



AGENDA OF THE PERSONNEL COMMITTEE

TUESDAY, JULY 23, 2024, 4:30 PM

In person at City Hall, Room 207.

Virtual attendance also available via Zoom.

A. Zoom Meeting Information.

I. Join Zoom Meeting Online:

<https://us02web.zoom.us/j/86846491807?pwd=K3NJQlNxdXUlcjB2RlR0TWVTUkYkdz09>

Or call in by phone: +1 312 626 6799

Meeting ID: 868 4649 1807

Passcode: 298054

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

B. Roll Call.

C. Approval of the Agenda.

D. Approval of Minutes.

I. Approval of the Minutes from the June 18, 2024 Personnel Committee meeting.

E. Regular Business.

1. For consideration with possible action on the request to fill the following positions and all subsequent vacancies resulting from internal transfers.
 - a. Engineering Tech
 - b. Assistant City Attorney
 - c. Assistant Fire Chief
 - d. Senior Animal Keeper
2. For consideration with possible action to reclassify a vacant Word Processor position to a Records Clerk position and approval to fill the Records Clerk position.
3. Request to add a Community Corps Assistant position to the Park Department's table of

organization, Starting August 1, 2024, contingent upon the Finance Committee and City Council accepting the AmeriCorps Grant.

F. Informational.

1. Report of Routine Personnel Actions
2. Next Meeting: August 13, 2024

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.



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

July 23, 2024

PREPARED BY

AGENDA ITEM # E.I

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

- a. Engineering Tech
- b. Assistant City Attorney
- c. Assistant Fire Chief
- d. Senior Animal Keeper

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

1. Personnel Committee Request to Fill Memo
2. Stormwater Engineering Technician Request to Fill 2024
3. Request to Fill-Asst City Atty-Litigation-07-23-2024
4. Asst Fire Chief Operations - R Goplin 8.24
5. Sr Animal Keeper - A.Gravunder 07.26.24

MEMORANDUM



Human Resources Department

To: Personnel Committee

From: Emma Baierl
Human Resources Generalist

Re: Request to Fill Vacant Positions

Date: July 23, 2024

The Human Resources Department is requesting authorization to fill the following replacement positions approved as part of the 2024 budget and all subsequent vacancies resulting from internal transfers. The justification reports are attached.

- Engineering Tech– Replacement position due to the resignation of Abigail Adams effective July 12, 2024. This position is budgeted at \$32.67 - \$38.43 per hour. (Pay Grade I)
- Assistant City Attorney – Replacement position due to the resignation of Lindsay Mather effective July 12, 2024. This position is budgeted at \$84,469 - \$99,382 annually. (Pay Grade L)
- Assistant Fire Chief – Replacement position due to the resignation of Robert Goplin effective August 2, 2024. This position is budgeted at \$106,558 - \$125,362 annually. (Pay Grade P)
- Senior Animal Keeper– Replacement position due to the resignation of Amber Gravunder effective July 26, 2024. This position is budgeted at \$62,421 - \$73,424 annually. (Pay Grade H)

**Position Fill Request
Justification Report
June 18, 2024**

Position Title: Stormwater Technician

- 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**

DPW is seeking to fill a vacant Engineering Technician (Utility Division) position within the DPW – Utility Division table of organization. Abigail Adams employment ends on July 12, 2024. The replacement position is being requested because the position is needed to maintain compliance with the City's municipal separate storm sewer system (MS4) permit with Wisconsin DNR. This position plays an important role in completing work required by the MS4 permit.

- 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 Engineering Technician position is funded out of the Storm Water Utility (75%) and Sanitary Sewer Utility (25%) budget (non-levy supported) and is listed in Grade I (\$32.67 - \$38.43 per hour).

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

This position performs work related to the City's MS4 permit, including stormwater outreach, stormwater management pond and outfall inspection and maintenance, illicit discharge monitoring and investigation, public outreach, recordkeeping and annual report preparation. This position coordinates with other departments and staff to ensure compliance with the MS4 permit.

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

This position does not generate revenues or reduce expenses directly. However, the costs to contract for this work would be greater therefore filling this position will help manage expenses.

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

The City's stormwater program is growing annually as more stormwater facilities and structures are developed or added to the program and required to be maintained. The existing workload and continuous growth are more than can be absorbed by existing staff.

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

The duties are performed by the current Engineering Technician, whose last day will be July 28, 2024.

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

A reduction in staffing will result in a lower level of service and potential non-compliance with the City's MS4 permit.

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

Hiring a consultant to perform the work is an alternative. However, this would be more costly for the City and it may be difficult to find a consultant willing to perform the work.

9. Are there union issues?

No

10. Other supporting comments.

None

**Position Fill Request
Justification Report**
July 23, 2024

Position Title: Assistant City Attorney – Litigation Attorney

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**

Lindsay Mather tendered her resignation effective July 12, 2024

2. **Is this position included in the current budget? If not, please list how this position will be funded (grant, internship, etc.). Please list the salary range of the position.**

Yes, this position is included in the current budget. The salary range is \$84,469-\$99,382/year.

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

The Assistant City Attorney acts as legal advisor and provides legal services to the City, works with elected officials on legal inquires, conducts general municipal legal research, writing, and drafting, drafts legislation, conducts litigation, advises on public records, open meeting law, and policy questions, drafts contracts, and assists the Municipal Prosecutor in prosecuting violations of City ordinances, among other things.

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

No. However, this position aids in collections of outstanding debts, allows the Law Department to handle certain litigation matters in-house, rather than expending funds on outside counsel representation and is required to fulfill legal services for the City.

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

Staffing in the law department consists of 5 attorneys, 1 paralegal, and 2 legal assistants. There is no duplication of workloads amongst the attorneys, and a review of our staffing levels indicates we need additional staff to complete all of the work of the City. Accordingly, there is no way for the department to absorb these duties.

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

Job duties are currently being completed by the incumbent.

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

This position's responsibilities are all key functions which ensure the law department continues to operate effectively, without which the general productivity of the law department will be reduced.

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

Contract counsel will have to be retained, often at a cost of \$250 per hour. This rate is not sustainable, and is substantially higher than the cost of filling the position.

9. Are there union issues?

No.

10. Other supporting comments.

It is important that we fill this position as soon as practicable, as our department will be operating at a deficit and may need to be supplemented with outside counsel support representation until such time the position is filled.

**Position Fill Request
Justification Report
7/9/2024**

Position Title: Assistant Fire Chief-Operations

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**

Robert Goplin is resigning effective August 2, 2024.

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 at Pay Grade P (\$106,558-\$125,362).

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

Has direct responsibility for all operations of the fire department: Directly supervises all Battalion Chiefs and Mechanics. Assists the Chief in planning, organizing and administering policies and procedures involving emergency operations, communications and vehicle/facility maintenance. Responds to large-scale emergencies and has operational responsibility at all city special events over 10,000 people. Assists in budget preparation and monitoring throughout the year.

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

No

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

This is not a feasible alternative. A Chief Officer role was cut in the past and the current duties and responsibilities of this position are not manageable with the current staffing. An organization our size and coverage areas outside the City should have a much larger staff.

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

Job duties are currently being completed by the incumbent until his resignation date and then would be transferred to the new Assistant Chief.

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

It is not feasible to operate a department of this size with all of the operational issues, special events, target hazards and day-to-day responsibilities.

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

There are no alternatives considering our already small command and administrative staff.

9. Are there union issues?

No

10. Other supporting comments.

**Position Fill Request
Justification Report
(7/15/2024)**

Position Title: Senior Animal Keeper – Parks, Recreation, & Forestry

- 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

The position will be vacant following the resignation of Amber Gravunder effective at the end of the workday on Friday, July 26, 2024.

- 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 current salary range is \$62,421 – \$73,424 annually (Pay Grade H).

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

This position requires a high level of experience and is critical for safety and proper coverage of animal care (and related) responsibilities. The position assumes a leadership role with other animal keepers, volunteers, and staff.

The Sr. Animal Keeper ensures proper care and safety of all animals and exhibits and acts as a resource to coworkers, the public, and represents the city in a variety of animal related issues/topics.

This position also provides and ensures ample weekend coverage and safety while Monday-Friday administration is off.

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

No, however, the position holder routinely leads animal programming (free to public), mentors co-workers and volunteers, acts as a resource building on their individual knowledge/experience in field leading to better overall park operations.

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

The scope of the position, and its assigned duties, require a higher level of experience and ability. The person in this position needs experience in items such as safe wild animal restraint, knowledge of local laws, animal behavior and husbandry, euthanasia by injection, etc. All of these tasks require several people on-site that are capable/trained for best coverage, staff and patron safety, and overall customer service.

The Sr. Animal Keeper is heavily involved with many involved aspects of park operation that include being responsible for 300+ on-site resident animals and the 6000+ animals that go

through our site's rehabilitation program. The workload for this position is heavy which led to the addition of a second Sr. Keeper position in early 2020. The operational duties and responsibilities continue to increase and grow.

Many of the positions are part-time and adding to their duties will lead to concerns in keeping those employees under the 1200-hour threshold, while our other full-time animal care staff members have their own sets of duties and/or responsibilities. Absorbing these duties could be accomplished in-house for a short period but will lead to low morale and decreased customer satisfaction if extended.

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

Duties are currently being performed by the current Sr. Animal Keeper through 7/26/2024. Beginning 7/27/2024, the Curator of Animals, other Sr. Animal Keeper, and other animal keepers and visitor specialists will be required to take on the additional work in the interim.

This is a leadership position of broad scope and range and requires a deeply experienced individual that exhibits confidence, efficiency, and is able to think quickly.

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

Overall customer service and the care of on-site animals would suffer with other employees needing to step in to fill the Sr. Animal Keeper void. This would take time away from their respective duties. If position were to be eliminated, this void would be noticeable and not allow us to best serve the public or care for the numerous animals and their exhibits currently at the sanctuary.

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

Filling the position with a qualified individual is necessary. Not filling this role will result in a decrease in the overall animal care and customer service that WLS patrons expect and deserve.

9. Are there union issues?

No – this position is salary/exempt.

10. Other supporting comments.

This is an important and vital role in the operation of the park's daily function. The person in this role also acts as a "Park Administrator," with other full-time personnel, providing valuable insight and ideas to park administration and staff support. Role is also on a weekend rotation to ensure best coverage on weekends. We would like to post, interview, and fill the Sr. Animal Keeper position as soon as possible.



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

July 23, 2024

PREPARED BY

AGENDA ITEM # E.2

For consideration with possible action to reclassify a vacant Word Processor position to a Records Clerk position and approval to fill the Records Clerk position.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. Records Clerk memo 7.2024



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

MEMORANDUM

To: Personnel Committee
Joseph Faulds, Chief of Operations

From: Jennifer Smits, Human Resources Generalist

Re: Request to reclassify a vacant Word Processor position to a Records Clerk position and approval to fill the Records Clerk position

Date: July 10, 2024

RECOMMENDATION

- I. Human Resources and the Police Department request that a vacant Word Processor (Pay Grade C, \$21.25/hour - \$23.60/hour) be reclassified to Records Clerk (Pay Grade D, \$22.64/hour - \$25.15/hour). The Police Department also requests approval to fill the Records Clerk position and all subsequent vacancies resulting from internal transfers.

BACKGROUND

- II. Word Processors are primarily responsible for transcribing Police Officers' details from recorded media and assist with other Records Division duties as needed. Records Clerks also transcribe Police Officers' details, in addition to validating and preparing a variety of police reports.

A Word Processor position will be vacant due to a retirement on July 24, 2024. As a result, there is an opportunity to reclassify the vacant Word Processor to a Records Clerk to allow for more cross-training and efficiency. Note this was done successfully in 2022 when another Word Processor retired, and the position was reclassified to a Records Clerk.

FISCAL IMPACT

III. This reclassification results in an annual cost increase of \$3,452.

Estimated	Word Processor Grade D, Step 4	Records Clerk Grade D, Step 3
Salary	\$45,406	\$48,422
FICA	\$3,474	\$3,704
WRS (General)	\$2,951	\$3,147
Worker's Comp	\$95	\$102
Health Insurance	\$17,712	\$17,712
Dental Insurance	\$1,402	\$1,402
Life Insurance	\$58	\$62
TOTAL COMPENSATION	\$71,099	\$74,551

CC: Police Chief Chris Davis
Police Commander Shannon Seymer-Tabaska
Police Office Manager Lisa Wachowski



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

July 23, 2024

PREPARED BY

AGENDA ITEM # E.3

Request to add a Community Corps Assistant position to the Park Department's table of organization, Starting August 1, 2024, contingent upon the Finance Committee and City Council accepting the AmeriCorps Grant.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

1. Community Corps Member Request to Fill 07.2024
2. Community Corps Assistant Job Description 07.2024



Parks, Recreation & Forestry Department
100 North Jefferson Street - Room 510
Green Bay, Wisconsin 54301-5026
www.greenbaywi.gov

Phone 920.448.3365
Fax 920.448.3393

To: Personnel Committee
Joseph Faulds

From: Dan Ditscheit, Parks, Recreation and Forestry Director

Date: July 19, 2024

Re: Request to add a Community Corps Assistant position to the Park Department's table of organization, starting August 1, 2024, contingent upon the Finance Committee and City Council accepting the AmeriCorps Grant

RECOMMENDATION

The Parks, Recreation & Forestry Department is requesting that a Community Corps Assistant position, pay grade F (\$25.43/hour - \$28.34/hour) be added to the Park's Table of Organization. The City was recently awarded an AmeriCorps Grant, which will fund 74% of the total cost of this position for a limited 1-year term.

BACKGROUND

The Green Bay Parks, Recreation & Forestry Department recently received a planning grant to develop a Green Bay Community Corps division within the City, very similar to the structure for the Green Bay Conservation Corps. If approved, the planning grant will fund the addition of 1 full time position for a limited term of 1 year. This new position would be responsible for creating a vision for the implementation of the Community Corps Division and would also apply for a second AmeriCorps grant to assist with funding the implementation of the program. This full-time position would only continue beyond year 1 if the second grant is awarded and the City Council also approves accepting the second grant.

A Community Corps program would take a conservation approach to building community, connecting residents to needed services and improving neighborhood quality such as housing. This program will seek to increase the connectedness of various neighborhoods to community institutions, local government and their neighbors thereby improving quality of life, decreasing crime, and increasing participation in civic life or community activities.

In short, The Green Bay's Community Corps would deploy a team of people comprised of city staff, AmeriCorps members, non-profit partners, and volunteers to engage residents in a wide range of activities that increase civic engagement, beautification, green weatherization, and general safety. These activities could include supporting the installation of smoke alarms and carbon monoxide detection, matching tax credit programs for green winterization, surveys on community improvements and art projects.

Staff and AmeriCorps members would organize and conduct trainings for volunteers before launching these volunteers into community engagement alongside the AmeriCorps members. Our goal is to engage a total of 500 Volunteers a year, with at least 5 major outreach events a year. Each event would consist of several of the following activities described below.

- Beautification projects: Cutting of undesirable high vegetation in community areas, garbage removal, rake, and snow assistance to the elderly and those with disabilities. Small repair projects for vulnerable populations as well as addressing blighted or vacant properties.
- Green Weatherization: In collaboration with city staff, connecting residents with free support services for windows and heating. Plus, connecting them with the city's matching services for tax credits associated with federal dollars for Green Improvements to owned property. Also conduct energy audits to help residents identify areas for improvement through Green Infrastructure.
- Surveys and Community Engagement: In partnership with city staff having ongoing neighborhood engagements on community improvements and well as educational campaigns on City's request for service.
- Security Assessments: In collaboration with city staff, helping to support residents with free security upgrades to their homes, plus improvement of detection of fire and carbon monoxide.
- Resident-led Art Projects: In collaboration with city staff, design, and support implementation of community art projects
- Civic Association Engagement: Help to organize community facing events through civic associations to increase engagement for the community.

FISCAL IMPACT

The total cost for this planning grant is \$86,036, of which the grant will cover 74% of the cost (\$63,627) and the City will be responsible to cover the remaining 26% (\$22,409). Please note that the grant runs from August, 2024 through July, 2025. Therefore, the City will have to dedicate approximately \$9,400 in 2024 funding in order to accept the grant. The Parks Department will also be bringing this item to the Finance Committee and will recommend approval of the grant using City Contingency funds to pay for the City's portion for the remainder of the calendar year.



JOB DESCRIPTION

City of Green Bay

Position Title:	Community Corps Assistant
Department:	Parks, Recreation & Forestry
Reports To:	Conservation Corps Coordinator
Status:	Non-Exempt
Salary Range:	Pay Grade F
Job Summary:	Year 1: Responsible for assisting in the development and planning of the Green Bay Community Corps – an AmeriCorps grant funded program. Continuing years: Responsible for managing Community Corps projects and supervising all AmeriCorps members serving at various service sites throughout the City.
Essential Functions:	Year 1 duties: 1. Complete all planning necessary to implement a Community Corps Division within the City of Green Bay and to apply for a grant with AmeriCorps to fund the program. 2. Conduct comprehensive assessments to understand the unique needs and challenges faced by neighborhood cohorts to identify potential projects and/or programs that increase civic engagement, beautification, green weatherization, and general safety. 3. Collaborate with community organizations, advocacy groups, and residents to gather input and ensure that data-driven strategies are responsive to community needs. 4. Work with Conservation Corps Coordinator to define the role and duties of future AmeriCorps Community Corps Members. 5. Attend meetings with stakeholders to develop and maintain community relationships and linkages to assure program success. 6. Assist in the development of grant proposals and funding applications by providing data-driven evidence of program impact and effectiveness. 7. Maintain systems for data tracking and documentation for the AmeriCorps Grant. 8. Compile and submit accurate data and reports on outreach activities, client demographics, and outcomes. Assist in evaluating the effectiveness of outreach programs and identifying areas for improvement. 9. Provide input to department policy related to the areas of responsibility, and general allocation of available funds. 10. Follow the comprehensive plan set by Conservation Corps Coordinator for recruiting AmeriCorps Members for the Community Corps. 11. Perform other duties as assigned. Additional duties in continuing years if AmeriCorps Implementation Grant is awarded: 1. Work with Conservation Corps Coordinator to plan events and set daily tasks for Community Corps AmeriCorps members. 2. Identify needs and methods for training AmeriCorps members and volunteers in partnership with Conservation Corps Field Assistant.

	3. Supervise and direct Community Corps AmeriCorps members. 4. Operate City vehicles and equipment. 5. Follow all policies, procedures, and the philosophy that is set forth by the City of Green Bay Parks, Recreation, & Forestry Department. 6. Perform other duties as assigned.
Knowledge, Skills And Abilities	▪ Display a positive attitude and passion for conservation. ▪ Ability to communicate effectively, both orally and in writing. ▪ Ability to utilize a computer and the required software, such as Microsoft Office and GIS-related software. ▪ Ability to maintain effective working relationships with staff and the public. Skill in working with people of diverse backgrounds and experiences. ▪ Skill in analyzing problems and developing appropriate recommendations and solutions. ▪ Ability to work independently and as part of a team. Skill in multitasking and handling multiple projects concurrently.
Minimum Education and Experience	▪ High school diploma or equivalent; associate or bachelor's degree preferred but not required. ▪ 1-3 years' experience in social work, professional level nonprofit or community-based experience, administrative and analytical experience, including budget, strategic planning, policy analysis, organizational development, program design, implementation and evaluation. ▪ Valid driver's license and good driving record. A combination of equivalent experience and/or education may be considered.
Physical Requirements	Ability to perform the following activities: ▪ Lifting and carrying up to 30 pounds. ▪ Frequent walking, standing, bending, and sitting. ▪ Ability to focus for long period of time on projects. ▪ Ability to reach, stoop and lift. ▪ Ability to work in varied environmental conditions.
The above is not to be construed as an exhaustive statement of duties, responsibilities, or requirements. I have read the above position description and understand the duties and responsibilities of the position. _____ Employee Name (Print) _____ Employee Signature _____ Date	



Report to the
Personnel Committee
of the City of Green Bay

MEETING DATE

July 23, 2024

PREPARED BY

AGENDA ITEM # F.I

Report of Routine Personnel Actions

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. Personnel Action Report 7.23.24

REPORT OF ROUTINE PERSONNEL ACTIONS
FOR REGULAR EMPLOYEES
July 23, 2024

<u>Position</u>	<u>Department/Division</u>	<u>Name</u>	<u>Date</u>
<u>New Hire</u>			
Records Clerk	PD	Kathleen Feemster	7/8/2024
Seasonal Maintenance	DPW	Aiden Cayemberg	7/2/2024
Laborer - Sanitation	DPW	Kyle Pennings	7/8/2024
Financial Analyst	Admn Svs	Alesia Haufe	7/22/2024
Sewer Maintenance Worker	DPW	Kurt Umentum	7/15/2024
Seasonal Maintenance	DPW	Mitchell Ahrens	7/9/2024
Seasonal Maintenance	DPW	Josh Razutis	7/24/2024
Violence Interrupter	CED	Robert Fischer	7/8/2024
Violence Interrupter	CED	Damien Doran	7/8/2024
IT Intern	PD	Aiden Mandel	7/15/2024
Patrol Officer Recruit	PD	Joseph Lannoye	7/17/2024
Patrol Officer Recruit	PD	Bradley Glisczinski	7/17/2024
Patrol Officer Recruit	PD	Macie Heisel	7/17/2024
Homeless Outreach Case Coordinator	CED	Megan Walker	8/5/2024
<u>Promotion</u>			
HR Assistant	HR	Hailey Heath	6/17/2024
Lieutenant	Fire	Sean Linseen	7/1/2024
Engineer	Fire	Ryan Waldinger	7/1/2024
Firefighter	Fire	Joel Stone	7/1/2024
Engineer	Fire	Aaron Anderson	6/30/2024
Firefighter	Fire	Andrew Witbro	6/30/2024
Firefighter	Fire	Ryan Adams	7/1/2024
Transit Service Tech	Transit	Austin Kiewiz	7/15/2024
Building Inspector	CED	Erik Wasilewski	7/15/2024
<u>Transfer</u>			
Captain	Fire	Daniel Chatham	7/1/2024
<u>Reclassification</u>			
Programmer Analyst	IT	Yurshia Xiong	6/2/2024
<u>Grade/Step Change</u>			
Patrol Officer	PD	Phillip Maguire	6/14/2024
Patrol Officer	PD	Colton Moore	6/28/2024
Advanced Patrol Officer	PD	Anna Alger	6/23/2024
Advanced Patrol Officer	PD	Tyler Haack	6/23/2024
Mechanic	Transit	Tom Vanbeek	6/1/2024
Mechanic	Transit	Victor Patino	6/1/2024
Account Clerk III	DPW	Melinda Stacie	6/1/2024
Purchasing Assistant	Admn Svs	Kristal Tyczkowski	6/1/2024
Battalion Chief	Fire	Chad Bronkhorst	6/25/2024

Office of Violence Prevention Director	CED	Jerry Overstreet	6/2/2024
Engineering Technician	DPW	Mark Aerts	6/26/2024
Development Director	CED	Cheryl Renier-Wigg	6/1/2024
Mechanic	DPW	Brandon Knoflicek	7/2/2024
Utility Manager	DPW	Valerie Joosten	6/1/2024
Assistant Public Works Director	DPW	James Brunette	6/1/2024
Administrative Supervisor	DPW	Elizabeth Nadolski-Spears	6/1/2024
Operations & Parking Manager	DPW	Chris Pirlot	6/2/2024
Battalion Chief	Fire	Anthony Piontek	6/21/2024
City Sealer	CED	Jason Stubble	7/9/2024
Grant Administrator - Internal Auditor	Admn Svs	Susan House	6/28/2024
Patrol Officer	PD	Brandon Eick	7/6/2024
Patrol Officer	PD	Cody Olson	7/2/2024
Captain	PD	Matthew Cain	7/6/2024
Recreation Coordinator	PRF	Courtney Decker	7/16/2024

End of Employment

Lieutenant	PD	Jeffrey Engelbrecht	7/25/2024
Records Clerk	PD	Jason Murphy	6/25/2024
Specialist II	PD	Thomas Marquardt	7/22/2024