



## Core Services Report

As of 07/05/2024

### Classification & Compensation

#### Open New Position/Reclassification Requests

Current Job Position	Current Salary Range	Requested Job Position	Requested Salary Range	Effective Date

#### Completed New Position/Reclassification Requests

Original Job Position/Salary Range	Requested Job Position/Salary Range	Approved Job Position/Salary Range	Approval Date	Effective Date
IT Administrator	IT Director/No Salary Change	IT Director/No Salary Change	12/5/2023	1/1/2024
	IT Technology Support Technician \$27.83 - \$32.21	IT Technology Support Technician \$27.83 - \$32.21	12/5/2023	1/1/2024
	Asst Parks, Rec & Community Events Dir \$57,056.66 - \$78,275.09	Asst Parks, Rec & Community Events Dir \$57,056.66 - \$78,275.09	12/5/2023	1/1/2024
FD First Asst Chief PT-non-exempt \$33.08	First Asst Chief FT-exempt \$87,091.18 - \$94,079.94	First Asst Chief FT-exempt \$87,091.18 - \$94,079.94	12/5/2023	1/1/2024
Program & Makerspace Librarian/hourly non-exempt	Same/\$48,623-\$59,798 exempt	Same/\$48,623-\$59,798 exempt	2/6/2024	2/10/2024
Economic Development Director	Added oversight of Neighborhood Services/ No Salary Change	Oversight of Neighborhood Services/ No Salary Change	2/1/2024	2/1/2024

### Employee Benefits

#### Family Medical Leave (YTD)

Requests Received	Approved	Pending	Denied	Canceled
12	5	2	3	2

#### FMLA Non-Approval Reasons

Paperwork not returned/Canceled	Insufficient years of service/hours	Condition does not qualify
2	3	

#### Workers Compensation (YTD)

Number of Claims	Lost Time	Medical Only
5	0	5

## Employee and Labor Relations

### Grievances (YTD)

Number of Grievances	Open Grievances	Closed Grievances

### Open Grievances

Issue	Date Filed	Status

### Closed Grievanceews

Issue	Date Filed	Status

## Recruitment & Selection

### New Hires

Name	Department	Job Title	Hire Date	Separation Date
Reagan Godek	Parks & Rec	Activity Instructor	1/5/2024	
Karen Kachel	Parks & Rec	Instructor	1/8/2024	
Lynn Kennedy	PD	Dispatcher	1/16/2024	2/26/2024
Matt Seaver	DPW	Laborer	1/22/2024	
Kiara McKowen	Parks & Rec	Activity Instructor	1/23/2024	
Mike Kaspar	Fire	Firefighter/Paramedic	1/24/2024	
Brian Sowka	WAFC	Lifeguard	1/24/2024	
Cailey Russell	Police	CSO	1/23/2024	
Sabrina Dubbert	Parks & Rec	Tae Kwon Do Instructor	1/25/2024	
Grace Coleman	WAFC	Lifeguard	1/26/2024	
Kennady Wilson	WAFC	Lifeguard	1/31/2024	
Haley Fox	Parks & Rec	Activity Instructor	2/9/2024	
Richard Bell	WAFC	Lifeguard	2/13/2024	
Giavanna Sinacore	WAFC	Front desk	2/21/2024	
Jacob Thorson	WAFC	Front desk	2/22/2024	
Madison Schulz	WAFC	Front desk	2/22/2024	
Jordan Mars	WAFC	Lifeguard	2/22/2024	
Laura Phillips	DPW	GIS Analyst	2/26/2024	
Cameron Zeinert	Intern	Intern	2/28/2024	5/31/2024
Christopher Crane	IT	IT Support Technician	3/4/2024	
Ethan Schmohe	WAFC	Lifeguard	3/15/2024	
Lucy Davis	WAFC	Lifeguard	2/5/2024	
Hunter Martin	Police	Patrol Officer	3/25/2024	
Sophia Gunderson	WAFC	Slide Attendant	3/27/2024	
Rebecca Magestro	Admin	Chief of Staff	4/1/2024	
Ethan Cesarz	Parks & Rec	Athletic Program Coordinator	4/8/2024	
Nicole Curtis	Library	Customer Service Specialist	4/8/2024	
Douglas Behrens	DPW	Seasonal streets	4/9/2024	
Clare Dicks	WAFC	Slide Attendant	4/9/2024	
Katie Gillette	WAFC	Slide Attendant	4/11/2024	
Adam Pound	WAFC	Front desk	4/12/2024	
Cole Hanson	Parks & Rec	Act Leader/Umpire	4/18/2024	
Alyssa Ostrenga	Admin	Intern	4/19/2024	

Rachel Clift	Library	Assistant Library Director	4/22/2024	
Christopher Colon Lopez	WAFC	Front desk	4/24/2024	
Ethan Bilau	Parks & Rec	Umpire	4/24/2024	
Brianne Sura	WAFC	Front desk	4/25/2024	
Dylan Hake	Parks & Rec	Facility Maintenance	4/29/2024	
Abigail Tanner	Parks & Rec	Umpire	5/2/2024	
Cassidy Spease	Parks & Rec	Activity Instructor	5/6/2024	
Erik Cesarz	Parks & Rec	Umpire	5/13/2024	
Colton Conway	Wastewater	Seasonal	5/14/2024	
Joshua Pacheco	WAFC	Front desk	5/14/2024	
Joneek Griggs	Parks & Rec	Activity Instructor	5/14/2024	
David Enns	WAFC	Lifeguard	5/16/2024	
Gabrielle Goehl	WAFC	Lifeguard	5/16/2024	
Theresa Gleasing	DPW	Seasonal	5/20/2024	
Ariel Mora	DPW	Laborer I	5/20/2024	
Zachary Allen	DPW	Seasonal	5/22/2024	6/28/2024
MaKayla Bazeley	WAFC	Lifeguard	5/22/2024	
Myles Morse	DPW	Seasonal	5/22/2024	
Elias Adrian	Fire	POC-EMT	5/24/2024	
Michael Messler	Fire	POC-AEMT	5/29/2024	
Emily Kaddatz	Fire	POC-EMT	5/30/2024	
Tayanna Schwefel	Parks & Rec	Activity Leader	5/30/2024	
Isabelle Dieter	DPW	Seasonal Laborer	5/30/2024	6/13/2024
Jade Van Wormer	DPW	Seasonal Laborer	5/30/2024	
Tyler Arnett	WAFC	Lifeguard	6/3/2024	
Marissa Jones	Parks & Rec	Concessions	6/15/2024	
Keith Cameron	WAFC	Lifeguard	6/18/2024	
Sara Young	WAFC	Front desk	6/20/2024	
Autumn Lovely	WAFC	Lifeguard	7/1/2024	
Charlotte Hajewski	WAFC	Lifeguard	7/1/2024	
Christian Ayon Garcia	Streets	Seasonal Laborer	7/1/2024	
Daniel Vega Hernandez	WAFC	Lifeguard	7/2/2024	
Samuel Nickelsburg	WAFC	Lifeguard	7/2/2024	
Alexa Wildenberg	WAFC	Lifeguard	7/2/2024	

**Transfers**

Original Position	New Position	Date
Patrol Officer	School Resource Officer	1/1/2024
Patrol Lieutenant	Detective Lieutenant	1/8/2024

**Promotions**

Original Position	New Position	Date
Patrol Officer	Patrol Lieutenant	1/23/2024
Assist Library Director	Library Director	1/29/2024
WAFC Front Desk	Deputy Clerk	2/26/2024
Patrol Lieutenant	Captain	3/14/2024
Patrol Officer	Patrol Lieutenant	3/14/2024

Chief of Staff	Econ Develop Director	5/1/2024
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**Separations (YTD)**

Total Separations	Resignations	Retirements	Terminations	2024 Turnover Rate (12/31/2024)
15	12	3	0	

**Active Recruitments**

Job Title	# of Vacancies	Date Vacant	Status
WAFC Manager	1	11/10/2023	Offer Accepted
Deputy Clerk	1	12/28/2023	Offer Accepted
Patrol Officer	1	1/5/2024	Offer Accepted
GIS Analyst	1	1/12/2024	Offer Accepted
Economic Dev Director	1	1/25/2024	Offer Accepted
Athletic Program Coordinator	1	1/29/2024	Offer Accepted
Assistant Library Director	1	1/29/2024	Offer Accepted
Patrol Captain	1	2/1/2024	Offer Accepted
Customer Service Spec	1	2/8/2024	Offer Accepted
IT Technician	1	New Position	Offer Accepted
Laborer I	1	3/22/2024	Offer Accepted
Facility Maintenance	1	4/1/2024	Offer Accepted
Student Intern	3		Offers Accepted
Seasonal Laborers	Multiple		14 Offers Accepted
EMT/AEMT/Paramedic	2	4/30/2024	Offers Accepted-Processing
Patrol Officer	2	3/14/2024	Background
Paramedic	1	6/30/2024	Open Recruitment
Dispatcher	1	2/26/2024	Open Recruitment
Fire Department POC	Multiple	Continuous	Ongoing
Lifeguard	Multiple	Continuous	Ongoing
Activity Instructors	Multiple	Continuous	Ongoing
Officials/Umpires	Multiple	Continuous	Ongoing

**Flexible Work Arrangements**

Job Title	Arrangement	Date Approved/Denied	6 Month Review Date	Notes
GIS Analyst	Mondays work from home	Approved-5/24/2023	Reviewed-7/31/23 - Schedule was modified to PT to accommodate employee's school schedule	Reviewed in December - Employee separated employment effective 1/12/2024
IT Director	Tuesdays work from home	Approved-5/24/2023	11/24/2023	3/21/24 Employee has not utilized the benefit
Water & Wastewater Employees	Summer hours implemented year round	Approved-9/19/2023	3/19/2024	3/19/24 - requested from staff and employees; feedback has been generally positive
Street Employees	Summer hours implemented year round	Approved-2/14/2024	8/14/2024	

Media Producer	Work from home for work that does not require City hardware (graphic design, animation)	Approved-3/19/2024	9/19/2024	
GIS Analyst	Work from home for 4 weeks following leave	Approved-04/24/2024		
Police Chief	Altered Schedule for summer	Approved-06/13/2024		M-6-6; T-8-8; W-off; Th-7-3; F-8-4

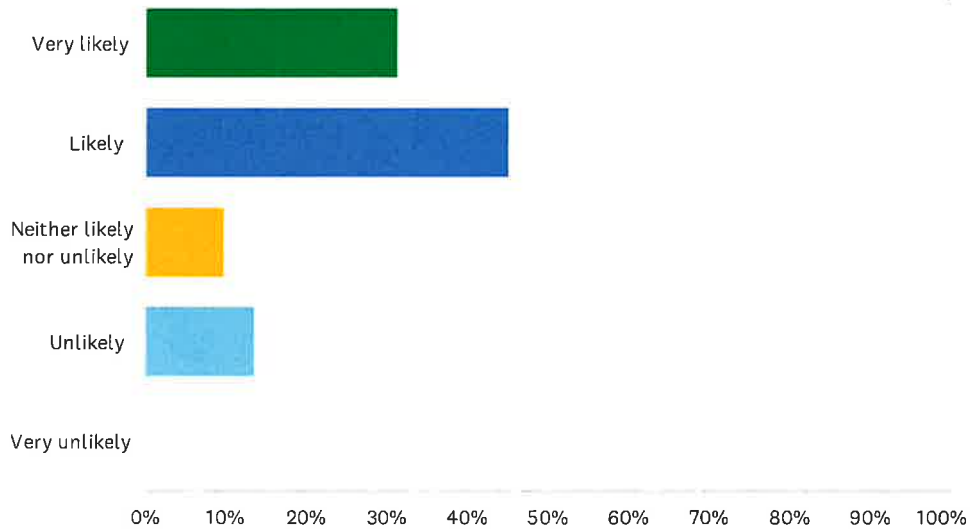
*Employee Handbook Modifications*

Section Modified	Modification	Date
All	Complete revision	7/16/2024

Employee Benefits Satisfaction Survey

Q1 How likely is it that you would recommend the City of Whitewater to a friend or colleague?

Answered: 51 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very likely	31.37%	16
Likely	45.10%	23
Neither likely nor unlikely	9.80%	5
Unlikely	13.73%	7
Very unlikely	0.00%	0
TOTAL		51