



Milwaukee Water Works

Cavalier Johnson
Mayor

Jerrel Kruschke
Commissioner, Dept. of Public Works

Patrick W. Pauly
Superintendent, Milwaukee Water Works

January 26, 2026

Board of City Service Commissioners
c/o Department of Employee Relations
VIA EMAIL (DERCSC@milwaukee.gov)

RE: Request to Establish Probationary Period after Reinstatement
Lucas Skowronek, Accounting Coordinator II

Dear City Service Commissioners:

Milwaukee Water Works (MWW) seeks guidance from the Board of City Service Commissioners to establish an appropriate probationary period for Lucas Skowronek, who was recently approved for reinstatement to the underfill title of Accounting Coordinator I with the Department of Public Works, Water Works.

Mr. Skowronek was hired to City service on May 16, 2022, to the title of Accounting Coordinator I as an underfill to the official title of Accountant III. He subsequently passed probation in this title on November 7, 2022.

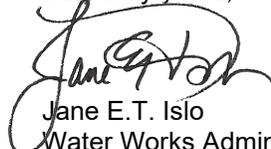
After obtaining one (1) year of professional experience in his position, Mr. Skowronek met the minimum requirements and was promoted to the title of Accounting Coordinator II as an underfill to the official title of Accountant III on May 28, 2023. Mr. Skowronek subsequently resigned from City service on October 26, 2023, before completing his six (6) month* probationary period in that title.

Mr. Skowronek recently requested and was approved for reinstatement to City service on January 7, 2026. His reinstatement entitled him to return to the position of Accounting Coordinator I, as this is the only title in which he achieved regular status; however, he will immediately be promoted to Accounting Coordinator II because he already meets the minimum requirements for that position.

Because Mr. Skowronek previously held the title of Accounting Coordinator II and was meeting performance expectations at the time of his resignation, it is unclear whether this time should count toward his twelve (12) month* probationary period in this title or whether he would begin an entirely new probationary period. As such, the Department seeks a decision from the Board, which may then be used as guidance should similar situations arise in the future.

If you need additional information, please do not hesitate to contact me at (414) 286-2802 or jeislo@milwaukee.gov.

Very truly yours,



Jane E.T. Islo
Water Works Administration Manager

**The probationary period for Accounting Coordinator I and II was increased from six (6) to twelve (12) months of actual service as a result of the change to Rule VIII, Section 8, of the City Service Rules on January 15, 2025.*