



AGENDA OF THE PERSONNEL COMMITTEE

TUESDAY, APRIL 28, 2020, 4:30 PM

AMENDED

Virtual Meeting

Public may also view at

www.youtube.com/CityOfGreenBay

A. Zoom Meeting Call Numbers

- I. This item contains a document which provides call in information and instructions for the Zoom Meeting.

B. Roll Call.

- I. Members: Ald. Bill Galvin, Ald. Barbara Dorff, Ald. Veronica Corpus-Dax, Ald. Brian Johnson

C. Election of Personnel Committee Chair

D. Election of Personnel Committee Vice Chair

E. Approval of the Agenda.

F. Approval of Minutes.

- I. Approval of the minutes from April 7, 2020.

G. 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. Signs Operator - Public Works
 - b. Signs Worker Foreperson - Public Works
 - c. Operator I (Night Sweeper) - Public Works
2. Consideration with possible action on the request to establish a Commercial Building Inspector classification and reclassify one Building Inspector to a Commercial Building Inspector.

3. Consideration with possible action to approve a request by the Green Bay Professional Police Association under Article 13.1 Duty Incurred Disability Pay of the collective bargaining agreement to extend the time period to provide full pay beyond 180 days for an officer who has sustained an injury on duty and is disabled from performing normal duties.

The Committee may convene in closed session pursuant to 19.85(1)(f) Wis. Stats. for the purpose of deliberating to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations. 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.

H. Informational.

1. Request by Ald. Galvin to discuss concerns behind the delay of City Appointed Officials from the Common Council meeting on April 21, 2020.

The Committee may convene in closed session pursuant to 19.85(1)(c) Wis. Stats. for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee. 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.

2. Report of routine personnel actions for regular employees.
3. Next meeting date: May 12, 2020

I. 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 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.

Virtual Meeting Instructions



Personnel Committee for 4-28-20

Zoom Meeting Information

City Of Green Bay is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://us02web.zoom.us/j/85358867798?pwd=aXBVZUZHRkVBNVo2VIZUQmQvalA1UT09>

Meeting ID: 853 5886 7798

Password: 452141

One tap mobile

+13126266799,,85358867798#,,#452141# US (Chicago)

+19292056099,,85358867798#,,#452141# US (New York)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US

+1 301 715 8592 US

Meeting ID: 853 5886 7798

Password: 452141

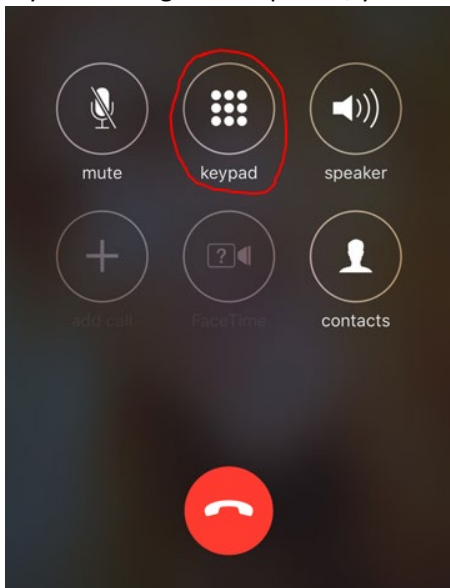
Find your local number: <https://us02web.zoom.us/u/kB53Rbkki>

Additional Information

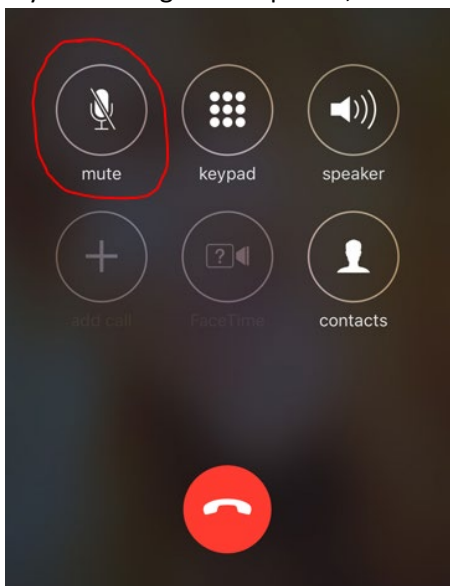
1. Wisconsin Open Meetings Law still applies
 - a. Persons interested in speaking to an item must give their name and address
 - b. Committee/Commission/Board members will still follow *Roberts Rules of Order*
2. All zoom meetings will have a password in the instructions. Please enter when prompted.
3. Please log into the Zoom meeting 10 minutes before the meeting starts to ensure proper technology is working.
 - a. If you are a Board Member, please log into [CivicClerk](#) with a computer, laptop, or tablet device.
4. Once you are in the meeting please mute yourselves.
 - a. You may unmute yourself when you are called upon to speak.
5. Waiting room
 - a. When you call in, all callers/participants will be placed in a “waiting room.”
 - b. Persons on the agenda will be admitted to the meeting, and then once the item is concluded, the host will permanently mute you from the meeting (you can still hear the meeting).
6. Using Zoom with a tablet or computer
 - a. Tablet—you will be asked to sign in. Download the app either with the Apple Store or the Play Store
 - b. Computer—you will be asked to sign in. You may download the app or click on the link to open Zoom in your browser.
7. Registering
 - a. The host may ask you to register for the meeting. A registration link will be sent to you along with the invite. You’ll receive another email confirming that you’re registered for the meeting.
 - b. If you’re using a phone, your registration will still be tied to an email.
8. Raising your hand
 - a. Committee members—you can either use CivicClerk and request to speak or you can “raise your hand” in the zoom meeting (you’d need to use a computer or tablet) to let the host know you’d like to speak. You can also un-mute yourselves and start speaking.
 - b. Persons on the agenda—you can “raise your hand” but you’d need to use a computer. You will be allowed to speak, per Wisconsin Open Meetings Rules, once the committee has “opened the floor for interested parties to speak.” Once the committee is finished with your agenda item, the host will mute you permanently, unless the committee opens the floor again.
9. What devices should I use?
 - a. Smart phone (please see more detailed instructions on page 3)
 - b. Land line
 - c. Tablet—well in advance of the meeting, please download the Zoom Meeting app before you join a meeting by using either the Apple Store or the Play Store. You will be asked to input your name, thus identifying you for the meeting. You’ll also be asked to verify your email.
 - d. Computer—well in advance of the meeting, please download the Zoom Meeting app, but you can also click on a link to open the Zoom Meeting in your browser. You will be asked to input your name, thus identifying you for the meeting.
 - e. For tablet and computer users—if you download the app you will be asked to verify your email.
10. Zoom etiquette
 - a. Muting yourselves when you’re not talking will prevent your background noise from interfering with others’ ability to listen to and participate in the meeting.
 - b. If you’re using a telephone, please identify yourself with your phone number and name before you speak. Zoom meeting hosts can see only your telephone number and will ask you to identify yourselves.
11. Closed session
 - a. Persons in the Zoom meeting will be put into a waiting room while the committee meets in Closed Session. Participants will be admitted back into the Zoom meeting once the committee reconvenes in Open Session.
 - b. Persons watching live on YouTube will see a gray screen with the City logo during closed session.
12. Persons interested in listening to the meeting can go to www.youtube.com/CityofGreenBay

Calling into the Zoom meeting using a smartphone

1. Dial the phone number listed at the beginning of this document.
2. When prompted, enter the Meeting ID number followed by #
 - a. If you're using a smartphone, you can access the keypad by clicking "Keypad" on your screen



3. Once you are in the meeting, notify the meeting host that you are in and state your name.
4. If you do not need to talk, please make sure your phone is on **Mute**
 - a. If you're using a smartphone, look at your screen and click the Mute button



- b. If you're using a computer, you should see a Mute button in the Zoom application





Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

April 28, 2020

PREPARED BY

AGENDA ITEM # G.I

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

- a. Signs Operator - Public Works
- b. Signs Worker Foreperson - Public Works
- c. Operator I (Night Sweeper) - Public Works

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

1. Request to Fill Memo 04.28.2020
2. Signs Operator - B. Teresinski 04.21.20
3. Signs Worker Foreperson - K. McNamara 04.17.20
4. Operator I - N. VandenPlas 04.16.20

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: April 28, 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.

- Signs Operator– Replacement position due to the retirement of Brian Teresinski effective May 1, 2020. Salary range: \$22.09 - \$26.00 per hour.
- Signs Worker Foreperson - Replacement position due to the retirement of Kevin McNamara effective April 17, 2020. Salary range: \$22.09 - \$26.00 per hour.
- Operator I (Night Sweeper) – Replacement position due to the termination of Nathan Vandenplas effective April 15, 2020. Salary range: \$19.96 - \$21.14 per hour.

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

Position Title: Signs Operator – DPW Operations Division/Street Section (due to retirement of Signing and Marking Section Operator Brian Teresinski)

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

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, these positions are currently funded in the DPW-Traffic Division operating budget. The current wage range for a Signs Operator is \$22.09 to \$26.00 per hour (\$45,947 to \$54,080 annually)

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

Under direction of the Street Section Superintendent, and Signs Worker Foreperson, coordinates and performs activities related to DPW's pavement marking program. Pavement marking duties include but are not limited to coordinating and scheduling daily pavement marking assignments in the field, communicating commodity and hardware needs with management, leading seasonal workers, and documenting accomplishments.

During cold and snowy periods when pavement marking is not conducted, and at other times as assigned, Signing and Marking Section Operators perform traffic control barricading work, traffic control sign installation/maintenance/repair, associated documentation, coordinate work activities with the Leadworker and managers, and complete other duties as assigned.

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

This position does generate revenue for the City. DPW-Signing and Marking Section applies pavement markings for the communities of DePere, Allouez, and Bellevue. The two (2) Signs Operators play a critical role in the success of the pavement marking program in Green Bay and three other adjacent communities.

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

The Signing and Marking Section operates relatively autonomously due to the unique nature of its skill set and duties. The section includes only five (5) employees, who are responsible for traffic signing, barricading, and pavement marking on all Green Bay streets, and pavement marking duties in the communities of DePere, Allouez, and Bellevue. Duties of the two (2) Signing and Marking Section Operators cannot be absorbed by the other Signing and Marking Section employees, and cannot be assigned to other Operations Division personnel because other DPW core duties would be affected.

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

DPW wishes to expedite recruitment for this vacancy due to the critical nature of the Signs Operator position. Pavement marking season is starting next week, and the painting program must progress as planned. Street Section employees will assist with pavement marking duties as needed, but will only fill staffing gaps until an Operator can be secured.

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

DPW will continue to perform all of its core services, due to the safety aspect of Signing and Marking Section functions, and the City's contractual commitments to other communities. A reduction in Signing and Marking Section staff will result in a lower level of service to residents, increasing the amount of time required to complete services. It could possibly also require postponing and/or contracting out for some services.

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

Signing and Pavement Marking employees would need to work overtime continuously to maintain the expected level of service. Otherwise DPW would need to outsource and/or postpone some traffic signing and pavement marking services. Reducing the City's level of traffic control service is not an option due to Federal requirements and safety implications.

9. Are there union issues?

No

10. Other supporting comments

None

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

Position Title: Signs Worker Foreperson – DPW Operations Division/Street 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 is vacant due to the retirement of Signs Worker Foreperson Kevin McNamara at 3:00 p.m. on Friday, April 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, these positions are currently funded in the DPW operating budget. The current the Signs Worker Foreperson wage range is \$22.09 to \$26.00 per hour (\$45,947 to \$54,080 annually).

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

Under direction of the Street Section Superintendent or his assign, leads daily operations of the Signing and Pavement Marking Section. Duties include but are not limited to 1) assigning daily tasks to section employees, 2) assuring proper completion of jobs, 3) coordinating and maintaining all paperwork, 4) resolving production issues, 4) maintaining proper hardware and parts inventory, 5) reporting progress to management, 6) laying out and fabricating signs, and 7) performing other duties in the absence of other section employees. The Leadworker is also expected to assist with other Street Section duties as necessary.

- 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 it is critical to efficient and effective function of the Signing and Pavement Marking Section's daily operations

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

The Signing and Pavement Marking Section operates relatively autonomously due to the unique and specific nature of its duties. This section cannot operate effectively without a Leadworker. The section includes only five (5) employees, who are responsible for all official 1) traffic signing, 2) pavement marking, and 3) traffic control device placement on 450 miles of Green Bay streets. Leadworker duties cannot be absorbed by other employees in the Signing and Pavement Marking Section.

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

During the period between Mr. McNamara's departure and placement of his successor, DPW management will be conducting duties of the Traffic Signing and Marking Section Foreperson

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

DPW will continue to perform all of its core services. However, a reduction in staffing will result in a lower level of service to residents. This will increase the amount of time required to complete services, and possibly require postponing or contracting out for some services.

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

Signing and Pavement Marking Section would need to continuously work overtime with partial staffing to maintain the level of service provided by a full staff. Otherwise some services would need to be postponed or contracted out. Reducing DPW's level of traffic service is not an option due to Federal requirements.

9. Are there union issues?

No

10. Other supporting comments

None

**Position Fill Request
Justification Report
April 16, 2020**

Position Title: Operator 1 (Night Sweeper) – DPW Operations Division/Street 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 is vacant as the result of the termination of Operator 1-Night Sweeper Nate Vandenplas, effective at 6:30 a.m. on Wednesday, April 15, 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 hiring range for this position is \$19.96 to \$21.14 per hour (\$41,517 to \$43,971 annually), which is steps 1-3 of pay grade F of the City Pay Plan.
3. **Please list the functions and any special information regarding this position.**
Sweeper Operators perform a full range of duties including but not limited to operating street sweepers, flusher truck, tractors, sidewalk snow removal units, and other DPW trucks. In addition to sweeping streets during summer months, they assist in leaf collection, snow/ice control, and general labor assignments necessary to complete DPW 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 out for those services. Also, EPA and WDNR requirements dictate the need for sweeper operators to remove debris from roads that contaminates streams, rivers, and lakes with stormwater runoff.
5. **Please explain why current staff is unable to absorb duties of this position.**
Loss of a Sweeper Operator position will reduce DPW's ability to maintain EPA and DNR requirements for street sweeping. Those requirements must be met to reduce contamination in storm water runoff that flows into streams, rivers and lakes.
6. **If duties of position are presently being done, how are they done?**
During periods of short staffing, duties are assigned to other Street Section employees as needed. When there is a lack of personnel, assignments are prioritized and completed in priority order. If there is not adequate time to complete all jobs, then lower priority jobs are postponed or not completed.
7. **What service would be reduced or eliminated if this position is not filled?**
DPW will continue to perform all of its core services. However, a reduction in staffing will result in a lower level of service to residents. Sweepers must be staffed to meet government requirements. So grass cutting, leaf collection and snow removal duties would suffer.

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

Working overtime to maintain the required service, or outsourcing of services. Continued overtime leads to employee burnout and higher operating costs. Outsourcing this function is more costly than addressing it in-house.

9. Are there union issues?

No

10. Other supporting comments.

None



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

April 28, 2020

PREPARED BY

AGENDA ITEM # G.2

Consideration with possible action on the request to establish a Commercial Building Inspector classification and reclassify one Building Inspector to a Commercial Building Inspector.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. Building Inspector Reclass

MEMORANDUM



Human Resources Department

To: Personnel Committee
Joseph Faulds, Human Resources Director

From: Jennifer Smits, PHR, SHRM-CP
Human Resources Generalist

Re: Request to establish a Commercial Building Inspector classification and reclassify one Building Inspector to a Commercial Building Inspector

Date: April 28, 2020

RECOMMENDATION

- I. The Department of Community & Economic Development requests the following:
 - A. Establish a Commercial Building Inspector classification at Pay Grade K (\$30.64-\$41.46 per hour).
 - B. Reclassify one Building Inspector, Rob Cormier, at Pay Grade J (\$28.51-\$38.56 per hour) to a Commercial Building Inspector at Pay Grade K (\$30.64-\$41.46 per hour). Mr. Cormier is currently handling over 90% of the commercial building and HVAC inspections for the City.

BACKGROUND

- II. Currently all Building Inspectors are classified within one job classification and one pay grade, regardless of their level of experience or whether they perform residential or commercial building inspection. The primary purpose of establishing the Commercial Building Inspector classification is to provide appropriate compensation to an Inspector who has been performing the most complex inspections in the department, in terms of the level of knowledge required and potential liability. Secondly, the addition of the Commercial Building Inspector classification provides advancement potential for the Building Inspectors as they gain additional knowledge and experience.

Building Inspectors primarily perform residential building inspections, whereas Commercial Building Inspectors perform commercial and HVAC inspections. Commercial Building Inspectors ensure that plans, specifications and construction components relating to commercial buildings are in compliance with applicable Federal, State and City building codes and ordinances, including zoning and floodplain ordinances. Commercial building inspection requires extensive knowledge of commercial codes, state statutes, ASTM (American Society for Testing and Materials) requirements, NFPA (National Fire Protection Association) codes, and UL (Underwriters Laboratories) ratings.

The proposed Commercial Building Inspector classification was reviewed by the City's

classification and compensation consultant, Carlson and Dettmann. Based upon this review, it is recommended that the position be placed in Pay Grade K of the City Pay Plan.

FISCAL IMPACT

- III. The proposed reclassification results in an annual cost increase of \$4,177. Paul Van Calster, Chief Building Official, has stated that there is money in the budget to cover this increase. Following is a detailed breakdown of the costs.

Category	Building Inspector (Grade J, Performance Range)	Commercial Building Inspector (Grade K, Step 7)
Salary	\$71,344	\$74,984
FICA	\$5,458	\$5,736
WRS	\$4,816	\$5,061
Worker's Comp	\$150	\$157
Health Insurance	\$18,527	\$18,527
Dental Insurance	\$1,555	\$1,555
Life Insurance	\$122	\$127
TOTAL COMPENSATION	\$101,971	\$106,148

- c: Kevin Vonck, Development Director
Cheryl Renier-Wigg, Assistant Development Director
Paul Van Calster, Chief Building Official



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

April 28, 2020

PREPARED BY

AGENDA ITEM # G.3

Consideration with possible action to approve a request by the Green Bay Professional Police Association under Article 13.1 Duty Incurred Disability Pay of the collective bargaining agreement to extend the time period to provide full pay beyond 180 days for an officer who has sustained an injury on duty and is disabled from performing normal duties.

The Committee may convene in closed session pursuant to 19.85(1)(f) Wis. Stats. for the purpose of deliberating to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations. 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

- I. MEMO - Personnel Committee - Article 13.1 Extension of time

MEMORANDUM



Human Resources Department

To: Personnel Committee

From: Joseph Faulds, Human Resources Director

Re: Green Bay Professional Police Association's request to extend full pay past 180 days pursuant to Article 13.1 of the Agreement.

Date: April 28, 2020

RECOMMENDATION

The collective bargaining agreement reads:

ARTICLE 13 DUTY INCURRED DISABILITY PAY

13.1 DISABILITY PAY. An employee injured in the line of duty shall receive full pay for a period of 180 days while disabled from performing normal duties. In the event the disability extends beyond 180-days, application for extension of time may be made to the City's Personnel Committee, which shall determine whether to extend, which determination shall be consistent with past extension determinations.

There is currently an officer who qualifies for this leave and is reaching the end of the 180 day period.

Both the City and Green Bay Professional Police Association recommend to extend the period of full pay through May 31, 2020 and to discuss at the Personnel Committee on May 26, 2020, if necessary. This is an extension of less than 30 days.

c: Andrew Smith, Chief of Police
Phil Scanlan, President of GBPPA



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

April 28, 2020

PREPARED BY

AGENDA ITEM # H.I

Request by Ald. Galvin to discuss concerns behind the delay of City Appointed Officials from the Common Council meeting on April 21, 2020.

The Committee may convene in closed session pursuant to 19.85(1)(c) Wis. Stats. for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee. 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

None

**REPORT OF ROUTINE PERSONNEL ACTIONS
FOR REGULAR EMPLOYEES
April 28, 2020**

<u>Position</u>	<u>Department/Division</u>	<u>Name</u>	<u>Date</u>
<u>New Hire</u>			
Assistant City Engineer	DPW	Trista Hobbs	4/20/2020
Aldersperson	Council	Lynn Gerlach	4/21/2020
<u>Transfer</u>			
Truck Driver - Streets	Department of Public Works	Kevin Burmeister	4/6/2020
Laborer - Streets			
Parking Maintenance Technician	Department of Public Works	Kira Gunville	4/20/2020
Parking Building Technician			
Truck Driver - Streets	Department of Public Works	Kelly Stacie	4/6/2020
Signs Laborer			
<u>Grade/Step Change</u>			
Firefighter EMT	Fire	Adam Vandenbush	4/6/2020
Firefighter EMT-P	Fire	Michael Tedeshi	4/6/2020
Firefighter EMT	Fire	Ryan Searer	4/6/2020
Firefighter EMT-P	Fire	Jacob Plennes	4/6/2020
Firefighter EMT	Fire	Matthew Maleport	4/6/2020
Firefighter EMT	Fire	Ryan Hintz	4/6/2020
Firefighter EMT	Fire	Brian Farr	4/6/2020
Patrol Officer	Police	Alex Wanish	4/1/2020
Patrol Officer	Police	Timothy Fuerst	4/1/2020
Patrol Officer	Police	Dylan Doepke	4/1/2020
Firefighter EMT-P	Fire	Adam Stordeur	3/17/2020
Firefighter EMT	Fire	Sarah Cooper	3/17/2020
Firefighter EMT	Fire	Thomas Donnan	3/17/2020
Firefighter EMT-P	Fire	Kyle Lauf	3/17/2020
Firefighter EMT-P	Fire	Cameron Sanford	3/17/2020
Firefighter EMT-P	Fire	Logan Simkowski	3/17/2020
Mayor	Mayor's Office	Mayor Eric Genrich	4/21/2020
<u>End of Employment</u>			
Aldersperson	Council	Andy Nicholson	4/21/2020
<u>Longevity</u>			
Lieutenant	Fire	Shauna Walesh	4/2/2020
Firefighter EMT-P	Fire	Nicholas Verstoppen	4/2/2020
Firefighter EMT-P	Fire	Luke Vangompel	4/2/2020
Firefighter EMT-P	Fire	Ben Peters	4/2/2020
Firefighter EMT-P	Fire	Nicholas Ott	4/2/2020
Firefighter EMT-P	Fire	Thomas Lemens	4/2/2020
Firefighter EMT-P	Fire	Joseph Fredrickson	4/2/2020
Firefighter EMT-P	Fire	Joseph Fitzpatrick	4/2/2020
Firefighter EMT-P	Fire	Aaron Anderson	4/2/2020