



AGENDA OF THE PERSONNEL COMMITTEE

**TUESDAY, JANUARY 10, 2023, 4:30 PM
AMENDED**

**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. Accounting Assistant - Parks Department
 - b. Administrative Assistant - Community and Economic Development
2. Consideration with possible action on the request to reorganize the Public Works Parking Division.

F. Informational.

- I. Report of Routine Personnel Action Items
2. Next meeting date: January 24, 2023.

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)

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+1 301 715 8592 US (Washington DC)

+1 346 248 7799 US (Houston)

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+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.

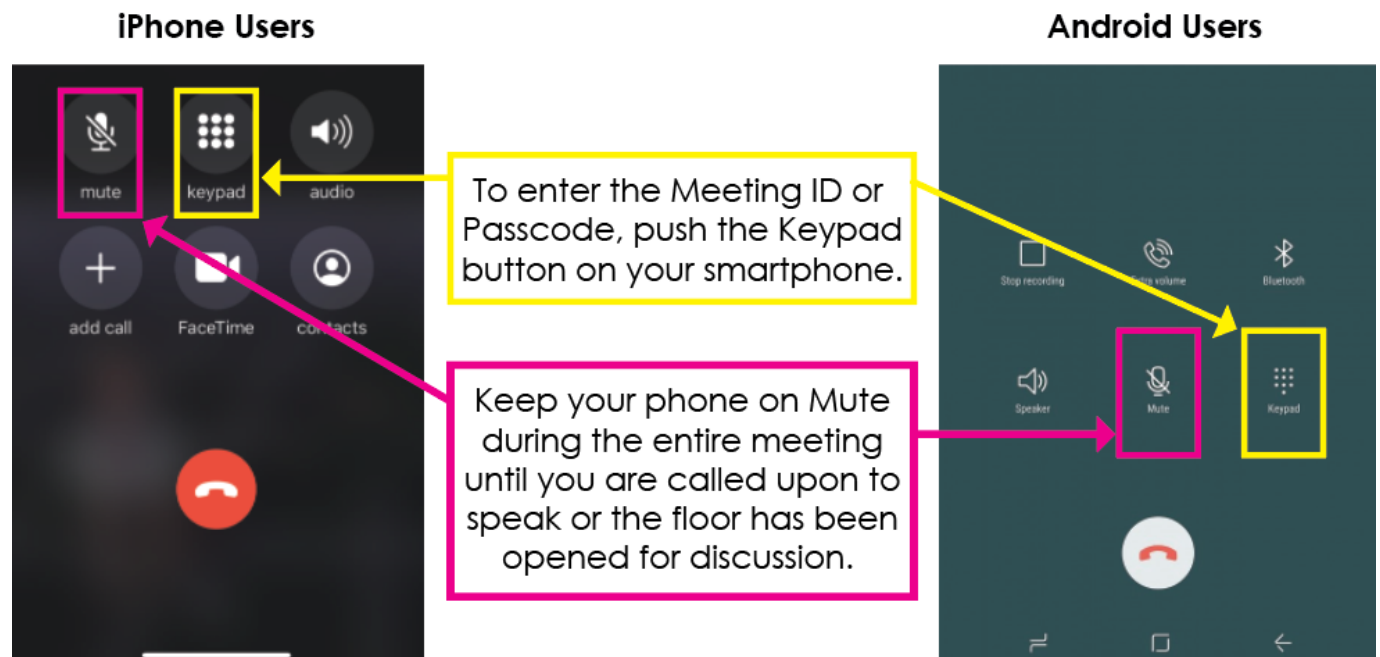
Additional Information

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

January 10, 2023

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. Accounting Assistant - Parks Department
- b. Administrative Assistant - Community and Economic Development

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- 1. Personnel Committee Request to Fill Memo - 1-10-2023
- 2. Accounting Assistant - L. Destree 02.16.23
- 3. Admin Clerk Request Beilke 2023

MEMORANDUM



Human Resources Department

To: Personnel Committee

From: Joe Faulds
Chief of Operations

Re: Request to Fill Vacant Positions

Date: January 10, 2023

The Human Resources Department is requesting authorization to fill the following replacement positions approved as part of the 2023 budget and all subsequent vacancies resulting from internal transfers. The justification reports are attached.

- Accounting Assistant – Replacement position due to the retirement of Lori Destree effective at the end of the day on February 16, 2023. This position is budgeted at \$25.49-\$29.97/hour (Pay Grade H).
- Administrative Clerk – Replacement position due to the transfer of Pam Beilke to the Water Utility effective January 13, 2023. The position is budgeted at \$18.19-\$21.39/hour (Pay Grade D).

**Position Fill Request
Justification Report
January 3rd, 2023**

Position Title: Accounting Assistant

- 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 retirement of Lori Destree effective at the end of the work day on February 16, 2023.

- 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 \$25.49 - \$29.97 per hour (Pay Grade H).

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

The Accounting Assistant position is responsible for performing work of considerable difficulty for all accounts payable and receivable transactions, deposits and balancing of revenue, administration of Department's recreation software program, procurement coordination, daily cash receipting and deposits, monthly sales tax reconciliation.

- 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.**

Currently within the Administrative Division of the Park and Recreation Department all of the hiring of seasonal staff, in addition to all of the budgetary functions are performed by Supervisor to this position. This is the start of the busy season for hiring seasonal positions, therefore the Supervisor is not able to take on these functions. Because of the technical aspect of all of the duties related to the Assistant position there is no way other staff would be able to absorb these duties. This position processes deposits and reconciles revenue receipts with Associated Bank, Rectrac and Tyler Munis for 3 aquatic facilities, Bay Beach Amusement Park, Park Office, Wildlife Sanctuary, Metro Boat Launch, web sales and Special Events. In addition to what is listed in the revised job description, additional job duties associated with this include: Prepares and audits change funds, prepares invoices, develops and maintains accurate revenue, attendance, and sales tax reports, tracks open receivables and coordinates the collections process, manages the WPRA ticket sales and annual boat launch program.

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

This position has been occupied without a gap for the last 20 years, it's impossible to speculate how the duties will be able to be accomplished and prioritized as they must be performed on a daily basis.

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

The overall service would be reduced. We will try to lessen the obvious impact by reprioritization.

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

There are no viable alternative methods for accomplishing this work.

9. Are there union issues?

No.

10. Other supporting comments.

The total expenses for the 2023 Park budget is over \$9,700,000 and the total budgeted revenues are over \$1,600,000. One of the primary responsibilities for this position is to reconcile all of the accounts payables and account receivables on a daily basis for the entire Parks, Recreation and Forestry Department. This is an extremely large task for one person to perform. It is imperative to fill this position quickly in order to keep the department running smooth and provide adequate customer service.

**Position Fill Request
Justification Report
12/27/22**

Position Title: Administrative Clerk
Community & Economic Development (CED)

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 on January 13, 2023, due to the transfer of Pam Beilke to the Executive Assistant position at the Water Utility.

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 included in the 2023 CED budget at Pay Grade D, which has a range of \$18.19 - \$21.39. A request has been submitted to have the position reviewed for a possible reclass and is under review.

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

The position is critical in performing a great deal of customer service work both over the phone and at the counter using specialized knowledge of the department, as well as providing high level administrative support services for inspection/code enforcement staff. Some specifics of the position include receiving and entering complaints for building, housing, zoning, plumbing, heating, and electrical code violations; creating projects and processing applications for building, heating, plumbing, electrical, and sewer permits; scheduling inspections for residential and commercial construction projects for building, heating, plumbing, and electrical inspectors, as well as liquor license renewal inspections; processing and receipting payments, entering building permit application data, and scanning related documents; and generating and reviewing reports, that are used by city staff and the public, to verify accuracy of financial and project/permit information.

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

The CED generates revenue through permit fees, building and site plan review, appeals, re-inspection fees, rezoning requests, platting/CSM fees, and many other planning related administration fees. The estimated revenue for 2022 is approximately \$1,726,000. This position provides administrative support for the staff whose work generates the revenue, including receipting payments, processing permits, invoicing, and committee meeting agendas and minutes.

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

The workload in the CED front office requires three full-time Administrative Clerks. Two are required to meet the needs of our inspection/code enforcement staff and one to meet the needs of planning, neighborhoods, and housing staff. Staff was reduced from four to three when Inspection was combined with the Planning office. Any further reduction in front office staff will negatively affect our ability to meet the needs of the community. All three Administrative Clerks provide customer service via phone, counter, and email.

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

The daily duties of the position will be covered by the two other Administrative Clerks and the Administrative Assistant in the interim until the vacated position is filled. Depending how long it takes to fill the position, some duties may fall on the Inspectors or Planners.

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

Higher paid staff would have to perform tasks previously done by the Administrative Clerk, which would reduce the ability of those staff to conduct their work. Overall, the customer service will be less efficient and affected by delays in processing complaints, permits, and other requests.

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

Using temporary employees or interns would be possible, but training will become a regular occurrence as those employees find permanent jobs. Due to the complexity of the training and department knowledge required for the position, the result will be less efficient service with not much savings.

9. Are there union issues?

No.

10. Other supporting comments.

The CED front office is staffed with three Administrative Clerk positions. Two are funded 100% in the CED Operations budget and one is funded 40% in the CED Operations budget and 60% in the CDBG Federal program budget. The vacant position is funded 100% in the CED Operations budget.

Due to the high volume of phone calls and permit activity during the spring and summer months and the complexity of the training involved, the department would like to fill the position as soon as possible.



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

January 10, 2023

PREPARED BY

AGENDA ITEM # E.2

Consideration with possible action on the request to reorganize the Public Works Parking Division.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

1. Parking Division Reorg Memo to Personnel FINAL
2. Parking Division Reorganization Fiscal Impact



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 Reorganize the Public Works Parking Division

Date: January 6, 2022

RECOMMENDATION

- I. The Public Works Department and Human Resources is recommending that the following reorganization plan and reclassifications be approved:
 - A. Elimination of two (2) vacant Parking Building Technician positions (Grade E, \$19.30 - \$22.71/hour) from the Public Works Parking Division's table of organization.
 - B. Reclassify two (2) Parking Building Technician positions (Grade E, \$19.30 - \$22.71/hour) to two (2) Parking Maintenance Technician positions (Grade F, \$20.97/hour - \$24.68/hour).

BACKGROUND

- II. The City of Green Bay-DPW Parking System Division is an enterprise fund, not supported by the City tax levy. To sustain the Parking Division's business plan, the parking system must generate enough revenue to cover all operating and capital expenses. Because of this, Parking Division management must track revenue and expense flow, and adjust operations to maximize efficiency of the parking system while providing the best value to parking patrons.

Shortly after the COVID-19 pandemic began in early 2020, Parking Division patronage plunged to 30% of pre-pandemic occupancy. Since that time, patronage has risen to approximately 60% of pre-pandemic levels. Based on current national remote-work business models and current parking trends, the Parking Division anticipates it will take years to return to pre-pandemic parking occupancy levels. It is possible that downtown parking patronage will not return to previous levels unless more development occurs.

Several consequences of the pandemic identified by Parking Division are 1) less staff is needed to effectively clean and maintain parking facilities due to lower occupancy, and 2) Parking Building

Technician (PBT) and Parking Maintenance Technician (PMT) staff must assist with each other's duties due to ongoing employee recruitment issues and associated vacancies.

The Parking Maintenance Technician is responsible for the maintenance and repairs of Parking equipment, routine cleaning and maintenance of parking facilities, troubleshooting minor elevator issues, snow removal during winter months, issuance of citations for overnight parking violations, collection from parking meters, setting up and taking down barricades, and assisting the general public and vehicular traffic within the parking ramps. These technicians perform numerous maintenance functions during the overnight hours when the parking ramps are relatively empty. Parking Maintenance Technicians currently work schedules of either five 8-hour shifts per week between 6:00 a.m. and 2:30 p.m., five 8-hour shifts per week between 12:00 p.m. and 8:30 p.m., or four 10-hour shifts per week between 8:00 p.m. and 6:30 a.m.

The Parking Building Technician is responsible for routine cleaning and maintenance of parking areas, maintenance of outdoor grass areas, snow removal during winter months, assisting vehicular traffic, putting up and taking down barricades, and assisting the public with various requests including vehicle lockouts and accident reports. Parking Building Technicians currently work five 8-hour shifts per week with shifts beginning as early as 6:30 a.m. and ending as late as 8:30 p.m.

Because of the considerable amount of overlap in maintenance related duties that the two positions share, the Parking division recommends reclassifying all maintenance staff as Parking Maintenance Technicians. At present time, Parking Building Technician employees are assisting the Parking Maintenance Technicians with their job duties. With additional training, Parking Building Technician employees are anticipated to easily assume the role of Parking Maintenance Technicians. As a result, it is projected that operational efficiencies can be realized by classifying all maintenance staff as Parking Maintenance Technicians.

In addition, by reclassifying the Parking Building Technician positions to Parking Maintenance Technicians and reducing overall staff, the positions are expected to be more appealing to both current and potential employees because of fewer required weekends worked in each rotation. Currently staff is required to work one out of every four (4) weekends. With the proposed changes, staff would be required to work one out of every six (6) weekends.

Over the past year the Parking division has been staffed 24/7 with the exception of the hours of 2:30 p.m. to 8:00 p.m. on Saturday and Sunday. Parking gates have been raised during the hours with no staffing. With the proposed organizational changes, staffing will be 24/7 with the exception of the hours of 3:00 p.m. to 8:00 p.m. on Saturday and Sunday of each week. Parking gates will continue to be raised during those hours.

It is also important to note that during 2022 there has been very minimal overtime incurred that can be attributed to shift coverage (approximately 47.5 hours or \$1,459.61), despite not being fully staffed the entire year. Based upon this and the substantial decrease in parking volume, the Parking division is confident that staffing levels will be sustainable unless there is a large increase in parking volumes. At present time, monthly and short-term parking remains decreased by approximately 40%. If a large increase were to occur, Parking division would re-evaluate their needs.

As a result of the background information outlined above, the Parking Division has determined that it can operate effectively with two (2) less employees in its Table of Organization if all maintenance employees are re-classified as Parking Maintenance Technicians. The current Table of Organization contains the following positions:

<u>Position</u>	<u>2023 Budgeted Positions</u>	<u>Currently Vacant</u>
Parking Maintenance Technician (Days)	4	0
Parking Maintenance Technician (Nights)	4	2
Parking Building Technician	4	2
	12 - TOTAL	4 - TOTAL

Based on current staffing levels, the Parking Division is able to reduce the Table of Organization while two Parking Building Technician positions are vacant so that no employees would need to be laid off. As noted in the table above, there are currently four (4) Parking Division maintenance staff vacancies. By reclassifying all maintenance employees to Parking Maintenance Technicians, staffing can be reduced from 12 to 10. Below is a summary of the proposed Table of Organization changes:

<u>Position</u>	<u>Current Staffing</u>	<u>Proposed Staffing</u>
Parking Maintenance Technician (Days)	4	6
Parking Maintenance Technician (Nights)	4	4
Parking Building Technician	4	0
	12 - TOTAL	10 - TOTAL

FISCAL IMPACT

- III. Parking Division budget reduction (in 2023 dollars) for the proposed Table of Organization change is estimated at \$126,406. Total savings includes wages and associated fringe benefits (see attached for detail). Below is a summary of that cost reduction:

<u>Item</u>	<u>Cost</u>
Eliminate 2 Parking Building Technician positions	-\$131,786
Reclassify 2 Parking Building Technician positions to Parking Maintenance Technician positions	\$5,380
TOTAL COST SAVINGS =	-\$126,406

c: Steve Grenier, Public Works Director
Chris Pirlot, Operations Director
Justin Linzmeier, Public Works Superintendent



PARKING DIVISION REORGANIZATION FISCAL IMPACT

CURRENT PARKING BUILDING TECHNICIAN POSITIONS					PROPOSED REORGANIZATION				
POSITION TITLE	PAY GRADE	SALARY	BENEFIT COST	TOTAL COST	POSITION TITLE	PAY GRADE	SALARY	BENEFIT COST	TOTAL COST
Parking Building Technician	E	\$41,309	\$24,584	\$65,893	Eliminate Position	-	-	-	-
Parking Building Technician	E	\$41,309	\$24,584	\$65,893	Eliminate Position	-	-	-	-
Parking Building Technician	E	\$41,309	\$24,584	\$65,893	Parking Maintenance Technician	F	\$44,928	\$25,107	\$70,035
Parking Building Technician	E	\$47,715	\$25,511	\$73,226	Parking Maintenance Technician	F	\$48,796	\$25,668	\$74,464
Current Structure Cost				\$270,905	Proposed Structure Cost				\$144,499
Reorganziation Cost Savings					(\$126,406)				



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

January 10, 2023

AGENDA ITEM # F.I

Report of Routine Personnel Action Items

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. Personnel Action Report 1.10.2023

**REPORT OF ROUTINE PERSONNEL ACTIONS
FOR REGULAR EMPLOYEES
January 10, 2023**

<u>Position</u>	<u>Department/Division</u>	<u>Name</u>	<u>Date</u>
<u>New Hire</u>			
Cleaner - PT	Parks	Jason Hyde	12/12/2022
Truck Driver - Streets	Public Works	Justin Hobmeier	12/12/2022
Parking Building Tech	Public Works	Tami Sladky	12/19/2022
Patrol Officer Recruit	Police	Madison Voecks	12/19/2022
Parking Enforcement Officer	Public Works	Jason Kurowski	1/3/2023
Temp Tax Collection Help	Admin Svs	Pamela Vanderbloemen	12/23/2022
Fire Chief	Fire	Matthew Knott	12/19/2022
Admin Clerk	Public Works	Lisa Wilinski	1/9/2023
<u>Promotion</u>			
Fire Fighter	Fire	Kyle Lauf	12/20/2022
Fire Captain (staff)			
Lieutenant	Fire	Shawn McDonough	12/24/2022
Captain			
Fire Fighter	Fire	Cameron Sanford	12/24/2022
Engineer			
Engineer EMT-P	Fire	Nathan Timm	12/24/2022
Lieutenant			
Fire Fighter	Fire	Sarah Cooper	12/24/2022
Engineer			
Engineer EMT	Fire	Robert Paul	12/24/2022
Lieutenant			
Lieutenant	Fire	Greg Weddle	12/24/2022
Captain			
Laborer - Streets	Public Works	Joseph Sobieski	12/27/2022
Operator II			
<u>Grade/Step Change</u>			
Network Specialist	IT	Jason Bamman	12/1/2022
Senior Programmer/Analyst	IT	Dan Olm	1/1/2023
Patrol Officer	PD	Karen Pineda	12/16/2022
Appraiser II	Finance	Jim Placek	12/1/2022
Mechanic	Transit	James Drake	12/1/2022
Bus Cleaner	Transit	Kay Mullins	12/1/2022
Mechanic	Transit	Thomas Vanbeek	12/1/2022
Paratransit Coordinator	Transit	Esther Fels	12/1/2022
Program and Project Manager	DCED	Wendy Townsend	12/1/2022
Procurement Manager	Admin Svs	Thomas Walenski	11/29/2022
Transit Dispatcher	Transit	Kathy Peer	12/12/2022
Fire Fighter EMT	Fire	Thomas Benike	12/30/2022
Truck Driver - Streets	Public Works	Jason Loppnow	12/13/2022
HR Generalist II	HR	Jennifer Smits	12/1/2022
Wellness Administrator	HR	Amber VanAllen	12/1/2022
Deputy Director	DCED	Cheryl Renier-Wigg	12/23/2022
Civil Engineer III	Public Works	David Hansen	12/1/2022
FOG Inspector	Public Works	Bradley Rentmeester	11/9/2022
Truck Driver - Streets	Public Works	Curt Ceithamer	1/4/2023
Admin Clerk	Admin Svs	Dawn Canadeo	1/7/2023
Software Support Specialist	IT	Shelby Edlebeck	1/1/2023
Housing Administrator	DCED	Jayne Valentine	1/1/2023
Resident Services Coordinator	DCED	Kaycee Champasak	1/5/2023
Real Estate Specialist	DCED	Ronda Bitney	1/4/2023

Document Center Lead	Admin Svs	Erica Kirchen	1/1/2023
Neighborhood Development Specialist	DCED	Will Peters	1/6/2023
Deputy IT Director	IT	Dave Wilquet	1/1/2023
HR Manager	HR	Melanie Falk	1/1/2023

End of Employment

Transit Operator	Transit	Toni Biegert	12/10/2022
Legal Assistant	Law	Rebecca Dewitt	12/15/2022
Transit Operator	Transit	Dale Detrie	12/30/2022
Transit Bus Cleaner	Transit	Kay Mullins	12/30/2022
Captain	Fire	Shannon Mobley	12/19/2022
Captain	Fire	David Lucier	12/24/2022
Captain	Fire	William Mobley	12/24/2022
Transit Operator	Transit	Joe Pesmark	12/26/2022
Fire Chief	Fire	David Litton	1/3/2023