA

August 22, 2022 at 5:00 PM

Council Chambers, 828 Center Avenue, Sheboygan, WI

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

Persons with disabilities who need accommodations to attend this meeting should contact the Finance Department at 920-459-3311. Persons other than council members who wish to participate remotely shall provide notice to the Finance Department at 920-459-3311 at least 24 hours before the meeting so that the person may be provided a remote link for that purpose.

OPENING OF MEETING

1. Call to Order
2. Roll Call (Alderspersons Mitchell, Filicky-Peneski, Perella, Ackley, and Felde may attend remotely)
3. Pledge of Allegiance
4. Introduction of Committee Members and Staff

MINUTES

5. Approval of Minutes - August 8, 2022

ITEMS FOR DISCUSSION AND POSSIBLE ACTION

6. R. C. No. 274-21-22 by Finance and Personnel Committee to whom was referred R. O. No. 79-21-22 by City Clerk submitting a Summons and Complaint in the matter of Washington School Apartments, LLC vs. City of Sheboygan; recommends filing the report.
7. R. O. No. 47-22-23 by City Clerk submitting a Summons and Complaint in the matter of US Bank National Association v. Michelle Aguilar et al; recommends filing the report.
8. R. O. No. 54-22-23 by City Attorney reporting that the City's outside legal counsel has settled the matter of Washington School Apartments, LLC vs. City of Sheboygan, Sheboygan County Circuit Court Case Co. 2021CV000312, with a payment by the City in the amount of \$7,496.17 representing a partial refund for property taxes paid in 2021.
9. Res. No. 53-22-23 by Alderspersons Mitchell and Filicky-Peneski approving the City of Sheboygan SouthPointe Enterprise Campus Real Estate Sales Commission Policy.
10. R. C. No. 33-22-23 / June 20, 2022: Your committee to whom was referred Res. No. 24-22-23 by Alderspersons Mitchell and Filicky-Peneski adopting updated wage classifications and steps as part of the 2022 City of Sheboygan Compensation Program for Non-Represented Employees.

DATE OF NEXT REGULAR MEETING

11. Next Meeting Date - September 12, 2022

ADJOURN

12. 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*

VI

R. C. No. 274 - 21 - 22. By FINANCE AND PERSONNEL COMMITTEE.
April 18, 2022.

Your Committee to whom was referred R. O. No. 79-21-22 by City Clerk submitting a Summons and Complaint in the matter of Washington School Apartments, LLC vs. City of Sheboygan; recommends referring to the Finance and Personnel Committee of the 2022-2023 Council.

F+P
2022-2023 Council

_____ Committee

I HEREBY CERTIFY that the foregoing Committee Report was duly accepted and adopted by the Common Council of the City of Sheboygan, Wisconsin, on the _____ day of _____, 20____.

Dated _____ 20____. _____, City Clerk

Approved _____ 20____. _____, Mayor

II

Item 6.

R. O. No. 79 - 21 - 22. By CITY CLERK. September 7, 2021.

Submitting a Summons and Complaint in the matter of Washington School Apartments, LLC vs. City of Sheboygan.

FHP

CITY CLERK

STATE OF WISCONSIN CIRCUIT COURT SHEBOYGANWashington School Apartments, LLC vs. City of
Sheboygan**Electronic Filing
Notice**Case No. 2021CV000312
Class Code: Money JudgmentFILED
08-06-2021
Sheboygan County
Clerk of Circuit Court
2021CV000312
Honorable Daniel J
Borowski
Branch 5

Item 6.

CITY OF SHEBOYGAN
828 CENTER AVENUE
SHEBOYGAN WI 53081PROCESS SERVED
TIME 1:15 AM DATE 8/30/21
() PERSONAL () SUBSTITUTE
() POSTED (X) CORPORATE

AUG 30 '21 PM 1:24

Case number 2021CV000312 was electronically filed with/converted by the Sheboygan County Circuit Court office. The electronic filing system is designed to allow for fast, reliable exchange of documents in court cases.

Parties who register as electronic parties can file, receive and view documents online through the court electronic filing website. A document filed electronically has the same legal effect as a document filed by traditional means. Electronic parties are responsible for serving non-electronic parties by traditional means.

You may also register as an electronic party by following the instructions found at <http://efiling.wicourts.gov/> and may withdraw as an electronic party at any time. There is a \$20.00 fee to register as an electronic party. This fee may be waived if you file a Petition for Waiver of Fees and Costs Affidavit of Indigency (CV-410A) and the court finds you are indigent under §814.29, Wisconsin Statutes.

If you are not represented by an attorney and would like to register an electronic party, you will need to enter the following code on the eFiling website while opting in as an electronic party.

Pro Se opt-in code: 0cc5fc

Unless you register as an electronic party, you will be served with traditional paper documents by other parties and by the court. You must file and serve traditional paper documents.

Registration is available to attorneys, self-represented individuals, and filing agents who are authorized under Wis. Stat. 799.06(2). A user must register as an individual, not as a law firm, agency, corporation, or other group. Non-attorney individuals representing the interests of a business, such as garnishees, must file by traditional means or through an attorney or filing agent. More information about who may participate in electronic filing is found on the court website.

If you have questions regarding this notice, please contact the Clerk of Circuit Court at 920-459-3068.

Sheboygan County Circuit Court
Date: August 9, 2021

FILED

08-06-2021

Sheboygan County

Clerk of Circuit Court

2021CV000312

Honorable Daniel J

Borowski

Branch 5

Item 6.

STATE OF WISCONSIN CIRCUIT COURT SHEBOYGAN COUNTY

WASHINGTON SCHOOL APARTMENTS, LLC
A Wisconsin Limited Liability Company,
200 North Main Street,
Oregon, WI 53575,

Plaintiff,

vs.

Case No.:

Case Code No.: 30301

CITY OF SHEBOYGAN,
A Municipal Corporation,
828 Center Avenue,
Sheboygan, WI 53081,

Defendant.

SUMMONS

THE STATE OF WISCONSIN, To each person named above as a Defendant:

You are hereby notified that the Plaintiff named above has filed a lawsuit or other legal action against you. The complaint, which is attached, states the nature and basis of the legal action.

Within twenty (20) days of receiving this summons, you must respond with a written answer, as that term is used in chapter 802 of the Wisconsin Statutes, to the complaint. The court may reject or disregard an answer that does not follow the requirements of the statutes. The answer must be sent or delivered to the court, whose address is, Sheboygan County Clerk of Circuit Courts, 615 North 6th Street, Sheboygan, Wisconsin 53081 and to Rogahn Jones LLC, Plaintiff's attorney, whose address is Rogahn Jones LLC, N16 W23233 Stone Ridge Drive, Suite 270, Waukesha, Wisconsin, 53188. You may have an attorney help or represent you.

If you do not provide a proper answer within twenty (20) days, the court may grant judgment against you for the award of money or other legal action requested in the complaint, and you may lose your right to object to anything that is or may be incorrect in the complaint. A judgment may be enforced as provided by law. A judgment awarding money may become a lien against any real estate you own now or in the future, and may also be enforced by garnishment or seizure of property.

Dated this 6th day of August 2021.

ROGAHN JONES LLC
Attorneys for:
Washington School Apartments, LLC
Electronically Signed By Michael Kozicz

/s/ *Michael Kozicz*

Michael S. Kozicz
WI State Bar ID No. 1094652
mkozicz@rogahnjones.com

P.O. Address:
ROGAHN JONES LLC
N16W23233 Stone Ridge Drive, Suite 270
Waukesha, WI 53188
(262) 226-9554

FILED

08-06-2021

Sheboygan County

Clerk of Circuit Court

2021CV000312

Honorable Daniel J

Borowski

Branch 5

Item 6.

STATE OF WISCONSIN CIRCUIT COURT SHEBOYGAN COUNTY

WASHINGTON SCHOOL APARTMENTS, LLC
A Wisconsin Limited Liability Company,
200 North Main Street,
Oregon, WI 53575

Plaintiff,

vs.

Case No.:

Case Code No.: 30301

CITY OF SHEBOYGAN,
A Municipal Corporation,
828 Center Avenue,
Sheboygan, WI 53081,

Defendant.

EXCESSIVE ASSESSMENT COMPLAINT

Washington School Apartments, LLC (hereinafter "Washington"), by its attorneys,
Rogahn Jones LLC, as its excessive assessment complaint against the City of Sheboygan
(hereinafter "City") alleges as follows:

1. This action is brought pursuant to Wis. Stat. §70.47(8m) and Wis. Stat. §
74.37(3)(d) against the City for a correction of the assessor's assessment and for a refund of
excessive real estate taxes imposed on Washington by the City for the year 2021, plus statutory
interest, with respect to a parcel of real property in the City (hereinafter "the Property").

2. Washington is the owner of the Property, is responsible for the payment of
property taxes and the prosecution of property tax disputes involving the Property and is
authorized to bring this claim in its own name.

3. The City is a body corporate and politic, duly organized as a municipal corporation under Wisconsin law, with its principal office located at 828 Center Avenue, in the City.

4. The Property is located at 1238 Geele Avenue within the City, and is identified in the City records as Tax Parcel No. 59281719721.

5. This court has personal jurisdiction over the City pursuant to Wis. Stat. §801.05(1).

6. Venue is appropriate in Sheboygan County pursuant to Wis. Stat. §801.50(2)(a).

7. The aggregate ratio of property assessed in the City as of January 1, 2021, has not been determined as of the date of filing.

8. For 2020, property in the City was assessed at 81.08% of its fair market value as of January 1, 2020.

9. For 2020, property tax was imposed on property in the City at the rate of \$26.82 per \$1,000.00 of the assessed value for property.

10. For 2021, the City's assessor set the assessment of the Property at \$2,986,000.00.

11. Washington appealed the 2021 assessment of the Property by filing a timely objection with the BOR pursuant to Wis. Stat. §70.47 and otherwise complying with all of the requirements of Wis. Stat. §70.47, except 70.47(13).

12. The BOR waived the hearing of Washington's objection pursuant to Wis. Stat. §70.47(8m). A true and correct copy of the waiver of hearing for the Property is attached hereto.

13. The effect of the BOR's waiver is the disallowance of Washington's claim of excessive assessment, and maintenance of the 2021 assessment of the Property, without a hearing, at \$2,986,000.00.

14. Assuming the 2021 mill rate will be essentially the same as the 2020 mill rate, the City will impose tax on the Property in the amount of \$80,041.35.

15. The BOR's disallowance of Washington's claim of excessive assessment entitles Washington to appeal that disallowance to the circuit court through this action pursuant to Wis. Stat. §70.47(8m) and Wis. Stat. §74.37(3)(d).

16. The fair market value of the Property as of January 1, 2021, was no higher than \$1,550,000.00.

17. Assuming the aggregate assessment ratio of 81.08%, the correct assessment of the Property for 2021 is no higher than \$1,256,740.00.

18. Assuming a tax rate of \$26.82 per \$1,000.00 of assessed value, the correct amount of property tax on the Property for 2021 should be no higher than \$33,705.77.

19. The 2021 assessment of the Property, as set by the BOR was excessive and, upon information and belief, violated Article VIII, Section 1 (i.e., the Uniformity Clause) of the Wisconsin Constitution. As a result, the 2021 property assessment was excessive in at least the amount of \$1,729,260.00 and the tax imposed on the Property for 2021 was excessive in at least the amount of \$46,335.58.

20. Washington is entitled to a correction of the assessment of the Property for 2021 to \$1,256,740.00.

21. In the event that litigation on this matter should extend beyond the time that Washington is required to, or does, pay the 2021 tax on the Property, Washington will be entitled

to a refund of 2021 tax in the amount of \$46,335.58, or such greater amount as may be determined to be due Washington, plus statutory interest.

WHEREFORE, Washington requests the following relief:

1. A determination and declaration that the assessment of the Property for 2021 should be no higher than \$1,256,740.00.
2. A determination that the correct tax on the Property for 2021 should be no higher than \$33,705.77.
3. Judgement in the amount \$46,335.58, on the Property for 2021 or such greater amount as may be determined due to Washington, plus statutory interest.
4. An award of all litigation costs incurred by Washington in this action, including the reasonable fees of its attorneys.
5. Such other and further relief as may be appropriate.

Dated this 6th day of August 2021.

ROGAHN JONES LLC
Attorneys for:
Washington School Apartments, LLC
Electronically Signed by Michael Kozicz

/s/ *Michael Kozicz*

Michael S. Kozicz
WI State Bar ID No. 1094652
mkozicz@rogahnjones.com

P.O. Address:
ROGAHN JONES LLC
N16W23233 Stone Ridge Drive, Suite 270
Waukesha, WI 53188
(262) 226-9554

Item 6.

Request for Waiver of Board of Review (BOR) Hearing

Section 70.47 (8m), Wis. Stats., states, "The board may, at the request of the taxpayer or assessor, or at its own discretion, waive the hearing of an objection under sub. (8) or, in a 1st class city, under sub. (16) and allow the taxpayer to have the taxpayer's assessment reviewed under sub. (13). For purposes of this subsection, the board shall submit the notice of decision under sub. (12) using the amount of the taxpayer's assessment as the finalized amount. For purposes of this subsection, if the board waives the hearing, the waiver disallows the taxpayer's claim on excessive assessment under sec. 74.37(3) and notwithstanding the time period under sec. 74.37(3)(d), the taxpayer has 60 days from the notice of hearing waiver in which to commence an action under sec. 74.37(3)(d)."

NOTE: The legal requirements of the Notice of Intent to Appear must be satisfied and the Objection Form must be completed and submitted as required by law prior to the Request for Waiver of Board of Review Hearing being submitted.

NOTE: Request for Waiver must be presented prior to the commencement of the hearing.

Municipality Sheboygan	County Sheboygan
Requestor's name Washington School Apartments LLC	Agent name (if applicable) * Chad Zeznanski
Requestor's mailing address 200 North Main Street Oregon, WI 53575	Agent's mailing address 10000 Innovation Drive, Suite 250 Milwaukee, WI 53226
Requestor's telephone number () - <input type="checkbox"/> Land Line <input type="checkbox"/> Cell Phone	Agent's telephone number (262) 225-1784 <input type="checkbox"/> Land Line <input checked="" type="checkbox"/> Cell Phone
Requestor's email address	Agent's email address czeznanski@wipfli.com

Property address 1238 Geele Avenue	
Legal description or parcel number Parcel number: 59281719721	
Taxpayer's assessment as established by assessor - Value as determined due to waiving of BOR hearing \$ 2,986,000	
Property owner's opinion of value \$ 1,550,000	
Basis for request The subject property's 2021 assessed value exceeds the subject's fair market value as of January 1, 2021.	
Date Notice of Intent to Appear at BOR was given 5/3/2021	Date Objection Form was completed and submitted 5/3/2021

All parties to the hearing understand that in granting of this waiver there can be no appeal to the Department of Revenue under sec. 70.85, Wis. Stats. An action under sec. 70.47(13), Wis. Stats., must be commenced within 90 days of the receipt of the notice of the waiving of the hearing. An action under sec. 74.37(3)(d), Wis. Stats., must be commenced within 60 days of the receipt of the notice of the waiving of the hearing.

Requestor's / Agent's Signature

* If agent, attach signed Agent Authorization Form, PA-105

Decision

☒ Approved ☐ Denied

Reason

[Signature]
Board of Review Chairperson's Signature

☒ Taxpayer advised

10.10.2021

Date _____

Sent via mail

PA-813 (R. 10-16)

Wisconsin Department of Revenue

CITY OF SHEBOYGAN

REQUEST FOR FINANCE AND PERSONNEL COMMITTEE CONSIDERATION

ITEM DESCRIPTION: R.O. No. 47-22-23 submitting litigation in regards to US Bank v. Michelle Aguilar.

REPORT PREPARED BY: Margo Wagner, Financial Reporting Analyst

REPORT DATE: August 18, 2022

MEETING DATE: August 22, 2022

FISCAL SUMMARY:

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

STATUTORY REFERENCE:

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

BACKGROUND / ANALYSIS:

R.O. No. 47-22-23 is a summons and complaint between US Bank National Association v. Michelle Aguilar in regards to foreclosure of a mortgage.

STAFF COMMENTS:

The lawsuit has been dismissed.

ACTION REQUESTED:

Motion to recommend the Common Council receive and file the following documents:
R.O. No. 47-22-23

ATTACHMENTS:

I. R.O. No. 47-22-23

R. O. No. 47 - 22 - 23. By CITY CLERK. August 1, 2022.

Submitting a Summons and Complaint in the matter of US Bank National Association v. Michelle Aguilar et al.

CITY CLERK

FILED

07-01-2022

Sheboygan County

Clerk of Circuit Court

2022CV000344

Honorable Daniel J

Borowski

Branch 5

Item 7.

STATE OF WISCONSIN

CIRCUIT COURT

SHEBOYGAN COUNTY

US Bank National Association
4801 Frederica Street
Owensboro, KY 42301

Plaintiff,

v.

Michelle Aguilar
1139 S 19Th St
Sheboygan, WI 53081

Midland Funding, LLC
c/o Corporation Service Company - Registered Agent
8040 Excelsior Drive, Suite 400
Madison, WI 53717

City of Sheboygan
c/o City Clerk
828 Center Avenue
Sheboygan, WI 53081

- 4/15/22
7-14-22
[Signature]

Defendants.

SUMMONS

Foreclosure Of Mortgage: 30404
The Amount Claimed Exceeds \$10,000.00

THE STATE OF WISCONSIN,

To each person named above as a defendant:

You are hereby notified that the plaintiff named above has filed a lawsuit or other legal action against you. The Complaint, which is attached, states the nature and basis of the legal action.

Within 20 days, or within 45 days if you are the State of Wisconsin or an insurance company, or within 60 days if you are the United States of America, after receiving this Summons, you must respond with a written answer, as that term is used in Chapter 802 of the Wisconsin Statutes, to Complaint. The Court may reject or disregard an answer that does not follow the requirements of the statutes. The answer must be sent or delivered to the Court, which address is Sheboygan County Courthouse 615 N 6th St, Sheboygan, WI 53081-4692, and to Codilis, Moody & Circelli, P.C., plaintiff's attorneys, whose address is 15W030 North Frontage Road, Suite 200, Burr Ridge, IL 60527. You may have an attorney help or represent you.

If you do not provide a proper answer within 20 days, or within 45 days if the defendant is the State of Wisconsin or an insurance company, or within 60 days if the defendant is the United States of America, the Court may grant judgment against you for the award of money or other legal action requested in the Complaint, and you may lose your right to object to anything that is or may be incorrect in the Complaint. A judgment may be enforced as provided by law. A judgment awarding money may become a lien against any real estate you own now or in the future and may also be enforced by garnishment or seizure of property.

Dated: June 28, 2022.

Codilis, Moody & Circelli, P.C.
Attorneys for Plaintiff
Electronically signed by
Shawn R. Hillmann
WI State Bar No. 1037005
Emily E. Thoms
WI State Bar No. 1075844
Matthew Comella
WI State Bar No. 1096303

Jordan Arrigo
WI State Bar No. 1119740
Karsten Bailey
WI State Bar No. 1129188

Codilis, Moody & Circelli, P.C.
15W030 North Frontage Road, Suite 200
Burr Ridge, IL 60527
(414) 775-7700
pleadings@il.cslegal.com
50-22-00778

NOTE: This law firm is a debt collector.

FILED
07-01-2022
Sheboygan County
Clerk of Circuit Court
2022CV000344
Honorable Daniel J
Borowski
Branch 5

Item 7.

STATE OF WISCONSIN

CIRCUIT COURT

SHEBOYGAN COUNTY

US Bank National Association
4801 Frederica Street
Owensboro, KY 42301

Plaintiff,

v.

Michelle Aguilar
1139 S 19Th St
Sheboygan, WI 53081

Midland Funding, LLC
c/o Corporation Service Company - Registered Agent
8040 Excelsior Drive, Suite 400
Madison, WI 53717

City of Sheboygan
c/o City Clerk
828 Center Avenue
Sheboygan, WI 53081

Defendants.

COMPLAINT

Foreclosure Of Mortgage: 30404
The Amount Claimed Exceeds \$10,000.00

Now comes the plaintiff, by its attorneys, and alleges:

1. Plaintiff is a National Association and is engaged in the lending business with offices at the address stated in the captions of these pleadings.

2. Michelle Aguilar ("Mortgagor") is an unmarried adult whose last-known address is the address stated in the captions of these pleadings.

3. Mortgagor executed and delivered a Note and Mortgage to the originating lender for the consideration expressed therein, copies being attached as Exhibits.

4. The Mortgage was recorded in the office of the Register of Deeds on 1/3/2019 as Document #2067369.

5. Plaintiff will be owed the sum of \$100,705.64, as of 07/05/22 plus any amount as allowed by the Note and Mortgage additionally paid by the Plaintiff and accrued interest to the date of entry of any judgment.

6. The property has a common address of 1139 S 19th St, Sheboygan, WI 53081 and is further described in the Mortgage document as recorded.

7. The Mortgagor defaulted on the Note and Mortgage by failing to make payment when due.

8. The Mortgagor defaulted by failing to comply with the terms of the Note and Mortgage.

9. Plaintiff is the holder of the Note and Mortgage, together with all rights thereunder.

10. Plaintiff has fulfilled all conditions precedent under the Note and Mortgage and has declared the unpaid balance immediately payable.

11. The mortgaged property is a one- to 4-family residence on real estate of 20 acres or less; said premises cannot be sold in parcels without injury to the interests of the parties.

12. The party or parties listed below may claim an interest in the property that is the subject of this action, and any such interest, whether identified or otherwise, is junior and subject to the plaintiff's mortgage:

Judgment docketed in the Circuit Court for Sheboygan County on 01/30/2014 as Case No. 2014SC000023, in favor of Midland Funding, LLC vs. Michelle Aguilar 1434 Saint Clair Avenue Sheboygan, WI 53081 , in the amount of \$1,403.89.

Judgment docketed in the Circuit Court for Sheboygan County on 03/25/2022 as Case No. 2022TJ000088, in favor of City of Sheboygan vs. Michelle Aguilar 1139 S. 19th Street Sheboygan, WI 53081 , in the amount of \$187.00.

Judgment docketed in the Circuit Court for Sheboygan County on 03/25/2022 as Case No. 2022TJ000087, in favor of City of Sheboygan vs. Michelle Aguilar 1139 S. 19th Street Sheboygan, WI 53081 , in the amount of \$187.00.

13. Plaintiff, for the purpose of obtaining a shortened redemption period under Wisconsin Statutes Chapter 846, elects to waive judgment for any deficiency which remains due to the plaintiff after sale of the mortgaged premises in this action against every party who is personally liable for the debt secured by the Mortgage, and consents that each Mortgagor, unless they abandon the property, may remain in possession of the mortgaged property and be entitled to all rents, issues, and profits therefrom to the date of confirmation of sale by the Court. Plaintiff maintains its lien on, and all rights to, any amounts realized due to any taking, forfeiture, insurance loss or any similar miscellaneous proceeds, per the terms of the Mortgage or applicable loan documents.

WHEREFORE, the Plaintiff demands judgment as follows:

(1) For the foreclosure and sale of the mortgaged premises in accordance with Wis. Stat. § 846.101, or if the mortgaged premises was not owner-occupied at the commencement of this action, in accordance with Wis. Stat. § 846.103(2);

(2) If each Mortgagor or their assigns should abandon the property, for the foreclosure and sale of the mortgaged premises in accordance with Wis. Stat. § 846.102;

(3) Any Mortgagor, or any person occupying the premises, be enjoined and restrained from committing waste during the pendency of the action;

(4) Entry of a judgment of foreclosure and sale foreclosing the rights of each defendant so as to bar and foreclose each of them from all right, title, and interest in and to the mortgaged premises, except the right to apply for surplus in accordance with Wisconsin Statutes.

Dated: June 28, 2022.

Codilis, Moody & Circelli, P.C.
Attorneys for Plaintiff
Electronically signed by
Shawn R. Hillmann
WI State Bar No. 1037005
Emily E. Thoms
WI State Bar No. 1075844
Matthew Comella
WI State Bar No. 1096303
Jordan Arrigo
WI State Bar No. 1119740
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50-22-00778

NOTE: This law firm is a debt collector.

Fixed Rate Note

FHA Case No. [REDACTED]

December 28, 2018

[Date]

Sheboygan

[City]

Wisconsin

[State]

1139 S 19th St, Sheboygan, WI 53081

[Property Address]

1. Borrower's Promise to Pay. In return for a loan that I have received, I promise to pay U.S. \$103,098.00 (this amount is called "*Principal*"), plus interest, to the order of the Lender. The Lender is U.S. Bank National Association. I will make all payments under this Note in the form of cash, check or money order.

I understand that the Lender may transfer this Note. The Lender or anyone who takes this Note by transfer and who is entitled to receive payments under this Note is called the "*Note Holder*."

2. Interest. Interest will be charged on unpaid principal until the full amount of Principal has been paid. I will pay interest at a yearly rate of 4.990%.

The interest rate required by this Section 2 is the rate I will pay both before and after any default described in Section 6(B) of this Note.

Solely for the purpose of computing interest, a monthly payment received by the Note Holder within 30 days prior to or after the date it is due will be deemed to be paid on such due date.

3. Payments.

(A) Time and Place of Payments. I will pay principal and interest by making a payment every month.

I will make my monthly payment on the 1st day of each month beginning on February 1, 2019. I will make these payments every month until I have paid all of the principal and interest and any other charges described below that I may owe under this Note. Each monthly payment will be applied to interest before Principal. If, on January 1, 2049, I still owe amounts under this Note, I will pay those amounts in full on that date, which is called the "*Maturity Date*."

I will make my monthly payments at P.O. Box 20005, Owensboro, KY 42304-0005 or at a different place if required by the Note Holder.

(B) Amount of Monthly Payments. My monthly payment will be in the amount of U.S. \$552.82.

4. Borrower's Right to Prepay. I have the right to make payments of Principal at any time before they are due. A payment of Principal only is known as a "*Prepayment*." When I make a Prepayment, I will tell the Note Holder in writing that I am doing so. I may not designate a payment as a Prepayment if I have not made all the monthly payments due under the Note.

I may make a full Prepayment or partial Prepayments without paying a Prepayment charge. The Note Holder will use my Prepayments to reduce the amount of Principal that I owe under this Note. However, the Note Holder may apply my Prepayment to any accrued and unpaid interest on the Prepayment amount before applying my Prepayment to reduce the Principal amount of the Note. If I make a partial Prepayment, there will be no changes in the due date or in the amount of my monthly payment unless the Note Holder agrees in writing to those changes.

5. Loan Charges. If a law, which applies to this loan and which sets maximum loan charges, is finally interpreted so that the interest or other loan charges collected or to be collected in connection with this loan exceed the permitted limits, then: (a) any such loan charge shall be reduced by the amount necessary to reduce the charge to the permitted limit; and (b) any sums already collected from me which exceeded permitted limits will be refunded to me. The Note Holder may choose to make this refund by reducing the Principal I owe under this Note or by making a direct payment to me. If a refund reduces Principal, the reduction will be treated as a partial Prepayment.

6. Borrower's Failure to Pay as Required.

(A) Late Charges for Overdue Payments. If the Note Holder has not received the full amount of any monthly payment by the end of fifteen calendar days after the date it is due, I will pay a late charge to the Note Holder. The amount of the charge will be 4.000% of my overdue payment of principal and interest.

The late charge will not be less than \$ 1.00

I will pay this late charge promptly but only once on each late payment.

(B) Default. If I do not pay the full amount of each monthly payment on the date it is due, I will be in default.

(C) Notice of Default. If I am in default, the Note Holder may send me a written notice telling me that if I do not pay the overdue amount by a certain date, the Note Holder may require me to pay immediately the full amount of Principal which has not been paid and all the interest that I owe on that amount. That date must be at least 30 days after the date on which the notice is mailed to me or delivered by other means.

(D) No Waiver By Note Holder. Even if, at a time when I am in default, the Note Holder does not require me to pay immediately in full as described above, the Note Holder will still have the right to do so if I am in default at a later time.

(E) Payment of Note Holder's Costs and Expenses. If the Note Holder has required me to pay immediately in full as described above, the Note Holder will have the right to be paid back by me for all of its costs and expenses in enforcing this Note to the extent not prohibited by applicable law. Those expenses include, for example, reasonable attorneys' fees.

7. Giving of Notices. Unless applicable law requires a different method, any notice that must be given to me under this Note will be given by delivering it or by mailing it by first class mail to me at the Property Address above or at a different address if I give the Note Holder a notice of my different address.

Any notice that must be given to the Note Holder under this Note will be given by delivering it or by mailing it by first class mail to the Note Holder at the address stated in Section 3(A) above or at a different address if I am given a notice of that different address.

8. Obligations of Persons Under This Note. If more than one person signs this Note, each person is fully and personally obligated to keep all of the promises made in this Note, including the promise to pay the full amount owed. Any person who is a guarantor, surety or endorser of this Note is also obligated to do these things. Any person who takes over these obligations, including the obligations of a guarantor, surety or endorser of this Note, is also obligated to keep all of the promises made in this Note. The Note Holder may enforce its rights under this Note against each person individually or against all of us together. This means that any one of us may be required to pay all of the amounts owed under this Note.

9. Waivers. I and any other person who has obligations under this Note waive the rights of Presentment and Notice of Dishonor. "Presentment" means the right to require the Note Holder to demand payment of amounts due. "Notice of Dishonor" means the right to require the Note Holder to give notice to other persons that amounts due have not been paid.

10. Uniform Secured Note. This Note is a uniform instrument with limited variations in some jurisdictions. In addition to the protections given to the Note Holder under this Note, a Mortgage, Deed of Trust, or Security Deed (the "Security Instrument"), dated the same date as this Note, protects the Note Holder from possible losses which might result if I do not keep the promises which I make in this Note. That Security Instrument describes how and under what conditions I may be required to make Immediate Payment in Full of all amounts I owe under this Note. Some of those conditions are described as follows:

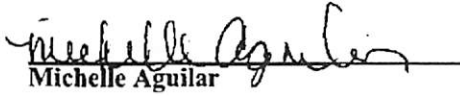
If all or any part of the Property or any Interest in the Property is sold or transferred (or if Borrower is not a natural person and a beneficial interest in Borrower is sold or transferred) without Lender's prior written consent, Lender may require Immediate Payment in Full of all sums secured by this Security Instrument. However, this option shall not be exercised by Lender if such exercise is prohibited by Applicable Law.

If Lender exercises this option, Lender shall give Borrower notice of acceleration. The notice shall provide a period of not less than 30 days from the date the notice is given in accordance with Section

14 within which Borrower must pay all Sums Secured by this Security Instrument. If Borrower fails to pay these sums prior to the expiration of this period, Lender may invoke any remedies permitted by this Security Instrument without further notice or demand on Borrower.

WITNESS THE HAND(S) AND SEAL(S) OF THE UNDERSIGNED.

Borrower


Michelle Aguilar

[Sign Original Only]

Loan Origination Organization: U.S. Bank National
Association

NMLS ID [REDACTED]

Loan Originator: Erik Jon Thiel

NMLS ID [REDACTED]

8 4 7 1 1 3 3
Tx:4163828

Item 7.

Mortgage


Document Number:

Name and Return Address:

U.S. Bank Home Mtg
7601 Penn Ave S, Ste A1
Richfield, MN 55423

Parcel Number: 59281512880

2067369
SHEBOYGAN COUNTY, WI
RECORDED ON
01/03/2019 11:44 AM
ELLEN R. SCHLEICHER
REGISTER OF DEEDS
RECORDING FEE: 30.00
TRANSFER FEE:
EXEMPTION #
Cashier ID: 7
PAGES: 14

FHA Case No.


DEFINITIONS. Words used in multiple sections of this document are defined below and other words are defined in Sections 3, 10, 12, 17, 19, 21 and 25. Certain rules regarding the usage of words used in this document are also provided in Section 15.

(A) "*Security Instrument*" means this document, which is dated December 28, 2018, together with all Riders to this document.

(B) "*Borrower*" is Michelle Aguilar, a single woman. Borrower is the mortgagor under this Security Instrument.

(C) "*Lender*" is U.S. Bank National Association. Lender is a National Bank organized and existing under the laws of the United States of America. Lender's address is 4801 Frederica Street, Owensboro, KY 42301. Lender is the mortgagee under this Security Instrument.

(D) "*Note*" means the promissory note signed by Borrower and dated December 28, 2018. The Note states that Borrower owes Lender One hundred three thousand ninety-eight and 00/100 Dollars (U.S. \$103,098.00) plus interest. Borrower has promised to pay this debt in regular Periodic Payments and to pay the debt in full not later than January 1, 2049.

(E) "*Property*," means the property that is described below under the heading "Transfer of Rights in the Property."

(F) "*Loan*" means the debt evidenced by the Note, plus interest, and late charges due under the Note, and all sums due under this Security Instrument, plus interest.

(G) "*Riders*" means all Riders to this Security Instrument that are executed by Borrower. The following Riders are to be executed by Borrower [check box as applicable]:

- ☐ Adjustable Rate Rider ☐ Condominium Rider ☐ Planned Unit Development Rider
☐ Other:
☐ Rehabilitation Loan Rider:

(H) "*Applicable Law*" means all controlling applicable federal, state and local statutes, regulations, ordinances and administrative rules and orders (that have the effect of law) as well as all applicable final, non-appealable judicial opinions.

- (I) "*Community Association Dues, Fees, and Assessments*" means all dues, fees, assessments and other charges that are imposed on Borrower or the Property by a condominium association, homeowners association or similar organization.
- (J) "*Electronic Funds Transfer*" means any transfer of funds, other than a transaction originated by check, draft, or similar paper instrument, which is initiated through an electronic terminal, telephonic instrument, computer, or magnetic tape so as to order, instruct, or authorize a financial institution to debit or credit an account. Such term includes, but is not limited to, point-of-sale transfers, automated teller machine transactions, transfers initiated by telephone, wire transfers, and automated clearinghouse transfers.
- (K) "*Escrow Items*" means those items that are described in Section 3.
- (L) "*Miscellaneous Proceeds*" means any compensation, settlement, award of damages, or proceeds paid by any third party (other than insurance proceeds paid under the coverages described in Section 5) for: (i) damage to, or destruction of, the Property; (ii) condemnation or other taking of all or any part of the Property; (iii) conveyance in lieu of condemnation; or (iv) misrepresentations of, or omissions as to, the value and/or condition of the Property.
- (M) "*Mortgage Insurance*" means insurance protecting Lender against the nonpayment of, or default on, the Loan.
- (N) "*Periodic Payment*" means the regularly scheduled amount due for (i) principal and interest under the Note, plus (ii) any amounts under Section 3 of this Security Instrument.
- (O) "*RESPA*" means the *Real Estate Settlement Procedures Act* (12 U.S.C. Section 2601 et seq.) and its implementing regulation, *Regulation X* (12 C.F.R. Part 1024), as they might be amended from time to time, or any additional or successor legislation or regulation that governs the same subject matter. As used in this Security Instrument, "RESPA" refers to all requirements and restrictions that are imposed in regard to a "federally related mortgage loan" even if the Loan does not qualify as a "federally related mortgage loan" under RESPA.
- (P) "*Secretary*" means the Secretary of the United States Department of Housing and Urban Development or his designee.
- (Q) "*Successor in Interest of Borrower*" means any party that has taken title to the Property, whether or not that party has assumed Borrower's obligations under the Note and/or this Security Instrument.

TRANSFER OF RIGHTS IN THE PROPERTY. This Security Instrument secures to Lender: (i) the repayment of the Loan, and all renewals, extensions and modifications of the Note; and (ii) the performance of Borrower's covenants and agreements under this Security Instrument and the Note. For this purpose, Borrower does hereby mortgage, grant and convey to Lender and Lender's successors and assigns, with power of sale, the following described property located in the County [Type of Recording Jurisdiction] of Sheboygan [Name of Recording Jurisdiction]: Lot 17 and the South 5 feet of Lot 16, River View Division, according to the recorded Plat thereof, in the City of Sheboygan, Sheboygan County, Wisconsin, which currently has the address of 1139 S 19th St [Street] Sheboygan [City], Wisconsin 53081 [Zip Code] ("*Property Address*");

TOGETHER WITH all the improvements now or hereafter erected on the property, and all easements, appurtenances, and fixtures now or hereafter a part of the property. All replacements and additions shall also be covered by this Security Instrument. All of the foregoing is referred to in this Security Instrument as the "*Property*."

BORROWER COVENANTS that Borrower is lawfully seised of the estate hereby conveyed and has the right to mortgage, grant and convey the Property and that the Property is unencumbered, except for encumbrances of record. Borrower warrants and will defend generally the title to the Property against all claims and demands, subject to any encumbrances of record.

THIS SECURITY INSTRUMENT combines uniform covenants for national use and non-uniform covenants with limited variations by jurisdiction to constitute a uniform security instrument covering real property.

UNIFORM COVENANTS. Borrower and Lender covenant and agree as follows:

1. Payment of Principal, Interest, Escrow Items, and Late Charges. Borrower shall pay when due the principal of, and interest on, the debt evidenced by the Note and late charges due under the Note. Borrower shall also pay funds for Escrow Items pursuant to Section 3. Payments due under the Note and this Security Instrument shall be made in U.S. currency. However, if any check or other instrument received by Lender as payment under the Note or this Security Instrument is returned to Lender unpaid, Lender may require that any or all subsequent payments due under the Note and this Security Instrument be made in one or more of the following forms, as selected by Lender: (a) cash; (b) money order; (c) certified check, bank check, treasurer's check or cashier's check, provided any such check is drawn upon an institution whose deposits are insured by a federal agency, instrumentality, or entity; or (d) Electronic Funds Transfer.

Payments are deemed received by Lender when received at the location designated in the Note or at such other location as may be designated by Lender in accordance with the notice provisions in Section 14. Lender may return any payment or partial payment if the payment or partial payments are insufficient to bring the Loan current. Lender may accept any payment or partial payment insufficient to bring the Loan current, without waiver of any rights hereunder or prejudice to its rights to refuse such payment or partial payments in the future, but Lender is not obligated to apply such payments at the time such payments are accepted. If each Periodic Payment is applied as of its scheduled due date, then Lender need not pay interest on unapplied funds. Lender may hold such unapplied funds until Borrower makes payment to bring the Loan current. If Borrower does not do so within a reasonable period of time, Lender shall either apply such funds or return them to Borrower. If not applied earlier, such funds will be applied to the outstanding principal balance under the Note immediately prior to foreclosure. No offset or claim which Borrower might have now or in the future against Lender shall relieve Borrower from making payments due under the Note and this Security Instrument or performing the covenants and agreements secured by this Security Instrument.

2. Application of Payments or Proceeds. Except as expressly stated otherwise in this Security Instrument or the Note, all payments accepted and applied by Lender shall be applied in the following order of priority:

- First, to the Mortgage Insurance premiums to be paid by Lender to the Secretary or the monthly charge by the Secretary instead of the monthly mortgage insurance premiums;
- Second, to any taxes, special assessments, leasehold payments or ground rents, and fire, flood and other hazard insurance premiums, as required;
- Third, to interest due under the Note;
- Fourth, to amortization of the principal of the Note; and,
- Fifth, to late charges due under the Note.

Any application of payments, insurance proceeds, or Miscellaneous Proceeds to principal due under the Note shall not extend or postpone the due date, or change the amount, of the Periodic Payments.

3. Funds for Escrow Items. Borrower shall pay to Lender on the day Periodic Payments are due under the Note, until the Note is paid in full, a sum (the "*Funds*") to provide for payment of amounts due for: (a) taxes and assessments and other items which can attain priority over this Security Instrument as a lien or encumbrance on the Property; (b) leasehold payments or ground rents on the Property, if any; (c) premiums for any and all insurance required by Lender under Section 5; and (d) Mortgage Insurance premiums to be paid by Lender to the Secretary or the monthly charge by the Secretary instead of the monthly Mortgage Insurance premiums. These items are called "*Escrow Items*." At origination or at any time during the term of the Loan, Lender may require that Community Association Dues, Fees, and Assessments, if any, be escrowed by Borrower, and such dues, fees and assessments shall be an Escrow Item. Borrower shall promptly furnish to Lender all notices of amounts to be paid under this Section. Borrower shall pay Lender the Funds for Escrow Items unless Lender waives Borrower's obligation to pay the Funds for any or all Escrow Items. Lender may waive Borrower's obligation to pay to Lender Funds for any or all Escrow Items at any time. Any such waiver may only be in writing. In the event of such waiver, Borrower shall pay directly, when and where payable, the amounts due for any Escrow Items for which payment of Funds has been waived by Lender and, if Lender requires, shall furnish to Lender receipts evidencing such payment within such time period as Lender may require. Borrower's obligation to make such payments and to provide receipts shall for all purposes be deemed to be a covenant and agreement contained in this Security Instrument, as the phrase "*covenant and agreement*" is used in Section 9. If Borrower is obligated to pay Escrow Items directly, pursuant to a waiver, and Borrower fails to pay the amount due for an Escrow Item, Lender may exercise its rights under Section 9 and pay such amount and Borrower shall then be obligated under Section 9 to repay to Lender any such amount. Lender may revoke the waiver as to any or all Escrow Items at any time by a notice given in accordance with Section 14 and, upon such revocation, Borrower shall pay to Lender all Funds, and in such amounts, that are then required under this Section 3.

Lender may, at any time, collect and hold Funds in an amount (a) sufficient to permit Lender to apply the Funds at the time specified under RESPA, and (b) not to exceed the maximum amount a lender can require under RESPA. Lender shall estimate the amount of Funds due on the basis of current data and reasonable estimates of expenditures of future Escrow Items or otherwise in accordance with Applicable Law.

The Funds shall be held in an institution whose deposits are insured by a federal agency, instrumentality, or entity (including Lender, if Lender is an institution whose deposits are so insured) or in any Federal Home Loan Bank. Lender shall apply the Funds to pay the Escrow Items no later than the time specified under RESPA. Lender shall not charge Borrower for holding and applying the Funds, annually analyzing the escrow account, or verifying the Escrow Items, unless Lender pays Borrower interest on the Funds and Applicable Law permits Lender to make such a charge. Unless an agreement is made in writing or Applicable Law requires interest to be paid on the Funds, Lender shall not be required to pay Borrower any interest or earnings on the Funds. Borrower and Lender can agree in writing, however, that interest shall be paid on the Funds. Lender shall give to Borrower, without charge, an annual accounting of the Funds as required by RESPA.

If there is a surplus of Funds held in escrow, as defined under RESPA, Lender shall account to Borrower for the excess funds in accordance with RESPA. If there is a shortage of Funds held in escrow, as defined under RESPA, Lender shall notify Borrower as required by RESPA, and Borrower

shall pay to Lender the amount necessary to make up the shortage in accordance with RESPA, but in no more than 12 monthly payments. If there is a deficiency of Funds held in escrow, as defined under RESPA, Lender shall notify Borrower as required by RESPA, and Borrower shall pay to Lender the amount necessary to make up the deficiency in accordance with RESPA, but in no more than 12 monthly payments.

Upon payment in full of all sums secured by this Security Instrument, Lender shall promptly refund to Borrower any Funds held by Lender.

4. Charges; Liens. Borrower shall pay all taxes, assessments, charges, fines, and impositions attributable to the Property which can attain priority over this Security Instrument, leasehold payments or ground rents on the Property, if any, and Community Association Dues, Fees, and Assessments, if any. To the extent that these items are Escrow Items, Borrower shall pay them in the manner provided in Section 3.

Borrower shall promptly discharge any lien which has priority over this Security Instrument unless Borrower: (a) agrees in writing to the payment of the obligation secured by the lien in a manner acceptable to Lender, but only so long as Borrower is performing such agreement; (b) contests the lien in good faith by, or defends against enforcement of the lien in, legal proceedings which in Lender's opinion operate to prevent the enforcement of the lien while those proceedings are pending, but only until such proceedings are concluded; or (c) secures from the holder of the lien an agreement satisfactory to Lender subordinating the lien to this Security Instrument. If Lender determines that any part of the Property is subject to a lien which can attain priority over this Security Instrument, Lender may give Borrower a notice identifying the lien. Within 10 days of the date on which that notice is given, Borrower shall satisfy the lien or take one or more of the actions set forth above in this Section 4.

5. Property Insurance. Borrower shall keep the improvements now existing or hereafter erected on the Property insured against loss by fire, hazards included within the term "extended coverage," and any other hazards including, but not limited to, earthquakes and floods, for which Lender requires insurance. This insurance shall be maintained in the amounts (including deductible levels) and for the periods that Lender requires. What Lender requires pursuant to the preceding sentences can change during the term of the Loan. The insurance carrier providing the insurance shall be chosen by Borrower subject to Lender's right to disapprove Borrower's choice, which right shall not be exercised unreasonably. Lender may require Borrower to pay, in connection with this Loan, either: (a) a one-time charge for flood zone determination, certification and tracking services; or (b) a one-time charge for flood zone determination and certification services and subsequent charges each time remappings or similar changes occur which reasonably might affect such determination or certification. Borrower shall also be responsible for the payment of any fees imposed by the Federal Emergency Management Agency in connection with the review of any flood zone determination resulting from an objection by Borrower.

If Borrower fails to maintain any of the coverages described above, Lender may obtain insurance coverage, at Lender's option and Borrower's expense. Lender is under no obligation to purchase any particular type or amount of coverage. Therefore, such coverage shall cover Lender, but might or might not protect Borrower, Borrower's equity in the Property, or the contents of the Property, against any risk, hazard or liability and might provide greater or lesser coverage than was previously in effect. Borrower acknowledges that the cost of the insurance coverage so obtained might significantly exceed the cost of insurance that Borrower could have obtained. Any amounts disbursed by Lender under

this Section 5 shall become additional debt of Borrower secured by this Security Instrument. These amounts shall bear interest at the Note rate from the date of disbursement and shall be payable, with such interest, upon notice from Lender to Borrower requesting payment.

All insurance policies required by Lender and renewals of such policies shall be subject to Lender's right to disapprove such policies, shall include a standard mortgage clause, and shall name Lender as mortgagee and/or as an additional loss payee. Lender shall have the right to hold the policies and renewal certificates. If Lender requires, Borrower shall promptly give to Lender all receipts of paid premiums and renewal notices. If Borrower obtains any form of insurance coverage, not otherwise required by Lender, for damage to, or destruction of, the Property, such policy shall include a standard mortgage clause and shall name Lender as mortgagee and/or as an additional loss payee.

In the event of loss, Borrower shall give prompt notice to the insurance carrier and Lender. Lender may make proof of loss if not made promptly by Borrower. Unless Lender and Borrower otherwise agree in writing, any insurance proceeds, whether or not the underlying insurance was required by Lender, shall be applied to restoration or repair of the Property, if the restoration or repair is economically feasible and Lender's security is not lessened. During such repair and restoration period, Lender shall have the right to hold such insurance proceeds until Lender has had an opportunity to inspect such Property to ensure the work has been completed to Lender's satisfaction, provided that such inspection shall be undertaken promptly. Lender may disburse proceeds for the repairs and restoration in a single payment or in a series of progress payments as the work is completed. Unless an agreement is made in writing or Applicable Law requires interest to be paid on such insurance proceeds, Lender shall not be required to pay Borrower any interest or earnings on such proceeds. Fees for public adjusters, or other third parties, retained by Borrower shall not be paid out of the insurance proceeds and shall be the sole obligation of Borrower. If the restoration or repair is not economically feasible or Lender's security would be lessened, the insurance proceeds shall be applied to the sums secured by this Security Instrument, whether or not then due, with the excess, if any, paid to Borrower. Such insurance proceeds shall be applied in the order provided for in Section 2.

If Borrower abandons the Property, Lender may file, negotiate and settle any available insurance claim and related matters. If Borrower does not respond within 30 days to a notice from Lender that the insurance carrier has offered to settle a claim, then Lender may negotiate and settle the claim. The 30-day period will begin when the notice is given. In either event, or if Lender acquires the Property under Section 22 or otherwise, Borrower hereby assigns to Lender (a) Borrower's rights to any insurance proceeds in an amount not to exceed the amounts unpaid under the Note or this Security Instrument, and (b) any other of Borrower's rights (other than the right to any refund of unearned premiums paid by Borrower) under all insurance policies covering the Property, insofar as such rights are applicable to the coverage of the Property. Lender may use the insurance proceeds either to repair or restore the Property or to pay amounts unpaid under the Note or this Security Instrument, whether or not then due.

6. Occupancy. Borrower shall occupy, establish, and use the Property as Borrower's principal residence within 60 days after the execution of this Security Instrument and shall continue to occupy the Property as Borrower's principal residence for at least one year after the date of occupancy, unless Lender determines that this requirement shall cause undue hardship for the Borrower or unless extenuating circumstances exist which are beyond Borrower's control.

7. Preservation, Maintenance and Protection of the Property; Inspections. Borrower shall not destroy, damage or impair the Property, allow the Property to deteriorate or commit waste on the

Property. Borrower shall maintain the Property in order to prevent the Property from deteriorating or decreasing in value due to its condition. Unless it is determined pursuant to Section 5 that repair or restoration is not economically feasible, Borrower shall promptly repair the Property if damaged to avoid further deterioration or damage. If insurance or condemnation proceeds are paid in connection with damage to the Property, Borrower shall be responsible for repairing or restoring the Property only if Lender has released proceeds for such purposes. Lender may disburse proceeds for the repairs and restoration in a single payment or in a series of progress payments as the work is completed. If the insurance or condemnation proceeds are not sufficient to repair or restore the Property, Borrower is not relieved of Borrower's obligation for the completion of such repair or restoration.

If condemnation proceeds are paid in connection with the taking of the property, Lender shall apply such proceeds to the reduction of the indebtedness under the Note and this Security Instrument, first to any delinquent amounts, and then to payment of principal. Any application of the proceeds to the principal shall not extend or postpone the due date of the monthly payments or change the amount of such payments.

Lender or its agent may make reasonable entries upon and inspections of the Property. If it has reasonable cause, Lender may inspect the interior of the improvements on the Property. Lender shall give Borrower notice at the time of or prior to such an interior inspection specifying such reasonable cause.

8. Borrower's Loan Application. Borrower shall be in default if, during the Loan application process, Borrower or any persons or entities acting at the direction of Borrower or with Borrower's knowledge or consent gave materially false, misleading, or inaccurate information or statements to Lender (or failed to provide Lender with material information) in connection with the Loan. Material representations include, but are not limited to, representations concerning Borrower's occupancy of the Property as Borrower's principal residence.

9. Protection of Lender's Interest in the Property and Rights Under this Security Instrument. If (a) Borrower fails to perform the covenants and agreements contained in this Security Instrument, (b) there is a legal proceeding that might significantly affect Lender's interest in the Property and/or rights under this Security Instrument (such as a proceeding in bankruptcy, probate, for condemnation or forfeiture, for enforcement of a lien which may attain priority over this Security Instrument or to enforce laws or regulations), or (c) Borrower has abandoned the Property, then Lender may do and pay for whatever is reasonable or appropriate to protect Lender's interest in the Property and rights under this Security Instrument, including protecting and/or assessing the value of the Property, and securing and/or repairing the Property. Lender's actions can include, but are not limited to: (a) paying any sums secured by a lien which has priority over this Security Instrument; (b) appearing in court; and (c) paying Reasonable Attorneys' Fees (as defined in Section 25) to protect its interest in the Property and/or rights under this Security Instrument, including its secured position in a bankruptcy proceeding. Securing the Property includes, but is not limited to, entering the Property to make repairs, change locks, replace or board up doors and windows, drain water from pipes, eliminate building or other code violations or dangerous conditions, and have utilities turned on or off. Although Lender may take action under this Section 9, Lender does not have to do so and is not under any duty or obligation to do so. It is agreed that Lender incurs no liability for not taking any or all actions authorized under this Section 9.

Any amounts disbursed by Lender under this Section 9 shall become additional debt of Borrower secured by this Security Instrument. These amounts shall bear interest at the Note rate from the date of

disbursement and shall be payable, with such interest, upon notice from Lender to Borrower requesting payment.

If this Security Instrument is on a leasehold, Borrower shall comply with all the provisions of the lease. If Borrower acquires fee title to the Property, the leasehold and the fee title shall not merge unless Lender agrees to the merger in writing.

10. Assignment of Miscellaneous Proceeds; Forfeiture. All Miscellaneous Proceeds are hereby assigned to and shall be paid to Lender.

If the Property is damaged, such Miscellaneous Proceeds shall be applied to restoration or repair of the Property, if the restoration or repair is economically feasible and Lender's security is not lessened. During such repair and restoration period, Lender shall have the right to hold such Miscellaneous Proceeds until Lender has had an opportunity to inspect such Property to ensure the work has been completed to Lender's satisfaction, provided that such inspection shall be undertaken promptly. Lender may pay for the repairs and restoration in a single disbursement or in a series of progress payments as the work is completed. Unless an agreement is made in writing or Applicable Law requires interest to be paid on such Miscellaneous Proceeds, Lender shall not be required to pay Borrower any interest or earnings on such Miscellaneous Proceeds. If the restoration or repair is not economically feasible or Lender's security would be lessened, the Miscellaneous Proceeds shall be applied to the sums secured by this Security Instrument, whether or not then due, with the excess, if any, paid to Borrower. Such Miscellaneous Proceeds shall be applied in the order provided for in Section 2.

In the event of a total taking, destruction, or loss in value of the Property, the Miscellaneous Proceeds shall be applied to the sums secured by this Security Instrument, whether or not then due, with the excess, if any, paid to Borrower.

In the event of a partial taking, destruction, or loss in value of the Property in which the fair market value of the Property immediately before the partial taking, destruction, or loss in value is equal to or greater than the amount of the sums secured by this Security Instrument immediately before the partial taking, destruction, or loss in value, unless Borrower and Lender otherwise agree in writing, the sums secured by this Security Instrument shall be reduced by the amount of the Miscellaneous Proceeds multiplied by the following fraction: (a) the total amount of the sums secured immediately before the partial taking, destruction, or loss in value divided by (b) the fair market value of the Property immediately before the partial taking, destruction, or loss in value. Any balance shall be paid to Borrower.

In the event of a partial taking, destruction, or loss in value of the Property in which the fair market value of the Property immediately before the partial taking, destruction, or loss in value is less than the amount of the sums secured immediately before the partial taking, destruction, or loss in value, unless Borrower and Lender otherwise agree in writing, the Miscellaneous Proceeds shall be applied to the sums secured by this Security Instrument whether or not the sums are then due.

If the Property is abandoned by Borrower, or if, after notice by Lender to Borrower that the Opposing Party (as defined in the next sentence) offers to make an award to settle a claim for damages, Borrower fails to respond to Lender within 30 days after the date the notice is given, Lender is authorized to collect and apply the Miscellaneous Proceeds either to restoration or repair of the Property or to the sums secured by this Security Instrument, whether or not then due. "*Opposing Party*" means the third party that owes Borrower Miscellaneous Proceeds or the party against whom Borrower has a right of action in regard to Miscellaneous Proceeds.

Borrower shall be in default if any action or proceeding, whether civil or criminal, is begun that, in Lender's judgment, could result in forfeiture of the Property or other material impairment of Lender's interest in the Property or rights under this Security Instrument. Borrower can cure such a default and, if acceleration has occurred, reinstate as provided in Section 18, by causing the action or proceeding to be dismissed with a ruling that, in Lender's judgment, precludes forfeiture of the Property or other material impairment of Lender's interest in the Property or rights under this Security Instrument. The proceeds of any award or claim for damages that are attributable to the impairment of Lender's interest in the Property are hereby assigned and shall be paid to Lender.

All Miscellaneous Proceeds that are not applied to restoration or repair of the Property shall be applied in the order provided for in Section 2.

11. Borrower Not Released; Forbearance By Lender Not a Waiver. Extension of the time for payment or modification of amortization of the sums secured by this Security Instrument granted by Lender to Borrower or any Successor in Interest of Borrower shall not operate to release the liability of Borrower or any Successors in Interest of Borrower. Lender shall not be required to commence proceedings against any Successor in Interest of Borrower or to refuse to extend time for payment or otherwise modify amortization of the sums secured by this Security Instrument by reason of any demand made by the original Borrower or any Successors in Interest of Borrower. Any forbearance by Lender in exercising any right or remedy including, without limitation, Lender's acceptance of payments from third persons, entities or Successors in Interest of Borrower or in amounts less than the amount then due, shall not be a waiver of or preclude the exercise of any right or remedy.

12. Joint and Several Liability; Co-signers; Successors and Assigns Bound. Borrower covenants and agrees that Borrower's obligations and liability shall be joint and several. However, any Borrower who co-signs this Security Instrument but does not execute the Note (a "co-signer"):

- (a) is co-signing this Security Instrument only to mortgage, grant and convey the co-signer's interest in the Property under the terms of this Security Instrument;
- (b) is not personally obligated to pay the sums secured by this Security Instrument; and
- (c) agrees that Lender and any other Borrower can agree to extend, modify, forbear or make any accommodations with regard to the terms of this Security Instrument or the Note without the co-signer's consent.

Subject to the provisions of Section 17, any Successor in Interest of Borrower who assumes Borrower's obligations under this Security Instrument in writing, and is approved by Lender, shall obtain all of Borrower's rights and benefits under this Security Instrument. Borrower shall not be released from Borrower's obligations and liability under this Security Instrument unless Lender agrees to such release in writing. The covenants and agreements of this Security Instrument shall bind (except as provided in Section 19) and benefit the successors and assigns of Lender.

13. Loan Charges. Lender may charge Borrower fees for services performed in connection with Borrower's default, for the purpose of protecting Lender's interest in the Property and rights under this Security Instrument, including, but not limited to, attorneys' fees, property inspection and valuation fees. Lender may collect fees and charges authorized by the Secretary. Lender may not charge fees that are expressly prohibited by this Security Instrument or by Applicable Law.

If the Loan is subject to a law which sets maximum loan charges, and that law is finally interpreted so that the interest or other loan charges collected or to be collected in connection with the Loan exceed the permitted limits, then: (a) any such loan charge shall be reduced by the amount necessary to reduce the charge to the permitted limit; and (b) any sums already collected from Borrower which exceeded permitted limits will be refunded to Borrower. Lender may choose to make this refund by reducing

the principal owed under the Note or by making a direct payment to Borrower. If a refund reduces principal, the reduction will be treated as a partial prepayment with no changes in the due date or in the monthly payment amount unless the Lender agrees in writing to those changes. Borrower's acceptance of any such refund made by direct payment to Borrower will constitute a waiver of any right of action Borrower might have arising out of such overcharge.

14. Notices. All notices given by Borrower or Lender in connection with this Security Instrument must be in writing. Any notice to Borrower in connection with this Security Instrument shall be deemed to have been given to Borrower when mailed by first class mail or when actually delivered to Borrower's notice address if sent by other means. Notice to any one Borrower shall constitute notice to all Borrowers unless Applicable Law expressly requires otherwise. The notice address shall be the Property Address unless Borrower has designated a substitute notice address by notice to Lender. Borrower shall promptly notify Lender of Borrower's change of address. If Lender specifies a procedure for reporting Borrower's change of address, then Borrower shall only report a change of address through that specified procedure. There may be only one designated notice address under this Security Instrument at any one time. Any notice to Lender shall be given by delivering it or by mailing it by first class mail to Lender's address stated herein unless Lender has designated another address by notice to Borrower. Any notice in connection with this Security Instrument shall not be deemed to have been given to Lender until actually received by Lender. If any notice required by this Security Instrument is also required under Applicable Law, the Applicable Law requirement will satisfy the corresponding requirement under this Security Instrument.

15. Governing Law; Severability; Rules of Construction. This Security Instrument shall be governed by federal law and the law of the jurisdiction in which the Property is located. All rights and obligations contained in this Security Instrument are subject to any requirements and limitations of Applicable Law. Applicable Law might explicitly or implicitly allow the parties to agree by contract or it might be silent, but such silence shall not be construed as a prohibition against agreement by contract. In the event that any provision or clause of this Security Instrument or the Note conflicts with Applicable Law, such conflict shall not affect other provisions of this Security Instrument or the Note which can be given effect without the conflicting provision.

As used in this Security Instrument: (a) words of the masculine gender shall mean and include corresponding neuter words or words of the feminine gender; (b) words in the singular shall mean and include the plural and vice versa; and (c) the word "may" gives sole discretion without any obligation to take any action.

16. Borrower's Copy. Borrower shall be given one copy of the Note and of this Security Instrument.

17. Transfer of the Property or a Beneficial Interest in Borrower. As used in this Section 17, "*Interest in the Property*" means any legal or beneficial interest in the Property, including, but not limited to, those beneficial interests transferred in a bond for deed, contract for deed, installment sales contract or escrow agreement, the intent of which is the transfer of title by Borrower at a future date to a purchaser.

If all or any part of the Property or any Interest in the Property is sold or transferred (or if Borrower is not a natural person and a beneficial interest in Borrower is sold or transferred) without Lender's prior written consent, Lender may require immediate payment in full of all sums secured by this Security Instrument. However, this option shall not be exercised by Lender if such exercise is prohibited by Applicable Law.

If Lender exercises this option, Lender shall give Borrower notice of acceleration. The notice shall provide a period of not less than 30 days from the date the notice is given in accordance with Section 14 within which Borrower must pay all sums secured by this Security Instrument. If Borrower fails to pay these sums prior to the expiration of this period, Lender may invoke any remedies permitted by this Security Instrument without further notice or demand on Borrower.

18. Borrower's Right to Reinstate After Acceleration. If Borrower meets certain conditions, Borrower shall have the right to reinstatement of a mortgage. Those conditions are that Borrower: (a) pays Lender all sums which then would be due under this Security Instrument and the Note as if no acceleration had occurred; (b) cures any default of any other covenants or agreements; (c) pays all expenses incurred in enforcing this Security Instrument, including, but not limited to, Reasonable Attorneys' Fees (as defined in Section 25), property inspection and valuation fees, and other fees incurred for the purpose of protecting Lender's interest in the Property and rights under this Security Instrument; and (d) takes such action as Lender may reasonably require to assure that Lender's interest in the Property and rights under this Security Instrument, and Borrower's obligation to pay the sums secured by this Security Instrument, shall continue unchanged. However, Lender is not required to reinstate if: (i) Lender has accepted reinstatement after the commencement of foreclosure proceedings within two years immediately preceding the commencement of a current foreclosure proceeding; (ii) reinstatement will preclude foreclosure on different grounds in the future; or (iii) reinstatement will adversely affect the priority of the lien created by this Security Instrument. Lender may require that Borrower pay such reinstatement sums and expenses in one or more of the following forms, as selected by Lender: (a) cash; (b) money order; (c) certified check, bank check, treasurer's check or cashier's check, provided any such check is drawn upon an institution whose deposits are insured by a federal agency, instrumentality or entity; or (d) Electronic Funds Transfer. Upon reinstatement by Borrower, this Security Instrument and obligations secured hereby shall remain fully effective as if no acceleration had occurred. However, this right to reinstate shall not apply in the case of acceleration under Section 17.

19. Sale of Note; Change of Loan Servicer; Notice of Grievance. The Note or a partial interest in the Note (together with this Security Instrument) can be sold one or more times without prior notice to Borrower. A sale might result in a change in the entity (known as the "Loan Servicer") that collects Periodic Payments due under the Note and this Security Instrument and performs other mortgage loan servicing obligations under the Note, this Security Instrument, and Applicable Law. There also might be one or more changes of the Loan Servicer unrelated to a sale of the Note. If there is a change of the Loan Servicer, Borrower will be given written notice of the change which will state the name and address of the new Loan Servicer, the address to which payments should be made and any other information RESPA requires in connection with a notice of transfer of servicing. If the Note is sold and thereafter the Loan is serviced by a Loan Servicer other than the purchaser of the Note, the mortgage loan servicing obligations to Borrower will remain with the Loan Servicer or be transferred to a successor Loan Servicer and are not assumed by the Note purchaser unless otherwise provided by the Note purchaser.

Neither Borrower nor Lender may commence, join, or be joined to any judicial action (as either an individual litigant or the member of a class) that arises from the other party's actions pursuant to this Security Instrument or that alleges that the other party has breached any provision of, or any duty owed by reason of, this Security Instrument, until such Borrower or Lender has notified the other party (with such notice given in compliance with the requirements of Section 14) of such alleged breach and afforded the other party hereto a reasonable period after the giving of such notice to take

corrective action. If Applicable Law provides a time period which must elapse before certain action can be taken, that time period will be deemed to be reasonable for purposes of this paragraph. The notice of acceleration and opportunity to cure given to Borrower pursuant to Section 22 and that notice of acceleration given to Borrower pursuant to Section 17 shall be deemed to satisfy the notice and opportunity to take corrective action provisions of this Section 19.

20. Borrower Not Third-Party Beneficiary to Contract of Insurance. Mortgage Insurance reimburses Lender (or any entity that purchases the Note) for certain losses it may incur if Borrower does not repay the Loan as agreed. Borrower acknowledges and agrees that the Borrower is not a third party beneficiary to the contract of insurance between the Secretary and Lender, nor is Borrower entitled to enforce any agreement between Lender and the Secretary, unless explicitly authorized to do so by Applicable Law.

21. Hazardous Substances. As used in this Section 21: (a) "*Hazardous Substances*" are those substances defined as toxic or hazardous substances, pollutants, or wastes by Environmental Law and the following substances: gasoline, kerosene, other flammable or toxic petroleum products, toxic pesticides and herbicides, volatile solvents, materials containing asbestos or formaldehyde, and radioactive materials; (b) "*Environmental Law*" means federal laws and laws of the jurisdiction where the Property is located that relate to health, safety or environmental protection; (c) "*Environmental Cleanup*" includes any response action, remedial action, or removal action, as defined in Environmental Law; and (d) an "*Environmental Condition*" means a condition that can cause, contribute to, or otherwise trigger an Environmental Cleanup.

Borrower shall not cause or permit the presence, use, disposal, storage, or release of any Hazardous Substances, or threaten to release any Hazardous Substances, on or in the Property. Borrower shall not do, nor allow anyone else to do, anything affecting the Property (a) that is in violation of any Environmental Law, (b) which creates an Environmental Condition, or (c) which, due to the presence, use, or release of a Hazardous Substance, creates a condition that adversely affects the value of the Property. The preceding two sentences shall not apply to the presence, use, or storage on the Property of small quantities of Hazardous Substances that are generally recognized to be appropriate to normal residential uses and to maintenance of the Property (including, but not limited to, hazardous substances in consumer products).

Borrower shall promptly give Lender written notice of (a) any investigation, claim, demand, lawsuit or other action by any governmental or regulatory agency or private party involving the Property and any Hazardous Substance or Environmental Law of which Borrower has actual knowledge, (b) any Environmental Condition, including but not limited to, any spilling, leaking, discharge, release or threat of release of any Hazardous Substance, and (c) any condition caused by the presence, use or release of a Hazardous Substance which adversely affects the value of the Property. If Borrower learns, or is notified by any governmental or regulatory authority, or any private party, that any removal or other remediation of any Hazardous Substance affecting the Property is necessary, Borrower shall promptly take all necessary remedial actions in accordance with Environmental Law. Nothing herein shall create any obligation on Lender for an Environmental Cleanup.

NON-UNIFORM COVENANTS. Borrower and Lender further covenant and agree as follows:

22. Acceleration; Remedies. Lender shall give notice to Borrower prior to acceleration following Borrower's breach of any covenant or agreement in this Security Instrument (but not prior to acceleration under Section 17 unless Applicable Law provides otherwise). The notice shall specify: (a) the default; (b) the action required to cure the default; (c) a date, not

less than 30 days from the date the notice is given to Borrower, by which the default must be cured; and (d) that failure to cure the default on or before the date specified in the notice may result in acceleration of the sums secured by this Security Instrument and sale of the Property. The notice shall further inform Borrower of the right to reinstate after acceleration and the right to bring a court action to assert the non-existence of a default or any other defense of Borrower to acceleration and sale. If the default is not cured on or before the date specified in the notice, Lender at its option may require immediate payment in full of all sums secured by this Security Instrument without further demand and may invoke the power of sale and any other remedies permitted by Applicable Law. Lender shall be entitled to collect all expenses incurred in pursuing the remedies provided in this Section 22, including, but not limited to, Reasonable Attorneys' Fees (as defined in Section 25) and costs of title evidence.

If Lender invokes the power of sale, Lender shall give notice of sale in the manner prescribed by Applicable Law to Borrower and to the other persons prescribed by Applicable Law. Lender shall publish the notice of sale, and the Property shall be sold in the manner prescribed by Applicable Law. Lender or its designee may purchase the Property at any sale. The proceeds of the sale shall be applied in the following order: (a) to all expenses of the sale, including but not limited to, Reasonable Attorneys' Fees (as defined in Section 25); (b) to all sums secured by this Security Instrument; and (c) any excess to the clerk of the circuit court of the county in which the sale is held.

23. Release. Upon payment of all sums secured by this Security Instrument, Lender shall release this Security Instrument. Borrower shall pay any recordation costs. Lender may charge Borrower a fee for releasing this Security Instrument, but only if the fee is paid to a third party for services rendered and the charging of the fee is permitted under Applicable Law.

24. Attorneys' Fees in Appellate and Bankruptcy Proceedings. Subject to the provisions of Section 25, as used in this Security Instrument and the Note, Reasonable Attorneys' Fees and attorneys' fees shall include those awarded by an appellate court and any attorneys' fees incurred in a bankruptcy proceeding.

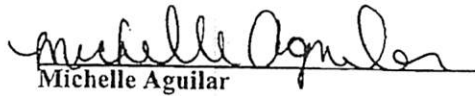
25. Attorneys' Fees. If this Security Instrument is subject to Chapter 428 of the *Wisconsin Statutes*, "Reasonable Attorneys' Fees" and "attorneys' fees" shall mean only those attorneys' fees allowed by that Chapter.

26. Accelerated Redemption Periods. If the Property is a one- to four-family residence that is owner-occupied at the commencement of a foreclosure, a farm, a church or owned by a tax exempt charitable organization, Borrower agrees to the provisions of Section 846.101 of the *Wisconsin Statutes*, and as the same may be amended or renumbered from time to time, permitting Lender, upon waiving the right to judgment for deficiency, to hold the foreclosure sale of real estate of 20 acres or less three months after a foreclosure judgment is entered. If the Property is other than a one- to four-family residence that is owner-occupied at the commencement of a foreclosure, a farm, a church, or a tax-exempt charitable organization, Borrower agrees to the provisions of Section 846.103 of the *Wisconsin Statutes*, and as the same may be amended or renumbered from time to time, permitting Lender, upon waiving the right to judgment for deficiency, to hold the foreclosure sale of real estate three months after a foreclosure judgment is entered.

27. Waivers. Borrower waives all right of homestead exemption in the Property.

BY SIGNING BELOW, Borrower accepts and agrees to the terms and covenants contained in this Security Instrument and in any Rider executed by Borrower and recorded with it.

Borrower


Michelle Aguilar

Acknowledgment

State of Wisconsin

County of Sheboygan

This instrument was acknowledged before me on 12-28-18 by Michelle Aguilar.


Notary Public

DOUGLAS WINQUIST III
(Print Name)

My commission expires: 8-24-22



This instrument was drafted by

Julie Bennett

3301 Rider Trail South

Earth City, MO 63045

Loan Origination Organization: U.S. Bank National
Association

Loan Originator: Erik Jon Thiel

NMLS ID [REDACTED]

NMLS ID: [REDACTED]

FILED

07-01-2022

Sheboygan County

Clerk of Circuit Court

2022CV000344

Honorable Daniel J

Borowski

Branch 5

Item 7.

STATE OF WISCONSIN

CIRCUIT COURT

SHEBOYGAN

US Bank National Association vs. Michelle Aguilar et al

**Electronic Filing
Notice**

Case No. 2022CV000344

Class Code: Foreclosure of Mortgage

CITY OF SHEBOYGAN
828 CENTER AVE
C/O CITY CLERK
SHEBOYGAN WI 53081

Case number 2022CV000344 was electronically filed with/converted by the Sheboygan County Circuit Court office. The electronic filing system is designed to allow for fast, reliable exchange of documents in court cases.

Parties who register as electronic parties can file, receive and view documents online through the court electronic filing website. A document filed electronically has the same legal effect as a document filed by traditional means. Electronic parties are responsible for serving non-electronic parties by traditional means.

You may also register as an electronic party by following the instructions found at <http://efiling.wicourts.gov/> and may withdraw as an electronic party at any time. There is a \$20.00 fee to register as an electronic party. This fee may be waived if you file a Petition for Waiver of Fees and Costs Affidavit of Indigency (CV-410A) and the court finds you are indigent under §814.29, Wisconsin Statutes.

If you are not represented by an attorney and would like to register an electronic party, you will need to enter the following code on the eFiling website while opting in as an electronic party.

Pro Se opt-in code: feadaa

Unless you register as an electronic party, you will be served with traditional paper documents by other parties and by the court. You must file and serve traditional paper documents.

Registration is available to attorneys, self-represented individuals, and filing agents who are authorized under Wis. Stat. 799.06(2). A user must register as an individual, not as a law firm, agency, corporation, or other group. Non-attorney individuals representing the interests of a business, such as garnishees, must file by traditional means or through an attorney or filing agent. More information about who may participate in electronic filing is found on the court website.

If you have questions regarding this notice, please contact the Clerk of Circuit Court at 920-459-3068.

Sheboygan County Circuit Court
Date: July 5, 2022

Sheboygan County Courthouse
615 North Sixth Street
Sheboygan Wisconsin
53081

Sheboygan County
Foreclosure Mediation Program
Finding Solutions

Notice of Availability of Mediation

Mediation is a confidential and voluntary process where you and the lender seeking to foreclose on your home may discuss ways to resolve your foreclosure case, including reinstatement of the loan and modification of the loan terms.

You must live in and own the property that is subject to this foreclosure action to qualify for mediation under this program and the property must be four or fewer residential units.

To Request a Mediation Conference:

Complete the attached Mediation Request form. It must be received within 15 days from the date you received the Summons and Complaint. Send the completed form with the \$25 non-refundable application fee made payable to SCFMP Clerk of Circuit Court to:

SCFMP
Clerk of Circuit Court
615 North Sixth Street
Sheboygan WI 53081

A Mediation Request is not a response to the Summons.

A foreclosure action has been started against you. Please read the Summons and Complaint. Make sure you understand your rights and the time period for filing an Answer or Responsive Pleading. If you do not file an Answer or Responsive Pleading the court may grant judgment against you and you may lose your home and your right to object to anything that you disagree with in the complaint.

What happens after you apply for Mediation?

The Mediation Program Coordinator will review your application and notify you and the lender whether the case has been accepted in the program. If the case is accepted, the balance of your non-refundable \$100 fee will be charged and a non-refundable fee of \$100 will also be charged to the lender. You will then be required to meet with a certified Housing Counselor. Following that, the mediation conference between you and the lender will be scheduled with a mediator.

Sheboygan County Courthouse
615 North Sixth Street
Sheboygan Wisconsin
53081

**Sheboygan County
Foreclosure Mediation Program
Request for Mediation**
Finding Solutions

To request a mediation conference with the lender, please answer the questions below, sign this request enclose the required \$25 application fee payable to SCFMP Clerk of Circuit Courts and mail or return to:

SCFMP
Clerk of Circuit Court
615 north Sixth Street
Sheboygan WI 53081

You should submit the request within 15 days of receiving the Summons and Complaint, or as early in the foreclosure process as possible. One application per household. The information you provide will be used by the Sheboygan County Mediation Program to make an initial determination of whether your case is suitable for mediation. A non-refundable \$25 fee must accompany the application. Once the case has been accepted for mediation, a non-refundable \$75 fee is charged to the homeowner and a non-refundable fee of \$100 is charged to the lender.

Requesting Mediation does not halt the foreclosure process. **You are still required to comply with all mandatory deadlines, including the time to answer the Complaint.**

Sheboygan County Case Number (located on your Summons): 20__CV__

Name of Homeowner(s): _____

Property Address: _____
(street, city or town, zip code)

Mailing address, if different from above: _____
(street, city or town, zip code)

Best telephone number to reach you during the day: _____

Alternate telephone number: _____

Name of Lender/Plaintiff in your case: _____

1. Is the property being foreclosed your primary residence? ____ Yes ____ No
2. Does the property consist of four or fewer dwelling units? ____ Yes ____ No

3. Have you started a Bankruptcy action that is still ongoing? ____ Yes ____ No

4. Have you met with a housing counselor? ____ Yes ____ No

If yes, with whom have you met? _____

5. What is your monthly income from all sources? _____

6. Do you expect your income to change for any reason? If so, please explain:

7. Check all items that have caused you to miss your mortgage payments:

____ Injury or illness ____ Adjustable interest Rate / Balloon

____ Loss of Employment ____ Expenses exceed income

Other: _____

8. Is there any other information that would be helpful in determining whether your case would be suitable for mediation? If so, please describe:

9. If English is not your primary language, do you need an interpreter? ____ Yes ____ No

What language? _____

Authorization of Research and Evaluation. Marquette University Law School is compiling anonymous aggregate case file or results information for the purpose of evaluating our services, gathering valuable research information, designing future programs and engaging in academic research, analysis and publication. I consent to the use of my information for these purposes.

I certify that I am the owner of the property that is subject to this foreclosure action and I currently reside in this property.

Property Owner's Signature

Date

R. O. No. 54 - 22 - 23. By CITY ATTORNEY. August 15, 2022.

Reporting that the City's outside legal counsel has settled the matter of Washington School Apartments, LLC vs. City of Sheboygan, Sheboygan County Circuit Court Case No. 2021CV000312, with a payment by the City in the amount of \$7,496.17 representing a partial refund for property taxes paid in 2021.

FAP

City Attorney

CITY OF SHEBOYGAN

REQUEST FOR FINANCE AND PERSONNEL COMMITTEE CONSIDERATION

ITEM DESCRIPTION: Res. No. 53-22-23, A Resolution approving the City of Sheboygan SouthPointe Enterprise Campus Real Estate Sales Commission Policy.

REPORT PREPARED BY: Chad Pelishek, Director of Planning and Development

REPORT DATE: August 18, 2022

MEETING DATE:

August 22, 2022

FISCAL SUMMARY:**STATUTORY REFERENCE:**

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

Wisconsin Statutes:
 Municipal Code: N/A

BACKGROUND / ANALYSIS:

The Common Council approved a similar arrangement in 2011 for the Sheboygan Business Center. This policy is for the SouthPointe Enterprise Campus. This allows eligible real estate brokers to be paid a 6% commission for successfully securing a client buyer of available vacant land in the SouthPointe Enterprise Campus.

City staff hopes this will assist in encouraging brokers to recommend this campus to prospective companies. The commission fees will be managed by city staff and approved by the City Administrator. At closing of the property, the City would pay out the brokerage fees.

STAFF COMMENTS:

None

ACTION REQUESTED:

Motion to recommend Common Council to approve Res. No. 53-22-23 approving the City of Sheboygan SouthPointe Enterprise Campus Real Estate Sale Commission Policy.

ATTACHMENTS:

- I. Res. No. 53-22-23

Res. No. 53 - 22 - 23. By Alderpersons Mitchell and Filicky-Peneski.
August 15, 2022.

A RESOLUTION approving the City of Sheboygan SouthPointe Enterprise Campus Real Estate Sales Commission Policy.

RESOLVED: That the Common Council hereby approves the City of Sheboygan SouthPointe Enterprise Campus Real Estate Sales Commission Policy, a copy of which is attached hereto.

I HEREBY CERTIFY that the foregoing Resolution was duly passed by the Common Council of the City of Sheboygan, Wisconsin, on the _____ day of _____, 20____.

Dated _____ 20____. _____, City Clerk

Approved _____ 20____. _____, Mayor

**CITY OF SHEBOYGAN
SOUTHPOINTE ENTERPRISE CAMPUS
REAL ESTATE SALES COMMISSION POLICY**

City of Sheboygan staff are authorized to enter into real estate brokerage agreements that pay a commission of up to 6% of the sale price of the subject property to an eligible real estate broker licensed to conduct business within the State of Wisconsin (herein referred to as an "Agent") for successfully securing a client buyer of available vacant land in the SouthPointe Enterprise Campus, subject to the following conditions:

- (1) The Agent shall have submitted to the City an accepted written Offer to Purchase.
- (2) The Agent and City shall have signed and returned a SouthPointe Enterprise Campus Sales Commission Agreement that contains substantially the same language as this policy, prior to any land transaction negotiations. Said Agreement shall be in effect for one year, or until the effective date of a city council resolution terminating this real estate commission payment policy, whichever is earlier.
- (3) The Agent's client shall not have already communicated with the City prior to contacting and/or securing the Agent's services.
- (4) Agents are required to communicate and coordinate client activities through the City of Sheboygan Department of City Development for the purposes of coordinating permitting, zoning and/or Offer to Purchase conditions, as well as securing publicly financed business development incentives. Agents understand and accept that the City of Sheboygan will continue to market the subject property, independent and/or in conjunction with other public or private entities.
- (5) The business must conform to the City's Zoning Ordinance and any and all Protective Covenants applicable to the property to be sold.
- (6) The full commission amount will be provided to the Agent during the successful subject property closing.

- (7) The City reserves the right to adjust Sheboygan Business Center property sales prices used in determining the commission for good and sufficient reasons, as determined by the City. Such adjustment would likely occur if the sale price is significantly different than recent comparable property sales.
- (8) All commissions must comply with the City of Sheboygan Purchasing Policy. Any commissions not in compliance because they are in an amount greater than the authority granted by said policy are subject to approval by the City of Sheboygan Common Council.

**CITY OF SHEBOYGAN
SOUTHPOINTE ENTERPRISE CAMPUS
REAL ESTATE SALES COMMISSION AGREEMENT**

The City of Sheboygan hereby agrees to pay a commission of up to 6% of the sale price of the subject property to _____, ("Agent") for successfully securing a client buyer of available vacant land in the SouthPointe Enterprise Campus. Agent certifies that Agent is an eligible real estate broker licensed to conduct business within the State of Wisconsin. This Agreement is subject to the following conditions:

- (1) The Agent shall have submitted to the City an accepted written Offer to Purchase.
- (2) The Agent and City shall have signed and returned this Agreement, which contains substantially the same language as the City of Sheboygan's SouthPointe Enterprise Campus Real Estate Sales Commission policy, prior to any land transaction negotiations. Said Agreement shall be in effect for one year, or until the effective date of a city council resolution terminating this real estate commission payment policy, whichever is earlier.
- (3) The Agent's client shall not have already communicated with the City prior to contacting and/or securing the Agent's services.
- (4) Agents are required to communicate and coordinate client activities through the City of Sheboygan Department of City Development for the purposes of coordinating permitting, zoning and/or Offer to Purchase conditions, as well as securing publicly financed business development incentives. Agents understand and accept that the City of Sheboygan will continue to market the subject property, independent and/or in conjunction with other public or private entities.
- (5) The business must conform to the City's Zoning Ordinance and any and all Protective Covenants applicable to the property to be sold.
- (6) The full commission amount will be provided to the Agent during the successful subject property closing.

- (7) The City reserves the right to adjust SouthPointe Enterprise Campus property sales prices used in determining the commission for good and sufficient reasons, as determined by the City. Such adjustment would likely occur if the sale price is significantly different than recent comparable property sales.
- (8) All commissions must comply with the City of Sheboygan Purchasing Policy. Any commissions not in compliance because they are in an amount greater than the authority granted by said policy are subject to approval by the City of Sheboygan Common Council.

 Agent Name & WI
 Real Estate License # _____
 Print name here: _____

 Date

 City Administrator
 Print name here: _____

 Date

CITY OF SHEBOYGAN

REQUEST FOR FINANCE AND PERSONNEL COMMITTEE CONSIDERATION

ITEM DESCRIPTION: Res. No. 24-22-23 by Alderpersons Mitchell and Filicky-Peneski adopting updated wage classifications and steps as part of the 2022 City of Sheboygan Compensation Program for Non-Represented Employees

REPORT PREPARED BY: Kaitlyn Krueger, Finance Director

REPORT DATE: August 19, 2022

MEETING DATE: August 22, 2022

FISCAL SUMMARY:

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

STATUTORY REFERENCE:

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

BACKGROUND / ANALYSIS:

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

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

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

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

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

In July 2022, Department Heads had the opportunity to request a meeting with Patrick Glynn of Carlson-Dettmann to ask questions and raise concerns. Six Department Heads took the opportunity to have their voices heard on the compensation plan. On August 18th, Administrator Wolf and Finance Director Krueger received Carlson-Dettmann's recommendations following these review meetings. On August 19th, Finance Director Krueger communicated with Department Heads the updated pay scale information and sent out an e-mail to all employees affected to make them aware of the upcoming Committee's consideration. The memo from Patrick Glynn is attached to this packet with details surrounding any recommended change.

STAFF COMMENTS:

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

Staff is also proposing an implementation where all employees would be moved up to the next closest step on their grade and employees who have a minimum of five years of employment at the City would be moved to Step 5 at a minimum. The five years of service will need to be achieved by December 31, 2022 to count for the Step 5 placement. The implementation date being proposed would be July 24th. The following chart shows some of the statistics related to this implementation:

Movement to Step 1	37
Movement to Step 5 based on Service Years	73
Currently over Max Step on Pay Scale	6

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

Total Base Wages	\$14,320,173
Annual Cost of Implementation*	\$722,304
*Includes estimated FICA, Retirement and Worker's Compensation costs	

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

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

ACTION REQUESTED:

Motion to recommend the Common Council approve Res. No. 24-22-23 by Alderpersons Mitchell and Filicky-Peneski adopting updated wage classifications and steps as part of the 2022 City of Sheboygan Compensation Program for Non-Represented Employees as amended.

ATTACHMENTS:

I. Res. No. 24-22-23

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

III. Revised Proposed 2022 City of Sheboygan Non-Represented Wage Scale

IV. Classification Review Memo from Patrick Glynn, Carlson-Dettmann

R. C. No. 33 - 22 - 23. By FINANCE AND PERSONNEL COMMITTEE. June 20, 2022.

Your Committee to whom was referred Res. No. 24-22-23 by Alderpersons Mitchell and Filicky-Peneski adopting updated wage classifications and steps as part of the 2022 City of Sheboygan Compensation Program for Non-Represented Employees; recommends adopting the Resolution.

_____ Committee

I HEREBY CERTIFY that the foregoing Committee Report was duly accepted and adopted by the Common Council of the City of Sheboygan, Wisconsin, on the _____ day of _____, 20____.

Dated _____ 20____. _____, City Clerk

Approved _____ 20____. _____, Mayor

CITY OF SHEBOYGAN				July 2022				Control Point	Item 10.												
GRADE	CURRENT JOB TITLE	DEPARTMENT	DIVISION	RECOMMENDED JOB TITLE	90.00% Min	92.50% Step 2	95.00% Step 3	97.50% Step 4	100.00% C/P	101.25% Step 6	102.50% Step 7	103.75% Step 8	105.00% Step 9	106.25% Step 10	107.50% Step 11	108.75% Step 12	110.00% Step 13	111.25% Step 14	112.50% Step 15	113.75% Step 16	115.00% Max.
24	City Administrator	CITY ADMINISTRATOR			\$68.29	\$70.19	\$72.09	\$73.98	\$75.88	\$76.83	\$77.78	\$78.73	\$79.67	\$80.62	\$81.57	\$82.52	\$83.47	\$84.42	\$85.37	\$86.31	\$87.26
23					\$63.51	\$65.28	\$67.04	\$68.81	\$70.57	\$71.45	\$72.33	\$73.22	\$74.10	\$74.98	\$75.86	\$76.74	\$77.63	\$78.51	\$79.39	\$80.27	\$81.16
22	Fire Chief Chief Of Police	FIRE DEPARTMENT POLICE DEPARTMENT			\$59.06	\$60.70	\$62.34	\$63.98	\$65.62	\$66.44	\$67.26	\$68.08	\$68.90	\$69.72	\$70.54	\$71.36	\$72.18	\$73.00	\$73.82	\$74.64	\$75.46
21	Dir Of Planning and Development Dir Public Works Finance Director Treasurer Director of Human Resources & Labor Relations Director of Information Technology	CITY DEVELOPMENT DPW - MSB FINANCE HUMAN RESOURCES INFORMATION TECHNOLOGY	MSB ADMIN		\$54.93	\$56.45	\$57.98	\$59.50	\$61.03	\$61.79	\$62.56	\$63.32	\$64.08	\$64.84	\$65.61	\$66.37	\$67.13	\$67.90	\$68.66	\$69.42	\$70.18
20	City Engineer Assistant Fire Chief Library Director	ENGINEERING FIRE DEPARTMENT MEAD LIBRARY			\$51.09	\$52.51	\$53.93	\$55.35	\$56.77	\$57.48	\$58.19	\$58.90	\$59.61	\$60.32	\$61.03	\$61.74	\$62.45	\$63.16	\$63.87	\$64.58	\$65.29
19	Director of Parking and Transit	SHEBOYGAN TRANSIT	TRANSIT		\$47.52	\$48.84	\$50.16	\$51.48	\$52.80	\$53.46	\$54.12	\$54.78	\$55.44	\$56.10	\$56.76	\$57.42	\$58.08	\$58.74	\$59.40	\$60.06	\$60.72
18	Assistant City Attorney Facilities/Traf Support Parks/Forest Superintendent Superintendent Streets & Sanitation Battalion Chief Battalion Chief Inspection WW Treatment Plant Superintendent	ATTORNEY DPW - MSB DPW - MSB DPW - MSB FIRE DEPARTMENT FIRE DEPARTMENT WASTEWATER	CITY ATTORNEY FACILITIES & TRAFFIC PARK DEPARTMENT STREETS & SANITATION	Facilities Superintendent	\$44.19	\$45.42	\$46.65	\$47.87	\$49.10	\$49.71	\$50.33	\$50.94	\$51.56	\$52.17	\$52.78	\$53.40	\$54.01	\$54.62	\$55.24	\$55.85	\$56.47
17					\$41.08	\$42.22	\$43.36	\$44.50	\$45.64	\$46.21	\$46.78	\$47.35	\$47.92	\$48.49	\$49.06	\$49.63	\$50.20	\$50.77	\$51.35	\$51.92	\$52.49
16	Asst City Attorney PT Civil Engineer& Project Manager Environmental Engineer Deputy Finance Director Network Administrator Public Services Manager	ATTORNEY ENGINEERING ENGINEERING FINANCE INFORMATION TECHNOLOGY MEAD LIBRARY	CITY ATTORNEY		\$38.18	\$39.24	\$40.30	\$41.36	\$42.42	\$42.95	\$43.48	\$44.01	\$44.54	\$45.07	\$45.60	\$46.13	\$46.66	\$47.19	\$47.72	\$48.25	\$48.78
15	Planning and Zoning Manager Equip Serv Supr Business Manager Streets & Sanitation Supervisor Systems Analyst Technical Services Manager Communications & Electronics Technician Dir Of Senior Services Industrial WW Supervisor	CITY DEVELOPMENT DPW - MSB DPW - MSB DPW - MSB INFORMATION TECHNOLOGY MEAD LIBRARY POLICE DEPARTMENT SENIOR CENTER WASTEWATER	MOTOR VEHICLE MSB ADMIN STREETS & SANITATION SENIOR ACTIVITY CENTER	Pre-Treatment Supervisor	\$35.50	\$36.48	\$37.47	\$38.45	\$39.44	\$39.93	\$40.43	\$40.92	\$41.41	\$41.91	\$42.40	\$42.89	\$43.38	\$43.88	\$44.37	\$44.86	\$45.36
14	Building Inspector Electrical Inspector Plumbing Inspection TV Program Director Assist To City Admin Community Development Planner Maintenance Worker V - Elec Lighting Maintenance Worker V - Elect Signals City Forester Asst Eng/Surveyor Senior Eng Technician Admin Services Manager	BUILDING INSPECTION BUILDING INSPECTION BUILDING INSPECTION CABLE TV - WSCS CITY ADMINISTRATOR CITY DEVELOPMENT DPW - MSB DPW - MSB DPW - MSB ENGINEERING ENGINEERING MEAD LIBRARY	CABLE TV-LOCAL PROGRAMMII FACILITIES & TRAFFIC FACILITIES & TRAFFIC PARK DEPARTMENT	Management Analyst Journeyman Electrican Journeyman Electrican	\$33.00	\$33.92	\$34.84	\$35.75	\$36.67	\$37.13	\$37.59	\$38.05	\$38.50	\$38.96	\$39.42	\$39.88	\$40.34	\$40.80	\$41.25	\$41.71	\$42.17
14	Administrative Assistant Crime Analyst Operations Supervisor	POLICE DEPARTMENT POLICE DEPARTMENT SHEBOYGAN TRANSIT		Office Manager	\$33.00	\$33.92	\$34.84	\$35.75	\$36.67	\$37.13	\$37.59	\$38.05	\$38.50	\$38.96	\$39.42	\$39.88	\$40.34	\$40.80	\$41.25	\$41.71	\$42.17

13	Maintenance Worker IV - Maintenance Accountant II	DPW - MSB FINANCE	FACILITIES & TRAFFIC	Maintenance Technician	\$30.66	\$31.51	\$32.37	\$33.22	\$34.07	\$34.50	\$34.92	\$35.35	\$35.77	\$36.20	\$36.63	\$37.05	\$37.48	\$37.90	\$38.33	\$38.75	Item 10.
	Human Resources Generalist	HUMAN RESOURCES		Financial Reporting Analyst																	
	IT Specialist	MEAD LIBRARY																			
	Process Systems/OPCO	WASTEWATER		Lab Technician II																	
	WW Elctro-Mechanic Technician	WASTEWATER		WW Electrician																	
12	Master Cert Truck Mechanic	DPW - MSB	MOTOR VEHICLE	Master Mechanic	\$28.49	\$29.29	\$30.08	\$30.87	\$31.66	\$32.06	\$32.45	\$32.85	\$33.24	\$33.64	\$34.03	\$34.43	\$34.83	\$35.22	\$35.62	\$36.01	\$36.41
	Maintenance Worker IV - Lead Park	DPW - MSB	PARK DEPARTMENT	Foreman - Parks																	
	Engineering Technician	DPW - MSB	STREETS & SANITATION																		
	Accountant III	FINANCE		Grant Coordinator																	
	Payroll Administrator	FINANCE		Senior Payroll Specialist																	
	Librarian	MEAD LIBRARY																			
	Public Safety Specialist	MEAD LIBRARY																			
	Lab Technician	WASTEWATER																			
11	Legal Assistant	ATTORNEY	CITY ATTORNEY		\$26.48	\$27.21	\$27.95	\$28.68	\$29.42	\$29.79	\$30.16	\$30.52	\$30.89	\$31.26	\$31.63	\$31.99	\$32.36	\$32.73	\$33.10	\$33.47	\$33.83
	Grant Coordinator	CITY DEVELOPMENT																			
	Certified Truck Mechanic	DPW - MSB	MOTOR VEHICLE	Mechanic																	
	Maintenance Worker IV - Lead Sanitation	DPW - MSB	STREETS & SANITATION	Foreman - Streets																	
	Maintenance Worker IV - Streets	DPW - MSB	STREETS & SANITATION	Foreman Sewer																	
	GIS Project Specialist	ENGINEERING																			
	Accountant I	FINANCE		Accounts Payable Associate																	
	Accountant I	FINANCE		Accounts Recievable Associate																	
	Accounting Administrative Assistant	FINANCE		Accounting Associate																	
	PC Technician	INFORMATION TECHNOLOGY		Technical Support Analyst																	
	Communications Specialist & Admin Asst	MAYOR																			
	Communications Specialist	MEAD LIBRARY																			
	Maintenance Supervisor	MEAD LIBRARY		Maintenance Coordinator																	
	Fleet Mechanic	POLICE DEPARTMENT		Mechanic																	
	Safety, Education And Training Supervisor	SHEBOYGAN TRANSIT	TRANSIT	Safety & Training Coordinator																	
	Plant Maintenance Mechanic	WASTEWATER																			
	WW Operator II	WASTEWATER		WW Operator																	
10	Bldg Inspection Specialist	BUILDING INSPECTION			\$24.62	\$25.31	\$25.99	\$26.68	\$27.36	\$27.70	\$28.04	\$28.39	\$28.73	\$29.07	\$29.41	\$29.75	\$30.10	\$30.44	\$30.78	\$31.12	\$31.46
	Deputy City Clerk	CLERK	CITY CLERK																		
	Maintenance Worker IV - Lead Sign Shop	DPW - MSB	FACILITIES & TRAFFIC																		
	Maintenance Worker III - Arborist	DPW - MSB	PARK DEPARTMENT	Arborist																	
	Maintenance Worker III - Parks	DPW - MSB	PARK DEPARTMENT	Equipment Operator																	
	Maintenance Worker III-Tree Trimmer	DPW - MSB	PARK DEPARTMENT	Equipment Operator																	
	Maintenance Worker IV - Craftsman	DPW - MSB	PARK DEPARTMENT	Heavy Equipment Operator																	
	Maintenance Worker IV - Lead Trees	DPW - MSB	PARK DEPARTMENT	Heavy Equipment Operator																	
	Maintenance Worker III - Recycling	DPW - MSB	STREETS & SANITATION	Equipment Operator																	
	Maintenance Worker III - Sanitation	DPW - MSB	STREETS & SANITATION	Equipment Operator																	
	Maintenance Worker III - Sewer Maint	DPW - MSB	STREETS & SANITATION	Equipment Operator																	
	Maintenance Worker III - Streets	DPW - MSB	STREETS & SANITATION	Equipment Operator																	
	Maintenance Worker IV - Streets	DPW - MSB	STREETS & SANITATION	Heavy Equipment Operator																	
	Engineering Technician	ENGINEERING																			
	Municipal Court Clerk	MUNICIPAL COURT																			
	Digital Evidence Manager	POLICE DEPARTMENT																			
	Property Officer	POLICE DEPARTMENT																			
9	Program Assistant	BUILDING INSPECTION			\$22.91	\$23.54	\$24.18	\$24.81	\$25.45	\$25.77	\$26.09	\$26.40	\$26.72	\$27.04	\$27.36	\$27.68	\$28.00	\$28.31	\$28.63	\$28.95	\$29.27
	Maintenance Worker III - Cemetery	DPW - MSB	CEMETERY	Cemetery Worker																	
	Maintenance Worker II - Sign Shop	DPW - MSB	FACILITIES & TRAFFIC	Maintenance Worker																	
	Maintenance Worker II - Sign Shop	DPW - MSB	FACILITIES & TRAFFIC	Maintenance Worker																	
	Maintenance Worker III - Maint Cftmn	DPW - MSB	FACILITIES & TRAFFIC	Maintenance Worker																	
	Service Mechanic II	DPW - MSB	MOTOR VEHICLE	Service Mechanic																	
	Truck Mechanic	DPW - MSB	MOTOR VEHICLE	Service Mechanic																	
	Maintenance Worker II - Parks	DPW - MSB	PARK DEPARTMENT	Parks Maintenance Worker																	
	Maintenance Worker I - Streets	DPW - MSB	STREETS & SANITATION	Maintenance Worker	\$22.91	\$23.54	\$24.18	\$24.81	\$25.45	\$25.77	\$26.09	\$26.40	\$26.72	\$27.04	\$27.36	\$27.68	\$28.00	\$28.31	\$28.63	\$28.95	\$29.27
	Maintenance Worker II - Sewer Maint	DPW - MSB	STREETS & SANITATION	Maintenance Worker																	
	Maintenance Worker II - Street Sweep	DPW - MSB	STREETS & SANITATION	Maintenance Worker																	
	Maintenance Worker II - Streets	DPW - MSB	STREETS & SANITATION	Maintenance Worker																	
	Admin Coordinator	FIRE DEPARTMENT																			

	Lead Maintenance Worker Communications Coordinator Program And Wellness Coordinator Admin Coordinator	PARKING SENIOR CENTER SENIOR CENTER SHEBOYGAN TRANSIT	PARKING UTILITY SENIOR ACTIVITY CENTER SENIOR ACTIVITY CENTER TRANSIT																		Item 10.
8	Permit Clerk Council and License Clerk Elections Clerk PT Human Resources Administrative Assistant Admin Assistant Community Service Officer Court Services Secretary Court Services Specialist Dept. Secretary-Admin Dept. Secretary-CID Time Agency Coordinator Disability/ADA Coordinator Transit Coordinator II	BUILDING INSPECTION CLERK CLERK HUMAN RESOURCES MEAD LIBRARY POLICE DEPARTMENT POLICE DEPARTMENT POLICE DEPARTMENT POLICE DEPARTMENT POLICE DEPARTMENT POLICE DEPARTMENT SHEBOYGAN TRANSIT SHEBOYGAN TRANSIT	CITY CLERK CITY CLERK TRANSIT TRANSIT		\$21.30	\$21.89	\$22.49	\$23.08	\$23.67	\$23.97	\$24.26	\$24.56	\$24.85	\$25.15	\$25.45	\$25.74	\$26.04	\$26.33	\$26.63	\$26.92	\$27.22
7	Building Inspection Licensing Clerk TV Production Technician Maintenance Worker II - Custodian II Admin Coordinator Clerk II Admin Assistant PT Library Assistant Maintenance Technician PT Library Assistant Assistant Municipal Court Clerk Maintenance and Grounds Worker Records Clerk PT Records Specialist Clerk	BUILDING INSPECTION CABLE TV - WSCS DPW - MSB DPW - MSB DPW - MSB FIRE DEPARTMENT MEAD LIBRARY MEAD LIBRARY MEAD LIBRARY MUNICIPAL COURT PARKING POLICE DEPARTMENT POLICE DEPARTMENT	CABLE TV-LOCAL PROGRAMMII FACILITIES & TRAFFIC MSB ADMIN MSB ADMIN PARKING UTILITY		\$19.80	\$20.35	\$20.90	\$21.45	\$22.00	\$22.28	\$22.55	\$22.83	\$23.10	\$23.38	\$23.65	\$23.93	\$24.20	\$24.48	\$24.75	\$25.03	\$25.30
6	Code Enforcement Officer Maintenance Worker I - Custodian I Cataloger Transit Coordinator III	BUILDING INSPECTION DPW - MSB MEAD LIBRARY SHEBOYGAN TRANSIT	FACILITIES & TRAFFIC Custodian I TRANSIT		\$18.40	\$18.91	\$19.42	\$19.93	\$20.44	\$20.70	\$20.95	\$21.21	\$21.46	\$21.72	\$21.97	\$22.23	\$22.48	\$22.74	\$23.00	\$23.25	\$23.51
5					\$17.11	\$17.58	\$18.06	\$18.53	\$19.01	\$19.25	\$19.49	\$19.72	\$19.96	\$20.20	\$20.44	\$20.67	\$20.91	\$21.15	\$21.39	\$21.62	\$21.86
4					\$15.90	\$16.34	\$16.79	\$17.23	\$17.67	\$17.89	\$18.11	\$18.33	\$18.55	\$18.77	\$19.00	\$19.22	\$19.44	\$19.66	\$19.88	\$20.10	\$20.32
3	Seasonal DPW	DPW - MSB			\$14.78	\$15.19	\$15.60	\$16.01	\$16.42	\$16.63	\$16.83	\$17.04	\$17.24	\$17.45	\$17.65	\$17.86	\$18.06	\$18.27	\$18.47	\$18.68	\$18.88
2	Cleaner Crossing Guard	MEAD LIBRARY POLICE DEPARTMENT			\$13.73	\$14.12	\$14.50	\$14.88	\$15.26	\$15.45	\$15.64	\$15.83	\$16.02	\$16.21	\$16.40	\$16.60	\$16.79	\$16.98	\$17.17	\$17.36	\$17.55
1	Page	MEAD LIBRARY			\$12.71	\$13.06	\$13.41	\$13.77	\$14.12	\$14.30	\$14.47	\$14.65	\$14.83	\$15.00	\$15.18	\$15.36	\$15.53	\$15.71	\$15.89	\$16.06	\$16.24

CITY OF SHEBOYGAN				Revised 8/19/2022					Control Point	Item 10.											
GRADE	CURRENT JOB TITLE	DEPARTMENT	DIVISION	RECOMMENDED JOB TITLE	90.00% Min	92.50% Step 2	95.00% Step 3	97.50% Step 4	100.00% C/P	101.25% Step 6	102.50% Step 7	103.75% Step 8	105.00% Step 9	106.25% Step 10	107.50% Step 11	108.75% Step 12	110.00% Step 13	111.25% Step 14	112.50% Step 15	113.75% Step 16	115.00% Max.
24	City Administrator	CITY ADMINISTRATOR			\$68.29	\$70.19	\$72.09	\$73.98	\$75.88	\$76.83	\$77.78	\$78.73	\$79.67	\$80.62	\$81.57	\$82.52	\$83.47	\$84.42	\$85.37	\$86.31	\$87.26
23					\$63.51	\$65.28	\$67.04	\$68.81	\$70.57	\$71.45	\$72.33	\$73.22	\$74.10	\$74.98	\$75.86	\$76.74	\$77.63	\$78.51	\$79.39	\$80.27	\$81.16
22	Fire Chief Chief Of Police	FIRE DEPARTMENT POLICE DEPARTMENT			\$59.06	\$60.70	\$62.34	\$63.98	\$65.62	\$66.44	\$67.26	\$68.08	\$68.90	\$69.72	\$70.54	\$71.36	\$72.18	\$73.00	\$73.82	\$74.64	\$75.46
21	Dir Of Planning and Development Dir Public Works Finance Director Treasurer Director of Human Resources & Labor Relations Director of Information Technology Library Director	CITY DEVELOPMENT DPW - MSB FINANCE HUMAN RESOURCES INFORMATION TECHNOLOGY MEAD LIBRARY	MSB ADMIN		\$54.93	\$56.45	\$57.98	\$59.50	\$61.03	\$61.79	\$62.56	\$63.32	\$64.08	\$64.84	\$65.61	\$66.37	\$67.13	\$67.90	\$68.66	\$69.42	\$70.18
20	City Engineer Assistant Fire Chief	ENGINEERING FIRE DEPARTMENT			\$51.09	\$52.51	\$53.93	\$55.35	\$56.77	\$57.48	\$58.19	\$58.90	\$59.61	\$60.32	\$61.03	\$61.74	\$62.45	\$63.16	\$63.87	\$64.58	\$65.29
19	Director of Parking and Transit Battalion Chief Inspections	SHEBOYGAN TRANSIT FIRE DEPARTMENT	TRANSIT	Division Chief: Prevention/Inspections	\$47.52	\$48.84	\$50.16	\$51.48	\$52.80	\$53.46	\$54.12	\$54.78	\$55.44	\$56.10	\$56.76	\$57.42	\$58.08	\$58.74	\$59.40	\$60.06	\$60.72
18	Assistant City Attorney Facilities/Traf Support Parks/Forest Superintendent Superintendent Streets & Sanitation Battalion Chief WW Treatment Plant Superintendent	ATTORNEY DPW - MSB DPW - MSB DPW - MSB FIRE DEPARTMENT WASTEWATER	CITY ATTORNEY FACILITIES & TRAFFIC PARK DEPARTMENT STREETS & SANITATION	Facilities Superintendent	\$44.19	\$45.42	\$46.65	\$47.87	\$49.10	\$49.71	\$50.33	\$50.94	\$51.56	\$52.17	\$52.78	\$53.40	\$54.01	\$54.62	\$55.24	\$55.85	\$56.47
17					\$41.08	\$42.22	\$43.36	\$44.50	\$45.64	\$46.21	\$46.78	\$47.35	\$47.92	\$48.49	\$49.06	\$49.63	\$50.20	\$50.77	\$51.35	\$51.92	\$52.49
16	Asst City Attorney PT Civil Engineer& Project Manager Environmental Engineer Deputy Finance Director Network Administrator Public Services Manager Technical Services Manager	ATTORNEY ENGINEERING ENGINEERING FINANCE INFORMATION TECHNOLOGY MEAD LIBRARY MEAD LIBRARY	CITY ATTORNEY		\$38.18	\$39.24	\$40.30	\$41.36	\$42.42	\$42.95	\$43.48	\$44.01	\$44.54	\$45.07	\$45.60	\$46.13	\$46.66	\$47.19	\$47.72	\$48.25	\$48.78
15	Planning and Zoning Manager Equip Serv Supr Business Manager Streets & Sanitation Supervisor Systems Analyst Admin Services Manager Communications & Electronics Technician Dir Of Senior Services Industrial WW Supervisor GIS Project Specialist	CITY DEVELOPMENT DPW - MSB DPW - MSB DPW - MSB INFORMATION TECHNOLOGY MEAD LIBRARY POLICE DEPARTMENT SENIOR CENTER WASTEWATER ENGINEERING	MOTOR VEHICLE MSB ADMIN STREETS & SANITATION	Pre-Treatment Supervisor	\$35.50	\$36.48	\$37.47	\$38.45	\$39.44	\$39.93	\$40.43	\$40.92	\$41.41	\$41.91	\$42.40	\$42.89	\$43.38	\$43.88	\$44.37	\$44.86	\$45.36
14	Building Inspector Electrical Inspector Plumbing Inspection TV Program Director Assist To City Admin Community Development Planner Maintenance Worker V - Elec Lighting Maintenance Worker V - Elect Signals City Forester Asst Eng/Surveyor Senior Eng Technician Administrative Assistant	BUILDING INSPECTION BUILDING INSPECTION BUILDING INSPECTION CABLE TV - WSCS CITY ADMINISTRATOR CITY DEVELOPMENT DPW - MSB DPW - MSB DPW - MSB ENGINEERING ENGINEERING POLICE DEPARTMENT	CABLE TV-LOCAL PROGRAMMING Management Analyst	Journeyman Electrician Journeyman Electrician Office Manager	\$33.00	\$33.92	\$34.84	\$35.75	\$36.67	\$37.13	\$37.59	\$38.05	\$38.50	\$38.96	\$39.42	\$39.88	\$40.34	\$40.80	\$41.25	\$41.71	\$42.17

14	Crime Analyst Operations Supervisor WW Elctro-Mechanic Technician	POLICE DEPARTMENT SHEBOYGAN TRANSIT WASTEWATER	TRANSIT	WW Electrician	\$33.00	\$33.92	\$34.84	\$35.75	\$36.67	\$37.13	\$37.59	\$38.05	\$38.50	\$38.96	\$39.42	\$39.88	\$40.34	\$40.80	\$41.25	\$41.71	Item 10.
13	Accountant II Human Resources Generalist IT Specialist Process Systems/OPCO	FINANCE HUMAN RESOURCES MEAD LIBRARY WASTEWATER		Financial Reporting Analyst Lab Technician II	\$30.66	\$31.51	\$32.37	\$33.22	\$34.07	\$34.50	\$34.92	\$35.35	\$35.77	\$36.20	\$36.63	\$37.05	\$37.48	\$37.90	\$38.33	\$38.75	\$39.18
12	Master Cert Truck Mechanic Maintenance Worker IV - Maintenance Engineering Technician Accountant III Payroll Administrator Librarian Public Safety Specialist Lab Technician PC Technician	DPW - MSB DPW - MSB DPW - MSB FINANCE FINANCE MEAD LIBRARY MEAD LIBRARY WASTEWATER INFORMATION TECHNOLOGY	MOTOR VEHICLE FACILITIES & TRAFFIC STREETS & SANITATION	Master Mechanic Maintenance Technician Grant Coordinator Senior Payroll Specialist Technical Support Analyst	\$28.49	\$29.29	\$30.08	\$30.87	\$31.66	\$32.06	\$32.45	\$32.85	\$33.24	\$33.64	\$34.03	\$34.43	\$34.83	\$35.22	\$35.62	\$36.01	\$36.41
11	Legal Assistant Grant Coordinator Certified Truck Mechanic Maintenance Worker IV - Lead Sanitation Maintenance Worker IV - Streets Maintenance Worker IV - Lead Park Accountant I Accountant I Accounting Administrative Assistant Communications Specialist & Admin Asst Communications Specialist Maintenance Supervisor Fleet Mechanic Safety, Education And Training Supervisor Plant Maintenance Mechanic WW Operator II	ATTORNEY CITY DEVELOPMENT DPW - MSB DPW - MSB DPW - MSB DPW - MSB FINANCE FINANCE FINANCE MAYOR MEAD LIBRARY MEAD LIBRARY POLICE DEPARTMENT SHEBOYGAN TRANSIT WASTEWATER WASTEWATER	CITY ATTORNEY MOTOR VEHICLE STREETS & SANITATION STREETS & SANITATION PARK DEPARTMENT	Mechanic Foreman - Streets Foreman Sewer Foreman - Parks Accounts Payable Associate Accounts Recievable Associate Accounting Associate Maintenance Coordinator Mechanic Safety & Training Coordinator WW Operator	\$26.48	\$27.21	\$27.95	\$28.68	\$29.42	\$29.79	\$30.16	\$30.52	\$30.89	\$31.26	\$31.63	\$31.99	\$32.36	\$32.73	\$33.10	\$33.47	\$33.83
10	Bldg Inspection Specialist Deputy City Clerk Maintenance Worker IV - Lead Sign Shop Maintenance Worker III - Arborist Maintenance Worker III - Parks Maintenance Worker III-Tree Trimmer Maintenance Worker IV - Craftsman Maintenance Worker IV - Lead Trees Maintenance Worker III - Sewer Maint Maintenance Worker III - Streets Maintenance Worker IV - Streets Municipal Court Clerk Digital Evidence Manager Property Officer	BUILDING INSPECTION CLERK DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB MUNICIPAL COURT POLICE DEPARTMENT POLICE DEPARTMENT	CITY CLERK FACILITIES & TRAFFIC PARK DEPARTMENT PARK DEPARTMENT PARK DEPARTMENT PARK DEPARTMENT PARK DEPARTMENT STREETS & SANITATION STREETS & SANITATION STREETS & SANITATION	Arborist Equipment Operator Equipment Operator Heavy Equipment Operator Heavy Equipment Operator Equipment Operator Equipment Operator Heavy Equipment Operator	\$24.62	\$25.31	\$25.99	\$26.68	\$27.36	\$27.70	\$28.04	\$28.39	\$28.73	\$29.07	\$29.41	\$29.75	\$30.10	\$30.44	\$30.78	\$31.12	\$31.46
9	Program Assistant Maintenance Worker III - Cemetery Maintenance Worker II - Sign Shop Maintenance Worker II - Sign Shop Maintenance Worker III - Maint Cftmn Maintenance Worker III - Recycling Maintenance Worker III - Sanitation Service Mechanic II Truck Mechanic Maintenance Worker II - Parks	BUILDING INSPECTION DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB DPW - MSB	CEMETERY FACILITIES & TRAFFIC FACILITIES & TRAFFIC FACILITIES & TRAFFIC STREETS & SANITATION STREETS & SANITATION MOTOR VEHICLE MOTOR VEHICLE PARK DEPARTMENT	Cemetery Worker Maintenance Worker Maintenance Worker Maintenance Worker Equipment Operator Equipment Operator Service Mechanic Service Mechanic Parks Maintenance Worker	\$22.91	\$23.54	\$24.18	\$24.81	\$25.45	\$25.77	\$26.09	\$26.40	\$26.72	\$27.04	\$27.36	\$27.68	\$28.00	\$28.31	\$28.63	\$28.95	\$29.27
9	Maintenance Worker I - Streets Maintenance Worker II - Sewer Maint Maintenance Worker II - Street Sweep Maintenance Worker II - Streets	DPW - MSB DPW - MSB DPW - MSB DPW - MSB	STREETS & SANITATION STREETS & SANITATION STREETS & SANITATION STREETS & SANITATION	Maintenance Worker Maintenance Worker Maintenance Worker Maintenance Worker	\$22.91	\$23.54	\$24.18	\$24.81	\$25.45	\$25.77	\$26.09	\$26.40	\$26.72	\$27.04	\$27.36	\$27.68	\$28.00	\$28.31	\$28.63	\$28.95	\$29.27

	Admin Coordinator Lead Maintenance Worker Communications Coordinator Program And Wellness Coordinator Admin Coordinator Admin Coordinator	FIRE DEPARTMENT PARKING SENIOR CENTER SENIOR CENTER DPW - MSB SHEBOYGAN TRANSIT	PARKING UTILITY SENIOR ACTIVITY CENTER SENIOR ACTIVITY CENTER MSB ADMIN TRANSIT																	
8	Permit Clerk Council and License Clerk Elections Clerk PT Human Resources Administrative Assistant Admin Assistant Community Service Officer Court Services Secretary Court Services Specialist Dept. Secretary-Admin Dept. Secretary-CID Time Agency Coordinator Disability/ADA Coordinator Transit Coordinator II Building Inspection Licensing Clerk	BUILDING INSPECTION CLERK CLERK HUMAN RESOURCES MEAD LIBRARY POLICE DEPARTMENT POLICE DEPARTMENT POLICE DEPARTMENT POLICE DEPARTMENT POLICE DEPARTMENT POLICE DEPARTMENT SHEBOYGAN TRANSIT SHEBOYGAN TRANSIT BUILDING INSPECTION	CITY CLERK CITY CLERK TRANSIT TRANSIT																	
7	TV Production Technician Maintenance Worker II - Custodian II Clerk II Admin Assistant PT Cataloger Library Assistant Maintenance Technician PT Library Assistant Assistant Municipal Court Clerk Maintenance and Grounds Worker Records Clerk PT Records Specialist Clerk	CABLE TV - WSCS DPW - MSB DPW - MSB FIRE DEPARTMENT MEAD LIBRARY MEAD LIBRARY MEAD LIBRARY MEAD LIBRARY MUNICIPAL COURT PARKING POLICE DEPARTMENT POLICE DEPARTMENT	CABLE TV-LOCAL PROGRAMMII FACILITIES & TRAFFIC MSB ADMIN PARKING UTILITY																	
6	Code Enforcement Officer Maintenance Worker I - Custodian I Transit Coordinator III	BUILDING INSPECTION DPW - MSB SHEBOYGAN TRANSIT	FACILITIES & TRAFFIC TRANSIT																	
5																				
4																				
3	Seasonal DPW	DPW - MSB																		
2	Cleaner Crossing Guard	MEAD LIBRARY POLICE DEPARTMENT																		
1	Page	MEAD LIBRARY																		

Job Code	Job Title (Current)	Department	Division (If Applicable)	Comments	Originally Proposed Grade	Recommended Grade
SHEB-14070	Library Director	MEAD LIBRARY	MEAD LIBRARY	Upon request of the City and the Director, we reviewed this classification based on the unique responsibilities of operating a "resource library". While we believe nearly all of the ratings reflect such a designation, we do recommend adjusting the rating for Interactions/Communications. This change results in a change in grade placement.	20	21
SHEB-10031	Battalion Chief Inspection	FIRE DEPARTMENT	FIRE DEPARTMENT	After discussing this classification with the Chief, we arrived at the conclusion that this particular classification stands out in comparison to their peers primarily due to the responsibilities associated with prevention and inspections. We recommend changing the ratings for Thinking Challenges and Decision-Making. These changes WOULD result in a grade change. Further, we encourage the City revisit the job title (e.g. Division Chief: Prevention/Inspections) for this classification to more accurately reflect its role in the department.	18	19
SHEB-14110	Technical Services Manager	MEAD LIBRARY	MEAD LIBRARY	The department requested we review this classification, particularly in light of a proposed increase in educational requirements. We have adjusted the Education/Experience rating for the classification, which results in a change in grade placement.	15	16
SHEB-05030	Planning and Zoning Manager	CITY DEVELOPMENT	CITY DEVELOPMENT	We reviewed the concerns of the employee/department, but we recommend no changes to the evaluations. However, we did advise the department that should the position begin to manage employees (as might be expected) it would likely affect the rating levels.	15	15
SHEB-08050	GIS Project Specialist	ENGINEERING	ENGINEERING	The department requested that we review this classification given the responsibility for the entire GIS function of the City. We concur, and have revisited the entire rating profile for this classification. Our changes result in an increase in grade placement.	11	15
SHEB-14000	Admin Services Manager	MEAD LIBRARY	MEAD LIBRARY	Upon request of the City and the Director, we reviewed this classification based on the framework of a "Business Manager" for a department. We recommend adjusting the ratings for Decision-Making, Interactions/Communications, and Education/Experience. This change results in a change in grade placement.	14	15
SHEB-19040	WW Elctro-Mechanic Technician	WASTEWATER	WASTEWATER	The department requested that we review this classification given the need for Journey Electrician certification (and the corresponding duties). We concur, and have adjusted the ratings for Decision Making, Interactions/Communications, and Education/Experience. Our changes result in an increase in grade placement.	13	14

Job Code	Job Title (Current)	Department	Division (If Applicable)	Comments	Originally Proposed Grade	Recommended Grade
SHEB-19030	Process Systems/OPCO	WASTEWATER	WASTEWATER	The department requested that we review this classification given the classification is not a supervisory employee (as possibly implied in the JDQ). Based on prior conversations, it is rated properly and we do not recommend any adjustments.	13	13
SHEB-07036	Maintenance Worker IV - Maintenance	DPW - MSB	FACILITIES & TRAFFIC	At the request of the DPW Director, we reviewed this classification in comparison to the Master Mechanic due to the similarity in duties and expectations. We recommend reducing the rating for Interactions/Communications to more closely reflect its role in the department. Such a change results in a DECREASE in grade placement.	13	12
SHEB-12020	PC Technician	INFORMATION TECHNOLOGY	INFORMATION TECHNOLOGY	We reviewed this classification based on a request to reconsider the breadth of duties performed. We recommend changing our ratings for Thinking Challenges and Education/Experience. These changes result in a change of grade placement.	11	12
SHEB-07131	Maintenance Worker IV - Lead Park	DPW - MSB	PARK DEPARTMENT	At the request of the DPW Director, we reviewed this classification in comparison to the other Leads (i.e. Foremen) due to the similarity in duties and expectations. We had previously been instructed that this classification was supervisory in nature, but have since learned that this is incorrect. We recommend reducing the ratings to more closely align with the other Foremen. Such a change results in a DECREASE in grade placement.	12	11
SHEB-14080	Maintenance Supervisor	MEAD LIBRARY	MEAD LIBRARY	The department requested we review this classification, particularly in light of a proposed increase in educational requirements. We believe that the ratings are correct and, in fact, the job was originally rated at the higher educational level based on the duties performed. We do not recommend any adjustments.	11	11
SHEB-07125	Maintenance Worker IV - Lead Sign Shop	DPW - MSB	FACILITIES & TRAFFIC	Although a review request was submitted, we have not received revised job documentation to conduct such a review.	10	10
SHEB-07080	Admin Coordinator	DPW - MSB	MSB ADMIN	We reviewed this classification in light of its administrative and financial responsibilities as aligned with other similar classifications. We recommend adjusting our rating levels for Decision Making and Education/Experience.	7	9
SHEB-07145	Maintenance Worker III - Sanitation/Recycling	DPW - MSB	STREETS & SANITATION	At the request of the DPW Director, we reviewed this classification in light of the technological and process improvements that have made the jobs measurably easier. We recommend revising the rating to align the job as a Maintenance Worker II. Such a change results in a DECREASE in grade placement.	10	9

Job Code	Job Title (Current)	Department	Division (If Applicable)	Comments	Originally Proposed Grade	Recommended Grade
SHEB-02000	Building Inspection Licensing Clerk	BUILDING INSPECTION	BUILDING INSPECTION	After discussing this classification with the department, we recommend changing the ratings for Decision-Making, Interactions/Communications, and Education/Experience. These changes WOULD result in a grade change.	7	8
SHEB-14020	Cataloger	MEAD LIBRARY	MEAD LIBRARY	The department requested we review this classification, particularly in light of a proposed increase in educational requirements. Please note that the only 2-year degree for Library Services in the state exists at CVTC: https://www.wtcsystem.edu/programs/find-your-program/library-and-information-services/ . It can be completed online, but limits the applicant pool with directly related educational experiences. We have adjusted the Education/Experience rating for the classification, which results in a change in grade placement. However, the City should be diligent in its future recruitment efforts to require this level of education.	6	7
SHEB-15000	Assistant Municipal Court Clerk	MUNICIPAL COURT	MUNICIPAL COURT	The department stated that the Court Clerk and Assistant Court Clerk classifications performed identical duties, but this is not supported in the documentation. Our recommendation is for the department to submit a single piece of job documentation for such an analysis to occur. To-date, we have not received any revised information. However, we did revise the educational requirements for this classification, which results in a change in grade placement.	6	7

Item 10.

There were several jobs in the Library that were requested to be reviewed based on comparisons to other City classifications. In the instances where there is a direct relationship/similarity, we have conducted such a review. However, there were many comparisons to jobs that do not have any similarity in duties, comparisons to jobs that require greater experience or expertise, or comparisons to outdated job description information. In our conversations we had requested updated job documentation if we were to reevaluate several of the classifications. To-date, we have not received revised job documentation for many of these jobs to further our review. Finally, many of the requests focused solely on one rating criteria (e.g. education), but all of the City's jobs were evaluated on the full complement of compensable factors within our system. To evaluate (and compensate) a job on any single factor would not be appropriate, and has not occurred in the course of our work.

III
Res. No. 24 - 22 - 23. By Alderpersons Mitchell and Filicky-Peneski.
June 6, 2022.

A RESOLUTION adopting updated wage classifications and steps as part of the 2022 City of Sheboygan Compensation Program for Non-Represented Employees.

WHEREAS, on April 7, 2021, the Common Council adopted Res. No. 190-20-21 authorizing entering into a Professional Services Agreement with Carlson-Dettman Consulting for an assessment of the City's classification and compensation of its employees; and

WHEREAS, Carlson-Dettman engaged in a lengthy analysis of job descriptions within the city, including the use of individual Job Description Questionnaires filled out by each employee and reviewed by the supervisors, which was designed to document, analyze, and validate job information for the various jobs and then quantitatively evaluate the job content of those jobs using a "Point Factor Job Evaluation System," an overview of which system was provided to the Finance and Personnel committee at its May 23, 2022 meeting; and

WHEREAS, the results of the job evaluation system were used as part of a base salary market study that determined an appropriate set of benchmark positions for each job category, considering both public and private sector data for like job categories; and

WHEREAS, the benchmark positions were reviewed against actual current numbers with an eye toward remaining competitive in a changing labor market and retaining employees and setting a control point for average pay; and

WHEREAS, that review resulted in the creation of an annual step process whereby new employees would be paid at 90% of the control point, employees would be expected to reach the control point by their fifth year, and steps after the fifth year would increase 1.25% per year up to a maximum of 115% of the control point; and

WHEREAS, a separate budget transfer resolution will be needed to effectuate the classifications and steps, meaning that actual implementation of the changes provided will be effective only after passage of said budget transfer.

NOW, THEREFORE, BE IT RESOLVED: That the Common Council hereby adopts the updated wage classifications and steps, a copy of which is attached hereto and incorporated herein, as part of the 2022 City of Sheboygan Compensation Program for Non-Represented Employees.

BE IT FURTHER RESOLVED: That the Common Council directs the Finance Director to work with the appropriate City staff to create a budget transfer

resolution to be presented to Council for approval so as to effectuate the implementation of the classifications and steps.

I HEREBY CERTIFY that the foregoing Resolution was duly passed by the Common Council of the City of Sheboygan, Wisconsin, on the _____ day of _____, 20____.

Dated _____ 20____. _____, City Clerk

Approved _____ 20____. _____, Mayor

DeBruin, Meredith

From: Krueger, Kaitlyn
Sent: Thursday, June 16, 2022 12:06 PM
Subject: Proposed Compensation Study Information
Attachments: Sheboygan DRAFT Wage Schedule with Current Control Points.pdf

Good Afternoon –

The draft wage scale for non-represented employees is up for consideration at the June 20th Common Council meeting. During the review process, several concerns were brought up, so I would like to provide the additional information that was requested.

The attached document shows comparison data related to the current pay scale being used and the proposed scale for each position.

Here are some points that can be helpful for interpreting the information:

- Current pay scale wages are highlighted in yellow
- Proposed pay scale wages are highlighted in orange
- The Control Point Comparison column provide the percentage change between current and proposed wage control points on each scale
- The Maximum Wage Comparison column provide the percentage change between current and proposed maximum wages on each scale
- Comparison Figures:

Color Key:	Control Point Comparison # of Positions	Maximum Wage Comparison # of Positions
Dark Green (Above 5% increase)	75	89
Light Green (0-5% increase)	27	28
Light Red (0-5% decrease)	23	17
Dark Red (Above 5% decrease)	22	13

- As reflected in the above table, there are some positions that will see higher earning potential despite the control point being lower on the proposed pay scale. For example, a Certified Truck Mechanic (Grade 11) would see a 0.1% decrease in the proposed control point. However, the maximum wage sees an increase of 7.9% allowing for higher wage growth potential in the future.
- The current proposal would not reduce any employee's existing wage. They will be held at their current rate until the scale catches up to them.

There were also questions about the appeals process and payroll implementation with the small amount of available HR resources. The appeals process will be handled mostly by the consultant, Carlson-Dettmann, but will also receive support from HR consultant, Michelle Stokes. In regards to payroll, I am happy to say that the City has an amazing Finance Department team that is willing and ready to step up to make sure that, if approved, the system will be updated accordingly. The City has an incredible Payroll Specialist, Sandy Halvorsen, who has also stepped up way beyond the call of her job to make sure that employees are being supported while the HR Department is going through its current transition. She has been with the City for 15 years and is able to be a resource and leader to the rest of the Finance team for implementation. Though it will not be an insignificant amount of work, we are ready to do what it takes to get this done.

To provide some guidance on the implementation timeline, here are some key dates. If it is Council's desire to adopt a wage scale or make any wage adjustment with an effective date of July 10th, Council approval would be needed by July

18th. This timing would allow the Finance Team the necessary time to get the information into Munis for the check of August 5th. Item 10.

Please feel free to reach out to me any time ahead of Monday's meeting if you would like to discuss or have any questions.

Hope you all have a wonderful day!

Kaitlyn Krueger
Finance Director/Treasurer
City of Sheboygan
(920) 459-3304
Kaitlyn.Krueger@sheboyganwi.gov
www.sheboyganwi.gov



						Control Point Comparison			Maximum Wage Comparison		
GRADE	CITY OF SHEBOYGAN		July 2022	DRAFT	CURRENT PAY SCALE	CURRENT	PROPOSED	PERCENT CHANGE	CURRENT	PROPOSED	PERCENT CHANGE
	CURRENT	JOB TITLE	DEPARTMENT	DIVISION		CONTROL POINT	CONTROL POINT		MAX AMOUNT	MAX AMOUNT	
24	City Administrator		CITY ADMINISTRATOR		Z	\$66.80	\$75.88	13.6%	\$76.83	\$87.26	13.6%
23							\$70.57			\$81.16	
22	Fire Chief		FIRE DEPARTMENT		Y	\$60.94	\$65.62	7.7%	\$70.08	\$75.46	7.7%
	Chief Of Police		POLICE DEPARTMENT		Y	\$60.94		7.7%	\$70.08		7.7%
21	Dir Of Planning and Development		CITY DEVELOPMENT		V	\$56.60	\$61.03	7.8%	\$65.09	\$70.18	7.8%
	Dir Public Works		DPW - MSB	MSB ADMIN	Y	\$60.94		0.1%	\$70.08		0.1%
	Finance Director Treasurer		FINANCE		V	\$56.60		7.8%	\$65.09		7.8%
	Director of Human Resources & Labor Relations		HUMAN RESOURCES		V	\$56.60		7.8%	\$65.09		7.8%
	Director of Information Technology		INFORMATION TECHNOLOGY		V	\$56.60		7.8%	\$65.09		7.8%
20	City Engineer		ENGINEERING		U	\$49.20	\$56.77	15.4%	\$56.57	\$65.29	15.4%
	Assistant Fire Chief		FIRE DEPARTMENT		V	\$56.60		0.3%	\$65.09		0.3%
	Library Director		MEAD LIBRARY		V	\$56.60		0.3%	\$65.09		0.3%
19	Director of Parking and Transit		SHEBOYGAN TRANSIT	TRANSIT	U	\$49.20	\$52.80	7.3%	\$56.57	\$60.72	7.3%
18	Assistant City Attorney		ATTORNEY	CITY ATTORNEY	N	\$38.72	\$49.10	26.8%	\$44.53	\$56.47	26.8%
	Facilities/Traf Support		DPW - MSB	FACILITIES & TRAFFIC	T	\$46.60		5.4%	\$53.59		5.4%
	Parks/Forest Superintendent		DPW - MSB	PARK DEPARTMENT	T	\$46.60		5.4%	\$53.59		5.4%
	Superintendent Streets & Sanitation		DPW - MSB	STREETS & SANITATION	T	\$46.60		5.4%	\$53.59		5.4%
	Battalion Chief		FIRE DEPARTMENT		U	\$49.20		-0.2%	\$56.57		-0.2%
	Battalion Chief Inspection		FIRE DEPARTMENT		U	\$49.20		-0.2%	\$56.57		-0.2%
	WW Treatment Plant Superintendent		WASTEWATER		T	\$46.60		5.4%	\$53.59		5.4%
17							\$45.64			\$52.49	
16	Asst City Attorney PT		ATTORNEY	CITY ATTORNEY	K	\$33.27	\$42.42	27.5%	\$38.27	\$48.78	27.5%
	Civil Engineer & Project Manager		ENGINEERING		T	\$46.60		-9.0%	\$53.59		-9.0%
	Environmental Engineer		ENGINEERING		S	\$41.74		1.6%	\$48.00		1.6%
	Deputy Finance Director		FINANCE		S	\$41.74		1.6%	\$48.00		1.6%
	Network Administrator		INFORMATION TECHNOLOGY		N	\$38.72		9.6%	\$44.53		9.5%
	Public Services Manager		MEAD LIBRARY		S	\$41.74		1.6%	\$48.00		1.6%
15	Planning and Zoning Manager		CITY DEVELOPMENT		S	\$41.74	\$39.44	-5.5%	\$48.00	\$45.36	-5.5%
	Equip Serv Supr		DPW - MSB	MOTOR VEHICLE	K	\$33.27		18.5%	\$38.27		18.5%
	Business Manager		DPW - MSB	MSB ADMIN	N	\$38.72		1.9%	\$44.53		1.9%
	Streets & Sanitation Supervisor		DPW - MSB	STREETS & SANITATION	M	\$37.02		6.5%	\$42.58		6.5%
	Systems Analyst		INFORMATION TECHNOLOGY		N	\$38.72		1.9%	\$44.53		1.9%
	Technical Services Manager		MEAD LIBRARY		S	\$41.74		-5.5%	\$48.00		-5.5%
	Communications & Electronics Technician		POLICE DEPARTMENT		S	\$41.74		-5.5%	\$48.00		-5.5%
	Dir Of Senior Services		SENIOR CENTER	SENIOR ACTIVITY CENTER	K	\$33.27		18.5%	\$38.27		18.5%
	Industrial WW Supervisor		WASTEWATER	Pre-Treatment Supervisor	K	\$33.27		18.5%	\$38.27		18.5%
14	Building Inspector		BUILDING INSPECTION		M	\$37.02	\$36.67	-0.9%	\$42.58	\$42.17	-1.0%
	Electrical Inspector		BUILDING INSPECTION		M	\$37.02		-0.9%	\$42.58		-1.0%
	Plumbing Inspection		BUILDING INSPECTION		M	\$37.02		-0.9%	\$42.58		-1.0%
	TV Program Director		CABLE TV - WSCS	CABLE TV-LOCAL PROGRAMMI	I	\$27.76		32.1%	\$31.93		32.1%
	Assist To City Admin		CITY ADMINISTRATOR	Management Analyst	M	\$37.02		-0.9%	\$42.58		-1.0%
	Community Development Planner		CITY DEVELOPMENT		I	\$27.76		32.1%	\$31.93		32.1%
	Maintenance Worker V - Elec Lighting		DPW - MSB	FACILITIES & TRAFFIC	5	\$32.46		13.0%	\$34.11		23.6%
	Maintenance Worker V - Elect Signals		DPW - MSB	FACILITIES & TRAFFICg	5	\$32.46		13.0%	\$34.11		23.6%
	City Forester		DPW - MSB	PARK DEPARTMENT	M	\$37.02		-0.9%	\$42.58		-1.0%
	Asst Eng/Surveyor		ENGINEERING		N	\$38.72		-5.3%	\$44.53		-5.3%
	Senior Eng Technician		ENGINEERING		N	\$38.72		-5.3%	\$44.53		-5.3%
	Admin Services Manager		MEAD LIBRARY		S	\$41.74		-12.1%	\$48.00		-12.1%
	Administrative Assistant		POLICE DEPARTMENT	Office Manager	K	\$33.27	\$36.67	10.2%	\$38.27		10.2%
	Crime Analyst		POLICE DEPARTMENT		I	\$27.76		32.1%	\$31.93		32.1%

						Control Point Comparison			Maximum Wage Comparison		
CITY OF SHEBOYGAN		July 2022	DRAFT			CURRENT					
GRADE	CURRENT JOB TITLE	DEPARTMENT	DIVISION	RECOMMENDED JOB TITLE	PAY SCALE	CURRENT CONTROL POINT	PROPOSED CONTROL POINT	PERCENT CHANGE	CURRENT MAX AMOUNT	PROPOSED MAX AMOUNT	PERCENT CHANGE
	Operations Supervisor	SHEBOYGAN TRANSIT	TRANSIT		K	\$33.27		10.2%	\$38.27		10.2%
13	Maintenance Worker IV - Maintenance	DPW - MSB	FACILITIES & TRAFFIC	Maintenance Technician	4	\$29.45	\$34.07	15.7%	\$31.35	\$39.18	25.0%
	Accountant II	FINANCE		Financial Reporting Analyst	K	\$33.27		2.4%	\$38.27		2.4%
	Human Resources Generalist	HUMAN RESOURCES			K	\$33.27		2.4%	\$38.27		2.4%
	IT Specialist	MEAD LIBRARY			K	\$33.27		2.4%	\$38.27		2.4%
	Process Systems/OPCO	WASTEWATER		Lab Technician II	K	\$33.27		2.4%	\$38.27		2.4%
	WW Elctro-Mechanic Technician	WASTEWATER		WW Electrician	5	\$32.46		5.0%	\$34.11		14.9%
12	Master Cert Truck Mechanic	DPW - MSB	MOTOR VEHICLE	Master Mechanic	5	\$32.46	\$31.66	-2.5%	\$34.11	\$36.41	6.7%
	Maintenance Worker IV - Lead Park	DPW - MSB	PARK DEPARTMENT	Foreman - Parks	4	\$29.45		7.5%	\$31.35		16.1%
	Engineering Technician	DPW - MSB	STREETS & SANITATION		K	\$33.27		-4.8%	\$38.27		-4.9%
	Accountant III	FINANCE		Grant Coordinator	K	\$33.27		-4.8%	\$38.27		-4.9%
	Payroll Administrator	FINANCE		Senior Payroll Specialist	K	\$33.27		-4.8%	\$38.27		-4.9%
	Librarian	MEAD LIBRARY			J	\$28.92		9.5%	\$33.25		9.5%
	Public Safety Specialist	MEAD LIBRARY			K	\$33.27		-4.8%	\$38.27		-4.9%
	Lab Technician	WASTEWATER			4	\$29.45		7.5%	\$31.35		16.1%
11	Legal Assistant	ATTORNEY	CITY ATTORNEY		G	\$24.67	\$29.42	19.3%	\$28.39	\$33.83	19.2%
	Grant Coordinator	CITY DEVELOPMENT			H	\$26.39		11.5%	\$30.34		11.5%
	Certified Truck Mechanic	DPW - MSB	MOTOR VEHICLE	Mechanic	4	\$29.45		-0.1%	\$31.35		7.9%
	Maintenance Worker IV - Lead Sanitation	DPW - MSB	STREETS & SANITATION	Foreman - Sanitation	4	\$29.45		-0.1%	\$31.35		7.9%
	Maintenance Worker IV - Streets	DPW - MSB	STREETS & SANITATION	Foreman - Streets	4	\$29.45		-0.1%	\$31.35		7.9%
	GIS Project Specialist	ENGINEERING			K	\$33.27		-11.6%	\$38.27		-11.6%
	Accountant I	FINANCE		Accounts Payable Associate	J	\$28.92		1.7%	\$33.25		1.7%
	Accountant I	FINANCE		Accounts Recievable Associate	J	\$28.92		1.7%	\$33.25		1.7%
	Accounting Administrative Assistant	FINANCE		Accounting Associate	J	\$28.92		1.7%	\$33.25		1.7%
	PC Technician	INFORMATION TECHNOLOGY		Technical Support Analyst	K	\$33.27		-11.6%	\$38.27		-11.6%
	Communications Specialist & Admin Asst	MAYOR			F	\$23.30		26.3%	\$26.80		26.2%
	Communications Specialist	MEAD LIBRARY			I	\$27.76		6.0%	\$31.93		6.0%
	Maintenance Supervisor	MEAD LIBRARY		Maintenance Coordinator	H	\$26.39		11.5%	\$30.34		11.5%
	Fleet Mechanic	POLICE DEPARTMENT		Mechanic	4	\$29.45		-0.1%	\$31.35		7.9%
	Safety, Education And Training Supervisor	SHEBOYGAN TRANSIT	TRANSIT	Safety & Training Coordinator	J	\$28.92		1.7%	\$33.25		1.7%
	Plant Maintenance Mechanic	WASTEWATER			4	\$29.45		-0.1%	\$31.35		7.9%
	WW Operator II	WASTEWATER		WW Operator	4	\$29.45		-0.1%	\$31.35		7.9%
10	Bldg Inspection Specialist	BUILDING INSPECTION			I	\$27.76	\$27.36	-1.4%	\$31.93	\$31.46	-1.5%
	Deputy City Clerk	CLERK	CITY CLERK		G	\$24.67		10.9%	\$28.39		10.8%
	Maintenance Worker IV - Lead Sign Shop	DPW - MSB	FACILITIES & TRAFFIC		4	\$29.45		-7.1%	\$31.35		0.4%
	Maintenance Worker III - Arborist	DPW - MSB	PARK DEPARTMENT	Arborist	3	\$27.23		0.5%	\$28.63		9.9%
	Maintenance Worker III - Parks	DPW - MSB	PARK DEPARTMENT	Equipment Operator	3	\$27.23		0.5%	\$28.63		9.9%
	Maintenance Worker III-Tree Trimmer	DPW - MSB	PARK DEPARTMENT	Equipment Operator	3	\$27.23		0.5%	\$28.63		9.9%
	Maintenance Worker IV - Craftsman	DPW - MSB	PARK DEPARTMENT	Heavy Equipment Operator	4	\$29.45		-7.1%	\$31.35		0.4%
	Maintenance Worker IV - Lead Trees	DPW - MSB	PARK DEPARTMENT	Heavy Equipment Operator	4	\$29.45		-7.1%	\$31.35		0.4%
	Maintenance Worker III - Recycling	DPW - MSB	STREETS & SANITATION	Equipment Operator	3	\$27.23		0.5%	\$28.63		9.9%
	Maintenance Worker III - Sanitation	DPW - MSB	STREETS & SANITATION	Equipment Operator	3	\$27.23		0.5%	\$28.63		9.9%
	Maintenance Worker III - Sewer Maint	DPW - MSB	STREETS & SANITATION	Equipment Operator	3	\$27.23		0.5%	\$28.63		9.9%
	Maintenance Worker III - Streets	DPW - MSB	STREETS & SANITATION	Equipment Operator	3	\$27.23		0.5%	\$28.63		9.9%
	Maintenance Worker IV - Streets	DPW - MSB	STREETS & SANITATION	Heavy Equipment Operator	4	\$29.45		-7.1%	\$31.35		0.4%
	Engineering Technician	ENGINEERING			K	\$33.27		-17.8%	\$38.27		-17.8%
	Municipal Court Clerk	MUNICIPAL COURT			I	\$27.76		-1.4%	\$31.93		-1.5%
	Digital Evidence Manager	POLICE DEPARTMENT			H	\$26.39		3.7%	\$30.34		3.7%
	Property Officer	POLICE DEPARTMENT			H	\$26.39		3.7%	\$30.34		3.7%
9	Program Assistant	BUILDING INSPECTION			E	\$22.32	\$25.45	14.0%	\$25.66	\$29.27	14.1%
	Maintenance Worker III - Cemetery	DPW - MSB	CEMETERY	Cemetery Worker	3	\$27.23		-6.5%	\$28.63		2.2%
	Maintenance Worker II - Sign Shop	DPW - MSB	FACILITIES & TRAFFIC	Maintenance Worker	2	\$24.23		5.0%	\$25.91		13.0%
	Maintenance Worker III - Maint Cftmn	DPW - MSB	FACILITIES & TRAFFIC	Maintenance Worker	3	\$27.23		-6.5%	\$28.63		2.2%
	Service Mechanic II	DPW - MSB	MOTOR VEHICLE	Service Mechanic	2	\$24.23		5.0%	\$25.91		13.0%
	Truck Mechanic	DPW - MSB	MOTOR VEHICLE	Service Mechanic	3	\$27.23		-6.5%	\$28.63		2.2%
	Maintenance Worker II - Parks	DPW - MSB	PARK DEPARTMENT	Parks Maintenance Worker	2	\$24.23		5.0%	\$25.91		13.0%

						Control Point Comparison			Maximum Wage Comparison		
CITY OF SHEBOYGAN		July 2022	DRAFT			CURRENT			CURRENT	PROPOSED	
GRADE	CURRENT JOB TITLE	DEPARTMENT	DIVISION	RECOMMENDED JOB TITLE	CURRENT PAY SCALE	CONTROL POINT	CONTROL POINT	PERCENT CHANGE	MAX AMOUNT	MAX AMOUNT	PERCENT CHANGE
9	Maintenance Worker I - Streets	DPW - MSB	STREETS & SANITATION	Maintenance Worker	1	\$22.01	\$25.45	15.6%	\$23.18	\$29.27	26.3%
	Maintenance Worker II - Sewer Maint	DPW - MSB	STREETS & SANITATION	Maintenance Worker	2	\$24.23		5.0%	\$25.91		13.0%
	Maintenance Worker II - Street Sweep	DPW - MSB	STREETS & SANITATION	Maintenance Worker	2	\$24.23		5.0%	\$25.91		13.0%
	Maintenance Worker II - Streets	DPW - MSB	STREETS & SANITATION	Maintenance Worker	2	\$24.23		5.0%	\$25.91		13.0%
	Admin Coordinator	FIRE DEPARTMENT			I	\$27.76		-8.3%	\$31.93		-8.3%
	Lead Maintenance Worker	PARKING	PARKING UTILITY		D	\$20.79		22.4%	\$23.91		22.4%
	Communications Coordinator	SENIOR CENTER	SENIOR ACTIVITY CENTER		C	\$19.38		31.3%	\$22.29		31.3%
	Program And Wellness Coordinator	SENIOR CENTER	SENIOR ACTIVITY CENTER		E	\$22.32		14.0%	\$25.66		14.1%
	Admin Coordinator	SHEBOYGAN TRANSIT	TRANSIT		F	\$23.30		9.2%	\$26.80		9.2%
8	Permit Clerk	BUILDING INSPECTION			B	\$17.45	\$23.67	35.6%	\$20.07	\$27.22	35.6%
	Council and License Clerk	CLERK	CITY CLERK		E	\$22.32		6.0%	\$25.66		6.1%
	Elections Clerk PT	CLERK	CITY CLERK		E	\$22.32		6.0%	\$25.66		6.1%
	Human Resources Administrative Assistant	HUMAN RESOURCES			E	\$22.32		6.0%	\$25.66		6.1%
	Admin Assistant	MEAD LIBRARY			E	\$22.32		6.0%	\$25.66		6.1%
	Community Service Officer	POLICE DEPARTMENT			C	\$19.38		22.1%	\$22.29		22.1%
	Court Services Secretary	POLICE DEPARTMENT			E	\$22.32		6.0%	\$25.66		6.1%
	Court Services Specialist	POLICE DEPARTMENT			E	\$22.32		6.0%	\$25.66		6.1%
	Dept. Secretary-Admin	POLICE DEPARTMENT			E	\$22.32		6.0%	\$25.66		6.1%
	Dept. Secretary-CID	POLICE DEPARTMENT			E	\$22.32		6.0%	\$25.66		6.1%
	Time Agency Coordinator	POLICE DEPARTMENT			E	\$22.32		6.0%	\$25.66		6.1%
	Disability/ADA Coordinator	SHEBOYGAN TRANSIT	TRANSIT		F	\$23.30		1.6%	\$26.80		1.6%
	Transit Coordinator II	SHEBOYGAN TRANSIT	TRANSIT	Transit Coordinator	F	\$23.30		1.6%	\$26.80		1.6%
7	Building Inspection Licensing Clerk	BUILDING INSPECTION			E	\$22.32	\$22.00	-1.4%	\$25.66	\$25.30	-1.4%
	TV Production Technician	CABLE TV - WSCS	CABLE TV-LOCAL PROGRAMMI		A	\$15.96		37.8%	\$18.35		37.9%
	Maintenance Worker II - Custodian II	DPW - MSB	FACILITIES & TRAFFIC	Custodian II	2	\$24.23		-9.2%	\$25.91		-2.4%
	Admin Coordinator	DPW - MSB	MSB ADMIN		F	\$23.30		-5.6%	\$26.80		-5.6%
	Clerk II	DPW - MSB	MSB ADMIN		E	\$22.32		-1.4%	\$25.66		-1.4%
	Admin Assistant PT	FIRE DEPARTMENT			E	\$22.32		-1.4%	\$25.66		-1.4%
	Library Assistant	MEAD LIBRARY			C	\$19.38		13.5%	\$22.29		13.5%
	Maintenance Technician	MEAD LIBRARY			C	\$19.38		13.5%	\$22.29		13.5%
	PT Library Assistant	MEAD LIBRARY			C	\$19.38		13.5%	\$22.29		13.5%
	Assistant Municipal Court Clerk	MUNICIPAL COURT			B	\$17.45		26.1%	\$20.07		26.1%
	Maintenance and Grounds Worker	PARKING	PARKING UTILITY		C	\$19.38		13.5%	\$22.29		13.5%
	Records Clerk PT	POLICE DEPARTMENT			D	\$20.79		5.8%	\$23.91		5.8%
	Records Specialist Clerk	POLICE DEPARTMENT			D	\$20.79		5.8%	\$23.91		5.8%
6	Code Enforcement Officer	BUILDING INSPECTION			B	\$17.45	\$20.44	17.1%	\$20.07	\$23.51	17.1%
	Maintenance Worker I - Custodian I	DPW - MSB	FACILITIES & TRAFFIC	Custodian I	1	\$22.01		-7.1%	\$23.18		1.4%
	Cataloger	MEAD LIBRARY			F	\$23.30		-12.3%	\$26.80		-12.3%
	Transit Coordinator III	SHEBOYGAN TRANSIT	TRANSIT		B	\$17.45		17.1%	\$20.07		17.1%
5							\$19.01			\$21.86	
4							\$17.67			\$20.32	
3	Seasonal DPW	DPW - MSB				\$13.00	\$16.42	17.4%	\$15.00	\$18.88	25.9%
2	Cleaner	MEAD LIBRARY			AA	\$10.61	\$15.26	43.8%	\$12.20	\$17.55	43.9%
	Crossing Guard	POLICE DEPARTMENT			AA	\$10.61		43.8%	\$12.20		43.9%
1											
	Page	MEAD LIBRARY			AA	\$10.61	\$14.12	33.1%	\$12.20	\$16.24	33.1%