



# **AGENDA OF THE PERSONNEL COMMITTEE**

**TUESDAY, NOVEMBER 4, 2025, 4:30 PM**

**In person at City Hall, Room 207.**

**Virtual attendance also available via Zoom.**

## **A. Zoom Meeting Information.**

1. Join Zoom Meeting Online:

<https://us02web.zoom.us/j/86846491807?pwd=K3NJQlNxdXUlcjB2RlR0TWVTUkYdz09>

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.**

1. Members: Bill Galvin, Brian Johnson, Kathy Hinkfuss, Jennifer Grant

## **C. Approval of the Agenda.**

1. Approval of the agenda for the Tuesday, November 4, 2025, meeting of the Personnel Committee.

## **D. Approval of Minutes.**

1. Approval of the minutes from the September 23, 2025 meeting.

## **E. Regular Business.**

1. For consideration with possible action on Health, Dental, Vision, Life, and Disability benefits starting January 1, 2026.
2. For consideration with possible action on the request to reclassify the vacant Public Works Utility Manager position to an Assistant Public Works Director – (Utilities) and approval to fill the position and any subsequent vacancies resulting from internal transfers.

**F. Informational.**

1. Report of Routine Personnel Actions
2. Next Meeting: December 9, 2025

**G. Adjournment.**

1. Adjournment of the Tuesday, November 4, 2025, meeting of the Personnel Committee.

- 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.



Report to the  
**Personnel Committee**  
of the City of Green Bay

**MEETING DATE**

November 4, 2025

**PREPARED BY**

**AGENDA ITEM # D.I**

Approval of the minutes from the September 23, 2025 meeting.

**BACKGROUND**

**RECOMMENDATION**

**FISCAL IMPACT**

**ATTACHMENTS**

- I. PC Minutes 09.23.2025



# MINUTES OF THE PERSONNEL COMMITTEE

**TUESDAY, SEPTEMBER 23, 2025, 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=K3NJQlNxdXUlcjB2RlR0TWVTUkYdz09>

Or call in by phone: +1 312 626 6799

Meeting ID: 868 4649 1807

Passcode: 298054

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## **B. ROLL CALL.**

- I. Members: Bill Galvin, Brian Johnson, Kathy Hinkfuss, Jennifer Grant

Present: Bill Galvin, Brian Johnson, Kathy Hinkfuss, Jennifer Grant

## **C. APPROVAL OF THE AGENDA.**

- I. Approval of the agenda for the Tuesday, September 23, 2025, meeting of the Personnel Committee.

Moved by Ald. Jennifer Grant, seconded by Ald. Brian Johnson to approve.

Motion Passed.

Yes-Bill Galvin, Brian Johnson, Kathy Hinkfuss, Jennifer Grant, No-None, Abstain-None.







Report to the  
**Personnel Committee**  
of the City of Green Bay

**MEETING DATE**

November 4, 2025

**PREPARED BY**

**AGENDA ITEM # E.1**

For consideration with possible action on Health, Dental, Vision, Life, and Disability benefits starting January 1, 2026.

**BACKGROUND**

**RECOMMENDATION**

**FISCAL IMPACT**

**ATTACHMENTS**

1. 1. PC Benefits Recommendation 2026
2. 2. 2026 Simplified Funding Forecast
3. 3. I.I.2026 Plan Modeling - 1% Increase with Alternate
4. 4a. Retiree Only Plan
5. 4b. Retiree \$1750 Plan
6. 5. City of Green Bay STD
7. 6. IdentityForce UltraSecure Premium Asset Sheet - City of Green Bay
8. 7. City of Green Bay, WI Coverage Flyer Spot Pet Insurance



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# MEMORANDUM

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To: Personnel Committee  
From: Brian Rollefson, Human Resources Director  
Re: City of Green Bay 2026 Benefits Recommendation  
Date: November 4, 2025

## I. BACKGROUND

This year the City used its insurance broker—M3 Insurance—to assess alternative health benefits offerings prioritizing high quality health insurance benefits for all members as well as promoting consumerism. The evaluation included a request for proposal for our vision provider as well as additional benefit plan design and program offerings through our third-party administrator, UMR. Furthermore, new this year, based on the feedback from our employees, we are introducing voluntary identify theft and pet insurance offerings at discounted rates.

The purpose of these evaluations is to ensure that the City offers competitive and comprehensive benefits to attract and retain employees while maintaining financial sustainability for the City and its taxpayers.

The benefits package proposed has been evaluated by M3, the City's HR and Finance Departments, and the City's Benefit Committee. The following is an overview of the recommended benefit package.

## II. 2025 BENEFITS PACKAGE PROPOSAL

Health Insurance:

Self-insured:

The City is self-insured which means the City collects the premiums from employees and the employer contribution to be used to pay for medical claims. The City uses UMR as the third-party administrator to administer the medical claims.

2026 Budget Impact:

Without making any changes to our health plan design, fixed cost structure or family savings plan cost share design, the City would be looking at a 9% or more increase to premiums. This increase matches local benchmark data that was available through M3. This would result in a minimum of \$765,000 added to the City's general levy.

To address this issue, the City is proposing changes outlined in more detail below. The impact of those changes on our budget is significant. Through this evaluation and recommendation, the City is able to provide high quality care for our employees and their families while cutting \$700,000 in fixed costs and design efficiency gains without impacting the general levy. The proposed changes and reductions in expenses positively impact our taxpayers, employees, and help sustain our self-insured health fund.

#### Health Insurance Plan Design and Options:

There are no design changes (deductible, copay, and out of pocket remain the same) to the current HDHP and Surest plans. There are a few copay design changes to the PPO plan to include increased copays on specialty care visits, prescription benefits and emergency room visits.

Last year, the City added a third option, Surest. Based on feedback from our employees, Surest will continue for 2026. This plan added a new design that has no (\$0) deductible and variable copays for all services based on the quality and cost rating of the provider and place of service. Surest uses a robust technology platform to assist employees in selecting the best provider for them and transparently communicating the cost of their care up to the annual maximum out of pocket.

The City is proposing no change to the employee/employer contributions for all plans. The HDHP and Surest plans will be treated as the base plan for purposes of determining the employer portion of the premium. The employee contributions for the HDHP and Surest plans would be set at 11.5% of the premium for those completing their annual preventive exam and meeting Health 1265 requirements; 12.5% for those completing their annual preventive exam; and 15% for those choosing not to participate in the wellness premium incentive offerings. For those selecting the “buy up” PPO plan, with no change, the employee would pay an additional 5% toward the premium. PPO employee contribution rates would be 16.5% of the premium for those completing their annual preventive exam and meeting Health1265 requirements; 17.5% for those completing their annual preventive exam; and 20% for those choosing not to participate in the wellness premium incentive offerings.

Through the above changes and to ensure the City can provide consumer driven health care options at the lowest premiums available, the City is recommending a premium increase for all health plans at 1% and a 10% increase to the retiree premiums based on utilization of the retiree plan that significantly exceeds the utilization in the active health plans.

Plan designs for each plan offered are provided for your reference.

#### Family Savings Plan:

The Family Savings Plan (FSP) is administered by Network Health Plan (NHP). The City was able renegotiate, mid-contract, to lower the shared savings fee by 5% for the 4<sup>th</sup> quarter of 2025 and all of 2026.

#### Dental Insurance:

The City's dental plan is currently self-funded with Delta Dental as the third-party administrator. The City is recommending a 3% increase to the Delta Dental premiums based on utilization of the plan. Additionally, the City offers employees access to a fully insured dental plan through Care Plus. This plan also has a 3% increase for 2026.

### Vision Insurance:

We took our vision insurance to market and decided to remain with Superior Vision. As a result of this negotiation, this plan will experience a 9% decrease with a 4-year rate lock.

### Disability and Life Insurance:

The City's disability, employer-sponsored life and voluntary life insurance plans (financial benefits) are offered via The Standard. New this year is a short-term disability plan. This short-term disability plan protects employees' income at 60% of pre-disability income, up to \$1,000 per week. This voluntary benefit covers an employee for the first 83 days of a disability (after a 7-day elimination period). After this time if an employee chooses to enroll, a long-term disability plan will kick in at 90 days. Due to the addition of short-term disability, employees will be able to increase their voluntary life insurance levels to \$300,000 without proof of insurability.

### New Benefits:

The City is recommending the addition of three new voluntary benefits this year:

- Short Term Disability (as described above)
- Identity Theft
- Pet Insurance

Discounted identity theft insurance is provided through Identity Force and can be applied to employees and their families (including parents and parents in law). Pet insurance is provided through SpotPet and brings up to a 20% discount to premiums for City employees.

### Flexible Spending, COBRA and Health Savings Accounts:

Associated Bank manages these benefits, effective January 1, 2025.

### III. 2025 BENEFITS PACKAGE RECOMMENDATION

The recommendation is to continue as self-funded with UMR as the third-party administrator with minimal design changes and a 1% increase in premiums for active employees and a 10% premium increase for retiree plans; continue with the Family Savings Plan; continue dental coverage with a 3% increase to premiums; add voluntary short-term disability, identity theft and pet insurance and continue all other benefits.



**\$500,000 Specific Stop Loss Deductible - UMR/Surest/FSP**

**I. TREND ASSUMPTIONS**

Medical Trend	7.5%	
Prescription Drug Trend	10.6%	
Blended Trend	8.4%	<i>Represents blend of medical &amp; Rx trend based on group experience</i>
Renewal Date	01/01/2026	07/02/2026
Projection End Date	12/31/2026	12

**II. CALCULATION OF FUNDING LEVELS**

**1. Variable Costs**

Current Member Count	1,273
M3 Projected Plan Year Medical/Rx Claims	\$10,362,946

**2. Fixed Costs**

Single Rate PEPM	Family Rate PEPM	Total Annual Cost	Notes
\$79.65	\$79.65	\$555,815	Medical Administrative Costs
(\$160.84)	(\$160.84)	(\$1,144,508)	Pharmacy Rebates & Contract Updates
\$54.11	\$54.11	\$385,030	Stop Loss and Transplant Coverage
\$31.60	\$31.60	\$224,879	Wellness
(\$245.92)	(\$245.92)	(\$1,750,000)	Family Savings Plan Savings

Total Fixed Costs= **-\$1,807,783**

M3 Projected Overall Plan Year Expenditures	\$8,555,164
Projected Funding w/ Current Rates	\$8,352,305
<b>Calculated Overall Funding Rate Increase</b>	<b>2.43%</b>
<b>Calculated Active Funding Rate Increase</b>	<b>1.72%</b>
<b>Calculated Retiree Funding Rate Increase</b>	<b>34.45%</b>

# Health Insurance Benefit Comparison

City of Green Bay

Effective Date: 1/1/2026

Actives

**Recommended: Alternate PPO Copay Plan w/ 1% increase**



Health Carrier	UMR		UMR		UMR	
	Alternate PPO Copay Plan		Current HDHP		Current Surest	
<b>Provider Network:</b>	UHC Choice Plus		UHC Choice Plus		UHC Choice Plus	
<b>Deductible</b>	<b>Single</b>	<b>Family</b>	<b>Single</b>	<b>Family</b>	<b>Single</b>	<b>Family</b>
In Network	\$1,750	\$3,500	\$2,500	\$5,000	\$0	\$0
Embedded/Non-Embedded	Embedded		Non-Embedded		N/A	
Out of Network	\$4,500	\$9,000	\$5,000	\$10,000	\$0	\$0
	<b>Single</b>	<b>Family</b>	<b>Single</b>	<b>Family</b>	<b>Single</b>	<b>Family</b>
	N/A	N/A	\$500	\$1,000	N/A	N/A
<b>Co-Insurance</b>						
In Network	80%		80%		N/A	
Out of Network	60%		60%		N/A	
<b>Maximum Out-of-Pocket</b>	<b>Single</b>	<b>Family</b>	<b>Single</b>	<b>Family</b>	<b>Single</b>	<b>Family</b>
In Network	\$4,000	\$8,000	\$5,000	\$10,000	\$5,500	\$11,000
Embedded/Non-Embedded	Embedded		Embedded		Embedded	
Out of Network	\$9,000	\$18,000	\$10,000	\$20,000	\$11,000	\$22,000
<b>Office Visits</b>	<b>PCP</b>	<b>Specialist</b>	<b>PCP</b>	<b>Specialist</b>	<b>PCP</b>	<b>Specialist</b>
In Network	Ded/Coins	\$50 Copay	Ded/Coins	Ded/Coins	\$25 - \$130 Copay	
Out of Network	Deductible & Coinsurance		Deductible & Coinsurance		\$215 Copay	
<b>Preventive Care</b>						
In Network	Select Services Covered In Full		Select Services Covered In Full		Select Services Covered In Full	
Out of Network	Deductible & Coinsurance		Deductible & Coinsurance		\$195 Copay	
<b>Urgent Care</b>						
In Network	Deductible & Coinsurance		Deductible & Coinsurance		\$80 Copay	
Out of Network	Deductible & Coinsurance		Deductible & Coinsurance		\$200 Copay	
<b>Emergency Room</b>						
	\$850 Copay		Deductible & Coinsurance		\$850 Copay	
<b>Hospital Services</b>						
In Network	Deductible & Coinsurance		Deductible & Coinsurance		See Surest Plan Summary	
Out of Network	Deductible & Coinsurance		Deductible & Coinsurance		See Surest Plan Summary	
<b>Prescriptions (Rx)</b>						
In Network	\$10 / \$90 / \$120 / \$370		Deductible & Coinsurance		\$10 / \$90 / \$120 / \$370	
Out of Network	Retail 90: \$30 / \$270 / \$360 Mail Order: \$20 / \$180 / \$240		Deductible & Coinsurance		Retail 90: \$30 / \$270 / \$360 Mail Order: \$20 / \$180 / \$240	
<b>Rx Out-of-Pocket Maximum</b>						
	Included in Medical MOOP		Included in Medical MOOP		Included in Medical MOOP	
<b>Rates</b>						
Employee	160	\$754.72	100	\$617.56	48	\$617.56
Family	189	\$1,828.12	40	\$1,495.91	47	\$1,495.91
<b>Monthly Totals</b>	<b>\$466,270.32</b>		<b>\$121,592.89</b>		<b>\$99,950.91</b>	
<b>Annual Totals</b>	<b>\$5,595,243.81</b>		<b>\$1,459,114.68</b>		<b>\$1,199,410.96</b>	
Annual Δ% from Current	1.00%		1.00%		1.00%	
Annual Δ\$ from Current	\$55,398		\$14,447		\$11,875	

### Alternate

<b>Monthly Total for All Plans</b>	\$687,814.12
<b>Annual Total for All Plans</b>	\$8,253,769.45
Annual Δ% from Current	1.00%
Annual Δ\$ from Current	\$8,253,769

While every effort is made to illustrate the carriers' various benefits, discrepancies or errors are possible. In the event of an error, the actual product brochure furnished by the insurance carrier and approved by the Commissioner of Insurance will prevail. The master contract and policyholder certificates are more detailed and should be used for the determination of benefits. All plans will comply with state and/or federal requirements with regard to nervous and mental benefits.

# HEALTH INSURANCE

<b>UMR (Group Health Self-Funded)</b> <b>UHC Choice Plus Network</b>	<b>RETIREE PLAN</b>	
	<b>Non-Embedded Deductible: Total Family Deductible must be paid out-of-pocket before Coinsurance will kick in.</b>	
	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Deductible</b>		
Single	\$2,000	\$2,000
Single + 1	\$4,000	\$4,000
Family	\$5,000	\$5,000
<b>Out-of-Pocket Maximum</b>		
Single	\$5,000	\$5,000
Single + 1	\$8,000	\$8,000
Family	\$10,000	\$10,000
<b>Coinsurance</b>	80%	60%
<b>Best Value Services</b>		
Routine Preventive Care	<b>FREE</b>	Deductible & Coinsurance
Teladoc (Virtual Care)	\$0 Per Service	N/A
Bellin Services (Primary Care & Urgent Care)	\$50 Per Visit	N/A
Prevea Services	\$125 Per Visit	N/A
<b>REMINDER: Your first preventative Mammogram and/or Colonoscopy will be FREE each calendar year.</b>		
<b>Physician Services</b>		
Primary Care	Deductible & Coinsurance	Deductible & Coinsurance
Specialist	Deductible & Coinsurance	Deductible & Coinsurance
<b>Hospital Services</b>	Deductible & Coinsurance	Deductible & Coinsurance
<b>Urgent Care Services</b>	Deductible & Coinsurance	Deductible & Coinsurance
<b>Emergency Room</b>	Deductible & Coinsurance	Deductible & Coinsurance
<b>Prescription Drug Coverage</b>	<b>Retail</b> \$5 Copay \$25 Copay \$45 Copay 10% not to exceed \$75 Copay	<b>Mail Order</b> \$10 Copay \$50 Copay \$90 Copay N/A
<b>CANARX (preventive medications)</b>	N/A	<b>FREE</b>
<b>Prescription Drug Coverage</b>		
<b>Out-of-Pocket Maximum</b>		
Single	\$1,000	
Family	\$2,000	

Refer to the Summary Plan Descriptions (SPDs) for detailed medical plan coverage information.

## TOTAL MONTHLY RATES

<b>Retiree</b>	\$1,188.78
<b>Retiree + One</b>	\$2,377.61
<b>Family</b>	\$4,101.01

# HEALTH INSURANCE (continued)

<b>UMR (Group Health Self-Funded)</b> <b>UHC Choice Plus Network</b>	<b>PPO Copay Plan</b> <i>Embedded Deductible: No single individual on a family plan will pay a deductible higher than the individual deductible amount.</i>	
	<b>IN-NETWORK</b>	<b>OUT-OF-NETWORK</b>
<b>Deductible*</b>		
Single	\$1,750	\$4,500
Family	\$3,500	\$9,000
<b>Out-of-Pocket Maximum*</b>		
Single	\$4,000	\$9,000
Family	\$8,000	\$18,000
<b>Coinsurance</b>	80%	60%
<b>Best Value Services</b>		
Routine Preventive Care	<b>FREE</b>	Deductible & Coinsurance
Teladoc (Virtual Care)	<b>FREE</b>	N/A
Bellin Services (Primary Care & Urgent Care)	<b>FREE</b>	N/A
Prevea Services (Primary Care & Urgent Care)	<b>FREE</b>	N/A
<b>REMINDER: Your first Mammogram and/or Colonoscopy will be FREE each calendar year.</b>		
<b>Physician Services</b>	<b>Copay; Then, Deductible &amp; Coinsurance</b>	
Primary Care	Deductible & Coinsurance	Deductible & Coinsurance
Specialist	\$50 Copay	Deductible & Coinsurance
<b>Hospital Services</b>	Deductible & Coinsurance	Deductible & Coinsurance
<b>Urgent Care Services</b>	Deductible & Coinsurance	Deductible & Coinsurance
<b>Emergency Room</b>	\$850 Copay (waived if admitted)	\$300 Copay (waived if admitted)
<b>PRESCRIPTION DRUG</b>	<b>Retail</b>	<b>Mail Order (90 Day Supply)</b>
Generic	\$10 Copay	\$20 Copay
Brand	\$90 Copay	\$180 Copay
Non-Preferred	\$120 Copay	\$240 Copay
Specialty	\$370 Copay	
<b>CANARX</b>	N/A	<b>FREE</b>
<b>NOTE: Prescription Drug Copays track toward Health Insurance Out-of-Pocket Maximum.</b>		

Refer to the Summary Plan Descriptions (SPDs) for detailed medical plan coverage information.

## TOTAL MONTHLY RATES

<b>Retiree</b>	\$1,705.31
<b>Retiree + One</b>	N/A
<b>Family</b>	\$4,208.22



# Group Short Term Disability Insurance

Protect your income and those who depend on it.

This coverage replaces a portion of your income when you can't work because of a qualifying disability. Even if you're healthy now, it's important to protect yourself and the people who count on your income. This insurance can help you pay the bills when you're unable to work.



## This plan offers:

- Competitive group rates
- The convenience of payroll deduction
- Benefits for a qualifying disability that is not work-related

## 🔗 About This Coverage

See the Important Details section for more information, including requirements, exclusions and definitions.

### What Your Benefit Provides

This is the benefit you'd receive if you were to suffer a qualifying disability. Eligible earnings are your weekly insured predisability earnings, as defined by the group policy. Your benefit amount will be reduced by deductible income; see the Important Details section for a list of deductible income sources.

60% of your eligible earnings, up to a maximum benefit of \$1,000 per week. Plan minimum \$15 per week.

### Benefit Waiting Period

If you suffer a qualifying disability, your benefit waiting period is the length of time you must be continuously disabled before you can begin receiving your weekly benefit.

7 days for accidental injury  
7 days for physical disease, pregnancy or mental disorder

### Extended Benefit Waiting Period

This applies if you do not apply for this coverage within 31 days of becoming eligible, were eligible for coverage under a prior plan for more than 31 days but were not insured, or if your insurance ends because you failed to pay your premium and is later reinstated.

60 days for any qualifying disability caused by physical disease, pregnancy or mental disorder occurring during the first 12 months of coverage.

### How Long Your Benefits Last

This is the maximum length of time you could be eligible to receive a weekly disability benefit.

90 days

## ☰ Additional Features

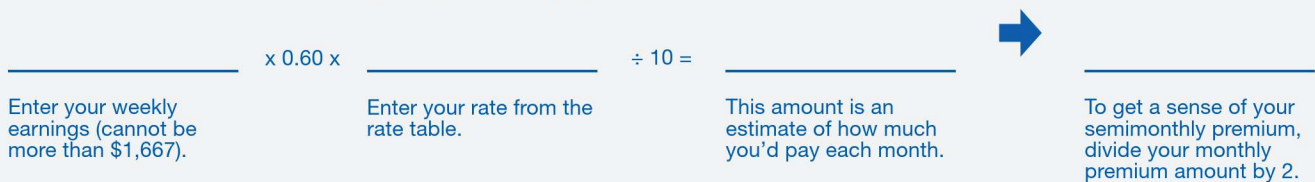
Your coverage comes with some added features:

<b>Return to Work Incentive</b>	Your disability benefit will not be reduced by any work earnings you receive until the combined amount of the benefit and your work earnings exceeds 100 percent of your predisability earnings.
<b>Help with Returning to Work</b>	If a worksite modification would enable you to return to work, we can help your employer make approved modifications by covering some or all of the cost.

## 💰 How Much Your Coverage Costs

Because this insurance is offered through City of Green Bay, you'll have access to competitive group rates that may be more affordable than those available through individual insurance. You'll also have the convenience of having your premium deducted directly from your paycheck. How much your premium costs depends on a number of factors, such as your age and benefit amount.

**Use this formula to calculate your premium payment:**



Your Age (as of January 1)	Rate per \$10 of weekly benefit
<25	\$0.281
25–29	\$0.385
30–34	\$0.346
35–39	\$0.242
40–44	\$0.251
45–49	\$0.306
50–54	\$0.329
55–59	\$0.477
60–64	\$0.493
65+	\$0.584

### **Not being able to work also means not being able to earn a paycheck.**

As you consider Short Term Disability insurance, think about the expenses you would need to cover if you were to become disabled:

- Mortgage or rent
- Utilities
- Groceries
- Medical bills
- Car insurance
- Childcare costs

To estimate your insurance needs, you'll need to consider your unique circumstances.

Use our online calculator at [www.standard.com/disability/needs](http://www.standard.com/disability/needs).

## Important Details

Here's where you'll find the details about the plan.

### Eligibility Requirements

A minimum number of eligible employees must apply and qualify for the proposed plan before the coverage can become effective. If this requirement is not met, this plan will not become effective. To be eligible for coverage, you must be a regular employee of City of Green Bay, actively working at least 30 hours per week, and a citizen or resident of the United States or Canada.

Temporary and seasonal employees, full-time members of the armed forces, leased employees, and independent contractors are not eligible.

### Employee Coverage Effective Date

To become insured, you must:

- Meet the eligibility requirements listed above
- Serve an eligibility waiting period\*
- Apply for coverage and agree to pay premiums
- Be actively at work (able to perform all normal duties of your job) on the day before the scheduled effective date of insurance

If you are not actively at work on the day before the scheduled effective date of insurance, your insurance will not become effective until the day after you complete one full day of active work as an eligible employee.

Please contact your human resources representative or plan administrator for more information regarding the requirements that must be satisfied for your insurance to become effective.

\*Defined as first of the month that follows the date you become a member

### Definition of Disability

You will be considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder:

- You are unable to perform with reasonable continuity the material duties of your own occupation, and
- You suffer a loss of at least 20 percent in your predisability earnings when working in your own occupation.

You are not considered disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license.

### Exclusions

Subject to state variations, you are not covered for a disability caused or contributed to by any of the following:

- Your committing or attempting to commit an assault or felony, or your active participation in a violent disorder or riot
- An intentionally self-inflicted injury, while sane or insane
- War or any act of war (declared or undeclared, and any substantial armed conflict between organized forces of a military nature)
- The loss of your professional or occupational license or certification
- An activity arising out of or in the course of any employment for wage or profit

### Limitations

Short Term Disability benefits are not payable for any period when you are:

- Not under the ongoing care of a physician in the appropriate specialty, as determined by The Standard
- Not participating in good faith in a plan, program or course of medical treatment or vocational training or education approved by The Standard, unless your disability prevents you from participating
- Confined for any reason in a penal or correctional institution
- Able to work and earn at least 20 percent of your predisability earnings in your own occupation but you elect not to
- Receiving sick-leave pay, annual or personal leave pay, severance pay or other salary continuation (including donated amounts) from your employer
- Eligible to receive benefits for your disability under a workers' compensation law or similar law

### When Your Benefits End

Your Short Term Disability benefits end automatically on the date any of the following occur:

- You are no longer disabled
- Your maximum benefit period ends
- Long term disability benefits become payable to you under a Long Term Disability plan
- Benefits become payable under any other disability insurance plan under which you become insured through employment during a period of temporary recovery
- You fail to provide proof of continued disability and entitlement to benefits

- You pass away

GP399-STD, GP899-STD, GP309-STD, GP209-STD,  
GP399/ASSOC, GP399-STD/TRUST

### **Deductible Income**

Your benefits will be reduced if you have deductible income, which is income you receive or are eligible to receive while receiving Short Term Disability benefits.

Deductible income includes:

- Amounts under unemployment compensation law
- Amounts because of your disability from any other group insurance
- Any retirement or disability benefits received from your employer's retirement plan which are not attributable to your contributions
- Amounts under any state disability income benefit law or similar law
- Earnings from work activity while you are disabled, plus the earnings you could receive if you work as much as your disability allows
- Earnings or compensation included in your predisability earnings which you receive or are eligible to receive while Short Term Disability benefits are payable
- Amounts due from or on behalf of a third party because of your disability, whether by judgment, settlement or other method
- Any amount you receive by compromise, settlement or other method as a result of a claim for any of the above

[SI 12503-D-WI-167946 \(7/25\)](#)

7902646-1348118

### **When Your Insurance Ends**

Your insurance ends automatically when any of the following occur:

- The date the last period ends for which a premium was paid
- The date your employment terminates
- The date the group policy (or your employer's coverage under the group policy) terminates
- The date you cease to meet the eligibility requirements (insurance may continue for limited periods under certain circumstances)
- The date City of Green Bay ends participation in the group policy

### **Group Insurance Certificate**

If coverage becomes effective and you become insured, you may receive a group insurance certificate containing a detailed description of the insurance coverage, including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the group policy. The information present in this summary does not modify the group policy, certificate or the insurance coverage in any way.

# Protecting What Matters Most

## Identity Protection and Financial Wellness for the Whole Family

IdentityForce, a TransUnion® brand, has been helping people protect their identity and credit for more than 40 years.

Our credit health and financial account protection capabilities enable you to monitor your finances and understand the key factors that affect your credit score. Similarly, our award-winning identity theft protection features – such as BreachIQ™ – help you to guard against fraud and scams.

Our enriched family identity restoration and Child Identity Monitoring features are tailored to protect your family.

### The Risks are Real

**1 in 5 people** have lost money to an imposter scam<sup>1</sup>

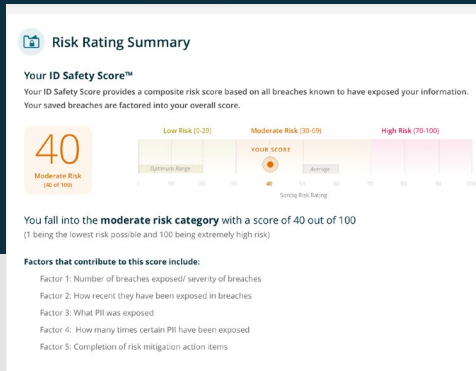
**307% jump** in account takeover fraud over two years<sup>2</sup>

**33% of identity theft victims** experienced a loss of \$10,000 or more<sup>3</sup>

1 FTC, 2021 Consumer Sentinel Network Data Book, 2022

2 Sift, Q3 Digital Trust and Safety Index, 2021

3 ITRC, Consumer Impact Report, 2022



## Comprehensive Protection For You and Your Family

- All plans include family protection features aimed at protecting everyone from your children to the senior family members in your life.
- Fully managed identity restoration for household members, including seniors and children who are most vulnerable to identity fraud attacks.
- Both employee and family plans include up to 10 dependent children and up to 10 adult household members.\*

\* Children 18-years old and under will be enrolled in child monitoring features specifically designed for minors. IdentityForce identity protection enrollment is limited to employees and their eligible dependents.

## Personalized BreachIQ™ Risk Scores and Action Plan

- All plans include our exclusive BreachIQ search tool, which enables you to search your past breach history and learn what you can do to protect yourself from past data compromises.
- BreachIQ scours a proprietary breach universe consisting of dark web and other breach databases to identify risks that are missed by dark web scans alone.
- With each BreachIQ Risk Score, we provide a list of potential risks and a detailed action plan of how to protect you or your family members.
- Premium plans include BreachIQ's highly personalized Identity Safety Score™ and action plan that combines all of your identity risks and protections and changes as soon as you take action.

## Financial Wellness and Credit Health

- Enhanced credit alerts provide more insights into the important actions you can take toward greater financial wellness.
- Score change alerts help you stay on top of your credit activity that may impact your credit standing.
- Daily credit reports, along with our credit simulator and score tracker, provide more detailed tracking of your progress.
- Our education resource center includes resources for safeguarding your financial health and identity safety with timely tips, videos and live webinars.
- With Credit Lock, you can lock and unlock your TransUnion credit report with the touch of a button, helping prevent criminals from opening or extending credit in your name.

**IDENTITY PROTECTION**

Dark Web Monitoring	●
Phishing and Botnet Monitoring <b>NEW!</b>	●
Change of Address Monitoring (USPS)	●
Court Records Monitoring	●
Sex Offender Registry Notification	●
Smart SSN Tracker	●
Short Term Loan Monitoring	●
Social Media Identity Monitoring	●
Medical ID Fraud Protection	●
Identity Vault and Secure Storage	●
Breach IQ™ Breach Search, Score, Risks	●
Breach IQ™ Personalized ID Safety Score and Action Plan	●
Financial Account Takeover Monitoring	●

**MOBILE DEVICE AND PC PROTECTION**

Mobile App (iOS and Android)	●
Password Manager	●
Mobile Attack Control	●
Spyware, Unsecured Wi-Fi and Spoofed Networks	●
Secure My Network (VPN)	●
Online PC Protection Tools	●
Phishing Protection and Website Blocker	●
Spyware and Screen Capture Protection	●
Ransomware Protection	●

**CHILD MONITORING – COMPLIMENTARY!**

Child Identity Monitoring	●
Child Social Media Identity Monitoring	●
Child Credit Freeze and Lock Assistance	●
Child Credit Activity Monitoring	●

**FAMILY PLAN FEATURES** – see pricing below

For maximum protection of you and your family, enroll in the Premium plan and extend it to include your Premium monitoring features (except ChildWatch and Insurance) for up to 10 additional adult family members in your household.

**PRICING\*\*\***

UltraSecure Premium

\$8.99 | individual plan | monthly

\$16.99 | family plan | monthly

**Get the IdentityForce app:****RESTORATION SERVICES**

24/7 Customer Support	●
Fully Managed Family Restoration	●
Restoration for Pre-Existing Identity Theft	●
Deceased Family Member Fraud Remediation**	●
Stolen Funds Replacement	●
\$2M Household Expense Reimbursement Insurance	●
Lost Wallet Assistance	●
\$25K Ransomware Expense Reimbursement	●
\$25K Social Engineering Expense Reimbursement	●
\$25K Cyberbullying Expense Reimbursement	●
Senior Fraud Resolution (on Family Plans)	●

**CREDIT HEALTH AND FINANCIAL ACCOUNT PROTECTION**

Bank and Credit Card Alerts	●
401(k), HSA and Investment Account Activity Alerts	●
Financial Calculators	●
Education Resource Center	●
Credit Score Simulator*	●
Credit Score Tracker (monthly)*	●
Credit Freeze and Lock Assistance	●
TransUnion Credit Lock and Alerts	●
Credit Monitoring TransUnion (daily)*	●
Score Change Alerts (+/- 10 points)*	●
Credit Monitoring – 3 credit bureaus (daily)*	●
Credit Report and Score – 3 credit bureaus (monthly)*	●
Financial Wellness Coaching <b>NEW!</b>	●

\* Complimentary ChildWatch included in all plans.

\*\* Deceased Household Member Fraud Remediation available for adults or eligible dependents enrolled in an active IdentityForce Family Plan at the time of their death

\*\*\* Please review the benefits materials provided by your employer and reach out to them with any questions you might have. Identity Theft Protection may be provided to you at no cost, or in certain circumstances, for an additional, payroll deducted charge. If applicable, your employer will be able to speak to the payroll deduction process by which you agree to pay. If you wish to cancel your Identity Theft Protection, please coordinate with your employer.

+ In order for you to receive any enhanced services including credit or other services, you must complete identity verification. Creation of a digital account does not automatically activate these credit services. **If you do not complete this additional identity verification step, you will not receive your enhanced services, and the amount you may be charged, if applicable, for the full price of the package will not change.****What You Need to Know**

The credit scores provided are based on the **VantageScore® 3.0** model. Lenders use a variety of credit scores and are likely to use a credit score different from the **VantageScore® 3.0** to assess your creditworthiness.

**Easy to Enroll**

1. Enroll along with other voluntary benefits through your employer.
2. Receive welcome email. If you do not receive the email, please check your spam folder.
3. Click the link in your welcome email to complete registration and access your Identity Protection Dashboard.

**Questions? Call Member Services at 1-855-441-0270****ABOUT IDENTITYFORCE**

IdentityForce, a TransUnion brand, offers proven identity, privacy and credit security solutions. We combine advanced detection technology, timely alerts, identity recovery services and 24/7 support with over 40 years of experience to get the job done. We are trusted by millions of people, global 1000 organizations and the U.S. government to protect what matters most.



America's Favorite Pet Insurance!

# Help Get Peace Of Mind With Our Pet Coverage

## Accidents

Spot plans help ensure your pet is covered from head-to-tail for unexpected accidents and injuries.

## Illnesses

Spot plans cover exams for qualified illnesses and related treatment, including things like surgeries & medications.

## Wellness

Spots optional Preventive Care plans focus on routine care and regular check-ups to help ensure their routine wellbeing.

### Spot Plans Help Cover Vet Bills for:

- Vet Exam Fees
- Microchip Implantation
- Diagnostics
- Behavioral Issues
- Unexpected Emergencies
- X-rays & Tests
- Dental Illnesses
- Hereditary Conditions
- Cancer & Growths
- Surgery
- Prescription Medications
- And Much More...

### Flexible Plans For Any Budget

Customize your annual limit, annual deductible and reimbursement rate to make your pet and wallet happy.

### Simple & Easy Claims Process

- 1 Visit Any Vet in the U.S or Canada
- 2 Submit Your Claim Online
- 3 Get Cash Back for Covered Vet Bills!

### Unleash More with Spot



spotperks<sup>+</sup>

Special discounts on pet products and services from your favorite brands.



### 24/7 Pet Telehealth Helpline

Get unlimited 24/7 virtual pet care from vet experts for your pet.



Get Up to 20% Off With Your Special Discount\* [spotpet.link/greenbaywi](https://spotpet.link/greenbaywi)

\*10% group discount available on every pet. Not available in HI or TN. Plus an additional 10% multi-pet discount on 2nd+ pets. For all terms visit Subheading. Insurance plans are underwritten by either Independence American Insurance Company (NAIC #26581) or United States Fire Insurance Company (NAIC #21113), and are produced by Spot Pet Insurance Services, LLC. (NPN # 19246385, CA License #6000188). Premiums are based on and may increase or decrease due to the age of your pet, the species or breed of your pet, and your home address.



Report to the  
**Personnel Committee**  
of the City of Green Bay

**MEETING DATE**

November 4, 2025

**PREPARED BY**

**AGENDA ITEM # E.2**

For consideration with possible action on the request to reclassify the vacant Public Works Utility Manager position to an Assistant Public Works Director – (Utilities) and approval to fill the position and any subsequent vacancies resulting from internal transfers.

**BACKGROUND**

**RECOMMENDATION**

**FISCAL IMPACT**

**ATTACHMENTS**

1. DPW Assistant Director of Public Works - Utilities Memo 10-2025 (Final)
2. Utility Manager Job Description HH Edits 10.14.25



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  
Brian Rollefson, Human Resources Director

From: Hailey Heath  
Human Resources Generalist

Re: Request to reclassify the vacant Public Works Utility Manager position to an Assistant Public Works Director - (Utilities) and approval to fill the position and any subsequent vacancies resulting from internal transfers.

Date: November 4, 2025

## RECOMMENDATION

- I. The Public Works Department and Human Resources are requesting that the Utility Manager position (Pay Grade O, \$103,542 - \$121,826) be reclassified to an Assistant Public Works Director - (Utilities) (Pay Grade P, \$109,221 - \$128,502).

## BACKGROUND

- II. In 2016, the Utility Manager position was created as well as a new Utility Division of the Public Works Department. This restructuring was the result of the City being issued an Administrative Consent order by the Environmental Protection Agency (EPA) requiring the City to develop and implement a Capacity, Management, Operations, and Maintenance (CMOM) program to effectively manage the City's collection system assets. The program included numerous goals and steps to eliminate and mitigate the impacts of sanitary sewer overflows and basement backups. As a result, the Utility Division was created to ensure future compliance with EPA and WDNR regulations.

Initially, the Utility Manager position was responsible for engineering activities related to Sanitary Sewer and Stormwater development, as well as maintenance and operations of stormwater and sanitary utility systems, oversight of the Public Works GIS program and the implementation and oversight of the City's erosion control program to ensure compliance with the City's erosion control ordinance.

Since that time, the scope of this position has broadened considerably due to grants which fund projects related to coastal resiliency, habitat restoration, sustainability, and the Mayor's initiatives. It is also worth noting that the Utility manager is responsible for developing and maintaining (2) significant budgets: Sanitary Sewer (\$34,000,000) and Stormwater (\$10,000,000) as well as

managing rate structures, keeping up with regulatory expectations, major investments, and significant planning to avoid non-compliance.

The Utility Manager oversees and directs the activities of the Utility Division staff, which includes:

- Oversight of the Sewer Section which includes (1) Superintendent and (17) maintenance personnel
- (2) Civil Engineers
- (3) Engineering Technicians
- (2) Erosion Control Staff
- (2) GIS Staff
- (1) FOG (Fat, Oil, Grease) Inspector
- (1) Clean Energy Connector
- (1) Locate Technician
- (1) Resiliency Coordinator

Over the years the Utility Manager has also assumed several new responsibilities. These duties consist of the supervision of resiliency and sustainability staff in planning and implementation of related programs: preparing the annual and long-range capital equipment and improvement plans for the Utility section; responsibility for the capital asset management and accounting for stormwater and sanitary sewer to include the coordination of rate collection for both utilities.

It is worth noting that the City has been recruiting for this position since June of this year and despite advertising on numerous professional job sites, we have not been successful in filling the position. We have received approximately (20) applications with only (2) candidates selected to interview. An offer was extended to (1) candidate. This offer was declined due to the salary. Due in part to the lack of candidates for the position, the Public Works Director requested a review of the Utility Manager position.

As a result of the expanded duties, increased complexity, and higher level of decision-making it is recommended that the Utility Manager be reclassified to Pay Grade P (\$109,221 - \$128,502) and that the title of the position be changed to Assistant Public Works Director - (Utilities) to more accurately reflect the level of responsibility and scope of the position.

## **FISCAL IMPACT**

- III. The City's consultant, Cottingham & Butler, has reviewed the job description for the Utility Manager and recommended placement in Pay Grade P. This position will be funded (50%) by the sanitary sewer budget and (50%) by the stormwater utility budget and the reclassification results in an estimated annual cost increase of \$7,690. Budget funds are available to offset the cost.

<b>Category</b>	<b>Utility Manager Grade O, Step 7</b>	<b>Assistant Public Works Director - Utilities Grade P, Step 7</b>
Salary	\$121,826	\$128,502
FICA	\$9,320	\$9,830
WRS (General)	\$8,771	\$9,252
Worker's Comp	\$256	\$270
Health Insurance	\$17,712	\$17,712
Dental Insurance	\$1,402	\$1,402
Life Insurance	\$154	\$163
<b>TOTAL COMPENSATION</b>	<b>\$159,441</b>	<b>\$167,131</b>

**Fiscal Impact                    \$7,690**

c: Valerie Joosten, Public Works Director



# JOB DESCRIPTION

## City of Green Bay

Position Title	<del>Utility Manager Assistant Public Works Director (Stormwater and Sanitary Sewer Utilities)</del>
Department	Department of Public Works/Utility Division
Reports To	Director of Public Works
Supervises	Utility Division Personnel
Position Status	Exempt
Salary Range	Pay Grade <del>OP</del>
Job Summary	Under direction of the Director of Public Works, oversees and directs the activities of <del>Utility Division staff engineering professional and paraprofessional and in the</del> planning, design, <del>supervision, operation, and maintenance of stormwater and sanitary utility systems. Directs staff in the review of all private developments for stormwater and erosion control plans and site utility plans., construction and operation of utility related public works projects.</del> Directs and oversees the work of Sewer section personnel responsible for maintenance, inspection and operation of pump station, sewer and stormwater systems. <del>Responsible for Primary contact for ensures compliance with</del> WDNR storm water and sanitary permits. <del>Directs the City's Geographic Information System staff. Oversees resiliency and sustainability staff. compliance, along with EPA storm water permit compliance.</del>
Essential Functions	<ol style="list-style-type: none"> <li>1) Supervises Utility Division engineering personnel in the preliminary preparation of plans and specifications of public works projects.</li> <li>2) Oversees the work and provides direction to the Sewer Superintendent regarding maintenance and management of the City's sewer systems.</li> <li>3) Oversees the daily operation and maintenance of the City's sanitary and storm sewer systems. Develops and monitors <del>the Sanitary Sewer Utility he Sewer District</del> budget, monitors expenditures and determines the rates.</li> <li>4) Manages and ensures compliance of storm water and sanitary permits, regulations and compliance orders.</li> <li>5) Oversees the implementation and maintenance of the City's Erosion Control Program, including the review and authorization of erosion control permits, and educational programs.</li> <li>6) Prepares and reviews technical reports, studies, permit applications and grant applications as required.</li> <li>7) Provides oversight for the review of all site plans and proposed development projects. Reviews plans and specifications prepared by consultants.</li> <li>8) Oversees the implementation and maintenance of the City's Storm Water Management Program, including the review and authorization of post-construction storm water permits and educational programs. Prepares the Storm Water Utility budget, monitors expenditures and determines the rates.</li> <li>9) <del>10)</del> Manages the Department of Public Works' Geographical Information System (GIS).</li> <li>9) <del>10)</del> Oversees resiliency and sustainability staff in the planning and implementation of related programs.</li> <li>10) <del>11)</del> Prepares public works contracts, purchase orders, service contracts, invoices</li> </ol>

	<p>and reviews payments and change orders related to various utility programs.</p> <p><del>12)</del> <u>Prepares Assists in the preparation of the Public Works Stormwater and Sanitary Sewer Utility</u> annual and long-range capital <u>equipment and</u> improvement programs.</p> <p><del>11)</del><u>13)</u> <u>Oversees the capital asset management and accounting for storm water and sanitary sewer. Responsible for coordination of rate collections for both utilities.</u></p> <p><del>12)</del><u>14)</u> Oversees the sanitary sewer billing of the City's industrial monitored customers and municipal customers.</p> <p><del>13)</del><u>15)</u> Serves as the lead liaison between the City and other governmental agencies (WDNR, EPA, etc.), <u>the regional wastewater treatment plant (NEW Water), industrial customers, and adjacent municipalities related to stormwater and sanitary sewers.</u></p> <p><del>14)</del><u>16)</u> Meets with the public, developers, contractors, consultants, other City departments and agencies to provide technical engineering assistance and guidance on projects <u>and ensures compliance-(i.e. inspection of private stormwater management practices, illicit discharges, illicit connections, etc.)</u></p> <p><del>17)</del> Provides oversight and responds to complaints and damage/claim reports when required.</p> <p><del>15)</del><u>18)</u> <u>Responsible for keeping up with</u> <u>Maintains knowledge of advances in technology, industry issues, and best practices approaches (PFAS, Infiltration &amp; Inflow).</u></p> <p><del>16)</del><u>19)</u> Performs other duties as assigned.</p>
<p>Knowledge, Skills And Abilities</p>	<ul style="list-style-type: none"> <li>▪ Considerable knowledge of the principles and practices of civil, environmental and structural engineering; modern engineering methods and practices followed in preparing designs, plans, specifications, estimates, and reports as applied to storm water, sanitary sewer, pavement and environmental construction. Considerable knowledge of applicable Federal, State and Local codes related to municipal, public works and private projects. Considerable knowledge of the operation and maintenance sanitary sewer and storm sewer systems. <u>Considerable knowledge of regulatory compliance under WPDES permits for municipal stormwater and sanitary sewer systems.</u> Comprehensive knowledge of effective management principles and techniques.</li> <li>▪ <u>Considerable skill in utility management and long-range system planning. Considerable skill in budgeting, rate calculations, fiscal and billing practices.</u> Considerable skill in preparing and reviewing complex designs, details, estimates, plans and specifications for public works and private development projects. Considerable skill in the application of engineering theory to complex field problems. Considerable skill in reading and interpreting construction plans and specifications. Considerable skill in receiving assignments in general terms and to schedule, plan, direct and oversee the work of <u>a diversified staff; engineers, engineering technicians, specialists, coordinators and GIS professionals</u><del>subordinates</del>; coordinating the work of <u>at the divisions</u><del>unit</del>; applying engineering theory to complex field problems and coordinating various engineering and operational activities.</li> <li>▪ Ability to proficiently utilize a computer and the required software. Ability to follow oral and written instructions and to work independently. Ability to analyze and make sound, independent decisions. Ability to communicate effectively both verbally and</li> </ul>

	<p>in writing. Ability to establish and maintain effective working relationships with staff, other agencies, contractors, the general public and City officials. Ability to work the required hours of the position.</p> <ul style="list-style-type: none"> <li>▪ May be required to demonstrate minimum competency by successfully passing approved tests.</li> </ul>
<p>Minimum Education And Experience</p>	<ul style="list-style-type: none"> <li>▪ Bachelor’s degree in Civil Engineering and a minimum of 6-years of progressively responsible experience with municipal projects and sewer system operation and maintenance with 2-years in a supervisory capacity. A combination of equivalent experience and/or education may be considered.</li> <li>▪ Registration with Wisconsin State Board of Architects, Professional Engineers, Designers and Land Surveyors as a Professional Engineer or ability to obtain within 12 months.</li> <li>▪ Valid driver’s license and good driving record.</li> </ul>
<p>Physical Requirements</p>	<p>Ability to perform the following activities:</p> <ul style="list-style-type: none"> <li>▪ Lifting and carrying up to 10-20 pounds.</li> <li>▪ Frequent standing, walking and sitting.</li> <li>▪ Ability to focus for long period of time on projects.</li> <li>▪ Ability to reach, climb, stoop and lift.</li> <li>▪ Ability to walk on rough or uneven terrain.</li> <li>▪ Ability to work in varied environmental conditions.</li> </ul>
<p>I have read the above position description and understand the duties and responsibilities of the position.</p>	
<p>_____</p> <p>Employee Signature</p>	<p>_____</p> <p>Date</p>



Report to the  
**Personnel Committee**  
of the City of Green Bay

**MEETING DATE**

November 4, 2025

**PREPARED BY**

**AGENDA ITEM # F.1**

Report of Routine Personnel Actions

**BACKGROUND**

**RECOMMENDATION**

**FISCAL IMPACT**

**ATTACHMENTS**

- I. Personnel Action Report 11.4.25

**REPORT OF ROUTINE PERSONNEL ACTIONS  
FOR REGULAR EMPLOYEES  
November 4, 2025**

<u>Position</u>	<u>Department/Division</u>	<u>Name</u>	<u>Date</u>
<b><u>New Hire</u></b>			
Administrative Clerk	DPW	Brooke Jubert	10/6/2025
Parking Enforcement Officer	DPW	Matthew Culbertson	9/22/2025
Truck Driver - Streets	DPW	Richard Semrow	10/6/2025
Truck Driver - Streets	DPW	Manuel Mendoza	10/6/2025
Community Service Officer	PD	Mason Baker	10/7/2025
Truck Driver - Streets	DPW	Carl Last	10/13/2025
Truck Driver - Streets	DPW	Jospeh Kozlovsky	10/13/2025
Custodian I	PRF	Scott Minor	10/20/2025
Transit Operator	Transit	William De Terville	10/7/2025
Conservation Corps Field Assistant	PRF	Morgan Geary	10/20/2025
Safety Coordinator	HR	Nicholas Wirgau	11/10/2025
Advanced Patrol Officer	PD	Sara Dumdie	10/27/2025
Patrol Officer Recruit	PD	Heriberto Torres	10/10/2025
Patrol Officer	PD	Chandler Stordeur	11/10/2025
Patrol Officer	PD	Joshua Jewell	11/10/2025
<b><u>Transfer</u></b>			
Transit Supervisor	Transit	Jacob Kulis	10/6/2025
Operations Manager	Transit	Chris Braatz	10/6/2025
Lieutenant	PD	Tom Denney	9/21/2025
Lieutenant	PD	Michael Sobieck	9/21/2025
Captain	PD	Matthew Cain	9/21/2025
Park Maintenance Worker	DPW	Eric Doyka	11/5/2025
<b><u>Promotion</u></b>			
Sergeant	PD	Brian Krueger	9/21/2025
Sergeant	PD	Erik O'Brien	9/21/2025
Advanced Patrol Officer	PD	Christopher Vaubel	9/21/2025
Parking Maintenance Tech	DPW	Cody Flavion	10/20/2025
Patrol Officer Recruit	PD	Jhad Newsom	10/13/2025
Laborer - Street	DPW	Nathan Francois	11/3/2025
<b><u>Grade/Step Change</u></b>			
Housing Inspector	CED	Michael VanDeWettering	9/30/2026
Patrol Officer	PD	Logan Rueckl	10/28/2025
Advanced Patrol Officer	PD	Benjamin Harvath	10/10/2025
Advanced Patrol Officer	PD	Garth Russell	10/10/2025
Firefighter	Fire	Quinn Watermolen	10/2/2025
Firefighter	Fire	Kaiden Koltz	10/2/2025
Firefighter	Fire	Donald Covaciu	10/2/2025
Firefighter	Fire	Jordan Puchalla	10/2/2025
Firefighter	Fire	Kole Rentmeester	10/2/2025
Firefighter	Fire	Joshua Sasman	10/2/2025

Firefighter	Fire	Conner Lee	10/2/2025
Financial Supervisor	DPW	Jodi Meyer	9/25/2025
Engineering Technician	DPW	William Tomchek	9/28/2025
Truck Driver - Streets	DPW	David Shivers	9/24/2025
Transit Operator	Transit	Tyler King	10/28/2025
Transit Operator	Transit	Susan Horner	11/4/2025
Transit Operator	Transit	Devin Bowers	11/25/2025
Transit Operator	Transit	Amy Masemore	12/11/2025
Building Inspector	CED	Logan Krueger	10/7/2025
Housing Inspector	CED	Thomas Nier	10/7/2025
Transit Mechanic	Transit	Thomas Wichgers	10/14/2025
Park Maintenance Foreperson	PRF	Ryan Remondini	10/9/2025
Resiliency Coordinator	DPW	Melissa Schmitz	10/12/2025
Mechanic Foreperson	Fire	Mark Retzlaff	10/11/2025
Compliance Coordinator	Transit	Becky Fleck	11/6/2025
Operator II	DPW	Shannon Schornack	10/15/2025
Signs Operator	DPW	Shawn Potts	10/28/2025
Operator I	DPW	Gerard Hamilton	11/13/2025
Building Services Coordinator	PRF	Jason Hyde	10/23/2025
Administrative Clerk	PD	Heather Bruechert	10/10/2025
Building Technician	Transit	Travis Schmutzer	11/1/2025
Building Maintenance Tech	DPW	Will Cooley	11/11/2025
Police Chief	PD	Chris Davis	9/16/2025
Office of Violence Prevention Director	CED	Andrea Kressin	11/6/2025
Youth Apprentice Mechanic Assistant	DPW	Logan Eriean	8/18/2025
Signs Worker Foreperson	DPW	Keith Waldo	9/21/2025

**End of Employment**

Specialist II	PD	Joseph Merrill	10/4/2025
Mechanic	DPW	Brandon Ready	10/3/2025
Parking Enforcement Officer	DPW	Erika Hoffmann	9/29/2025
Parking Enforcement Officer	DPW	David May	10/2/2025
Mechanic	DPW	Brandon Ready	10/2/2025
Administrative Operations Supervisor	CED	Lisa Bergelin	12/16/2025
Patrol Officer	PD	Joseph Lannoye	10/24/2025