



Milwaukee Water Works

Cavalier Johnson
Mayor

Jerrel Kruschke
Commissioner, Department of Public Works

Patrick W. Pauly
Superintendent, Milwaukee Water Works

May 10, 2024

City Service Commission
Department of Employee Relations
City Hall, Room 706

RE: Request to Extend Probationary Period
Alexander Kobasick – Water Plant Maintenance Supervisor

Dear Commissioners:

Milwaukee Water Works (MWW) respectfully requests to extend the probationary period for Alexander Kobasick, who was promoted to the position of Water Plant Maintenance Supervisor on May 28, 2023, with a 12-month probationary period that would be completed on May 28, 2024.

Mr. Kobasick's first and second probationary reports indicated that he was meeting job requirements in all performance factors. Since the second probationary review, as he has continued to take on all of his essential functions, his management team has identified some additional improvements that are needed to better lead, communicate with and support the maintenance staff.

Due to this concern, MWW requests Mr. Kobasick's probationary period be extended by four (4) months, to September 28, 2024. Mr. Kobasick possesses the skills necessary to succeed in this position, and MWW wants to afford him with some additional time to demonstrate those abilities before certifying his performance as satisfactory and recommending regular appointment to the position. Mr. Kobasick is being informed of MWW's request to extend his probationary period, and his job description and a Performance Improvement Plan (PIP) is attached for your review and reference. In conjunction with the PIP, and in order to ensure his success, MWW is also offering Mr. Kobasick the opportunity to engage with a professional management coach through MRA.

Thank you for your consideration. If you have any questions or concerns, please contact me (x2802 or jeislo@milwaukee.gov) or Amy Hefter, Water Works Human Resources Administrator (x2805 or ahefte@milwaukee.gov).

1 Manager

c Patrick W. Pauly, Superintendent
Amy E. Hefter, Water Works Human Resources Administrator
Dan Welk, Water Plants Manager
John Bielinski, Water Plants Operations Manager
Dan Thomas, DPW Administrative Services Director

Attachments (3):
Report on Probationary Service
Job Description – Water Plant Maintenance Supervisor
Performance Improvement Plan