



AGENDA OF THE PERSONNEL COMMITTEE

**TUESDAY, JUNE 12, 2018, 4:30 PM
CITY HALL, ROOM 207**

A. Roll Call.

1. Members: Ald. Bill Galvin, Chair, Ald. Kathy Lefebvre, Vice Chair, Ald. Barbara Dorff, Ald. Veronica Corpus-Dax

B. Approval of the Agenda.

C. Approval of Minutes.

1. Approval of the minutes from May 22, 2018.

D. Regular Business.

1. Consideration with possible action on request to fill new position of Erosion Control Specialist in Public Works and all subsequent vacancies resulting from internal transfers.
2. Update and discussion on Bus Mechanic labor negotiations.

The Committee may convene in closed session pursuant to § 19.85(1)(e), Wis. Stats., for purposes of deliberating or negotiating public employee contracts for competitive or bargaining reasons. The Committee may thereafter reconvene in open session pursuant to § 19.85(2), Wis. Stats., to report the results of the closed session and consider the balance of the agenda.

3. Consideration with possible action on review of Standards of Conduct/SRO Expectations grievance.

The Committee may convene in closed session pursuant to § 19.85(1)(a), Wis. Stats., for the purpose of deliberating concerning a case which was the subject of any judicial or quasi-judicial trial or hearing before that governmental body. The Committee may, thereafter, reconvene in open session pursuant to § 19.85(2), Wis. Stats., to report any actions taken during closed session and to consider all other matters on the agenda.

E. Public Hearings.

F. Informational.

1. Report of Routine Personnel Actions for Regular employees.
2. Next meeting date: July 10, 2018.

G. Adjournment.

- 1) THIS MEETING IS RECORDED: THE VIDEO OF THIS MEETING AND MINUTES ARE AVAILABLE ONLINE AT www.greenbaywi.gov
- 2) ACCESSIBILITY: Any person wishing to attend who requires special accommodation because of a disability, should contact the City Safety Manager at 920-448-3125 at least 48 hours before the scheduled meeting time so that arrangements can be made.
- 3) QUORUM: Please take notice that a majority or quorum of the Personnel Committee will attend this committee meeting and will constitute a meeting of the Personnel Committee for purposes of discussion and information gathering relative to this agenda.
- 4) REPRESENTATION: The party requesting the communication, or their representative, should be present at this meeting.



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

June 12, 2018

PREPARED BY

AGENDA ITEM # D.I.

Consideration with possible action on request to fill new position of Erosion Control Specialist in Public Works and all subsequent vacancies resulting from internal transfers.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. Erosion Control Specialist - New 6.12.18

**Position Fill Request
Justification Report
June 7, 2018**

Position Title: Erosion Control Specialist

1. **If this position is a replacement position, please indicate the reasons for the vacancy. If this is not a replacement position, please indicate the reasons for requesting the position.**

_____ **Replacement Position** X **Not a Replacement Position**

DPW is seeking to add an additional Erosion Control Specialist to the DPW – Utility Division table of organization and approval to fill the new position effective immediately. The City has seen an increase in the amount of construction and erosion control permit applications, and the current Erosion Control Specialist is unable to keep up with the current demands of the position both in the office and in the field. As a result, the City has received complaints regarding delays in work and a lack of customer service. With the addition of the second Erosion Control Specialist, the City will be able to provide better customer service to the builders, contractors and utilities that are requesting erosion control permits within the City.

The Erosion Control Specialist oversees all permit application reviews, the issuance of permits, education of staff, contractors and builders, pre-construction inspections, active construction site inspections, complaint driven inspections and enforcement of our Construction Site Erosion Control Ordinance. City ordinance requires that a permit be issued within 15 days of receipt of the application, or the permit is automatically issued. Due to the volume of work, the City has been unable to meet the 15-day requirement on a regular basis.

2. **Is this position included in the current budget? If not, please list how this position will be funded (grant, internship, etc.). Please list the salary range of the position.**

No, this additional position is not currently budgeted. The additional Erosion Control Specialist position will be funded by the Storm Water Utility (non-levy supported). This classification is in Grade I of the City's Salary Schedule (\$52,728-\$62,026). The annual fiscal impact for the new position is \$86,550 as detailed below.

Salary	\$60,466 (Step 6)
FICA	\$4,626
WRS	\$4,051
Worker's Comp	\$127
Health Insurance	\$15,739
Dental Insurance	\$1,438
Life Insurance	\$103
TOTAL COMPENSATION	\$86,550

3. Please list the functions and any special information regarding this position.

While the City's Building Inspectors are to conduct erosion control site inspections, DPW is the administering authority and therefore accountable for the inspection and compliance requirements. The Erosion Control Specialist has responsibility for overseeing and enforcing the City's erosion control program and serves as a point of contact and resource for the Building Inspectors, contractors, regulatory agencies, consultants and citizens. Currently, the workload for this position is unmanageable.

If the additional position is approved, both of the Specialists will perform field observation and reporting on all types of construction projects. They will review plans to determine compliance with the City's site erosion control ordinance; conduct inspections of project sites to determine compliance with the ordinance; process permit applications; maintain and track all inspection data and prepare and present educational programs.

This position requires a Bachelor's degree and performs work under the guidance of the Utility Manager.

4. Does the position generate revenue or reduce expenses? If so, provide an estimated amount.

No. Although permit fees are collected by Community and Economic Development, this revenue is not utilized to offset the cost of the Erosion Control Specialist position(s).

5. Please explain why current staff is unable to absorb duties of this position.

Due to the significant amount of construction within the City, the existing Erosion Control Specialist is unable to keep up with current demands.

6. If duties of position are presently being done, how are they done?

Current staffing levels do not permit absorbing these duties without sacrificing other work duties.

7. What service would be reduced or eliminated if this position is not filled?

A reduction in staffing will result in a continued lower level of service.

8. What are the alternative methods and costs of accomplishing the work?

There are no alternatives.

9. Are there union issues?

No

10. Other supporting comments.

None.



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

June 12, 2018

PREPARED BY

AGENDA ITEM # D.2.

Update and discussion on Bus Mechanic labor negotiations.

The Committee may convene in closed session pursuant to § 19.85(1)(e), Wis. Stats., for purposes of deliberating or negotiating public employee contracts for competitive or bargaining reasons. The Committee may thereafter reconvene in open session pursuant to § 19.85(2), Wis. Stats., to report the results of the closed session and consider the balance of the agenda.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

None



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

June 12, 2018

PREPARED BY

AGENDA ITEM # D.3.

Consideration with possible action on review of Standards of Conduct/SRO Expectations grievance.

The Committee may convene in closed session pursuant to § 19.85(1)(a), Wis. Stats., for the purpose of deliberating concerning a case which was the subject of any judicial or quasi-judicial trial or hearing before that governmental body. The Committee may, thereafter, reconvene in open session pursuant to § 19.85(2), Wis. Stats., to report any actions taken during closed session and to consider all other matters on the agenda.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

1. Liska Grievance Step 3 Response
2. Tracy Liska - Step 3 Grievance to Personnel Committee 05-30-18
3. Investigative Report 17-00037
4. Liska DAP
5. Chief Smith's Initial Response 3-29-18
6. Chief Smith's initial response 4-02-18
7. Chief Smith's response to step 1 4-09-18
8. Liska Step 1 and Step 2 Grievance 04-23-18
9. Step 2 - Grievance Response - JWF 05-11-18



GREEN BAY POLICE DEPARTMENT
Executive Officer to the Chief of Police

We, the men and women of the Green Bay Police Department, are dedicated to providing service through a partnership with the community that builds trust, reduces crime, creates a safe environment, and enhances the quality of life in our neighborhoods.

Capt. Jeremy Muraski

jeremymur@greenbaywi.gov

920.448.3228

June 6, 2018

Personnel Committee
City of Green Bay
100 N. Jefferson St.
Green Bay, WI 54301

Re: Grievance #2018-003 (Liska – Standards of Conduct Policy 320/SRO Expectations)
Step 3 – Response of the City to the Personnel Committee

Dear Members of the Personnel Committee:

This correspondence is in response to the Step 3 Grievance #2018-003 submitted by the Green Bay Professional Police Association regarding Officer Tracy Liska and her two day unpaid disciplinary suspension. The Collective Bargaining Agreement was not violated and the grievance must therefore be denied. Enclosed for the Personnel Committee's consideration are the following documents:

1. Investigative Report 17-000037
2. Liska DAP – 02/26/2018
3. Chief Smith's Initial Response – 03/29/2018
4. Chief Smith's Initial Response – 04/02/2018
5. Chief Smith's Response to Step 1 – 04/09/2018
6. Liska Step 2 Grievance – 04/23/2018
7. HR Director Joe Faulds' Review – 05/11/2018
8. Liska Step 3 Grievance – 05/30/2018

Officer Liska received a two day unpaid disciplinary suspension after an internal investigation confirmed that she was not responding to her assignment as a School Resource Officer in a timely manner, instead meeting with another officer outside of her assigned school district area of responsibility. The investigation documented that she was tardy in reporting to the schools in her assigned SRO Quadrant on at least 9 separate occasions. The investigation further demonstrated that she was aware of the policies that govern SRO duties, as well as the rule sheet explaining what the expectations are for those officers assigned to SRO duties.

We do not request a hearing and believe that a hearing is unnecessary and an inefficient use of City resources for this matter. If the Personnel Committee determines that a hearing is necessary, the City respectfully asks that the Personnel Committee set a hearing date in approximately 30 days. The grievance was filed on May 30th, however, the Chief of Police has been extremely busy the past two weeks between attending training out of town and attending lengthy Police and Fire Commission hearings on a different matter. The City is therefore requesting additional time to allow the Chief of Police to prepare a more thorough written response. The delay is not prejudicial as the matters of contention have already ceased and an

Personnel Committee
City of Green Bay
Step 3 – Grievance #2018-003
June 6, 2018
Page 2

extension would have no negative impact on Officer Liska or her property, monetary, or legal rights.

In the event you would decide to proceed immediately on Tuesday June 12th, the City requests that you decide this matter based on the submissions of the parties. We believe the submissions will demonstrate that the contract has not been violated, that the discipline was justified under the circumstances, and that Officer Liska's grievance should therefore be denied.

If the Association and Officer Liska decide to appeal the Committee's denial of this grievance, then they may be able to have a formal hearing before an arbitrator. Further, we do not believe that any further presentation before the Committee is necessary as the grievance and this response from the City adequately address the arguments that the Committee must consider at this time.

Very truly yours,



Captain Jeremy Muraski
Executive Officer to the Chief of Police
Green Bay Police Department
Green Bay, WI 54301

RECEIVED

MAY 30 2018

Grievance # 2018 - 003

HUMAN RESOURCES

Green Bay Professional Police Association
Contract Violation Information Form

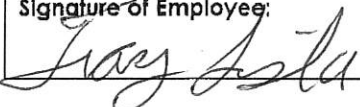
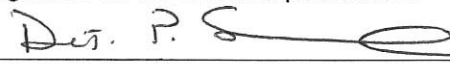
Date of Occurrence: <u>2-28-18</u>	Grievance step - check one 1 ☐ 2 ☐ 3 ☒
Officer's Name/Rank: (If association as a whole write GBPPA) <u>SRO TRACY LISKA</u>	Division/Assignment: <u>School Resource Officer</u>
This grievance alleges a violation of article <u>3</u> section <u>3.5</u> of the labor agreement and/or department policy pertaining to: <u>320.5.7(a)(b) / 320.5.5 (B)</u>	

Description of Grievance - state all facts including time, place of incident, persons involved, etc.

SEE ATTACHED LETTER

Relief Sought:

See Attached Letter

Signature of Employee: 	Signature of Association Representative: 	Date Filed: <u>5-30-18</u>
---	--	-------------------------------

Employer Representative Response:

Employers representative signature	Title	Date Grievance received:	Date Answered

Matter resolved: Yes ☐ No ☐ If yes, How?

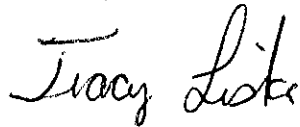
GRIEVANCE #
2018-003

Personnel Committee,

05-29-18

Enclosed please find my grievance letter regarding discipline I received after a formal internal investigation with the Green Bay Police Department. I am bringing you my grievance as step 3 in the grievance process. I realize at this point the issue of the communication with Officer Eklund and the DAP will no longer be an issue since these were only put into place until the end of the school year. The school year ends on June 8th 2018. If you need any more information please contact me.

Sincerely,

A handwritten signature in cursive script that reads "Tracy Liska". The signature is written in black ink and is positioned above the printed name.

Officer Tracy Liska

Green Bay Professional Police Association Contract Violation Information Form

Date of Occurrence: February 28, 2018

Grievance Step: 1

Officer Name/Rank: Officer Tracy Liska

Position: School Resource Officer

This grievance alleges violations of: Standards of Conduct Policy 320 / SRO Expectations

Introduction

On February 28, 2018, Chief Andrew J. Smith personally delivered a letter addressed to me, Tracy Liska, regarding discipline from a formal internal complaint No. 17I-000037 reference not being at my duty assignment on time.

The letter indicated I had been found to have violated the following policies:

- 320.5.7(a)(b) Standards of Conduct-Neglect of Duty & Unsatisfactory Work
- 320.5.5(b) Standards of Conduct-Attendance AND
- SRO Rules & Expectations Violation

I was informed by the letter, and by Chief Smith, that I was found to be in violations of department policies and as a result I would be disciplined. The disciplinary action was:

1. A 2-day suspension without pay.
2. Ordered not to have communication with Officer Dave Eklund on duty with exceptions of lunch break or official law enforcement reasons.
3. Complete a Development Assistance Plan (DAP) until the end of the current school year (June 2018). The DAP will be prepared and monitored by the SRO Supervisor.

I submit that there are violations that have not been substantiated by the internal investigation. I am also alleging an unfair and biased application of the policies and expectations. Furthermore, I believe the discipline imposed in this instance is excessive based on the overall investigation.

I am requesting the union file a grievance on my behalf as the results of this investigation does not meet the Seven Standards of Just Cause, set forth in WI State Statute 62.13(5)(em). The results of this investigation could have serious implications for officers in the future.

Alleged Violations & The Seven Standards of Just Cause

- 320.5.7(a)(b) Standards of Conduct-Neglect of Duty & Unsatisfactory Work
 - 320.5.5(b) Standards of Conduct-Attendance AND
 - SRO Rules & Expectations Violation
1. Whether the subordinate could reasonably be expected to have had knowledge of the probable consequences of the alleged conduct.
 2. Whether the rule or order that the subordinate allegedly violated is reasonable.
 3. Whether the chief, before filing the charge against the subordinate, made a reasonable effort to discover whether the subordinate did in fact violate a rule or order.
 4. Whether the effort described under subd. was fair and objective.
 5. Whether the chief discovered substantial evidence that the subordinate violated the rule or order as described in the charges filed against the subordinate.
 6. Whether the chief is applying the rule or order fairly and without discrimination against the subordinate.
 7. Whether the proposed discipline reasonably relates to the seriousness of the alleged violation and to the subordinate's record of service with the chief's department.

I would submit that standards six and seven absolutely were not applied in my situation.

In addressing the policy violations Chief Smith sustained, I would like to address what is the base of the investigation, which is not being at my school by 7:30am.

I have been assigned as a SRO since early 2017. As I said when interviewed during the investigation there were times I was not at my school by 7:30am. On occasion, as I admitted, there were days I met with Officer Eklund. We talked about personal issues and what was going on in the schools, among other matters. In meeting with Officer Eklund I was not maliciously breaking an "SRO expectation" or "policy." The reason I say I was not maliciously breaking the rules is because since I have been assigned as a SRO, being at our school by 7:30am has **never** been an issue. There has not been a time when I heard a supervisor adamantly stress all SROs should be at their respective school by 7:30am. **Only** when my investigation was on-going did being at school by 7:30am ever become an issue. In fact, a fellow SRO who has been assigned to the schools for five plus years has stressed to me that not one time has being at our school by 7:30am ever been an issue or discussed. (By the way this SRO is willing to be identified.) Taking this even further I would say you could question current SROs and past SROs and I am willing to say not one would say being at their school by 7:30am was never an issue or discussed. Quite frankly,

it has not been a practice of SROs to be at school by 7:30am. But for some reason this became the base of my wrongdoing. This certainly comes across as biased and unfair when suddenly in my investigation "the letter of the law" is the standard of an expectation and policy that has not been an issue or enforced by supervisors. The Green Bay PD specifically the supervisor(s) of the SRO program have set a precedence that has been in place as far back as anyone can remember-possibly since the SRO program first began in the late 1970s or early 1980s.

In Chief Smith's letter to me he stated that, "You also tarnished the relationship and trust the area schools have in the Green Bay Police Department and the SRO program." I take great exception to this as I do not believe that is even remotely true since I have explained a 7:30am arrival at school only became an issue during my investigation. The first time 7:30am was ever addressed to SROs as a group was after my interview in this investigation. Suddenly, the issue that has a long standing precedence is suddenly fixed retroactively. Even school staff told me SROs have never been at school by 7:30am and they did not expect the SROs to be at the school by 7:30am.

Next, addressing neglect of duty and unsatisfactory work, Chief Smith states in his letter that during a meeting with Officer Eklund I missed a "crucial radio call dispatched to your school." The call in question was incident #18-000446 on January 3, 2018. This call was dispatched to road units and the address was Lincoln School. The incident did not happen at Lincoln School and did not involve a student at Lincoln. It actually involved a 14yr old male who ran away from his mother because she wanted to drug test him. The male ran near the playground and parking lot at Lincoln School so he mother could not catch him. Officers caught up with the male and transported him to school at Franklin. The male was turned over to a school counselor. I was assigned to West High School this day. I do not remember the call being dispatched and even if I would have been at my school I would not have run out of my school to assist. This was a call for road officers. This was not a call where school staff was trying to contact me to respond. There are calls similar to this on an almost daily basis that SROs do not respond to. However, I am curious as to why this call suddenly became an issue with me. As everyone is aware SROs work with a partner. My partner was at Franklin Middle School at the time of this call and he did not respond. He did not hear the call dispatched and only remembers it because patrol officers brought the male to the counselor at Franklin. My partner was not questioned about this call. Again, is this fair? Does it appear to be bias? I am singled out and expected to respond to a call SROs do not respond to. Also, the question needs to be asked: Is this the crucial call it was made out to be? This was a road officer call. Make no mistake, I will respond to a

road (patrol) officer's request for assistance when asked if I am available. I was not requested at this call.

I find it difficult to believe I have unsatisfactory work as a SRO or for any position I have held within the Police Department. As an example, prior to being a SRO on May 7, 2016 The National Alliance on Mental Illness (NAMI) awarded me their prestigious Crisis Intervention Team (CIT) Officer of the Year. This award is presented for "outstanding service & dedication on behalf of those affected by mental illness." I am proud of this award and I believe it is a reflection of my work ethic.

Second as a SRO I have found a job I look forward to each day. As such I have developed important relationships within the school, not only with students, but staff as well. Obviously I cannot document the importance of the relationships I have fostered, but in the part of my work that is documented I don't believe it is unsatisfactory. As an example for the period between September 2017 to December 31, 2017

- I issued 59 municipal citations. The next highest officer issued 26.
- I had 72 CAD Dispatched Calls. This was the second highest. The third highest was 49.
- I was first in SIFA calls with 41.
- I had 36 written warnings. The next highest was 6.
- I had the highest number of criminal arrests-64. The second highest was 12.

Is this unsatisfactory work? Remember this is the period when I was supposedly neglecting my work. I take absolute pride in my work. I believe I have always been a good representative of the Green Bay Police Department.

As part of the Chief's decision, I am now required to complete a Development Assistance Plan (DAP). The DAP not only tracks my work, which I have shown is above and beyond standards on shift, but it also requires me to document what I am doing each day, basically a minute by minute account of my day. In addition I am to have no contact with Officer Eklund unless it is for a law enforcement matter or on break. Is this what is considered fair for being at my school after 7:30am? I did not just go into my school when I felt like it. I believe I was there a majority of the days no later than 8am.

Has this investigation been fair? I believe it has not been fair. I have never faced an investigation prior to this. If I have done something wrong then I have no issue

owning it and taking the consequences of my actions. I have always been responsible for my actions.

During the investigation I was told by Lt Brester I had met with Officer Eklund on 10 different occasions between November 30, 2017 and January 18, 2018. Obviously it was stated to me how important it was to be at my school assignment by 7:30am. Despite the fact that arriving by 7:30am is so important I was watched 10 different times before the importance of arrival time was brought to me via this investigation. If 7:30am is the time and it is imperative SROs arrive prior to 7:30am why was I was watched 10 times between November 2017 to January 2018? Is that fair? Why was I allowed to meet nine more times after the first time? Why was I not informed of the violation after one time? Green Bay Police Department Policy 1001 refers to Evaluation of Employees. **The policy states:**

"Assessment of an employee's job performance is an ongoing process. Continued coaching and feedback provides supervisors and employees with opportunities to correct performance issues as they arise."

"Non-probationary employees demonstrating substandard performance shall be notified as soon as possible in order to have an opportunity to remediate the issues. Such notification should occur at the earliest opportunity."

By allowing this "violation" to continue it seems the investigating supervisor wanted or hoped for something larger or quite simply "was hoping for a bigger fish to fry." Isn't the goal of a supervisor seeing a violation to stop the behavior? A supervisor should immediately put an end to wrongful behavior instead of allowing it to continue. Why was it necessary to watch officer Eklund and I nine additional times after the first time. This entire matter could have been handled with the first step in progressive discipline; a verbal warning. As a police officer I don't watch someone commit a theft, then watch him, hoping the next day he commits an armed robbery.

Was this investigation based on personal feelings of the investigating supervisor? The day the investigation was over and after I had received my letter from the chief of my two-day suspension, etc...an officer came to me and told me about a conversation they just had with Lt Brester. In the course of that conversation Lt Brester used an obscene, derogatory and offensive slang in referring to me as a part of the female genitalia. Is this the actions or words of an unbiased investigator? It would seem based on his comments and pattern of behavior towards me by Lt Brester, this investigation involves personal issues towards me. This matter has been reported to the department's Professional Standards Division.

Relief Sought:

I would like the union to grieve this matter and have the suspension removed from my record. I would also like to be compensated for the two day suspension I served on March 15 & 16, 2018. In addition I do not think the DAP is reasonable based on my work record. Finally, I'd like the ban on communication with Officer Eklund lifted.

Furthermore in reference to my alleged violations, I was interviewed on January 18, 2018. I received my letter from Chief Smith on February 28, 2018, approximately six weeks later. This is six weeks I was out of my schools because I was removed from my SRO position as the investigation continued. During this time I lost 60 hours of time that I would have earned from flex time and working games at my assigned schools. The lost 60 hours is seven off days I lost. In reality I was suspended two days and lost seven additional days because I was not allowed to be in the schools while the investigation continued. As part of my relief, I would like the 60 hours I lost returned to me. (If needed I can give a specific list of lost time.)

**REPORT OF ROUTINE PERSONNEL ACTIONS
FOR REGULAR EMPLOYEES**

June 12, 2018

<u>Position</u>	<u>Department/Division</u>	<u>Name</u>	<u>Date</u>
<u>New Hire</u>			
Park Maintenance Worker	Parks, Recreation & Forestry	Gary Faulkner	5/8/18
Patrol Officer	Police	Kyle Sieracki	5/21/18
Patrol Officer	Police	Scott Delsart	5/21/18
Patrol Officer	Police	Courtney Ainsworth	5/21/18
Relief Crossing Guard	Police	Michael Palubicki	5/22/18
Relief Crossing Guard	Police	Steven Sannes	5/22/18
Mechanic (Nights)	Public Works	Bryan Landis	5/29/18
Park Maintenance Worker	Parks, Recreation & Forestry	Robert Delahaut	6/11/18
<u>Transfer</u>			
Laborer - Sanitation	Public Works	Derek Boggs	5/7/18
Truck Driver - Sanitation			
Sewer Maintenance Worker	Public Works	Greg Veaser	5/7/18
Laborer - Sanitation			
Park Maintenance Worker	Parks, Recreation & Forestry	Frank Theys	4/20/18
Painter			
Patrol Officer Recruit	Police	Lucy Elfman	5/21/18
Patrol Officer			
Laborer - Street	Public Works	Brandon Roffers	5/14/18
Truck Driver - Street			
Administrative Clerk II	Municipal Court	Carri Prigge	6/4/18
Support Assistant	Fire		
<u>Promotion</u>			
Engineer	Fire	Kyle Koch	4/28/18
Lieutenant			
Firefighter	Fire	Jeffrey Huguet	4/28/18
Engineer			
Firefighter	Fire	Cory Zegers	4/28/18
Engineer			
Firefighter	Fire	Shauna Wachholz	5/7/18
Lieutenant			
Engineer	Fire	Tyler Gerrits	5/7/18
Intern Captain - Active Threat Response			
Adv. Patrol Officer	Police	Thomas Conley	6/9/18
Specialist I			

<u>Position</u>	<u>Department/Division</u>	<u>Name</u>	<u>Date</u>
<u>Grade/Step Change</u>			
Lieutenant	Police	Richard Belanger	5/4/18
Step 3			
Adv. Patrol Officer	Police	Kamra Allen	5/25/18
Step 6			
Adv. Patrol Officer	Police	Jessica Bahl	5/25/18
Step 6			
Firefighter	Fire	Tyler Kreiter	4/10/18
11 year step			
Firefighter	Fire	Elliot Collier	4/10/18
11 year step			
Firefighter	Fire	Richard Longcore	4/10/18
11 year step			
Firefighter	Fire	Todd Madson	4/10/18
11 year step			
Firefighter	Fire	Timothy Everson	4/10/18
11 year step			
Firefighter	Fire	Ryan Waldinger	4/10/18
11 year step			
Firefighter	Fire	Kraig Isley	4/2/18
6 year step			
Firefighter	Fire	Michael Tomaso	4/2/18
6 year step			
Firefighter	Fire	Shelly Loomis	4/2/18
6 year step			
Firefighter	Fire	James Bourgeois	4/2/18
6 year step			
Firefighter	Fire	Randy Stocker	4/2/18
6 year step			
Firefighter	Fire	Greg Dougherty	4/2/18
6 year step			
Firefighter	Fire	Justin Bauer	4/2/18
6 year step			
Firefighter	Fire	Matthew Mikulsky	4/2/18
6 year step			
Purchasing Assistant	Administrative Services	Becky Maccoux	6/1/18
Step 2			
Sewer Foreperson	Public Works	Scott Martens	6/1/18
Step 2			
Financial Analyst PT	Administrative Services	Sheri Hallsten	6/1/18
Step 2			
Account Clerk II	Administrative Services	Kala Winkler	6/1/18
Step 2			

<u>Position</u>	<u>Department/Division</u>	<u>Name</u>	<u>Date</u>
Sr. Accountant Step 2	Administrative Services	Kimberly Rivest	6/1/18
Administrative Clerk Step 2	Public Works	Jessica Pierner	6/1/18
Public Works Superintendent Step 2	Public Works	David Wiesman	6/1/18
Benefits Specialist Step 2	Human Resources	Jill Christensen	6/1/18
Dispatcher Step 2	Transit	Samatha Convery	6/1/18
Dispatcher Step 2	Transit	Patrick Schmidt	6/1/18
Maintenance Manager Step 2	Transit	Brandon Lensmire	6/1/18
Dispatcher Step 2	Transit	Miranda Socha	6/1/18
Operations Supervisor Step 2	Transit	Chris Braatz	6/1/18
Account Clerk II Step 2	Public Works	Melinda Stacie	6/1/18
Administrative Supervisor Step 2	Public Works	Elizabeth Nadolski Spears	6/1/18
Account Clerk II Step 2	Public Works	Paulette Cook	6/1/18
Mechanic Foreperson Step 2	Public Works	Robert Lee	6/1/18
Parking Building Technician Step 2	Public Works	Alycia Verboncouer	6/1/18
Parking Building Technician Step 2	Public Works	Emmett Parks	6/1/18
Executive Secretary Step 2	Parks, Recreation & Forestry	Melissa Edison	6/1/18
Financial Supervisor Step 2	Parks, Recreation & Forestry	Nina Robinette	6/1/18
Dispatcher Step 2	Transit	Kristin Orlando	6/1/18
Dispatcher Step 2	Transit	Kathy Shelly	6/1/18
Transportation Supervisor Step 2	Transit	April Herlache	6/1/18
Engineer 17 Year Step	Fire	Chad Wolf	4/30/18
Engineer 17 Year Step	Fire	Ernie Robb	4/30/18
Engineer 17 Year Step	Fire	Christopher Stangler	4/30/18

<u>Position</u>	<u>Department/Division</u>	<u>Name</u>	<u>Date</u>
Adv. Patrol Officer Step 6	Police	Dustin Herlache	6/6/18
Adv. Patrol Officer Step 6	Police	Jena Lubenda	6/6/18
Patrol Officer Step 2	Police	Kevin Stevens	6/5/18
Administrative Clerk II Step 2	Municipal Court	Terry Muth	6/1/18
Administrative Clerk II Step 2	Municipal Court	Christine Petijean	6/1/18
Mechanic Step 2	Police	Todd Buth	6/1/18
<u>End of Employment</u>			
Police Specialist II	Police	David Eklund	5/18/18
Mechanic (Days)	Public Works	Greg Hornick	6/1/18
Community Service Intern	Community & Economic Dev.	Joseph Basak	6/9/18
Dispatcher	Transit	Kristin Orlando	6/15/18
<u>Longevity</u>			
Bus Operator 8th year	Transit	Tom Albers	6/27/18