



AGENDA OF THE PERSONNEL COMMITTEE

TUESDAY, APRIL 27, 2021, 4:30 PM
Virtual Meeting. Public may join via Zoom.

A. Zoom Meeting Information.

1. This item contains documents which provide call in information and instructions for the Zoom meeting.

B. Roll Call.

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

C. Approval of the Agenda.

D. Approval of Minutes.

1. Approval of the minutes from April 13, 2021.

E. Regular Business.

1. Consideration with possible action on the request to fill the following replacement positions and all subsequent vacancies resulting from internal transfers.
 - a. Administrative Clerk - Public Works
2. Consideration with possible action on a request to reclassify the Housing and Zoning Enforcement Coordinator position to an Housing and Zoning Enforcement Supervisor.
3. Request to restructure the Assistant City Forester position by creating (2) two Forestry Supervisor positions to replace the Assistant City Forester position and approval to fill the positions and all subsequent vacancies.
4. Consideration with possible action to add the Grant Administrator position to Administrative Services and fill the position and all subsequent vacancies resulting from internal transfers.
5. Consideration with possible action to have staff study the need for more staff for the City

Attorney's office.

F. Informational.

1. Report of routine personnel actions for regular employees.
2. Next meeting date: May 11, 2021

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 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

Zoom Meeting Information

Join Zoom Meeting

<https://us02web.zoom.us/j/86846491807?pwd=K3NJQ1NxdXU1cjB2RlR0TWVTUkJYdz09>

Meeting ID: 868 4649 1807

Passcode: 298054

One tap mobile

+19292056099,,86846491807#,,,,*298054# US (New York)

+13017158592,,86846491807#,,,,*298054# US (Washington D.C)

Dial by your location

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington D.C)

+1 312 626 6799 US (Chicago)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 868 4649 1807

Passcode: 298054

Find your local number: <https://us02web.zoom.us/j/86846491807?pwd=K3NJQ1NxdXU1cjB2RlR0TWVTUkJYdz09>

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 attending anonymously or listening to the meeting may call in by dialing *67 followed by the phone number above.

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 27, 2021

PREPARED BY**AGENDA ITEM # E.1**

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

a. Administrative Clerk - Public Works

BACKGROUND**RECOMMENDATION****FISCAL IMPACT****ATTACHMENTS**

1. Request to Fill Memo 4.27.2021
2. Administrative Clerk - M. Matuszak 04.30.21

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 27, 2021

The Human Resources Department is requesting authorization to fill the following replacement positions approved as part of the 2021 budget and all subsequent vacancies resulting from internal transfers. The justification reports are attached.

- Administrative Clerk – Replacement position due to the promotion of Matthew Matuszak effective May 3, 2021. Salary range: \$17.65 to \$20.76 per hour

**Position Fill Request
Justification Report
April 19, 2021**

Position Title: Administrative Clerk (DPW)

- 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

Matthew Matuszak has been promoted to another department effective May 3, 2021.

- 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 – The current wage range for the Administrative Clerk position is \$17.65-\$20.76 per hour.

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

- A. Provides clerical support services to departmental staff in the processing of letters, reports, permits, studies, and forms as instructed by the Public Works Supervisor. Prioritizes and processes work related to City construction and/or reconstruction projects to meet deadlines of bidding documents and corresponding advertisement notices, agenda, change orders, letters, reports, payments, and record keeping of the same. Types and data enters information for statistical or financial reports, correspondence, schedules, budgets, statements, and other material as necessary, which frequently involves some judgement regarding the information included or format used. Tracks various licensing programs and related duties.
- B. Prepares agenda, minutes, and organizes follow-up work of notices and correspondence for Improvement & Services Committee and Traffic, Bicycle, & Pedestrian Commission; processes follow-up Council report and prepares resolutions as needed. Records and files proceedings as they relate to the Department. Organizes and maintains records of 90-day traffic signage trial periods for Traffic, Bicycle, & Pedestrian Commission. Takes and prepares minutes and summaries for bid opening meetings. Prepares minutes for preconstruction and other meetings as needed.
- C. Maintains files and prepares correspondence, forms, reports, and other materials; sorts and files materials alphabetically, numerically or by other predetermined classification. Searches for information for same from various sources. Updates Public Works website, social media, and calendars as needed.
- D. Sells and issues various items such as bidding documents, plans, maps, garbage and recycling bins, etc. Issues receipts. Maintains related records.
- E. Generates invoices for early solid waste/recycling set out collection, bulk collection, snow and ice control, grass and weed control, damaged City property, clean-ups, excavation permits, etc., and maintain records. Compiles and enters data for requisitions and purchase orders and maintains records of requisition purchases. Maintains inventory and keeps records of supplies.

- F. Records, reviews, and maintains records of utility bills for City and department facilities and/or equipment.
- G. Acts as receptionist, assisting callers and responding to inquiries. Performs moderately to considerably difficult telephone answering and counter work, which may involve explanation of some departmental procedures or independent judgement for immediate/emergency referral to staff. Takes complaints and forwards to appropriate personnel.
- H. Organizes and processes street resurfacing postcard surveys of affected residents. Composes routine correspondence in accordance with standard policies.
- I. Assists Public Works Supervisor and Parking Division office staff with clerical-related duties as deemed necessary.
- J. Performs related work as required.

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

Clerical staff is responsible for accepting payment and/or preparing invoices for a variety of services including, but not limited to, excavation permits, bulk garbage collection, traffic equipment damages, snow removal, weed cutting, recycling carts, parking citations, and monthly parking stall rentals amounting to approximately \$3,000,000 per year in City revenue.

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

Loss of an Administrative Clerk position represents a reduction in DPW's ability to provide all administrative services in a timely manner, including customer service response times, accepting payments, sending invoices, issuing permits, executing DPW contracts, completing correspondence and letters, finalizing Committee agendas, reports, and minutes.

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

The position is currently filled.

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

Response time and the level of service to the public would be impacted.

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

Outsourcing of invoicing and answering service for phone calls. It is doubtful that this would be less costly and service levels would likely decrease.

9. Are there union issues?

No.

10. Other supporting comments.



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

April 27, 2021

PREPARED BY

AGENDA ITEM # E.2

Consideration with possible action on a request to reclassify the Housing and Zoning Enforcement Coordinator position to an Housing and Zoning Enforcement Supervisor.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

1. Housing Zoning Enf Coord
2. Housing & Zoning Enforcement Coordinator fiscal

MEMORANDUM



Human Resources Department

To: Personnel Committee
Joseph Faulds, Human Resources Director

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

Re: Consideration with possible action on the request to reclassify the Housing and Zoning Enforcement Coordinator to a Housing and Zoning Enforcement Supervisor.

Date: April 27, 2021

RECOMMENDATION

- I. The Department of Community & Economic Development is requesting that the non-exempt Housing and Zoning Enforcement Coordinator position (Grade J, \$29.08-\$34.30) be reclassified to an exempt Housing and Zoning Enforcement Supervisor position (Grade K, \$65,000-\$76,481). This position and the new job responsibilities were reviewed by the City's consultant, Carlson and Dettmann, for placement in the salary plan.

BACKGROUND

- II. Currently, the Housing and Zoning Enforcement Coordinator is a non-exempt, non-supervisory position which coordinates the activities of and serves as a lead worker to the Housing and Zoning Inspectors. Under the current structure, the Housing and Zoning Enforcement Coordinator and Housing Inspectors report to the Chief Building Official. The Chief Building Official also supervises the Building Inspectors and City Sealer.

It is proposed that the Chief Building Official continue to supervise the Building Inspectors and City Sealer, but the Housing and Zoning Enforcement Supervisor will supervise the Housing and Zoning Inspectors and will report directly to the Assistant Development Director. This arrangement will allow the Housing & Zoning Enforcement Supervisor to focus on community outreach through housing and zoning inspection and education. In addition, this will allow the Chief Building Official to focus on development and the growth of our community, including plan review and response to the business community. The Chief Building Official position was also reviewed by Carlson and Dettmann and no change is recommended for placement in the salary plan.

FISCAL IMPACT

- III. This restructuring results in a slight annual cost increase of \$2,268; however, this cost will allow additional focus on community outreach through Housing and Zoning inspection, as well as development of the City. (See attached worksheet for detail.)

c: Development Director, Neil Stechschulte
Assistant Development Director, Cheryl Renier-Wigg

	Housing & Zoning Enforcement Coordinator, Grade J (\$34.90/hour)
Category	
Salary	\$72,592
FICA	\$5,553
WRS	\$4,900
Worker's Comp	\$152
Health Insurance	\$16,860
Dental Insurance	\$1,402
Life Insurance	\$124
TOTAL COMPENSATION	\$101,583

	Housing & Zoning Enforcement Supervisor, Grade K (\$74,568)
Category	
Salary	\$74,568
FICA	\$5,704
WRS	\$5,033
Worker's Comp	\$157
Health Insurance	\$16,860
Dental Insurance	\$1,402
Life Insurance	\$127
TOTAL COMPENSATION	\$103,851

Fiscal Impact \$2,268



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

April 27, 2021

PREPARED BY

AGENDA ITEM # E.3

Request to restructure the Assistant City Forester position by creating (2) two Forestry Supervisor positions to replace the Assistant City Forester position and approval to fill the positions and all subsequent vacancies.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

1. Asst City Forester Reclass Report
2. FORESTRY RESTRUCTURE - Personnel Committee

MEMORANDUM



Human Resources Department

To: Personnel Committee
Joseph Faulds, Human Resources Director

From: Adam Reidinger
Human Resources Generalist

Re: Request to restructure the Assistant City Forester position by creating (2) two Forestry Supervisor positions to replace the Assistant City Forester position and approval to fill the positions and all subsequent vacancies.

Date: April 20, 2021

RECOMMENDATION

- I. The Parks, Recreation, & Forestry Department is requesting that the vacant Assistant City Forester position (Grade J, \$60,486/annually - \$71,136/annually) be restructured and replaced by two Forestry Supervisor positions (Grade J, \$60,486/annually - \$71,136/annually). The Assistant City Forester position became vacant following an employee promotion to the City Forester position effective April 5, 2021. Prior to the employee promotion, the department assessed their needs, and it has been determined that two Supervisor positions are better suited to fit the management needs of the department. Specifically, the supervisors will have primary responsibility for supervising and directing the work of the permanent and seasonal staff and coordinating response to service requests. This will allow the City Forester to focus on the overall management of the division. The Supervisor position and the new job duties were reviewed by the City's consultant, Carlson and Dettman, for placement in the salary plan.

BACKGROUND

- II. The current table of organization of the Forestry Division includes (1) City Forester position; (1) one Assistant City Forester position who provides supervision to (5) five Forestry Worker I positions, (7) seven Forestry Worker II positions, and (10) seasonal Forestry positions. Currently the tasks associated with the Assistant City Forester position include inspection of street and park trees to prioritize maintenance needs, maintenance of records pertaining to daily tasks, seasonal work, equipment and supplies, monitoring city trees for insects and disease problems, overseeing construction and utility activities near public trees, and responding to a variety of service requests from the public. Due to the increasing volume of service requests from the public, it is being requested that the Assistant City Forester position be restructured into two Forestry Supervisor positions.

Currently, the Assistant City Forester has responsibility for the west side of Green Bay operations/inspections, while the City Forester has been handling operations/inspections for the east side. It is estimated that the day-to-day operations work has been accounting for approximately 90% of the workday for both the City Forester and Assistant City Forester. As a result, an insufficient amount of time has been spent on strategic management, program research/development, public education, and division level management.

The proposed role of the two Forestry Supervisor positions is to assume the day-to-day scheduling of field operations and the bulk of field tree inspections that had previously been done by both the Assistant City Forester and the City Forester. In addition to these tasks, the new Forestry Supervisor positions would also have responsibility for scheduling and supervising permanent and seasonal staff. Forestry Supervisors will also be responsible for interacting with the public and elected officials on behalf of the Forestry division and coordinating responses to service requests. This change will allow the City Forester more time to focus on overall division management including strategic planning, interdepartmental projects, improved public education, and prompt customer service.

FISCAL IMPACT

- III. Please see the attached worksheet for detail. This proposal shows there will be no increase to the 2021 budget with these changes. The addition of one Forestry Supervisor will result in a cost increase of \$80,520 for the 2022 budget. The Stormwater Budget will fund \$70,857 of this increase and the Park Budget will Fund the remaining \$9,662.

c: Dan Ditscheit, Parks, Recreation, & Forestry Director
Brian Pelot, City Forester

	A	B	C	D	E	F
1						
2	2021 FORESTRY RESTRUCTURE BUDGET	Total Cost	Park Budget (12% of Total Cost)	Stormwater Budget (88% of Total Cost)		
3	2021 EXPENSES					
4	New Salaried Supervisor filled June 1, 2021	\$30,243	\$3,629	\$26,614		
5	Health Insurance (Family Rate)	\$8,753	\$1,050	\$7,703		
6	Dental Insurance	\$3,582	\$430	\$3,152		
7	WRS	\$2,041	\$245	\$1,796		
8	FICA	\$2,313	\$278	\$2,035		
9	TOTAL COST	\$46,932	\$5,632	\$41,300		
10						
11	COST SAVINGS					
12	City Forester Replacement Savings	\$6,180	\$742	\$5,439		
13	Asst Forester Replacement Savings	\$7,164	\$860	\$6,304		
14	Reduction in Chemical Costs and SME's in 2021	\$34,000	\$4,080	\$29,920		
15	TOTAL COST	\$47,344	\$5,681	\$41,663		
16	NET IMPACT TO 2021 BUDGET	-\$412	-\$49	-\$363		
17						
18	2022 FORESTRY RESTRUCTURE BUDGET	Total Cost	Park Budget (12% of Total Cost)	Stormwater Budget (88% of Total Cost)		
19	2022 RESTRUCTURE NEW EXPENSES					
20	1 New Salaried Supervisor filled in 2021	\$60,486	\$7,258	\$53,228		
21	Health Insurance (Family Rate)	\$17,505	\$2,101	\$15,404		
22	Dental Insurance	\$7,164	\$860	\$6,304		
23	WRS	\$4,082	\$490	\$3,592		
24	FICA	\$4,627	\$555	\$4,072		
25	TOTAL COST	\$93,864	\$11,264	\$82,600		
26						

	A	B	C	D	E	F
27	2022 BUDGET IMPACT					
28	1 New Salaried Supervisor filled in 2021	\$60,486	\$7,258	\$53,228		
29	Health Benefits (Family Rate)	\$17,505	\$2,101	\$15,404		
30	Dental Benefits	\$7,164	\$860	\$6,304		
31	WRS	\$4,082	\$490	\$3,592		
32	FICA/SS	\$4,627	\$555	\$4,072		
33	City Forester Replacement Savings	-\$6,180	-\$742	-\$5,439		
34	Asst Forester Replacement Savings	-\$7,164	-\$860	-\$6,304		
35	TOTAL 2022 BUDGET IMPACT	\$80,520	\$9,662	\$70,857		
36						



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

April 27, 2021

PREPARED BY

AGENDA ITEM # E.4

Consideration with possible action to add the Grant Administrator position to Administrative Services and fill the position and all subsequent vacancies resulting from internal transfers.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

1. Grant Administrator - Memo to Personnel 4-21-2021-Updated
2. Grant Admin Fiscal Impact - 04-2021

MEMORANDUM



Human Resources Department

To: Personnel Committee
Joseph Faulds, Human Resources Director

From: Diana Ellenbecker, Finance Director
Pam Manley, Assistant Finance Director

Re: Consideration with possible action on the request to add a Grant Fund Administrator

Date: April 27, 2021

RECOMMENDATION

- I. The Administrative Services Department is requesting that the Grant Fund Administrator position be added to the Comptroller's Office. This position is an exempt position at Pay Grade J (\$60,486-\$71,136). This position and job responsibilities were reviewed by the City's consultant, Carlson and Dettmann, for placement in the salary plan.

BACKGROUND

- II. The City is receiving approximately \$25.2 Million from the federal government through the American Rescue Plan Act (ARPA) within the next month or so. The funds must be spent by the City prior to December 31, 2024. The Grant Administrator's initial focus will be to monitor, develop a strategic plan, and coordinate all aspects of these funds in conjunction with the Finance Director and Assistant Finance Director.

In addition, the position is created as a full-time position to assist the Comptroller's Office with future grants and internal controls. The job responsibilities are included in the attached job responsibility.

FISCAL IMPACT

- III. The annual cost of this position will be about \$93,799. The understanding is that this position would be fully funded by the ARPA funds received by the City through 2024.

Fiscal Impact of Sr. Carpenter Reclassification

Estimated	Grant Administrator, Grade J - Step 4
Salary	\$65,811
FICA	\$5,035
WRS	\$4,442
Worker's Comp	\$138
Health Insurance	\$16,860
Dental Insurance	\$1,402
Life Insurance	\$112
TOTAL COMPENSATION	\$93,799

Fiscal Impact* **\$93,799**

*Salary and benefits to be paid for by American Rescue Plan Act (ARPA) funds.



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

April 27, 2021

PREPARED BY

AGENDA ITEM # E.5

Consideration with possible action to have staff study the need for more staff for the City Attorney's office.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. 2021-04-12 Dist 4 to Personnel



Alders' Petitions and Communications

Name:

Committee Name:

Today's Date:

Text of Communication:

Have staff study the need for more staff for the city attorney's office.

Upon completing this form, please email it to the City Clerk.

**REPORT OF ROUTINE PERSONNEL ACTIONS
FOR REGULAR EMPLOYEES
April 27, 2020**

<u>Position</u>	<u>Department/Division</u>	<u>Name</u>	<u>Date</u>
<u>New Hire</u>			
Park Maintenance Worker	Park, Recreation & Forestry	Mathew Destree	4/19/2021
Parking Building Technician	Public Works	Cody Flavion	4/19/2021
Temp Interim Police Chief	Police	Jim Runge	4/13/2021
Community Service Officer	Police	Darian Kostreva	4/15/2021
<u>Transfer</u>			
Parking Building Technician	Public Works	Terri Antonio-Martinez	4/21/2021
Park Maintenance Worker	Park, Recreation & Forestry		
Operator I (N)	Public Works	Steve Gandy	4/19/2021
Operator I (D)			
<u>Promotion</u>			
Specialist I	Police	Taylor Clark	4/3/2021
Specialist II			
Patrol Officer	Police	Aaron Walker	4/6/2021
Advanced Patrol Officer			
Community Liaison	Mayor's Office	Amaad Rivera Wagner	5/3/2021
Chief of Staff			
Administrative Clerk	Public Works	Matthew Matuszak	5/3/2021
Community Liaison			
<u>Grade/Step Change</u>			
Mayor	Mayor's Office	Eric Genrich	4/20/2021
Operations Supervisor	Transit	Jacob Lueptow	3/28/2021
Patrol Officer	Police	Michael Englebert	4/6/2021
Parking Building Technician	Public Works	Kira Gunville	4/20/2021
Transit Accountant	Transit	Sherry Schuh	4/24/2021
Patrol Officer	Police	Dylan Doepke	4/1/2021
Patrol Officer	Police	Timothy Fuerst	4/1/2021
Patrol Officer	Police	Alex Wanish	4/1/2021
Electrician	Public Works	Peter Vissers	4/22/2021
Maintenance Clerk	Transit	Renee Curl	5/4/2021
Transit Mobility Coordinator	Transit	Andrea Vlach	4/29/2021
Mechanic (N)	Public Works	Kenneth Behnke	5/4/2021
<u>End of Employment</u>			
Patrol Officer	Police	Lindsey Seela	4/13/2021