



CITY OF  
**LONG LAKE**

## **City Council Agenda Report**

### **City of Long Lake**

450 Virginia Avenue, PO Box 606

Long Lake, MN 55356

**MEETING DATE / September 16, 2025**

**SUBJECT:** Approve 60-Day Extension of Probationary Period for Public Works  
Maintenance Worker I Noah Mackey

**Prepared By:** Sean Diercks, Public Works Director (JM)

**Report Date:** 9/9/2025

### **Recommended City Council Action**

Staff recommends the following:

Motion to approve a final 60-day probationary status extension for Public Works Maintenance Worker I Noah Mackey to allow an extended opportunity to obtain his required sewer licensure; and to provide opportunity for demonstration of proficiency in and compliance with all required job functions and requirements of the Maintenance Worker I position.

### **Overview / Background**

All new Public Works Maintenance Workers are hired as probationary employees by the City and serve a 12-month probationary period. Their performance is evaluated by the Public Works Director and reviewed by the City Administrator at their six month and one year anniversaries, and recommendation is made to the City Council as to whether an employee's performance has earned them promotion to regular employee status or if compensation changes are warranted.

Public Works Maintenance Worker I Noah Mackey's one year employment anniversary date was on March 4, 2025, and his annual performance evaluation was completed on March 12. Consistent with staff's recommendation, at their March 18 meeting, the City Council approved a six-month extension of Mr. Mackey's probationary status in order to offer an additional opportunity for Mr. Mackey to secure the water and sewer certification and licensure required by his position; and to allow supervisory staff to further evaluate Mr. Mackey's overall job performance and abilities.

Recognizing his extended probationary period expired on September 4, Public Works Director Diercks and City Administrator Weske met with Mr. Mackey to advise him verbally and in writing that staff would be recommending Council approval of a final 60-day probationary period extension (expiring November 3) during which Mr. Mackey must demonstrate satisfactory compliance with all requirements of the position, including without limitation obtaining his sanitary sewer collections license. Mr. Mackey is scheduled to test for his sanitary sewer collections license on September 25.