



Department of Public Works
Infrastructure Services Division

Jerrel Kruschke, PE
Commissioner of Public Works

Kevin J. Muhs, PE, AICP
City Engineer

Timothy J. Thur, PE
Infrastructure Administration Manager

August 31, 2023

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

RE: Extension of Probation Request – Demicus Binford

Dear City Service Commission,

DPW Infrastructure Division respectfully requests to extend the probationary period for Demicus Binford who was hired as a City Laborer, May 31, 2022 and was subject to a 9-month probationary period that was scheduled to end on February 28, 2023. A request to extend Mr. Binford's probationary period by six months, ending August 31, 2023, was approved by the CSC.

Mr. Binford's overall performance has met job requirements, but he has been unsuccessful in obtaining the required Commercial Driver's License necessary to complete her probation in the City Laborer position. He has upcoming opportunities to pass the required tests with the DMV and obtain his CDL. DPW requests that his probationary period be retroactively extended four months, beginning August 31, 2023 and ending December 31, 2023. This will be the second request to extend his probation. Mr. Binford has been notified that he must obtain his CDL during this probation extension period and that no further extensions will be requested. This is the second extension request for Mr. Binford.

Thank you for your consideration. If you have any questions or concerns, please contact Tom Wangerin, Streets Maintenance Manager (x5673 twange@milwaukee.gov) or Jason Pifer, Infrastructure Human Resources Administrator (x2416 japife@milwaukee.gov).

Sincerely,

Kevin Muhs
City Engineer

Cc: Tim Thur, Jason Pifer, Tom Wangerin, Chad Chrisbaum





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RE: Extension of Probation Request – Ruby Garrett

Dear City Service Commission,

DPW Infrastructure Division respectfully requests to extend the probationary period for Ruby Garrett who was promoted to an Infrastructure Repair Worker (IRW), March 5, 2023 and was subject to a 6-month probationary period that was scheduled to end on September 5, 2023.

Ms. Garrett's performance has met job requirements, with the exception of her attendance, while in the IRW position. Ms. Garrett has been placed on a Performance Improvement Plan (PIP), to run from 8/3/2023 to 12/3/2023, that specifically focuses on the need for immediate improvement in her attendance record. She has been notified that immediate improvement in her attendance is required to satisfy the requirements of the PIP and complete her probation in the IRW title. DPW requests that his probationary period be retroactively extended three months, beginning September 5, 2023 and ending December 5, 2023. This is the first extension request for Ms. Garrett.

Thank you for your consideration. If you have any questions or concerns, please contact Tom Wangerin, Streets Maintenance Manager (x5673 twange@milwaukee.gov) or Jason Pifer, Infrastructure Human Resources Administrator (x2416 japife@milwaukee.gov).

Sincerely,

Kevin Muhs
City Engineer

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RE: Extension of Probation Request – Candace Nellum

Dear City Service Commission,

DPW Infrastructure Division respectfully requests to extend the probationary period for Candace Nellum who was hired as a City Laborer, June 6, 2022 and was subject to a 9-month probationary period that was scheduled to end on March 6, 2023. A request to extend Ms. Nellum's probationary period by nearly six months, ending August 31, 2023, was approved by the CSC.

Ms. Nellum's overall performance has met job requirements, but she has been unsuccessful in obtaining the required Commercial Driver's License necessary to complete her probation in the City Laborer position. She has upcoming opportunities to pass the required tests with the DMV and obtain her CDL. DPW requests that her probationary period be retroactively extended four months, beginning August 31, 2023 and ending December 31, 2023. This will be the second request to extend her probation. Ms. Nellum has been notified that she must obtain her CDL during this probation extension period and that no further extensions will be requested. This is the second extension request for Ms. Nellum.

Thank you for your consideration. If you have any questions or concerns, please contact Tom Wangerin, Streets Maintenance Manager (x5673 twange@milwaukee.gov) or Jason Pifer, Infrastructure Human Resources Administrator (x2416 japife@milwaukee.gov).

Sincerely,

Kevin Muhs
City Engineer

Cc: Tim Thur, Jason Pifer, Tom Wangerin, Chad Chrisbaum

