

APPEAL FORM: Removal from Eligible List

Today's Date: 5/27/22

To: The Board of City Service Commissioners

I, Chad J. Vance, appeal the action of the
(candidate's name)

Employee Relations Department for removing
(department name)

my name from the Urban Forestry Arborist Apprentice eligible list.
(job title)

The letter I received was dated 5/9/22. It said I was removed

from the list (check all that apply):

- ☐ Due to my failure to disclose significant information regarding my conviction record.
- ☐ Because I did not successfully pass one of the pre-employment requirements for this position.
- ☐ Based upon my previous work record.
- ☐ Because I have not responded to interview notices.
- ☐ Due to the nature (relevancy) of my convictions.
- ☐ Based upon an unsatisfactory driving record.
- ☐ Due to a previous Discharge or Resignation in Lieu thereof.
- ☐ Because I do not meet one of the minimum requirements for the position (e.g. license, experience).

☒ Other (please explain): The rejection notification stated that I, as an Urban Forestry Specialist, cannot compete for a job that I currently hold.
I am appealing this decision because: (see below)

[Signature]
(signature)

[Redacted Address]
(address)

[Redacted Telephone Number]
(telephone number)

-while it is true that the apprentice job is an underfill title for specialist, equating the two positions is erroneous. The positions have different titles, rates of pay, and job duties (the apprentices are restricted to duties that are required competencies for their program, leaving specialists to cover the duties that they are not allowed to do). Apprentices also have access to advanced, specialized training that I cannot get as a specialist.

-Apprentices become journey worker arborists when their program is completed after four years. They alone will carry that designation. Management declined to provide any pathway for experienced arborists to get that designation, leaving me with no alternative other than applying for the program. I want the advanced training and journey worker designation, as I feel they would benefit my career. (over)

-Concerning the time frame of this appeal, I received the rejection notification via an e-mail from Jeff Harvey on May 9th. I attached a copy for your review. Mr. Harvey's e-mail didn't indicate the appeal procedure or any deadline for filing an appeal. Not knowing the correct avenue for an appeal, I filed an Employee Dispute Resolution Procedure with DER on 5/13. On 5/19, Nicole Fleck e-mailed me the correct CSC appeal form. When I first saw it, I was in California for a funeral. I returned to Milwaukee on 5/25. I learned today from Nicole Fleck via Kristin Urban that a 10-day deadline exists for filing this form. In light of the facts that I attempted to appeal within 10 working days via the Dispute Resolution Procedure, filed the correct form within 10 working days of receiving it, and was out-of-state for six days for a funeral service, I would hope that the CSC will still review my appeal. Had I initially been made aware of the correct way of appealing this, I would have done so on 5/13 when I filed the form for the Dispute Resolution Procedure.

Thank you for your consideration,
Chad J. Vance
UFS