



AGENDA OF THE PERSONNEL COMMITTEE

TUESDAY, MARCH 8, 2022, 4:30 PM
Virtual Meeting. Public may join via Zoom.

A. Zoom Meeting Information.

1. This item contains Zoom information, instructions, and a link to the Virtual Comment Form.

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 February 8, 2022.

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
 - b. Sewer Maintenance Worker - Public Works
 - c. Park Maintenance Worker - Park, Recreation & Forestry
2. Request to reclassify (1) one Public Works Parking Enforcement Officer position to an Account Clerk II position and approval to fill the position and all subsequent vacancies.

F. Informational.

1. Report of routine personnel actions for regular employees.
2. Next meeting date: March 22, 2022.

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 DC)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington DC)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

Meeting ID: 868 4649 1807

Passcode: 298054

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

Public Comments

If you wish to speak at this public meeting or leave a comment, please fill out the online [Comment Form](#) prior to the meeting.

Additional Information

1. Wisconsin Open Meetings Law still applies
 - a. Persons interested in speaking to an item must state their name and address for the minutes.
 - b. Committee/Commission/Board members will still follow *Roberts Rules of Order Newly Revised 12th edition*.
2. Please log into the Zoom meeting at least 10 minutes before the meeting begins to ensure a proper connection and that your technology is working.
 - a. If you are a Board Member, please log into [CivicClerk](#) with a computer, laptop, or tablet device.
3. Once you are in the meeting please mute yourself.
 - a. You may unmute yourself when you are called upon to speak.
4. Waiting room
 - a. When you call in or connect via web or Zoom app, you will be placed in a "waiting room."
 - b. The meeting host will then admit you to the meeting, and mute you upon entrance (you will still be able to hear and or otherwise observe the meeting).
5. 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 be tied to an email.
6. Raising your hand
 - a. Committee/Commission/Board members—you can either use CivicClerk and request to speak or you can also utilize the "raise your hand" tool in the Zoom platform (you'd need to use a computer or tablet) to let the host know you would like to speak. You can also un-mute yourself and start speaking.
 - b. Persons with items on the agenda or other interested parties—you can also utilize the "raise your hand" tool on the Zoom platform via computer or mobile device. You will be allowed to speak once the committee, commission, or board has moved to "open the floor for interested parties to speak." Once discussion on your agenda item has concluded, the host will mute you, unless the committee opens the floor again.
7. What devices should I use?
 - a. Smart phone (please see more detailed instructions on page 3)
 - b. Land line
 - c. Tablet—in advance of the meeting, please download the Zoom Meeting app by using either the Apple Store or the Play Store. You will be asked to input your name, to identify you for the meeting.
 - d. Computer—you can access the meeting through a web browser by clicking on the meeting link, or through the Zoom Meeting app. If using the app, please download it in advance of the meeting. You will be asked to input your name, to identify yourself for the meeting.
 - e. For tablet and computer users—if you download the app you may be asked to verify your email.

8. Zoom etiquette
 - a. Muting yourself when you're not speaking 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 state your name and address before you speak. Zoom meeting hosts can see only your telephone number and will ask you to identify yourself.
9. Closed session
 - a. Persons in the Zoom meeting will be put into a waiting room while the committee/commission/board meets in Closed Session. Participants will be admitted back into the Zoom meeting once the committee reconvenes in Open Session.
 - b. Persons watching a Common Council meeting live on YouTube will see a gray screen with the City logo during closed session.
10. Persons interested in attending anonymously or listening to the meeting may call in by dialing *67 followed by the phone number in the Zoom Meeting Information box.

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





Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

March 8, 2022

AGENDA ITEM # E.I

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
- b. Sewer Maintenance Worker - Public Works
- c. Park Maintenance Worker - Park, Recreation & Forestry

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- 1. Request to Fill Memo 3.8.2022
- 2. Administrative Clerk (DPW) - A. Van Gheem 03.10.22
- 3. Sewer Maintenance Worker - K. Calewarts 03.18.22
- 4. Park Maintenance Worker - L. Robenhorst 03.01.22

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: March 8, 2022

The Human Resources Department is requesting authorization to fill the following replacement positions approved as part of the 2022 budget and all subsequent vacancies resulting from internal transfers. The justification reports are attached.

- Administrative Clerk – Replacement position due to the resignation of Audra Van Gheem effective March 10, 2022. Salary range: \$17.83 - \$20.97 per hour.
- Sewer Maintenance Worker – Replacement position due to the resignation of Kenneth Calewarts effective March 18, 2022. Salary range: \$22.76 - \$26.79 per hour.
- Park Maintenance Worker – Replacement position due to the resignation of Larry Robenhorst effective March 1, 2022. Salary range: \$20.56 - \$24.20 per hour.

**Position Fill Request
Justification Report
February 24, 2022**

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**

This position will be vacant following the resignation of Audra Van Gheem effective at the end of the workday on March 10, 2022.

- 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 \$17.83 - \$20.97 per hour (Pay Grade D).

- 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.

**Position Fill Request
Justification Report
March 3, 2022**

Position Title: Sewer Maintenance Worker – DPW Operations Division/Sewer 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 vacant as a result of the resignation of Kenneth Calewarts effective at the end of the workday on March 18, 2022.

- 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 through the City's Sanitary Sewerage District and Stormwater Utility operating budgets. The current base rate for this position is Pay Grade G, which is \$22.76 to \$26.79 per hour (\$47,340 to \$55,723 annually).

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

Sewer Maintenance Workers perform a full range of duties including, but not limited to, cleaning storm and sanitary sewers, maintaining other critical sanitary and stormwater drainage infrastructure such as lift stations, and completing other assignments necessary for the Sewer Section to perform its duties.

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

This position does not directly generate revenue for the City. However, the use of in-house labor and equipment reduces the need to contract out for those services.

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

Loss of a Sewer Maintenance Worker position represents a reduction in the City's ability to provide sewer services in a timely manner.

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

When a Sewer Section position is vacant, duties are assigned to other Sewer Section employees as needed. When there is a lack of personnel, assignments are prioritized. Lower priority assignments are either postponed or not completed.

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

The Sewer Section will continue to perform all of its core services. The City cannot stop maintaining its sewer systems, as they directly impact the health and welfare of residents. However, a reduction in staffing will result in a lower level of service to residents.

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

One alternative would be working overtime to maintain the required service. Another alternative would be outsourcing of services. Both alternatives pose potentially higher costs to the City.

9. Are there union issues?

No.

10. Other supporting comments.

None.

**Position Fill Request
Justification Report
March 1, 2022**

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 resignation of Larry Robenhorst effective 03-01-2022.

- 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 \$20.56 - \$24.20 per hour (Pay Grade F).

- 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 10:00 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, this position does not generate revenue.

- 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, there are no union issues.

10. Other supporting comments.

As our park system continues to grow, our staffing has remained level for quite a number of years. We have been able to accomplish this by being efficient with delegating staff responsibilities. Whenever any Park Maintenance position is vacant, it becomes a strain on our Park Maintenance operations. Since 2001, the Parks Division has been responsible for maintaining the following added facilities without adding park maintenance staff; V.T. Pride Park, Joannes SK8 Park, Leicht Memorial park, Resch Aquatic Center, nine splash pads, many Park property acquisitions, Navarino Park, Finger Road Ball Field Complex, Arnie Wolff Sports Complex, significant Bay Beach Amusement Park expansion, a new Banquet Facility/4K School at the Wildlife Sanctuary, CityDeck, as well as several miles of paved and unpaved trails.

With future additional maintenance responsibilities sure to come such as the Shipyard, JBS Park and the shoreline improvements at Bay Beach, we will fall further behind in our efforts to provide the most basic services if we do not maintain our staffing levels accordingly.



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

March 8, 2022

PREPARED BY

AGENDA ITEM # E.2

Request to reclassify (1) one Public Works Parking Enforcement Officer position to an Account Clerk II position and approval to fill the position and all subsequent vacancies.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. Account Clerk II Reclass Memo



Human Resources Department
100 North Jefferson Street - Room 500
Green Bay, Wisconsin 54301-5026
www.greenbaywi.gov

Phone 920.448.3147
Fax 920.448.3128

To: Personnel Committee
Joseph Faulds, Chief of Operations

From: Adam Reidinger
Human Resources Generalist

Re: Request to reclassify (1) one Public Works Parking Enforcement Officer position to an Account Clerk II position and approval to fill the position and all subsequent vacancies.

Date: March 1, 2022

RECOMMENDATION

- I. The Department of Public Works and Human Resources is requesting that a vacant Parking Enforcement Officer position (Grade C, \$16.50/hour - \$19.42/hour) be reclassified to an Account Clerk II position (Grade F, \$20.56/hour - \$24.20/hour). The Parking Enforcement Officer position has been vacant since November 2020. The position was not filled at the time of vacancy due to the impact of Covid-19 resulting in a decreased need for Parking enforcement services. Since that time the Public Works Parking Division and Human Resources have assessed the needs of the division and determined that an additional Account Clerk II position is required to assist the existing Account Clerks in assigned duties that are either not being performed or not being completed in a timely and efficient manner due to workload and understaffing.

BACKGROUND

- II. The current table of organization of the Public Works Parking Division includes (2) two Account Clerk positions (an Account Clerk II and an Account Clerk III). Account Clerks are responsible for a variety of accounting, bookkeeping, and recording functions for the Public Works department. Specific duties include entering daily payments and citations, entering daily ticket payments, balancing daily cash intake, preparing correspondence, processing mail, refunds, and invoices, maintaining Department of Transportation suspension files, and performing reception/counter duties including assisting walk-ins, responding to emails, and answering phone calls.

In January 2008, Public Works Parking, Engineering, and Operations administrative staff were re-organized in an effort to streamline service due to budget concerns and all administrative staff was centralized to City Hall. Prior to 2008, the Parking division included a third Account Clerk assisting with the duties described above.

Since that time, the Account Clerks have seen an increased workload following the implementation of a more complicated and dynamic parking system. After review of the job functions the (2)

Account Clerks are currently performing, and the job functions that they are unable to manage effectively it was determined that the largest ongoing negative effect on the Parking Division is unpaid citations and outstanding invoice collection. Due to the workload and insufficient staffing there is not enough time for the Account Clerks to follow up on collection issues.

In addition, the Account Clerks are not able to keep up with license plate suspensions as citations reach the 30-day past due mark. The Account Clerks are also unable to stay up-to-date with assigning registered vehicle owner information to citations, license plate suspensions and associated fees, and license plate satisfactions.

Reclassifying the Parking Enforcement Officer position to an Account Clerk II will provide the additional support needed to deliver improved customer service and an increased focus and attention to collections, which are approaching an amount of nearly \$2M.

The Parking Division Manager, Chris Pirlot, has stated that eliminating the Parking Enforcement Officer will not affect operations significantly as they have been operating without this position since November 2020. With the elimination of this position, the division will not have parking enforcement 1 out of every 5 Saturdays and there would not be enforcement activity between 5:00 p.m. and 6:00 p.m. 1 out of every 5 weeks.

At the present time a Parking Enforcement Officer generates approximately \$46,300 in annual revenue. With an additional Account Clerk II position, the staff will be able to dedicate more time to collection efforts, and it is estimated that the Parking Division will be able to make up the revenue a Parking Enforcement Officer would generate and potentially bring in a higher amount in revenue through increased collection efforts.

As a result of the department's need for an increased focus on the collection of unpaid citations, it is recommended that the vacant Parking Enforcement Officer position be reclassified to an Account Clerk II position.

FISCAL IMPACT

- III. This position is funded through the Parking Division fund (Fund 202) and the reclassification results in an annual cost increase of \$9,693. The department anticipates they will be able to cover the revenue a Parking Enforcement Officer would be estimated to generate through increased efforts to collect on unpaid citations.

Category	Parking Enforcement Officer, Grade C (\$16.50/hour)
Salary	\$34,320
FICA	\$2,625
WRS	\$2,317
Worker's Comp	\$72
Health Insurance	\$19,268
Dental Insurance	\$1,555
Life Insurance	\$59
TOTAL COMPENSATION	\$60,216

Category	Account Clerk II, Grade F (\$20.56/hour)
Salary	\$42,765
FICA	\$3,272
WRS	\$2,887
Worker's Comp	\$90
Health Insurance	\$19,268
Dental Insurance	\$1,555
Life Insurance	\$73
TOTAL COMPENSATION	\$69,909

Fiscal Impact \$9,693

c: Steve Grenier, Public Works Director
Chris Pirlot, Operations Director
Elizabeth Nadolski-Spears, Administrative Supervisor
Justin Linzmeier, Public Works Superintendent



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

March 8, 2022

AGENDA ITEM # F.I

Report of routine personnel actions for regular employees.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. Personnel Action Report 3.8.2022

**REPORT OF ROUTINE PERSONNEL ACTIONS
FOR REGULAR EMPLOYEES
March 8, 2022**

<u>Position</u>	<u>Department/Division</u>	<u>Name</u>	<u>Date</u>
<u>New Hire</u>			
Election Tech	Admin Services	David Dimmer	2/3/2022
Transit Operator	Transit	Jeffrey Wilkey	2/28/2022
<u>Promotion</u>			
Advanced Patrol Officer Specialist I	Police	Eric Meyer	1/3/2022
Advanced Patrol Officer Specialist I	Police	Raymond Berglund	1/3/2022
Patrol Officer Advanced Patrol Officer	Police	Keith Rager	2/22/2022
Patrol Officer Advanced Patrol Officer	Police	Britney Prange	2/22/2022
Fuler Mechanic	Transit	Victor Patino	3/7/2022
Deputy City Attorney City Attorney	Law	Joanne Bungert	3/2/2022
<u>Grade/Step Change</u>			
Firefighter EMT-P	Fire	Anthony Wenzel	3/4/2022
Firefighter EMT	Fire	Evan Bluma	3/4/2022
Firefighter EMT-P	Fire	Kimberly Davister	3/4/2022
Firefighter EMT-P	Fire	Matthew Thompson	3/4/2022
Firefighter EMT-P	Fire	Riley Grasee	3/4/2022
Firefighter EMT-P	Fire	Brock Ploederl	3/1/2022
Firefighter EMT-P	Fire	Jeremy Stern	3/1/2022
Firefighter EMT	Fire	Kelsey Kelderman	3/1/2022
Firefighter EMT-P	Fire	Logan Baitinger	3/1/2022
Firefighter EMT	Fire	Lucas Gretzinger	3/1/2022
Firefighter EMT	Fire	Taylor Noe	3/1/2022
Transit Operator	Transit	Heather VanHefty	2/19/2022
Laborer - Sanitation	Public Works	Joseph Hoppe	2/22/2022
Laborer - Sanitation	Public Works	John Krumrey	2/26/2022
Sewer Maint Worker	Public Works	Reed Rondeau	3/8/2022
Assistant City Attorney	Law	Rachel Maes	2/19/2022
Legal Secretary	Law	Deanna Debruler	2/11/2022
Development Director	Community and Economic Development	Neil Stechschulte	2/1/2022
Real Estate Specialist	Community and Economic Development	Ronda Bitney	1/4/2022
Erosion Control Specialist	Public Works	Kelli Mincheski	3/1/2022
Compliance Coordinator	Transit	Miranda Socha	3/17/2022
Administrative Clerk	Admin Svs	Jennifer Lueskow	2/26/2022
Patrol Officer	Police	Ashley Mills	1/7/2022
Patrol Officer	Police	McKenzie Burdgick	1/7/2022
Patrol Officer	Police	Nathan Hennig	1/7/2022
Patrol Officer	Police	Baldemar Ramirez	1/11/2022
Patrol Officer	Police	Ronald Nickel	1/11/2022
Advanced Patrol Officer	Police	Cristey Shield	1/19/2022
Operator II	Public Works	Jake LaCount	3/9/2022
HR Assistant	Human Resources	Hailey Heath	2/26/2022
Patrol Officer	Police	Noah Heuvelmans	2/8/2022

End of Employment

Administrative Clerk	Public Works	Audra VanGheem	3/10/2022
Records Clerk	Police	Kelly Howard	3/17/2022
Park Maintenance Worker	Park, Recreation & Forestry	Larry Robenhorst	3/1/2022

Longevity

Firefighter EMT-P	Fire	Alexander Kasten	3/2/2022
Firefighter EMT-P	Fire	Alexander Tislau	3/2/2022
Firefighter EMT-P	Fire	Andrew Peterson	3/2/2022
Firefighter EMT-P	Fire	Andrew Witbro	3/2/2022
Firefighter EMT	Fire	Ben Zemple	3/2/2022
Firefighter EMT-P	Fire	Brandon Schwarz	3/2/2022
Firefighter EMT-P	Fire	Brett Schroeder	3/2/2022
Firefighter EMT-P	Fire	Cody Krusick	3/2/2022
Firefighter EMT	Fire	Daniel Schultz	3/2/2022
Firefighter EMT	Fire	Jeremy Franke	3/2/2022
Firefighter EMT	Fire	Joel Stone	3/2/2022
Firefighter EMT	Fire	Joshua Trembl	3/2/2022
Firefighter EMT-P	Fire	Ryan Adams	3/2/2022
Firefighter EMT	Fire	Ryan Schaumberg	3/2/2022