



# **AGENDA OF THE PERSONNEL COMMITTEE**

**TUESDAY, FEBRUARY 25, 2020, 4:30 PM**  
**AMENDED**

**CITY HALL, ROOM 207**

**A. Roll Call.**

- I. 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.**

- I. Approval of the minutes from January 28, 2020.

**D. Regular Business.**

- I. Consideration with possible action on the request to fill the following replacement positions and all subsequent vacancies resulting from internal transfers.
  - a. Engineering Technician - Public Works
  - b. Truck Driver (Sanitation) - Public Works
  - c. Park Maintenance Worker - Parks, Recreation & Forestry
  - d. Park Superintendent - Parks, Recreation & Forestry
2. Consideration with possible action to amend City of Green Bay Chapter 22 Dress Policy to create a Dress for Your Day Policy.

**E. Informational.**

- I. Report of routine personnel actions for regular employees.
2. Next meeting date: March 10, 2020

**F. Adjournment.**

- 1) THIS MEETING IS RECORDED: THE VIDEO OF THIS MEETING AND MINUTES ARE AVAILABLE ONLINE AT [www.greenbaywi.gov](http://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 Common Council will attend this Personnel Committee meeting and will constitute a meeting of the Common Council 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**

February 25, 2020

**PREPARED BY**

**AGENDA ITEM # D.I**

Consideration with possible action on the request to fill the following replacement positions and all subsequent vacancies resulting from internal transfers.

- a. Engineering Technician - Public Works
- b. Truck Driver (Sanitation) - Public Works
- c. Park Maintenance Worker - Parks, Recreation & Forestry
- d. Park Superintendent - Parks, Recreation & Forestry

**BACKGROUND**

**RECOMMENDATION**

**FISCAL IMPACT**

**ATTACHMENTS**

1. Request to Fill Memo 02.25.2020 Amended
2. Position Request To Fill - Engineering Tech - Johnson - 02-18-20
3. Truck Driver (Sanitation) - Blank 02.17.20
4. Park Maintenance Worker - M. Ness 02.17.20
5. Request to Fill Template Park Super

# MEMORANDUM

---



Human Resources Department

To: Personnel Committee  
Joe Faulds, Human Resources Director

From: Sarah Fidler  
Human Resources Generalist

Re: Request to Fill Vacant Positions

Date: February 25, 2020

The Human Resources Department is requesting authorization to fill the following replacement positions approved as part of the 2020 budget and all subsequent vacancies resulting from internal transfers. The justification reports are attached.

- Engineering Technician – Replacement position due to the resignation of Joshua Johnson effective March 17, 2020. Salary range: \$26.38 - \$31.03 per hour.
- Truck Driver (Sanitation) - Replacement position due to the termination of R. Scott Blank effective February 17, 2020. Salary range: \$19.96 - \$23.49 per hour.
- Park Maintenance Worker - Replacement position due to the retirement of Mike Ness effective February 17, 2020. Salary range: \$19.96 - \$23.49 per hour.
- Park Superintendent - Replacement position due to the retirement of Keith Wilhelm effective April 2020. Salary range: \$72,612 - \$85,446 annually.

**Position Fill Request  
Justification Report  
February 18, 2020**

**Position Title:**        **Engineering Tech**

- 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.**

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

This position will be vacant as a result of the resignation of Joshua Johnson, effective March 17, 2020.

- 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.**

Yes, this position is currently funded in the 2020 General Fund. The compensation range for the position is \$26.38 – \$31.03/hour.

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

Engineering Technicians perform field surveys for design and construction of public works construction projects. They also perform design of basic engineering details on public works construction projects, prepare and administer public works contracts of moderate difficulty, prepare necessary reports and maintains records related to survey of public works construction projects and the storm water facility maintenance program. The Technician position may assist in preparation of special assessment rolls for public works projects, review site plans, administer sewer service charge billings, and other work related to the storm water management program, erosion control program, and other duties as assigned.

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

Engineering staff, including Engineering Technicians, provide services that are often funded in part by grants, state aid and developer/project agreements.

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

One (1) Engineering Aide was eliminated from the staff in 1997 as well as a related Engineering Technician position in 2007. Although engineering operations have been improved by technology, the size of the City continues to grow and the new stormwater permit has imposed additional duties that will be shared by Techs.

The remaining Technician positions have responsibilities to execute the concrete repair and sidewalk program, as well as perform the necessary survey work for all other Public Works projects and would not be able to absorb the duties of this position.

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

The position will be vacated on March 17, 2020, through resignation.

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

The annual Capital Improvement Program for the City of Green Bay would not be able to be delivered if this position were not filled. This position completes surveys for design of capital projects, construction staking to ensure projects are properly constructed, and record surveys to document where and how infrastructure has been installed within the City.

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

Consultants are used to supplement staff for specialized projects. However, it is more cost effective, and better continuity is maintained, with a City employee that knows and understands DPW Engineering policies and procedures.

**9. Are there union issues?**

There are no union issues.

**10. Other supporting comments.**

**Position Fill Request  
Justification Report  
February 21, 2020**

**Position Title:** Truck Driver – DPW Operations Division/Sanitation Section

- 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.**

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

This position will be vacated resulting from the termination of Sanitation Section Truck Driver R. Scott Blank, effective at the end of the work day on Monday, February 17, 2020

- 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.**

Yes, this position is currently funded in the DPW operating budget. The current wage for a DPW- Truck Driver is \$19.96/hour to \$23.49/hour (\$41,517 to \$48,859 annually)

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

Sanitation Section Truck Drivers perform duties including but not limited to driving trash, recycling, and brush route collection trucks, operating various pieces of equipment, plowing snow, daily equipment maintenance, and other assignments necessary for DPW to perform its core functions

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

This position does not generate revenue for the City. But the use of in-house labor and equipment reduces the need to contract services that are currently provided by DPW employees.

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

Loss of a Sanitation Section Truck Driver represents a reduction in DPW's ability to provide its core services in a timely manner, including trash and recycling collection, brush collection, snow plowing, curbside yard and garden waste collection, etc.

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

Duties associated with any vacant DPW position are assigned to other Operations Division employees. When there is a lack of personnel to perform core DPW functions, assignments are prioritized. Unstaffed assignments end up being postponed or not completed.

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

DPW cannot reduce or eliminate core services. A reduction in DPW staff will result in a reduced level of service to residents, and increase the amount of time required to complete those services.

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

Reducing the level of services provided to City residents, working overtime to maintain the expected level of service, or outsourcing of services.

**9. Are there union issues?** No

**10. Other supporting comments.** None

**Position Fill Request  
Justification Report  
January 27, 2020**

**Position Title:            Park Maintenance Worker**

- 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.**

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

This position will be vacant as a result of the retirement of Mike Ness on February 17, 2020.

- 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.**

Yes, this position is budgeted. The wage range is \$19.96 - \$23.49 per hour.

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

The Park Maintenance Worker is a generalist position responsible for maintaining all facets of the year-round park operations. Parks and the related facilities are used daily from sun-up to 10:30 p.m. throughout the year. Therefore, we need to ensure that they are clean, safe, and functional at all times for our patrons.

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

No.

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

Over the years, we have added more parkland and facilities, but have not added additional staff. We are also responsible for maintaining a four-diamond Little League complex, a six-field soccer complex, more trails, more parklands, and the City Deck.

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

When vacancies occur in this classification, we are unable to meet all of the maintenance needs of our parks and facilities. As positions become vacant, we prioritize and reprioritize our daily work. The effect is that many of the services that we provide to the public are being performed less frequently.

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

The overall service would be reduced. We have tried to lessen the obvious impact by reprioritization.

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

Contracting for various maintenance services would need to be explored. Costs would be dependent on the service contracted. The Park Maintenance Worker performs a wide range of services during a calendar year, therefore making it difficult to replace a single position by contracting.

**9. Are there union issues?**

No.

**10. Other supporting comments.**

Since 2001, the Parks Division has been responsible for maintaining the following added facilities: New 4K building at the Wildlife Sanctuary, SK8 Park; Leicht Memorial Festival Park; Resch Aquatic Center; four new buildings; nine splash pads; more parkland at Farlin Park, Beach Lane, Navarino Park, V.T. Pride Park, Eastman Park; several parcels along the Baird Creek Greenway; 16 acres of turf at Bay Beach Park; a new boarded hockey rink; a four ball diamond softball complex; a six-field soccer complex; the City Deck; the Zippin Pippin, Sea Dragon, Bay Beast, Rockin' Tug, Falling Star and the new Big Wheel Ferris Wheel amusement rides; as well as several miles of trails.

We have assumed the work at the additional facilities (above) while seeing a reduction in staff of 6 of these full-time Park Maintenance Workers and 10 fewer seasonal positions since 2006. With future maintenance responsibilities sure to come, we will fall further behind in our efforts to provide the most basic of services if we do not maintain our staffing levels accordingly.

**Position Fill Request  
Justification Report  
24 February, 2020**

**Position Title: Park Superintendent**

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.**

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

The current Park Superintendent will be retiring mid-April, 2020.

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.**  
Yes, this position is funded in the current budget. Position salary range as of 10-01-19 is: \$72,612 to \$85,446.

3. **Please list the functions and any special information regarding this position.**  
Please see attached job description.

4. **Does the position generate revenue or reduce expenses? If so, provide an estimated amount.**  
No

5. **Please explain why current staff is unable to absorb duties of this position.**  
This position is the Administrative overseer and primary coordinator for all activities of the Park and City Hall Maintenance Divisions. Productivity would suffer if current staff were required to absorb the duties of this position. Please refer to attached Job description.

6. **If duties of position are presently being done, how are they done?**  
The incumbent is still employed by the City. The desire would be to hire someone as soon as possible so that some cross training can occur before the current Park Superintendent retires in mid-April.

7. **What service would be reduced or eliminated if this position is not filled?**  
This position is critical to the availability and performance of dozens of services provided to the general public and to all other City Departments.

8. **What are the alternative methods and costs of accomplishing the work?**  
This is a critical position as this person is the go-to person for the public as well as all other City Departments to exchange information regarding the physical maintenance of all Park and City Hall facilities.

9. **Are there union issues?**  
No

10. **Other supporting comments.**  
This position supervises 44 full time employees plus 6 part-time and 30+ seasonal employees.



Report to the  
Personnel Committee  
of the City of Green Bay

**MEETING DATE**

February 25, 2020

**PREPARED BY**

**AGENDA ITEM # D.2**

Consideration with possible action to amend City of Green Bay Chapter 22 Dress Policy to create a Dress for Your Day Policy.

**BACKGROUND**

**RECOMMENDATION**

**FISCAL IMPACT**

**ATTACHMENTS**

1. Memo - Dress for Your Day - Personnel Committee 2-25-2020
2. City Policy - Dress for Your Day Guidelines - Personnel Committee 2-25-2..\_
3. Current Chapter 22 Dress Policy - Strikethrough

# MEMORANDUM

---



Human Resources Department

To: Personnel Committee

From: Joseph W. Faulds, Human Resources Director

Re: Dress for Your Day Policy

Date: February 25, 2020

## **Dress for Your Day**

In the City's continuous effort to improve the workplace experience for employees, the City would like to implement a Dress for Your Day policy. The Dress for Your Day policy provides employees with the flexibility to choose appropriate and professional work attire based upon their workday and anticipated meetings with customers.

The expectation is that employees will wear professional clothing appropriate for the nature of business and the type of work performed. For example, an employee who is scheduled to have meetings with external customers or vendors may want to wear more professional clothing whereas an employee scheduled to have minimal interaction with external customers may wear more casual attire. Overall, the intent of the policy is to create an environment that allows our employees to use good judgment when deciding what to wear to work.

The City is aware that the City of Appleton, Green Bay Water Utility, and Green Bay Metro have implemented a Dress for Your Day policy. They all have received positive feedback from employees for implementing the Dress for Your Day policy.

This policy is intended for non-uniformed office workers at City Hall and City Office settings. The policy does not apply to employees performing work in the field and performing manual work for DPW and Parks. Attire for these employees shall be as determined by the Department Head.

If approved, the Dress for Your Day policy will be effective March 16, 2020 to give time for Human Resources to educate employees and answer any questions on the policy change.

# CITY OF GREEN BAY

## DRESS FOR YOUR DAY GUIDELINES

**Dress for Your Day** provides employees with the flexibility to choose appropriate and professional work attire based upon their workday and anticipated meetings with customers. Employees will use good judgment when deciding what to wear to work using basic guidelines. These guidelines are intended for non-uniformed office workers at City Hall and other City office settings. These dress standards do not apply to those employees working in the field, performing manual work and those employees in DPW and Park Maintenance. Attire for these employees shall be as determined by the Department Head.

**Dress for Your Day** work attire is intended to be relaxed when employees have a workday that does not include meetings with external customers, clients, vendors, or the like. The expectation is that employees will wear professional clothing appropriate for the nature of our business and the type of work performed. We all share in the responsibility to portray a positive image for the City, and managers are responsible for fairly and consistently administering these guidelines as described below.

### **Guidelines for appropriate attire:**

Traditional business attire - Dress or a suit; dress slacks, khakis, nice jeans; blazer, button down, blouse or polo shirt; sweaters

If you are required to wear an ID badge at your location, you must continue to wear the badge during your work hours for security reasons.

Green Bay Packers apparel (i.e. casual shirts, sweaters, jerseys, t-shirts, sweatshirts and turtlenecks) allowed on the day of, or the Friday prior to a Packers game.

Because we take a lot of pride in representing the City and our citizens, please avoid:

Sweatshirts or sweatpants

Tank tops (worn alone), crop/halter tops

Shorts

Exercise wear

Revealing clothing (too low-cut shirt)

---

Clothes with holes, frays or stains

Leggings with short tops or wild patterns

Rubber soled flip-flops

If in doubt whether something is appropriate, error on the side of caution and check with your supervisor.

**Employee Request for Review.** An employee who believes she/he have been treated unfairly or inappropriately under these guidelines, may ask that the matter be reviewed by Human Resources. Human Resources will work with the employee and the Department to review the matter in a timely manner.

Exceptions to this policy may be made on a case-by-case basis for religious reasons, medical conditions and other applicable circumstances. Requests of this nature must be submitted for review by the Department Head and the Human Resources Department.

The City reserves the right to rescind and/or amend these guidelines at any time.

---



## CITY OF GREEN BAY PERSONNEL POLICY

|                                                         |                                                   |
|---------------------------------------------------------|---------------------------------------------------|
| <b>Policy Title</b><br>Dress Code                       | <b>Policy Reference</b><br>Chapter 22             |
| <b>Policy Source</b><br>Human Resources Department      | <b>Legal Review Date</b><br>March 18, 2019        |
| <b>Personnel Committee Approval</b><br>January 29, 2019 | <b>City Council Approval</b><br>February 18, 2019 |

~~22.1 — **PURPOSE.** City employees present the first impression of the City of Green Bay to members of the public, and therefore, must present a professional image at all times. Professional attire complements an environment that reflects an efficient, orderly, professionally operated organization.~~

~~The purpose of this policy is to provide guidelines for employees and management as to what does and does not constitute appropriate professional attire. This policy is not an all-inclusive list of what is and is not acceptable and employees must exert judgment in their choice of clothing that is worn to work.~~

~~This policy is primarily intended for office workers at City Hall and other City office settings. The policy does not apply to employees listed in 22.4. This policy shall apply when on City business or otherwise representing the City.~~

### ~~22.2 — **POLICY.**~~

~~22.2.1 **Acceptable Business Casual Attire.** A business casual dress code is appropriate for City of Green Bay employees Monday through Thursday.~~

~~Clothing that projects a professional image. All clothing shall be clean and without rips, holes, etc.~~

~~Slacks, dress pants or pants similar in style to Dockers or other makers of cotton, synthetic, wool or flannel pants. This includes dressy pants that are at least mid-calf in length.~~

~~Casual dresses, skirts and skorts that are no shorter than 2 inches above the top of the knee. Skirts that are split at or below the knee.~~

~~Casual shirts, dress shirts, sleeveless sweaters and shirts, golf type shirts and turtlenecks. Suit jackets and sport jackets.~~

~~Walking shoes, tennis shoes, loafers, clogs, boots, flats and dress heels. Open toe shoes (including sandals) will be acceptable for women only.~~

~~T-shirts are not acceptable on non-casual days.~~

~~An employee may wear non-blue denim jeans, if approved by the Department Head.~~

~~22.2.2 Acceptable Casual Attire.~~ A casual dress code is appropriate for City of Green Bay employees on Fridays. Employees are expected to present a neat appearance and shall not wear items classified as “Unacceptable Attire”, as described in 22.2.4.

~~Jeans must be in good condition (i.e. not ripped or tattered).~~

~~T-shirts and sweatshirts must be in good condition.~~

~~Any of the above “Acceptable Business Casual Attire” is also appropriate on casual Fridays.~~

~~22.2.3 EMPLOYEE IDENTIFICATION BADGES.~~ The City of Green Bay will provide employees with an employee identification badge. Employee identification badges are an important part of employee work attire. They allow coworkers, vendors, and the public to know who employees are and they are an important part of providing a secure environment for our employees. Employees are expected to wear their employee identification badges in a visible spot during their work time. Employees will return the employee identification badge to the Human Resources Department upon termination of employment.

~~22.2.4 Acceptable Packer Attire.~~ Green Bay Packer attire will be allowed on the day of, or the Friday prior to Packer games. Employees are still expected to present a neat appearance and shall not wear items classified as “Unacceptable Attire”, as described in 22.2.4.

~~Jeans must be in good condition (i.e. not ripped or tattered).~~

~~Green Bay Packers apparel (i.e. casual shirts, sweaters, golf type shirts, jerseys, t-shirts, sweatshirts and turtlenecks).~~

~~22.2.5 Unacceptable Attire.~~ The following is not acceptable attire.

~~Clothing that is tight, clothing that is revealing such that either midriff or cleavage is exposed, or clothing that is sheer.~~

~~Clothing that contains offensive words, cartoons or images, etc.~~

~~Clothing that contains political statements, slogans or campaign related information.~~

~~If an employee may influence the determination of a contract with a vendor, the employee shall not wear any type of clothing, footwear, headgear, etc. that contains the name of a company or corporation that the City contracts with or uses as a vendor.~~

~~Blue denim jeans (with the exception of Fridays and Packer game days), shorts, bib overalls, sweatpants, exercise pants, cargo pants, warm-up suits and any spandex-like material pants that can be used for exercise.~~

~~Shorts, tight skirts, and mini-skirts. Strapless dresses and spaghetti-strap dresses.~~

~~Midriff tops, halter tops and tube tops.~~

~~Shower footwear, beach flip-flops, or slippers.~~

~~Employees with visible body piercings other than ear will be required to remove the jewelry while at work.~~

~~Using a reasonable person standard, other attire which may not be considered appropriate for the workplace.~~

### ~~22.3 — COMPLIANCE REQUIREMENTS:~~

~~22.3.1 Employees. City of Green Bay employees are responsible for complying with the above expectations and guidelines (except those noted in Section 22.4 of this policy). Please contact your supervisor or Human Resources if you have a question as to whether or not a certain item is considered acceptable attire.~~

~~22.3.2 Management. Department Heads and Supervisors are responsible for monitoring compliance to this policy within their department.~~

~~22.3.3 Employee Request for Review. An employee who believes they have been treated unfairly or inappropriately under this policy may ask that the matter be reviewed by Human Resources. Human Resources will work with the employee and the Department to review the matter in a timely manner.~~

### ~~22.4 — EXCEPTIONS:~~

~~22.4.1 Employees working in the field, performing manual duties or at a worksite calling for other attire, jeans or similar attire which is appropriate to the type of work being performed by the employee. This exception must be approved in advance by the Department Head.~~

~~22.4.2 This policy shall not apply to employees who wear uniforms or in situations where the employees' clothing is addressed through a collective bargaining agreement.~~

~~22.4.3 This policy shall not apply to employees working in DPW, Bridgetenders, or Park Maintenance operations. Appropriate attire for these operations shall be as determined by the Department Head.~~

~~22.4.4 Exceptions to this policy may be made on a case-by-case basis for religious reasons, medical conditions and other applicable circumstances. Requests of this nature must be submitted for review by the Department Head and the Human Resources Department.~~

~~22.5 — DISTRIBUTION. All employees will be provided with a copy of this policy.~~

~~22.6 — REVIEW AND REVISION. The City reserves the right to rescind and/or amend this, and all City policies, at any time.~~

**REPORT OF ROUTINE PERSONNEL ACTIONS  
FOR REGULAR EMPLOYEES  
February 25, 2020**

| <u>Position</u>                   | <u>Department/Division</u>         | <u>Name</u>       | <u>Date</u> |
|-----------------------------------|------------------------------------|-------------------|-------------|
| <b><u>New Hire</u></b>            |                                    |                   |             |
| Parking Enforcement Officer       | Public Works                       | Dean Jacques      | 2/10/2020   |
| Legal Assistant                   | Law                                | Kendra Schmeling  | 1/27/2020   |
| Procurement Manager               | Administrative Services            | Calvin Winters    | 2/17/2020   |
| Laborer - Street                  | Department of Public Works         | Scott Eiting      | 2/3/2020    |
| Building Maintenance Technician   | Department of Public Works         | Rick Johnson      | 2/17/2020   |
| Wildlife Sanctuary Superintendent | Parks, Rec, & Forestry             | Steve Lakatos     | 3/2/2020    |
| Custodian I                       | Police                             | Kevin Francois    | 3/2/2020    |
| <b><u>Transfer</u></b>            |                                    |                   |             |
| Truck Driver - Streets            | Department of Public Works         | Ryan Lewis        | 2/24/2020   |
| Truck Driver - Sanitation         |                                    |                   |             |
| <b><u>Reclassification</u></b>    |                                    |                   |             |
| Assistant Parks Director          | Parks, Recreation & Forestry       | James Andersen    | 1/1/2020    |
| <b><u>Promotion</u></b>           |                                    |                   |             |
| Advanced Patrol Officer           | Police                             | Matthew Knutson   | 2/8/2020    |
| Specialist I                      |                                    |                   |             |
| <b><u>Grade/Step Change</u></b>   |                                    |                   |             |
| Public Arts Coordinator           | Community and Economic Development | Laura Schley      | 1/20/2020   |
| Park Maintenance Worker           | Parks, Recreation and Forestry     | John VandenHouten | 2/7/2020    |
| Dispatcher                        | Transit                            | Pamela Beilke     | 1/29/2020   |
| Administrative Clerk              | Administrative Services            | Dawn Canadeo      | 1/7/2020    |
| Maintenance Manager               | Transit                            | Kenton Hofer      | 2/5/2020    |
| Park Maintenance Worker           | Parks, Recreation and Forestry     | Eric Perrault     | 2/12/2020   |
| Patrol Officer                    | Police                             | Taylor Carlson    | 2/6/2020    |
| Patrol Officer                    | Police                             | Miles Ganz        | 2/6/2020    |
| Patrol Officer                    | Police                             | Sheila Sleeter    | 2/6/2020    |
| Patrol Officer                    | Police                             | Noah Heuvelmans   | 2/8/2020    |
| Advanced Patrol Officer           | Police                             | Eric Andrae       | 2/18/2020   |
| Evidence Technician               | Police                             | Jean Rakers       | 2/20/2020   |
| Civil Engineer I                  | Department of Public Works         | Kayla Wasielewski | 2/18/2020   |
| Forestry Worker I                 | Parks, Recreation and Forestry     | Cole Motiff       | 2/13/2020   |
| Deputy City Clerk                 | Administrative Services            | Kimberly Wayte    | 2/20/2020   |
| <b><u>End of Employment</u></b>   |                                    |                   |             |
| Park Maintenance Worker           | Parks, Recreation & Forestry       | Michael Ness      | 2/17/2020   |
| Seasonal Maintenance              | Community and Economic Development | Isabella Kelley   | 1/24/2020   |
| Transit Operator                  | Transit                            | Alex Sivas        | 2/22/2020   |
| Maintenance Clerk                 | Transit                            | Karen Jossart     | 3/27/2020   |
| Community Service Officer         | Police                             | Blake Main        | 2/12/2020   |