



CITY OF  
**LONG LAKE**

## **City Council Agenda Report**

### **City of Long Lake**

450 Virginia Avenue, PO Box 606

Long Lake, MN 55356

**MEETING DATE / June 17, 2025**

**SUBJECT:** Approve a Six-Month Probationary Status Extension for Public Works  
Maintenance Worker I Mike Decker

**Prepared By:** Sean Diercks, Public Works Director

**Report Date:** 6/2/2025

### **Recommended City Council Action**

Staff recommends the following:

Motion to approve a six-month probationary status extension for Public Works Maintenance Worker I Mike Decker to allow continued employee development, an extended opportunity to secure required licensure and certification, and to further assess the employee's qualifications and performance of required position responsibilities.

### **Overview / Background**

An interview panel comprised of City Administrator Weske, Public Works Director Diercks, and Public Works Lead Laakkonen met in May 2024 to interview Mr. Decker for the full time Public Works Maintenance Worker I position. Mr. Decker had already been working as a Seasonal Maintenance Worker with the Public Works Department. The interview process included a question and answer period; a review of basic Public Works skills and utility operations; and an assessment consisting of dump truck operation, front end loader operation, and some minor fabrication skills. Upon conclusion of the post-interview discussion, the interview panel agreed to extend a conditional offer of employment to Mr. Decker pending a successful background check as performed by the Wayzata Police Department, and City Council approval; and an offer letter was prepared and accepted by Mr. Decker.

Mr. Decker completed his first six months of probationary status with a successful review on December 19, 2024 and received a salary adjustment. His successful review was in recognition of Mr. Decker having obtained a Class B CDL as required with City-sponsored CDL training during this period. Additionally though, at his six month review, Mr. Decker was verbally warned that he needed to pay more attention while operating equipment as separate incidents had occurred involving damages to the asphalt roller, to motor mounts on zero turn lawn mowers, and to the Tool Cat front end axle. Following his verbal warning, Mr. Decker's operation of equipment caused damage to a rear plow truck tire in January 2025, and damages to the crane truck in April 2025. Written disciplinary action was subsequently issued in May 2025 to document ongoing concerns regarding Mr. Decker's treatment of City equipment.

It was further communicated during Mr. Decker's six month review in December 2024 that it was a requirement of his position that he focus on completing certification training and exams for both water and sewer. He has attended training for both water and sewer in the first half of 2025. The MDH and MPCA prerequisite for taking both the drinking water treatment certification and sewer collection certification exams is that an employee has completed one full year of service prior to testing. It is hoped that Mr. Decker will be testing for his certification exams in summer of 2025.

The six-month probationary status extension requested will allow supervisory staff to fully determine if Mr. Decker will be qualified and have obtained the skills necessary to remain in the position, or to be eligible for any promotion or compensation adjustment. The probationary status extension would be in effect until at least December 2025.

**Supporting Information**

- Personnel Action Form enacting a six-month probationary status extension for Public Works Maintenance Worker I, Mike Decker