



# **AGENDA OF THE PERSONNEL COMMITTEE**

**TUESDAY, NOVEMBER 29, 2022, 4:30 PM**

**Immediately following the Finance Meeting, in person at City Hall,  
Room 207.**

**Virtual attendance also available via Zoom.**

**A. Zoom Meeting Information.**

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

**B. Roll Call.**

**C. Approval of the Agenda.**

**D. Approval of Minutes.**

**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. Records Clerk - Police Department
  - b. Park Maintenance Worker - Parks Department
  - c. 4k Nature Teacher - Parks Department/WLS
  - d. 4k Naturalist - Parks Department/WLS
  - e. Buyer - Administrative Services
2. Consideration with possible action to discuss negotiations on the 2023 City of Green Bay and City of Green Bay International Brotherhood of Electrical Workers Local No. 158 labor agreement.

*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 Action Items
2. Next meeting date: December 13, 2022.

**G. Adjournment.**

- 1) THIS MEETING IS RECORDED: THE VIDEO OF THIS MEETING AND MINUTES ARE AVAILABLE ONLINE AT [www.greenbaywi.gov](http://www.greenbaywi.gov)
- 2) ACCESSIBILITY: Any person wishing to attend who requires special accommodation because of a disability, should contact the City Safety Manager at 920-448-3125 at least 48 hours before the scheduled meeting time so that arrangements can be made.
- 3) QUORUM: Please take notice that a majority or quorum of the Common Council will attend this Personnel Committee meeting and will constitute a meeting of the Common Council for purposes of discussion and information gathering relative to this agenda.
- 4) REPRESENTATION: The party requesting the communication, or their representative, should be present at this meeting.

# Virtual Meeting Instructions

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## 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.

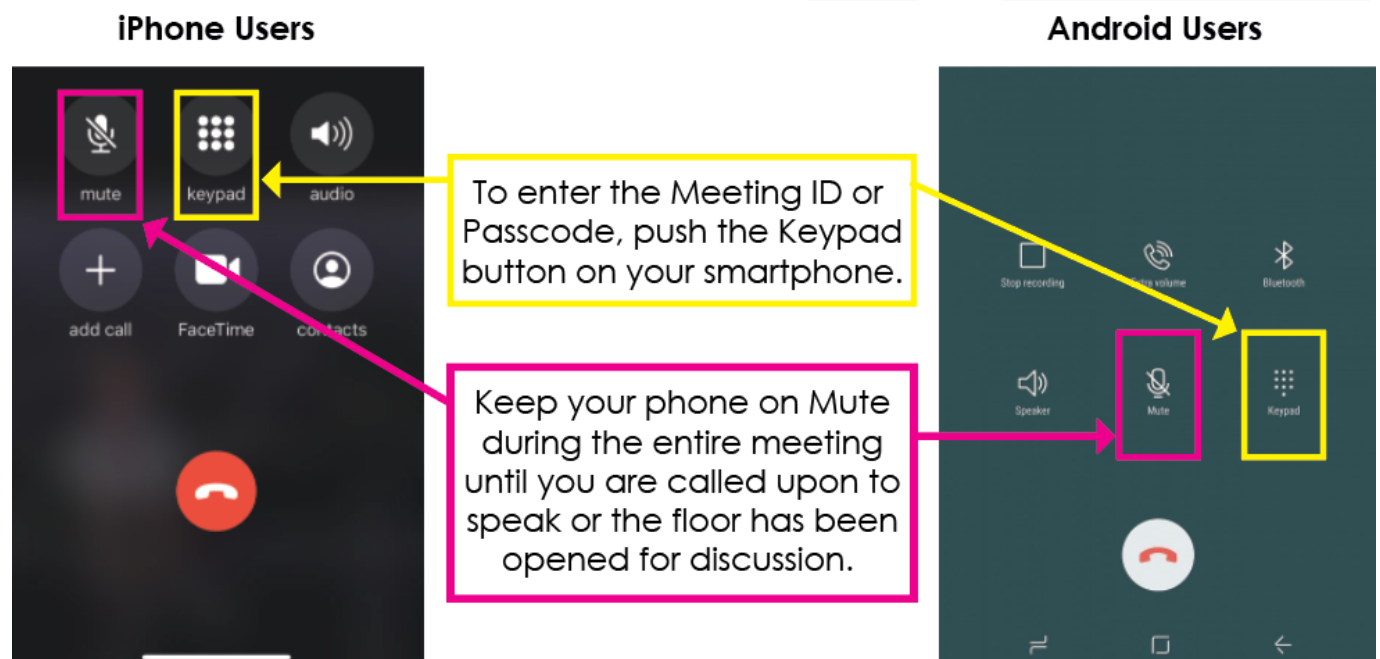
## Additional Information

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 12<sup>th</sup> 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



# MEMORANDUM

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Human Resources Department

To: Personnel Committee

From: Joe Faulds  
Chief of Operations

Re: Request to Fill Vacant Positions

Date: November 29, 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.

- Records Clerk – Replacement position due to the resignation of Sue Campshure on December 1, 2022. This position is budgeted at \$18.19-21.39/hour (Pay Grade D).
- Park Maintenance Worker – Replacement position due to the resignation of Mathew J. Destree on December 2, 2022. The position is budgeted at \$20.97-\$24.68 (Pay Grade F).
- 4k Teacher – Replacement position due to the resignation of Emily Block on November 23, 2022. The position is a contracted position budgeted at \$2028 biweekly.
- 4k Naturalist– Replacement position due to the resignation of Logan Lasee on December 2, 2022. The position is contracted position budgeted at \$19.47/hour.
- Buyer – Replacement position due to the resignation of Diane Kruse on November 28, 2022. This position is budgeted at \$25.49-29.97/hour (Pay Grade H).

**Position Fill Request  
Justification Report  
November 8, 2022**

**Position Title:** Records Clerk

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 Sue Campshure who is retiring 12/1/2022.

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 included in the current budget in pay grade D (\$18.19-\$21.39/hour).

3. **Please list the functions and any special information regarding this position.**  
Records clerical support, validating/processing police reports and citations, service the Records Window/phone/email to gather information to fulfill open records requests, run background checks. High level of customer service.

4. **Does the position generate revenue or reduce expenses? If so, provide an estimated amount.**  
Yes, in terms of citations and arrests. When citations are not processed in a timely manner, it impacts Municipal Court and revenues. Fees collected for accident reports and records requests.

5. **Please explain why current staff is unable to absorb duties of this position.**  
Due to the volume of reports and citations. The Records Division has lost 2 full time positions off the Table of Organization over the last 2½ years. Increased volume in reports and open records requests continues to warrant increased staff.

6. **If duties of position are presently being done, how are they done?**  
By the incumbent until her retirement and then by other Records Clerks.

7. **What service would be reduced or eliminated if this position is not filled?**  
Entering police records and arrests to maintain data available to law enforcement officers, courts and other government agencies. Processing citations to forward to Municipal Court. Internal and external customer service. Service the Records Window/phone/email to gather information to fulfill open records requests and run background checks.

8. **What are the alternative methods and costs of accomplishing the work?**  
Overtime assignments filled by the current staff as a short-term fix, but this is not a feasible long-term solution.

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

10. **Other supporting comments.**  
None

**Position Fill Request  
Justification Report  
11-16-2022**

**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 Mathew J. Destree effective at the end of the work day on December 2, 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 \$20.97-\$24.68 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 10:30 p.m. throughout the year. Therefore, we need to ensure that they are clean, safe, and functional at all times for our patrons.

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

No, 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.

**10. Other supporting comments.**

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

We have assumed the work at the additional facilities while seeing a reduction in staff of 6 Park Maintenance Workers and 12 fewer seasonal positions since 2006. With future maintenance responsibilities sure to come, we will fall further behind in our efforts to provide the most basic of services if we do not maintain our staffing levels accordingly.

**Position Fill Request  
Justification Report  
November 15, 2022**

**Position Title: 4K Nature Teacher**

- 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 resignation of Emily Block effective at the end of the work day on November 23, 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.**

This position is budgeted at \$2028 bi-weekly.

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

4K Teachers provide the essential functions and hold a teaching license and all applicable certifications necessary for the implementation of the Nature Based 4K program at the Wildlife Sanctuary. This program is a partnership with the Green Bay School district and as such needs to have 1 teacher and 1 naturalist per classroom. The Teacher is educated and experienced to provide the lessons and implementation of the 4K curriculum as well as to keep the focus of the program nature based and collaborate with the naturalists for lesson plans/curriculum.

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

This position/program indirectly provides revenue through the per student reimbursement which helps fund the program.

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

This position is focused on the 4K Oak learning center. It is a contracted position that has a particular skill set and certifications/licenses to help facilitate this program. Our other staff cannot absorb the duties of this position at this time because of their own roles/workloads.

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

The contract starts on Aug. 26 and the school year starts on Sept. 8 and will run until the end of the school year June 29th.

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

We would have to reduce the program by 1 classroom, which would result in 35-40 students being displaced. Per the Department of Instruction, we need to have a teacher in each classroom. The reduction of 1 classroom which would severely impact the success of the program.

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

No alternatives at this time.

**9. Are there union issues?**

No

**10. Other supporting comments.**

**Position Fill Request  
Justification Report  
November 15, 2022**

**Position Title: 4K Naturalist**

- 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 Logan Lasee effective at the end of the work day on December 2, 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.**

This position is budgeted for in the current budget at \$19.47 per hour (\$33,488 per year).

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

Naturalists provide a vital function for the implementation of the Nature Based 4K program at the Wildlife Sanctuary. This program is a partnership with the Green Bay School district and as such needs to have 1 teacher and 1 naturalist per classroom. The naturalist is educated and experienced to provide the lessons and implementation to keep the focus of the program nature based as well as collaborate with the teacher for lesson plans/curriculum.

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

This position/program indirectly provides revenue through the per student reimbursement which helps fund the program.

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

This position is focused on the 4K Oak learning center. It is a contracted position that has a particular skill set to help facilitate this program. Our other staff cannot absorb the duties of this position at this time because of their own roles/workloads.

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

N/A – The contract starts on Aug. 26 and the school year starts on Sept. 3

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

1 classroom of the 4K Oak Learning Center could need to be reduced. 35-40 students would be displaced.

Per Department of Instruction we need to have a naturalist with each teacher in each classroom. We would have to reduce 1 classroom which would severely impact the success of the program.

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

No alternatives at this time.

**9. Are there union issues?**

No

**10. Other supporting comments.**

**Position Fill Request  
Justification Report  
November 22,2022**

**Position Title: Buyer**

- 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 retirement of Diane Kruse effective at the end of the work day on November 28, 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 position is budgeted. The current wage range is \$25.49 - \$29.97/hour (Pay Grade H).

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

- Responsible for procurement of goods and services in accordance with applicable policies, ordinances and regulations.
- Assists departments with determining intended use; develops specifications for purchases, evaluates responses and provides cost figures for inclusion in budget.
- Researches and determines sources of supply; meets with vendors to evaluate abilities and resolve difficult problems. Authorizes routine and emergency purchase orders; expedites orders.
- Monitors contract file, initiates quotation/proposal process, determines sources of supply, evaluates responses and makes contractual awards. Through the term of the agreement, evaluates vendor performance and customer satisfaction and mediates problems as necessary.
- Assists Purchasing Manager with various procurement and surplus disposal projects, including cost savings projects.
- Identifies opportunities to obtain cost savings for the City. Works with City departments and vendors to accomplish and document savings.
- Assumes assigned duties of the Purchasing Manager in his/her absence.
- Performs other duties as assigned.

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

This position does not generate revenue.

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

Due to workload in the Department this is a critical position to accomplish tasks in a timely manner. Without this position completion of current workload would not be done in accordance with expectations. This will create efficiencies and potential mistakes that could be costly.

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

Duties are currently being performed by the Procurement Manager as of November 28, 2022.

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

Overall efficiency would be impacted, and the time needed for completion of tasks would be extended.

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

Decentralize Purchasing and have all employees do their own procurement.

- 9. Are there union issues?**

No.

- 10. Other supporting comments.**

It is critical that service departments have adequate staff to perform to expectations

**REPORT OF ROUTINE PERSONNEL ACTIONS  
FOR REGULAR EMPLOYEES**

January 11, 2022

| <u>Position</u>                           | <u>Department/Division</u> | <u>Name</u>       | <u>Date</u> |
|-------------------------------------------|----------------------------|-------------------|-------------|
| <b><u>New Hire</u></b>                    |                            |                   |             |
| Truck Driver - Streets                    | Public Works               | Cameron LaCount   | 10/24/2022  |
| IT Specialist                             | Transit                    | Kevin Donlon      | 11/28/2022  |
| Financial Analyst                         | Admin Svs                  | Jodi Meyer        | 11/14/2022  |
| Park Maintenance Worker                   | Parks                      | Dale Nienow       | 11/14/2022  |
| Truck Driver - Streets                    | Public Works               | Shannon Schornack | 11/28/2022  |
| <b><u>Rehire</u></b>                      |                            |                   |             |
| Plumbing/Heating Inspector                | DCED                       | Jason Sladky      | 10/31/2022  |
| <b><u>Transfer</u></b>                    |                            |                   |             |
| Truck Driver - Streets<br>Laborer-Streets | Public Works               | Joseph Stehsel    | 9/19/2022   |
| <b><u>Promotion</u></b>                   |                            |                   |             |
| Police Sergeant                           | Police                     | Tom Denney        | 10/31/2022  |
| Police Lieutenant                         |                            |                   |             |
| Police Sergeant                           | Police                     | Erin Bloch        | 10/31/2022  |
| Police Lieutenant                         |                            |                   |             |
| Specialist I                              | Police                     | Jena Luberdia     | 10/31/2022  |
| Police Lieutenant                         |                            |                   |             |
| Police Lieutenant                         | Police                     | Jeffrey Brester   | 10/31/2022  |
| Police Captain                            |                            |                   |             |
| Advanced Patrol Officer                   | Police                     | Roman Trimberger  | 10/31/2022  |
| Patrol Sergeant                           |                            |                   |             |
| Advanced Patrol Officer                   | Police                     | Pheuchi Xiong     | 10/31/2022  |
| Patrol Sergeant                           |                            |                   |             |
| <b><u>Grade/Step Change</u></b>           |                            |                   |             |
| Housing and Zoning Enforcement Supervisor | DCED                       | Bill Paape        | 11/12/2022  |
| Building Inspector                        | DCED                       | Matthew Bablitch  | 11/15/2022  |
| Public Works Supervisor                   | Public Works               | Douglas Kropp     | 10/26/2022  |
| Patrol Officer                            | Police                     | Garth Russell     | 10/10/2022  |
| Patrol Officer                            | Police                     | Christoper Kuptz  | 10/10/2022  |
| Patrol Officer                            | Police                     | Benjamin Harvath  | 10/10/2022  |
| Patrol Officer                            | Police                     | Logan Rueckl      | 10/28/2022  |
| Advanced Patrol Officer                   | Police                     | Kendal Herwald    | 9/28/2022   |
| Advanced Patrol Officer                   | Police                     | Cody Christensen  | 9/28/2022   |
| Police Chief                              | Police                     | Chris Davis       | 9/16/2022   |
| Park Maintenance Worker                   | Parks                      | Derek Willems     | 11/4/2022   |
| Park Maintenance Worker                   | Parks                      | David Falk        | 11/7/2022   |
| Pool Maintenance Specialist               | Parks                      | Andrew Kazmer     | 12/1/2022   |
| Engineering Technician                    | Public Works               | Mark Wisneski     | 11/10/2022  |
| Truck Driver - Sanitation                 | Public Works               | Kevin Marks       | 11/23/2022  |
| Truck Driver - Streets                    | Public Works               | Robert Thomas     | 12/1/2022   |

|                                  |              |                      |           |
|----------------------------------|--------------|----------------------|-----------|
| Signs Operator                   | Public Works | Mike Herlache        | 12/1/2022 |
| Laborer - STreet                 | Public Works | Joshua Turner        | 12/1/2022 |
| Operator II                      | Public Works | Weis, Thomas         | 12/1/2022 |
| Operator I                       | Public Works | Robert Blake         | 12/1/2022 |
| Operator I                       | Public Works | Kelly Jauquet        | 12/1/2022 |
| Sewer Maint Worker               | Public Works | Jeremy Gilson        | 12/1/2022 |
| Truck Driver - Streets           | Public Works | Paula Whiting        | 12/1/2022 |
| Laborer-Streets                  | Public Works | Kenneth Gille        | 12/1/2022 |
| Truck Driver-Streets             | Public Works | Warren Naud          | 12/1/2022 |
| Operator II                      | Public Works | Thomas Krueger       | 12/1/2022 |
| Truck Driver - Streets           | Public Works | Paul Mande           | 12/1/2022 |
| Administrative Clerk             | DCED         | Jessica Deal         | 12/1/2022 |
| Community Development Specialist | DCED         | Krista Cisneroz      | 12/1/2022 |
| Operator I                       | Public Works | Rick Schiltz         | 12/1/2022 |
| Mechanic                         | Public Works | Nathan Peters        | 12/1/2022 |
| Parts Clerk                      | Public Works | Norman Peters        | 12/1/2022 |
| Parts Clerk                      | Public Works | Todd Lackey          | 12/1/2022 |
| Housing Inspector                | DCED         | Donna Rosenthal      | 12/1/2022 |
| Housing Inspector                | DCED         | Scott Nelson         | 12/1/2022 |
| Housing Inspector                | DCED         | Tim Meves            | 12/1/2022 |
| Mechanic                         | Public Works | Jeremy Falish        | 12/1/2022 |
| Building Maintenance Tech        | Public Works | Bruce Kollman        | 12/2/2022 |
| Mechanic                         | Public Works | Gregory Wojcik       | 12/1/2022 |
| Mechanic                         | Public Works | Thomas Leurquin      | 12/1/2022 |
| Mechanic                         | Public Works | Scott Socha          | 12/1/2022 |
| Laborer-Sanitation               | Public Works | Nick Tarkowski       | 12/2/2022 |
| Operator II                      | Public Works | Adam Grimm           | 12/1/2022 |
| Operator II                      | Public Works | Wade Lotto           | 12/1/2022 |
| Truck Driver - Sanitation        | Public Works | Matthew Tochtermann  | 12/1/2022 |
| Sewer Maint Worker               | Public Works | James Terrien        | 12/1/2022 |
| Truck Driver - Sanitation        | Public Works | Timothy Cropsey      | 12/1/2022 |
| Truck Driver - Sanitation        | Public Works | Dennis Aschenbrenner | 12/1/2022 |
| Operator I                       | Public Works | Curt Schneider       | 12/1/2022 |
| Laborer - Street                 | Public Works | Nathan Anderson      | 12/1/2022 |
| Truck Driver - Street            | Public Works | Chris Compton        | 12/1/2022 |
| Truck Driver - Sanitation        | Public Works | Robert Kispert       | 12/1/2022 |
| Truck Driver - Sanitation        | Public Works | Steven Rosenthal     | 12/1/2022 |
| Laborer - Sanitation             | Public Works | Shane Hovanick       | 12/2/2022 |
| Truck Driver - Sanitation        | Public Works | Patrick Brick        | 12/1/2022 |
| Operator I                       | Public Works | Michael Derbique     | 12/1/2022 |
| Truck Driver - Sanitation        | Public Works | David Rollin         | 12/1/2022 |
| Truck Driver - Sanitation        | Public Works | Derek Boggs          | 12/1/2022 |
| Truck Driver - Sanitation        | Public Works | Brian Colburn        | 12/1/2022 |
| Truck Driver - Sanitation        | Public Works | Kenneth Maccaux      | 12/1/2022 |
| Truck Driver - Sanitation        | Public Works | Robert Wegener       | 12/1/2022 |
| Signs Laborer                    | Public Works | Kelly Stacie         | 12/1/2022 |
| Truck Driver - Sanitation        | Public Works | Brian Vandenplas     | 12/1/2022 |
| Truck Driver - Sanitation        | Public Works | Jeffrey Curnett      | 12/1/2022 |
| Truck Driver - Sanitation        | Public Works | Kevin Lacombe        | 12/1/2022 |
| Truck Driver - Sanitation        | Public Works | Bart Kreuser         | 12/1/2022 |
| Operator I                       | Public Works | Ryan Lewis           | 12/1/2022 |
| Operator I                       | Public Works | Jody Cooney          | 12/1/2022 |
| Operator I                       | Public Works | Ruben Rodriguez      | 12/1/2022 |
| Operator I                       | Public Works | Andrew Leisgang      | 12/1/2022 |
| Operator II                      | Public Works | Raymond Magley       | 12/1/2022 |
| Operator I                       | Public Works | Grant Willems        | 12/1/2022 |
| Truck Driver - Sanitation        | Public Works | Scott VanderVelden   | 12/1/2022 |
| Truck Driver - Streets           | Public Works | Bruce Keon           | 12/1/2022 |
| Truck Driver - Streets           | Public Works | Padraig Fahey        | 12/1/2022 |
| Operator II                      | Public Works | Scott Walczyk        | 12/1/2022 |

|                                 |              |                          |            |
|---------------------------------|--------------|--------------------------|------------|
| Truck Driver - Sanitation       | Public Works | Donald Matzke            | 12/1/2022  |
| Truck Driver - Sanitation       | Public Works | Christopher Higgins      | 12/1/2022  |
| Parking Building Tech           | Public Works | Celeste Hoffmann         | 12/1/2022  |
| Parking Maintenance Technician  | Public Works | Noel Deda                | 12/1/2022  |
| Construction Inspection Manager | Public Works | Jennifer McCartney-Grube | 12/1/2022  |
| Right of Way Specialist         | Public Works | Thomas Giese             | 12/1/2022  |
| Engineering Technician          | Public Works | Robert Woldt             | 11/28/2022 |
| Public Works Supervisor         | Public Works | Daniel Szymik            | 12/1/2022  |
| Fleet Manager                   | Public Works | Nathan Watchtendonk      | 12/1/2022  |
| Assistant Finance Director      | Admin Svs    | Pam Manley               | 10/3/2022  |
| Custodian I                     | DCED         | Thomas Katers            | 12/1/2022  |
| Parking Enforcement Officer     | Public Works | Sharon Ruby              | 12/1/2022  |
| Operator I                      | Public Works | Jared Dequaine           | 12/1/2022  |
| Operator I                      | Public Works | Benjamin Laplante        | 12/1/2022  |
| Operator I                      | Public Works | Stacey Brodbeck          | 12/1/2022  |
| Curator of Animals              | Parks        | Lori Bankson             | 12/1/2022  |
| Forestry Supervisor             | Parks        | Nicholas Peterson        | 12/7/2022  |
| Parts Clerk                     | Parks        | Jared Koeller            | 12/1/2022  |
| Park Maintenance Worker         | Parks        | Larry Loppnow            | 11/29/2022 |
| Park Maintenance Worker         | Parks        | David Mcconaghy          | 12/1/2022  |
| Park Maintenance Worker         | Parks        | Patrick Langin           | 12/1/2022  |
| Mechanic                        | Parks        | Daniel Emmel             | 12/1/2022  |
| Mechanic                        | Parks        | Mark Berglund            | 12/1/2022  |
| Civil Engineer II               | Parks        | Emmalee Browne           | 12/1/2022  |
| Sr. Caprtenter                  | Parks        | Dan Jacobs               | 12/1/2022  |
| Buildng Services Coordinator    | Parks        | Gene Honzik              | 12/1/2022  |
| Mechanic                        | Parks        | Timothy Wagner           | 12/1/2022  |
| Park Supervisor                 | Parks        | Thomas Fritsch           | 12/1/2022  |
| Master Plumber                  | Parks        | Jay LeTourneau           | 12/1/2022  |
| Park Maint Worker               | Parks        | Ryan Remondini           | 12/1/2022  |
| Park Maint Foreperson           | Parks        | Mark Kugel               | 12/1/2022  |
| Park Maint Worker               | Parks        | Rodny Kubsh              | 12/1/2022  |
| Park Maint Worker               | Parks        | Jeffrey Paape            | 12/9/2022  |
| Park Maint Worker               | Parks        | Mark DesJardin           | 12/1/2022  |
| Arborist I                      | Parks        | Sawyer Gonnering         | 11/16/2022 |
| Admin Clerk                     | Parks        | Florence Aerts           | 12/1/2022  |
| Arborist II                     | Parks        | Evan Allan               | 12/6/2022  |
| Recreation Supervisor           | Parks        | Patrick Baye             | 12/1/2022  |
| Arborist II                     | Parks        | Kyle Kovnesky            | 12/1/2022  |
| Arborist I                      | Parks        | Timothy Gitter           | 12/1/2022  |
| Arborist I                      | Parks        | Darin Schmuki            | 12/1/2023  |
| Arborist II                     | Parks        | Daniel Krueger           | 12/1/2022  |
| Arborist II                     | Parks        | Jeremy Massart           | 12/1/2022  |
| Forestry Supervisor             | Parks        | Joshua Zarling           | 12/1/2022  |
| Admin Clerk                     | Parks        | Dawn Ouradnik            | 12/1/2022  |
| Admin Clerk                     | Parks        | Jamie Destiche           | 12/1/2022  |
| Parks Facilities Superintendent | Parks        | Jason Arnoldi            | 12/1/2022  |
| Chief Naturalist                | Parks        | Kimberly Diedrich        | 12/1/2022  |
| Naturalist                      | Parks        | Jody Sperduto            | 12/1/2022  |
| Park Facilities Supervisor      | Parks        | Britney Burkart-Labor    | 12/1/2022  |
| Recreation Supervisor           | Parks        | Ann Moeller              | 12/1/2022  |

#### **End of Employment**

|                         |           |                |            |
|-------------------------|-----------|----------------|------------|
| Transit Operator        | Transit   | David Dufresne | 11/5/2022  |
| Buyer                   | Admin Svs | Diane Kruse    | 11/28/2022 |
| Transit Operator        | Transit   | Rick Braun     | 11/7/2022  |
| Park Maintenance Worker | Parks     | Mathew Destree | 12/2/2022  |
| 4K Naturalist           | Parks     | Logan Lasee    | 12/2/2022  |
| 4K Nature Teacher       | Parks     | Emily Block    | 11/23/2022 |