



AGENDA OF THE PERSONNEL COMMITTEE

TUESDAY, JUNE 22, 2021, 4:30 PM
Immediately following Finance.
Virtual Meeting. Public may join via Zoom.

A. Zoom Meeting Information.

- I. This item contains documents which provide 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. Approval of the Agenda.

D. Approval of Minutes.

- I. Approval of the minutes from May 25, 2021.

E. 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. Building Inspector - Community & Economic Development
 - b. Operator I - Public Works
 - c. Truck Driver - Public Works
 - d. Parking Building Technician - Public Works
2. Consideration with possible action on the grievance filed by the Green Bay Fire Fighters Local 141 dated November 19, 2020 regarding medical evaluations.

The Committee may convene in closed session pursuant to Section 19.85(1)(a), Wis. Stats., for purposes of deliberating concerning a case which was the subject of any judicial or quasi-judicial trial or hearing before that governmental body. The Committee will thereafter reconvene in open session pursuant to Section 19.85(2), Wis. Stats., to take action on items discussed in closed session, if appropriate, and to consider the remainder of the agenda.

3. Update and discussion on Green Bay Professional Police Association 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.

F. Informational.

1. Report of routine personnel actions for regular employees.
2. Next meeting date: July 27, 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=K3NlQ1NxdXU1cjB2RlR0TWVtUkJYdz09>

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=K3NlQ1NxdXU1cjB2RlR0TWVtUkJYdz09>

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

June 22, 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. Building Inspector - Community & Economic Development
- b. Operator I - Public Works
- c. Truck Driver - Public Works
- d. Parking Building Technician - Public Works

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

1. Request to Fill Memo 6.22.2021
2. Building Inspector - P. Martell
3. Operator I - J. Burkard 05.14.21
4. Truck Driver-San. - K.Brown 07.02.21
5. Parking Building Technician - K. Gunville 06.16.21

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: June 22, 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.

- Building Inspector – Replacement position due to the resignation of Paul Martell effective June 4, 2021. Salary range: \$29.08 to \$34.20 per hour
- Operator I – Replacement position due to the resignation of Jeff Burkard effective May 14, 2021. Salary range: \$20.36 to \$23.96 per hour
- Truck Driver – Replacement position due to the retirement of Kevin Brown effective July 2, 2021. Salary range: \$20.36 to \$23.96 per hour
- Parking Building Technician – Replacement position due to the resignation of Kira Gunville effective June 16, 2021. Salary range: \$18.73 to \$22.04 per hour

**Position Fill Request
Justification Report
May 27, 2021**

Position Title: Building Inspector

- 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 is a replacement position for Paul Martell who is resigning effective June 4, 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, this position is included in the current budget. The wage rate is \$29.08 – \$34.20/hour.

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

Building Inspectors are responsible for the review of site and building plans and the inspection of buildings and structures to ensure compliance with City, State, and Federal codes, including compliance with zoning and floodplain ordinances. They issue permits for new construction, additions, remodeling, and demolition. Building Inspectors also observe causes and extent of damage to buildings and structures, including fire ruins. They are required to explain and interpret code provisions and building and zoning requirements to contractors, other City departments, and the general public.

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

Yes, building permits are paid by property owners, developers, and contractors. Building Inspectors are also responsible for enforcement of codes which might include issuing re-inspection fees as well as municipal citations.

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

Inspections will be delayed, slowing development and reducing the level of customer service.

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

The duties are currently being performed by the incumbent.

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

The City would not be capable of providing efficient building inspections which would slow development and reduce the level of customer service.

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

Cross training of inspectors (only if they had time to take on more tasks) or contracting the service. There is no time available to shift the work to other existing staff.
Contracting is would not be more costly.

9. Are there union issues?

No.

10. Other supporting comments.

None

**Position Fill Request
Justification Report
May 24, 2021**

Position Title: Operator 1 (Sweeper/Days) – 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 resignation of Operator 1- Sweeper Operator Jeff Burkard, effective on Friday, May 14, 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, this position is currently funded in the DPW operating budget. The current wage (Grade F) for this position is \$20.36 to \$23.96 per hour (\$42,349 to \$49,837 annually).
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 vehicles. 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, Federal EPA and State DNR requirements dictate that the City must remove debris from roads that can contaminate streams, rivers, and lakes when diluted in storm water 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

**Position Fill Request
Justification Report
June 15, 2021**

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 after the retirement of Sanitation Section Truck Driver Kevin Brown, effective at the end of the regular work day on Friday, July 2, 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, this position is currently funded in the DPW operating budget. The current wage for a DPW- Truck Driver is \$20.36/hour to \$23.96/hour (\$42,349 to \$49,837 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 Justification Form

May 28, 2021

Position Title: **Parking Building Technician – DPW Parking Division**

- 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 is a request for a replacement vacancy, resulting from the resignation of Kira Gunville effective at the end of her regular work shift on Wednesday, June 16, 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, this position is funded in the Parking Division's operating budget. The wage range is currently set at \$18.73 to \$22.04 per hour (\$38,958 to \$45,843 annually).

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

Parking Division's mission is to provide clean, safe, dependable, and reasonably priced public parking services. The Parking Building Technician position plays a key role in achieving these goals and objectives by performing duties such as cleaning facilities, washing windows, snow removal (seasonal), pressure washing parking ramps, maintaining landscaped areas (seasonal), removing/cleaning waste, and other debris. Additionally, with the automation of the parking ramps (gates now down 24/7/360) this position is key to helping maintain proper security and staff coverage to assist parking patrons.

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

The Parking Building Technician position does not generate revenue directly. However, PBT's assist parking patrons with proper use of automated PARCS equipment when necessary, to pay parking fees.

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

Parking Division's complement of Parking Building Technician staff is three (3) people. There are currently just enough parking staff members to maintain proper shift coverage. The PBT staff complement cannot be reduced without negative impact on parking operations, and employee health, safety, and morale.

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

During a Parking Building Technician vacancy, shifts are filled by another Parking Division employee. If employees are not available to fill vacant shifts, then it goes vacant if an acceptable minimum staffing level is present. Otherwise the vacancy must be filled using overtime.

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

Cleanliness, safety, customer service, traffic control, and security in an operation running 24/7/360 (off only on major holidays)

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

Alternative staffing methods include forcing other Parking Division employees to cover these duties and hours in an operation running 24/7/360 (off only on major holidays). One hardship would be forcing night staff (scheduled 8:00 p.m. to 6:30 a.m.) to either work in advance of or after their shift to cover vacant PBT shifts. This would result in reduced rest periods between shifts for this work group, which can cause safety concerns for operating equipment and driving vehicles.

9. Are there union issues?

No

10. Other supporting comments.

The City attempted to privatize its parking operation in 1998. This activity was met with significant resistance. After seeing what occurred with privatization of the City of Chicago parking system, Green Bay is not interested in dealing with the increased costs and problems of a privatized public parking system, especially given the fact that the current system is functioning well.



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

June 22, 2021

PREPARED BY

AGENDA ITEM # E.2

Consideration with possible action on the grievance filed by the Green Bay Fire Fighters Local 141 dated November 19, 2020 regarding medical evaluations.

The Committee may convene in closed session pursuant to Section 19.85(1)(a), Wis. Stats., for purposes of deliberating concerning a case which was the subject of any judicial or quasi-judicial trial or hearing before that governmental body. The Committee will thereafter reconvene in open session pursuant to Section 19.85(2), Wis. Stats., to take action on items discussed in closed session, if appropriate, and to consider the remainder of the agenda.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

None



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

June 22, 2021

PREPARED BY

AGENDA ITEM # E.3

Update and discussion on Green Bay Professional Police Association 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 OF ROUTINE PERSONNEL ACTIONS
FOR REGULAR EMPLOYEES
June 22, 2021**

<u>Position</u>	<u>Department/Division</u>	<u>Name</u>	<u>Date</u>
<u>New Hire</u>			
LTE Clerk's Staff	Admin Services	Emily Ziliox	5/17/2021
LTE Clerk's Staff	Admin Services	Fgifty Berko	5/17/2021
LTE Clerk's Staff	Admin Services	Maura Vasquez	5/17/2021
LTE Clerk's Staff	Admin Services	Rebecca Derenne	5/24/2021
Patrol Officer	Police	Cannin Goldbach	5/24/2021
Sewer Maintenance Worker	Public Works	Logan Johnson	6/14/2021
Building Services Coordinator	Community and Economic Development	Lucas Leahy	6/7/2021
Parking Maintenance Tech	Public Works	Stephanie Falk	6/7/2021
Administrative Clerk	Public Works	Kacey VanDenPlas	6/21/2021
<u>Rehire</u>			
LTE Clerk's Staff	Admin Services	Marcia Arcand	5/24/2021
Patrol Officer	Police	Daniel Greene	5/20/2021
Seasonal Maintenance Employee	Public Works	Jackson Kispert	5/24/2021
<u>Transfer</u>			
Operator I	Public Works	Jacob Glatt	6/2/2021
Signs Laborer			
Parking Maintenance Tech	Public Works	Celeste Hoffman	6/7/2021
Parking Building Tech			
Signs Laborer	Public Works	Warren Naud	6/8/2021
Truck Driver - Street			
<u>Promotion</u>			
Seasonal Engineering Aide	Public Works	Daniel Schisel	5/24/2021
Engineering Aide I			
Advanced Patrol Officer	Police	Jena Luberda	6/6/2021
Specialist I			
Advanced Patrol Officer	Police	Dustin Herlache	6/6/2021
Specialist I			
Forestry Worker II	Parks, Recreation & Forestry	Joshua Zarling	6/7/2021
Forestry Supervisor			
Forestry Worker II	Parks, Recreation & Forestry	Nicholas Peterson	6/7/2021
Forestry Supervisor			
Sewer Technical Worker	Public Works	Mike Deniel	6/15/2021
Sewer Foreperson			
Lieutenant EMT	Fire	Todd Schadrie	6/17/2021
Captain			
Engineer EMT	Fire	Kurtis Gunn	6/17/2021
Lieutenant			
Firefighter EMT-P	Fire	Shane Hanson	6/17/2021
Engineer			
Lieutenant EMT	Fire	Barry Wiegert	6/14/2021
Captain			
Engineer EMT-P	Fire	Sean Linssen	6/14/2021
Lieutenant			
Firefighter EMT-P	Fire	Brian Norton	6/14/2021
Engineer			
<u>Grade/Step Change</u>			
Operations Supervisor	Transit	Chris Braatz	6/1/2021
Mechanic (D)	Public Works	Peter Falish	5/26/2021
Executive Secretary	Park, Recreation & Forestry	Melissa Edison	6/1/2021

Assistant City Attorney	Law	Lindsay Mather	5/29/2021
Electrician	Public Works	Eric VanLaanen	5/20/2021
Electrician	Public Works	Kirk Drossart	5/18/2021
Criminalistic Specialist	Police	Kristen McMullen	4/1/2021
Sewer Maintenance Worker	Public Works	Lucas Cravillion	6/10/2021
Park, Recreation & Forestry Director	Park, Recreation & Forestry	Daniel Ditscheit	3/24/2021
Executive Secretary to the Mayor	Mayor's Office	Terry Sorelle	4/16/2021
Purchasing Assistant	Admin Services	Becky Maccoux	6/1/2021
Finance Director	Admin Services	Diana Ellenbecker	5/16/2021
Financial Analyst	Admin Services	Sheri Hallsten	6/1/2021
Advanced Patrol Officer	Police	Anna Serres	6/23/2021
Advanced Patrol Officer	Police	Tyler Haack	6/23/2021
Criminalistic Specialist	Police	Michelle Czarneski	6/3/2021
Office Manager	Police	Lisa Wochowski	6/21/2021
Public Works Superintendent	Public Works	David Wiesman	6/1/2021
Signs Worker Foreperson	Public Works	Terry Wegener	6/8/2021
Park Ranger	Park Recreation & Forestry	Austin Larsen	5/18/2021
Administrative Supervisor	Public Works	Elizabeth Nadolski-Spears	6/1/2021
Account Clerk II	Admin Services	Kala Winkler	6/1/2021
Sr. Accountant	Admin Services	Kimberly Rivest	6/1/2021
Sewer Maintenance Worker	Public Works	Mike Faltynski	6/18/2021
Benefits Specialist	Human Resources	Jill Christensen	6/1/2021
Mechanic	Police	Todd Buth	6/1/2021
Battalion Chief	Fire	Anthony Piontek	6/21/2021
Park Maintenance Worker	Park, Recreation & Forestry	Joshua Lewis	6/3/2021
Account Clerk III	Public Works	Melinda Stacie	6/1/2021
Dispatcher	Transit	Kathy Shelly	6/1/2021

Name Change

4K Naturalist	Park, Recreation & Forestry	Logan Kocha	4/8/2021
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End of Employment

Building Inspector	Community & Economic Development	Paul Martell	6/4/2021
Mechanic	Park, Recreation & Forestry	Joshua VanLaanen	5/14/2021
Parking Building Technician	Public Works	Kira Gunville	6/16/2021
Patrol Officer	Police	Ariana Klemens	6/3/2021
Engineering Technician	Public Works	Pam Freeman	6/21/2021
Seasonal Engineering Aide	Public Works	Ashton Markell	6/8/2021
Captain EMT-P	Fire	Jon Fredrickson	6/17/2021
Captain EMT	Fire	Wayne Lane	6/14/2021