



## Core Services Report

### *Classification & Compensation*

#### **Completed New Position/Reclassification Requests**

Position	Requested	Approved Position	Approved Date
Admin Assistant-CDA	Economic Development Coordinator	Economic Development Coordinator	9/15/2025
Customer Service Spec	Circulation Assistant	Circulation Assistant	9/25/2025
Admin Assistant-Neighborhood Services	Zoning Specialist	Zoning Specialist	9/29/2025
New	Legal Assist/Paralegal	Legal Assistant or Paralegal	10/20/2025

### *Employee Benefits*

#### **Family Medical Leave**

Requests Received	Approved	Pending	Denied	Canceled
21	19	0	0	2

#### **FMLA Non-Approval Reasons**

Paperwork not returned/Canceled	Insufficient years of service/hours	Condition does not qualify
2	0	0

#### **Workers Compensation (YTD)**

Number of Claims	Lost Time	Medical Only
25	0	25

#### **Spanish Stipend**

Employee	Date Passed	Department
Ariel Mora	1/1/2025	Streets
Olivia Monson	Results provided from test with previous municipality	PD
Diego Gonzalez	12/29/2025	Parks & Rec - WAFC

#### **Volunteer Time Request**

Employee	Date	Hours	Organization
Aranda	9/15/2025	8	WW MC United

## Employee and Labor Relations

### Grievances (YTD)

Number of Grievances	Open Grievances	Closed Grievances
1	1	

### Open Grievances

Issue	Date Filed	Status
Vacation Payout	7/2/2025	Pending-Arbitration *
		*Arbitration canceled on 1/12/26-matter closed

### Closed Grievances

Issue	Date Filed	Status

## Recruitment & Selection

### New Hires

Name	Department	Job Title	Hire Date	Separation Date
SWARTZ, ANDREW	IT	Junior IT	1/2/2025	
KUCHENBECKER, MELISSA	POLICE	PATROL OFFICER	1/3/2025	
GROEN, MEGAN	WAFC	WAFC MANAGER	1/6/2025	9/5/2025
DELAIN, NOAH	WAFC	LIFEGUARD	1/30/2025	
WIECK, CAMELIA	WAFC	LIFEGUARD	1/31/2025	
KUCHTA, LUCY	WAFC	LIFEGUARD	2/5/2025	
REEVES, JADE	WAFC	LIFEGUARD	2/5/2025	
STROHBUSCH, SORAYA	WAFC	LIFEGUARD	2/6/2025	
STEADMAN, RUTH	WAFC	LIFEGUARD	2/7/2025	
JONES, KAIA	WAFC	LIFEGUARD	2/13/2025	
BRAUTIGAM, PAYTON	WAFC	LIFEGUARD	2/13/2025	
FREDLUND, RACHEL	WAFC	LIFEGUARD	2/20/2025	
MCCARLEY, LOGAN	WAFC	FRONT DESK	2/21/2025	
SWENSON, BETSY	CDA	ADMIN ASST	2/24/2025	9/10/2025
GOSSE, NOLAN	FINANCE	AP/PAYROLL CLERK	2/24/2025	6/24/2025
GORDON, SKYLAR	FIRE	POC/EMT	3/5/2025	
PEACHEY, OWEN	FIRE	POC/PARAMEDIC	3/17/2025	5/29/2025
LAHAIE, MADDISON	WAFC	SWIM INSTRUCTOR	3/19/2025	
DEIBELE, DARIA	FIRE	FF/PARAMEDIC	3/25/2025	12/10/2025
GIRARD, TIMOTHY	FIRE	FF/EMT	3/27/2025	

KNURR, BROOKLYN	POLICE	CSO	4/11/2025	9/11/2025
VAVRINA, BROOKLYN	POLICE	CSO	4/11/2025	
GOWAN, KEVIN	POLICE	DETECTIVE	4/21/2025	
LINDL, ANNE	SEASONAL	STREETS	5/1/2025	
JURGILANIS, SAMUEL	INTERN	MEDIA SERVICES	5/5/2025	
CAROLLO, JOSEPH	PARKS AND REC	UMPIRE	5/13/2025	
DESTERHEFT, ELSIE	WAFC	LIFEGUARD	5/16/2025	
BEHRINGER, KEVIN	PARKS AND REC	UMPIRE	5/16/2025	
CUSHMAN, DAVID	SEASONAL	STREETS	5/27/2025	
BRAUTIGAM, SARA	WAFC	FRONT DESK	5/27/2025	
TOBIAS, JUAN	WAFC	LIFEGUARD	6/5/2025	
WAELCHLI, CARTER	MEDIA	MEDIA PRODUCER	6/5/2025	12/22/2025
ROSELLE, MARCUS	PARKS AND REC	UMPIRE	6/5/2025	
KELLEHER, KYA	STREETS	SEASONAL	6/5/2025	
ZUEGE, ASHLEY	PARKS AND REC	ACTIVITY INSTRUCTOR	6/9/2025	
HAGEN, MADDOX	PARKS AND REC	UMPIRE	6/9/2025	
SCHILT, SYDNEY	WAFC	LIFEGUARD	6/10/2025	
REED, ANTHONY	PARKS AND REC	SEASONAL FACILITY	6/11/2025	
WEIRICH, NICHOLAS	PARKS AND REC	SEASONAL FACILITY	6/11/2025	8/4/2025
SILVIUS, ETHAN	PARKS AND REC	SEASONAL FACILITY	6/11/2025	
OJIBWAY, CONNOR	WAFC	LIFEGUARD	6/12/2025	
MONSON, OLIVIA	POLICE	PATROL OFFICER	6/16/2025	
STERBIN, AVA	WAFC	FRONT DESK	6/19/2025	
PELLER, FINLEY	PARKS AND REC	ACTIVITY INSTRUCTOR	6/19/2025	
MORTON, MADDILYN	WAFC	FRONT DESK	6/19/2025	
ROBERTS, KIRBY	WAFC	LIFEGUARD	6/23/2025	
SKINDINGSRUDE, CAROLINE	WAFC	FRONT DESK	6/23/2025	
SURA HAJEWSKI, SHANNON	WAFC	FRONT DESK	6/25/2025	
WEBB, MALACHI	WAFC	FRONT DESK	7/2/2025	
GUITERREZ-CURTIS, WILLOW	WAFC	LIFEGUARD	7/2/2025	
WEBER, ASHLEY	WAFC	FRONT DESK	7/17/2025	
KILAR, ANGEL	WAFC	SLIDE ATTENDANT	7/22/2025	
GRAVES-KORAN, MYA	WAFC	LIFEGUARD	7/24/2025	
ALEXANDER, JEREMY	POLICE	PATROL OFFICER	7/28/2025	
MAAS, MICHAEL	PARKS AND REC	YOUTH PROGRAM COORDINATOR	8/4/2025	
CHESEBRO, STEVEN	ADMINISTRATION	CITY ATTORNEY	8/4/2025	
BAUSCHKE, DESTINE	FINANCE	PAYROLL CLERK	8/12/2025	
RECOB, MADELYN	PARKS AND REC	ACTIVITY INSTRUCTOR	8/18/2025	
CAGNEY, NATHAN	WAFC	LIFEGUARD	8/19/2025	
BECKER, MASON	ADMINISTRATION	ECONOMIC DEVELOPER	8/20/2025	
EGNOSKI, JACEK	PARKS AND REC	YOUTH SPORTS OFFICIAL	8/21/2025	

ALFORD, CAITLIN	WAFC	LIFEGUARD	8/25/2025	
DAVIS, MAYA	WAFC	LIFEGUARD	8/25/2025	
SANTIAGO, LUIS "MATTHEW"	WAFC	FRONT DESK	8/28/2025	
BOLDT, DANIEL	NEIGHBORHOOD SERVICES	GIS ANALYST	9/2/2025	
SWANSON, HUNTER	LIBRARY	MAKERSPACE LIBRARIAN	9/2/2025	
SKIBA, ISABELLA	PARKS AND REC	CERTIFIED INSTRUCTOR-DANCE	9/3/2025	
WOLF, CONNOR	FIRE AND EMS	POC	9/4/2025	
PIPER, TREVOR	PARKS AND REC	SPORTS OFFICIAL	9/4/2025	
KOCH, EMILY	PARKS AND REC	ACTIVITY INSTRUCTOR	9/4/2025	
ROLLAG, AMANDA	PARKS AND REC	ACTIVITY INSTRUCTOR	9/4/2025	
SHEEDY, SYDNEY	WAFC	LIFEGUARD	9/5/2025	
BRIDLEMAN, JACK	POLICE	PATROL OFFICER	9/5/2025	
GEHRENBECK, THEO	WAFC	LIFEGUARD	9/11/2025	
KLOCKENKEMPER, ANNA	WAFC	FRONT DESK	9/11/2025	
GONZALEZ, DIEGO	WAFC	FRONT DESK	9/11/2025	
BARNETT, SELAH	WAFC	FRONT DESK	9/12/2025	9/29/2025
JIMENEZ, ERIC	FINANCE	CHIEF INFORMATION OFFICER	9/15/2025	
CRISAFOLLI, JENNA	WAFC	FRONT DESK	9/16/2025	
MANSKE, ELLA	WAFC	FRONT DESK	9/18/2025	
MORTON, KENDALL	WAFC	FRONT DESK	10/1/2025	
JACOBS, BENJAMIN	POLICE	PATROL OFFICER	10/6/2025	
EDWARDS, AEVYN	PARKS AND REC	ACTIVITY INSTRUCTOR	10/8/2025	
CHURCHILL, EMERY	PARKS AND REC	DANCE INSTRUCTOR	10/8/2025	
GROCH, JORDAN	PARKS AND REC	ACTIVITY INSTRUCTOR	10/9/2025	
SCHULTZE, EVAN	PARKS AND REC	LIFEGUARD	10/17/2025	
LOWERY, JAMIE	PARKS AND REC	WAFC MANAGER	10/20/2025	
SEAVER, MARCUS	WAFC	FRONT DESK	11/5/2025	
LIBERTO, ROBERT	PARKS AND REC	ACTIVITY INSTRUCTOR	11/7/2025	
RAO, ASHWINI	ADMINISTRATION	ECONOMIC DEVELOPMENT CO.	11/10/2025	
GRYTENHOLM, ABBI	PARKS AND REC	LIFEGUARD	11/18/2025	
FANSHAW, SOPHIA	PARKS AND REC	LIFEGUARD	11/19/2025	
KEESLING, LOGAN	PARKS AND REC	LIFEGUARD	11/19/2025	
IHM, JACOB	POLICE	CSO	12/18/2025	

#### Transfers

Original Position	New Position	Date
School Resource Officer	Patrol Officer	10/29/2025

#### Promotions

Original Position	New Position	Date

CSO	Patrol Officer	1/3/2025
Dispatcher II	Dispatcher I	1/11/2025
Accountant	Comptroller	2/1/2025
Patrol Officer	Patrol Lieutenant	2/18/2025
Jr IT Support Tech	IT Support Tech	6/23/2025
Media Intern	Media Producer	9/2/2025
Detective	Detective Lieutenant	11/18/2025

### Separations

Total Separations	Resignations	Retirements	Terminations
25	19	5	1

### Employee Referral Bonus

Date	Employee Referred by	Employee Hired
10/6/2025	Derek Johnson	Ben Jacobs

### Flexible Work Arrangements

Job Title	Arrangement	Date Approved/Denied	6 Month Review Date	Notes
Police Chief	Summer Schedule	3/7/2025	N/A	Repeat of 2024 request
Interim Econ Develop Dir	Remote work	4/22/2025	N/A	
GIS Analyst	Temp schedule change	9/5/2025	N/A	10 hr/M-Th until able to move (10/15)
Asst Parks Director	One hour lunch	9/9/2025	N/A	7:30 am to 4:30 pm
City Attorney	From home as needed	10/30/2025	4/30/2026	

### Employee Handbook Modifications

Section Modified	Modification	Date

### Employee Retention

#### Turnover Rate - Goal = Under 20%

Year	Turnover Rate
2022	15.7%
2023	27.3%
2024	12.4%
2025	19.0%

**Average Tenure**

Year	Average Tenure Years
2023	6.97
2024	Did not calculate
2025	6.75

**Employee Engagement Scores** - Scores from employee surveys that measure satisfaction, morale and connection

Date	Happiness (% yes)	Culture & Atmosphere (1-5)	Appreciated (% Always/Often)
Mid 2024	93%	4	N/A - Didn't ask
End 2024	87%	4.1	61%
Mid 2025	85%	3.82	53%
	Satisfied (% Very or Satisfied)		
End of 2025	78%	4	60%

Note - No employees were Dissatisfied or Very Dissatisfied

**Employee Net Promoter Score** - Employees' likelihood to recommend working at the municipality

Date	% Very Likely or Likely
Mid 2024	76.50%
End 2024	73.70%
Mid 2025	76.50%
End 2025	75.00%