



Wisconsin Chapter



Scholarship winners (left to right): Kailyn Hackeloer, Sean Bruch, Nathan Kruser, Owen Miller, and Angeline Dannecker.

Outstanding Undergrads Receive Wisconsin Chapter Scholarships

By Cory Horton, Chair, Education & Scholarship Committee

In late 2022, the Education & Scholarship Committee and Leadership & Management Committees reviewed and ranked 12 scholarship applications. The Executive Committee ultimately recommended approving \$15,000 in scholarships to go toward eight outstanding applicants.

The scholarship recipients are: **Four-Year Award Recommendations (\$2,000):**

Sean Bruch is a junior at Purdue with a 4.00 GPA and is majoring in Civil Engineering. He

is sponsored by **Glen Morrow** from the City of Franklin.

Angeline Dannecker is a senior at UW Platteville with a 3.23 GPA and is majoring in Civil Engineering. She is sponsored by **Howard Crofoot** from the City of Platteville.

Kailyn Hackeloer is a senior at UW Platteville with a 3.13 GPA and is majoring in Environmental Engineering. She is sponsored by **Eric Dundee** from Madison Metropolitan Sewerage District.

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President's Comments



By Eric Dundee

It's cliché and I am okay with that... "Where has the year gone?" As I reflect on the Chapter's

success in 2022, I can only say one thing. Thank you! Thank you to everyone who has supported APWA, and specifically the Wisconsin Chapter, as an attendee at one of our events, as a member, as a vendor, as a Chapter sponsor, as a volunteer, as a committee member, or as all of the above. Without your support, the Chapter would not be one of the best chapters in all of APWA.

In the months leading to and short six months since I officially became Chapter President, I have been able to promote APWA and the Wisconsin Chapter in more ways than I would have imagined. Whether it be handling the keynote speaker responsibilities for the National APWA YP summit, doing local TV promotions around the state for the Snowplow Roadeo, and "Toilets aren't Trash Cans," helping spread the message

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Editor's Note 

By Nancy Cavanaugh

The Grass Isn't Always Greener...

According to a recent report by Forward Analytics, the research arm of the Wisconsin Counties Association, the state's working-age population is expected to shrink by about 130,000 within eight years. At the same time, Wisconsin is struggling to attract and retain young people to replace those leaving the workforce.


A key factor: The state is losing more college graduates than it retains.

What can be done to make work in Wisconsin more attractive? After all, young people with a college degree are associated with innovation and economic growth. And losing up to 20 percent of them annually decreases Wisconsin being competitive with other states.

There is a bright spot in this gloomy picture. In the profession of public works, there is a hope-inspiring trend to create

more opportunities for younger people to apply their education to real-life experiences. For example, Marathon County has harnessed the skillsets of University of Wisconsin-Madison students in three academic disciplines—environmental studies, applied leadership in engineering, and geography—to determine best practices for road salt use (page 15).

Is the Chapter involved? **There was a noticeable change at the Fall Conference.** At the UW-Platteville campus, more than 50 faculty and students actively participated, learning more about day-to-day PW experiences, volunteering, presenting, and attending workshops (page 7).

How can *you* encourage young people to be productive members in public works and enjoy life when they finally settle into family and community life in Wisconsin? 

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ON THE COVER:

Banner images: Left: The Sand Bay Resort in Door County has a dramatic beach view—perfect for the Strategic Planning and Winter Ice Fishing Retreat (page 3). Center: Snowplows clear a blustery highway in Marathon County (page 15). Right: Young Professionals social event held at the Fall Conference in October (page 7).

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Sunrise view from one of the balcony suites at the Sand Bay Resort. Photo credit: Guest, Mark Riha.

2023 Strategic Planning Retreat and Winter Ice Fishing Outing

Sunday-Monday, February 5-6 | Door County | <http://wisconsin.apwa.net/EventDetails/30482>

By Nathan Wachtendonk, Fleet Manager, City of Green Bay

Strategic Planning

The Executive Committee will be hosting the Chapter Strategic Planning retreat on Sunday Feb. 5th, 2023, in beautiful Door County. Special guests APWA Past Presidents **Bo Mill** (2017-18) and **Dave Lawry** (2019-20) will be facilitating the group to identify the Chapter's future vision, goals, and objectives.

The meeting will be held in the banquet room at Sonny's Italian Kitchen overlooking the bay of Green Bay. A pizza buffet-style lunch with networking time starting at noon, followed by the Executive Committee Meeting at 1:00 p.m. and the Strategic Planning Meeting at 2:00 p.m. A group dinner will be held at Kitty O'Reilly's Irish Pub at 6:00 p.m.

If you are interested in being a part of this event, please register at: <http://wisconsin.apwa.net/EventDetails/29426>. Although there aren't any registration fees, registration is required so we can properly accommodate meeting space and meals. We recognize some individuals may plan to attend only part of the scheduled activities, so please check all relevant registration tickets.

Annual Ice Fishing Outing

Following the Strategic Planning, the Chapter will host the Third Annual Ice Fishing Outing on Monday, Feb. 6 with the guides of Wacky Walleye Guide Service out of Sand Bay Beach Resort in Sturgeon Bay for white fish on the Bay of Green Bay. The trip will be fully guided and includes heated ice houses, transportation on UTVs from Sand Bay Resort to the fishing grounds, bait, tackle, and poles. Soda and water will be included.

The outing will last four hours and will leave Sand Bay Resort at 7:00 a.m. and return at 11:00 a.m. Space is limited to 20 participants. Online registration is now active at: <http://wisconsin.apwa.net/EventDetails/30482>

Hotel stays at Sand Bay Beach Resort are available the night before the outing, ranging from \$86-\$174, depending on room style. Hotel stay includes a Continental breakfast. Reservations can be made by calling Sand Bay Beach Resort at (920) 743-5731.

For more information, contact **Nathan Wachtendonk**, Fleet Manager, City of Green Bay, nathanwachtendonk@greenbaywi.gov, (920) 492-3751.

Scholarship Winners (Cont.'d from page 1)

Aleah Hummel is a junior at Michigan Technological University with a 3.94 GPA and is majoring in Civil Engineering. She is sponsored by **Dan Rammer** from the MSA Professional Services.

Nathan Kruser is a senior at UW Platteville with a 3.26 GPA and is majoring in Civil Engineering. He is sponsored by **Brian Kehrli** from MSA Professional Services.

Owen Miller is a senior at UW Platteville with a 3.23 GPA and is majoring in Civil Engineering with a minor in Spanish. He is sponsored by **Phillip Roberts** from Westwood Professional Services.

Javier Retana Jr. is a senior at University of

Wisconsin- Milwaukee with a 3.01 GPA and is majoring in Civil Engineering. He is sponsored by **Clement Abongwa** from the County of Kenosha.

Two-Year Award Recommendations (\$1,000):

Ryan Biebel is a second-year student at Northeast Wisconsin Technical College with a 3.7 GPA and is majoring in Civil Engineering. He is sponsored by **Kevin Jump** from the City of Sheboygan.

Thank you to the scholarship winners and the sponsors for supporting the next generation of Public Works leaders.👏

President's Comments (Cont.'d from page 1)

for Wisconsin SaltWise, and even recently crossing state lines to assist in a *Chicago Tribune* article in Naperville, Il. on FOG (fats, oils, and greases) in wastewater, the message is always the same for me. The public should appreciate the skills, dedication, and hard work that public works professionals and their partners provide. Without these people, we would not be able to live in communities where we can commute safely, receive services like clean water, garbage and recycling pickup, rely on someone in public works emergencies, or spend our leisure time in manicured parks. Keep up the amazing work everyone!

As we move into 2023, the Chapter's and my mission will be the same. We will work to continue to promote the public works profession and provide educational programs that are beneficial to its members. Conferences will be in Eau Claire in the spring and Lake Geneva in the fall where we will learn,

celebrate public works accomplishments, and provide scholarships to the next generations of public works professionals. In February, the Executive Committee will be completing a strategic planning session to guide us into the next 5-10 years of evolution. (If you have any thoughts on how the Chapter could improve, please just let me know.) In May, we will celebrate National Public Works Week and throughout the rest of the year will be hosting Lunch N Learns, hosting special events, attending PWX, and of course conducting the Snowplow Rodeo. Please consider attending and bringing someone new to these events.

The public works profession has to compete for talent, and after reading a recent article, it reinforced what I have already experienced. The way to attract and retain talent is to offer and get them involved in something outside of work to grow their connection to your organization. Let's all use APWA to do that.

Here's to a successful 2023!👏

**Get Ready for the Spring Conference & Vendor Show
May 3-5, 2023 | The Lismore | Eau Claire**

- A Golf Outing at Wild Ridge and Mill Run
- Bike/Scooter guided tours of trails in Eau Claire and Altoona
- Technical tours of the Eau Claire City Hall renovation and library construction
- Get Acquainted Party at River Prairie Center
- Vendor Show & vendor presentations

- Chapter Awards Banquet
- Post Banquet Adventures at Reboot Social Arcade (hosted by the YP Committee)
- Door prizes

If you're interested in volunteering, please contact Rick Eilertson at rick.eilertson@aecom.com or call (608) 402-5862.👏



Investing in the Future

Madison Metropolitan Sewerage District's O&M Workforce Development Program Builds Capacity, Stronger Communities and a Future Workforce

By Amanda Wegner, Communications & Public Affairs Manager, Madison Metropolitan Sewerage District

This article is scheduled for publication in the February 2023 edition of The Reporter. Following is an exclusive preview for Wisconsin Chapter members only.

In late 2021, the Madison Metropolitan Sewerage District launched a workforce development program for its Operations & Maintenance (O&M) department to address two critical needs: planning for future retirements and offering on-the-job training opportunities in the trades to attract women and people of color. Together, the District's Succession Planning and Trainee programs provide an exciting and creative way to address workload and build on the District's goal to have a diverse workforce. "I'm excited for this program," says Eric Dundee, director of wastewater operations and reliability. "With it, we are finding creative ways to address workload and the District's desire for a diverse workforce. So it's really a win-win situation for us."

Succession Planning Program

One component of the District's Workforce Development program, the Succession Planning program, looks critically at the District's O&M workforce to identify near-term organizational vulnerabilities in staffing; about 10 retirements in the skilled trades are expected in the next five years. This position proactively addresses these anticipated gaps and is critically important in those areas where extended training or apprentice school is necessary.

"This will be critically important in those areas where apprentice school is a necessary part of the position in order to provide individuals with the required education, training, and experience to be successful," says Mike Lipski, human resources manager.

For example, electricians are imperative to maintaining and operating the District's intensive

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Investing in the Future (Cont.'d from page 5)



infrastructure, but apprentice school takes four years. Utilities, public works departments, and other critical agencies can't wait for electricians to walk out the door before planning for the future.

Adds Dundee, who also serves as president of APWA Wisconsin: "The work we do here, these are hard jobs both physically and mentally. And while we'd love to keep staff as long as we can, we can't expect them to work forever."

The succession planning role is not assigned to a specific work unit and is allocated based on need. The District had two Succession Planning program hires in 2022; one joined the Electrical Maintenance work-group to address anticipated electrician retirements. The other joined the Treatment Plant Operator work-group to address a known retirement in late 2022.

The intent is to expand the Succession Planning program by at least one position per year. The succession planning position is a full-time position and is open to both internal and external candidates. The District further supports this position by providing full benefits, reimbursement, and work time for employees to complete the required education and training.





2022 Fall Conference-Platteville Spurs Student Involvement

By Eric Dundee, 2022 Fall Conference Planning Chair

The APWA Wisconsin Chapter held its Fall Conference Nov. 2-4 in Platteville on the historic UW-Platteville campus.

This conference felt familiar in many ways to past Fall Conferences, and yet also provided something significantly different. The conference activities like the Get Acquainted Party, Young Professionals event, educational sessions, and banquet were of similar formats—each with its own twist.

What was different, you may be asking? The answer is: “We were in their house.” ***We were in Platteville on a college campus where one of the pipelines of engineering and public works for the state and Midwest region is developed.*** The conference had more than 50 students and faculty from UW-Platteville attending, presenting, volunteering, and being presented scholarships throughout the conference. With the success of the conference,

UWP faculty and City of Platteville staff seamlessly were able to show off their great working relationship. The relationship cultivated an event with over 200 professionals being on campus for two days and a Thursday lunch-time general session where senior

“The conference had more than 50 students and faculty... attending, presenting, volunteering, and being awarded scholarships throughout the conference.”

design engineering students gave brief presentations on their projects (that’s right, students giving project presentations to 200 of us professionals!). It opened up volunteer opportunities for students to assist at the registration desk and as tour guides, and it also promoted students sitting in on educational sessions to learn about real-life topics and projects.

This model of success raised the conference to a new level. Help me give a tremendous thank you to **Howard Crofoot**, Director of Public Works, and his staff at the City of Platteville, and **Christina Curras**, Chair and Professor of the UWP Department of Civil and Environmental Engineering. I think it is safe to say that we will be back sooner than later....✍️

Investing in the Future (Cont.'d from page 6)



Trainee Program

Like other APWA member agencies, the District has numerous positions that the U.S. Department of Labor defines as non-traditional occupations for women and people of color. Many of these positions are in the O&M department. Additionally, individuals coming into the O&M department’s Facilities Maintenance section are expected to have a high level of skill, which is becoming more challenging to find. The trainee program, says Lipski, bridges both gaps by providing quality candidates with valuable hands-on experience in the trades to become a full-time Facilities Maintenance worker.

“It is a way to bring in individuals who don’t have the level of skill we’ve traditionally hired for and provide them with valuable skills in the trades over the course of two years to get them to the level of a full-fledged Facilities Maintenance worker,” says Lipski. “At the same time, while it will be open to anyone, we have structured the recruiting to help attract candidates from nontraditional backgrounds.”

The two-year Trainee Program curriculum includes work the is expected to perform in their first few weeks, such as mowing and landscaping. It then moves into higher-level skills, like working with

power tools, equipment operations skills and more. The trainees shadow and work closely with tenured Facilities Maintenance workers to capitalize on their knowledge and learn the nuances of working with our facility’s unique equipment and circumstances. In the second year, trainees gain additional hands-on experience, build confidence and become a productive, independent contributor to the team.

The District worked with local organizations to attract candidates from non-traditional backgrounds. This included Operation Fresh Start, an organization that empowers emerging adults on a path to self-sufficiency, and the Latino Academy of Workforce Development. With its partners, the District organized an open house at the treatment plant in December 2021 to recruit for the program’s inaugural run. More than 20 individuals attended, resulting in 12 diverse candidates applying for the program’s inaugural run. While the District doesn’t guarantee a full-time position once a trainee completes the program, opportunities regularly arise in this department.

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Concrete Pavement News



The 2021 Reconstruction of North Teutonia Avenue West Groeling to West Capitol Drive, City of Milwaukee

By Kevin McMullen, President, Wisconsin Concrete Pavement Association

The Wisconsin Concrete Pavement Association has the tradition of nominating WISDOT's Annual Outstanding Highway Construction Award for Concrete Paving in the American Concrete Pavement Association's Annual Excellence in Concrete Paving Awards Program. The 2021 Wisconsin DOT outstanding highway construction award (urban) for contracts less than \$25 million is the reconstruction of North Teutonia Avenue, West Groeling Avenue to West Capitol Drive in Milwaukee County. The project team consisted of Zignego Company, the Wisconsin Department of Transportation's Southeast Region staff, the City of Milwaukee, and the consultant construction project manager for the Department, WSP USA.

The improvements for this project consisted of reconstructing North Teutonia Avenue to current City of Milwaukee and Wisconsin DOT standards. The roadway width was designed to match the existing widths. The project included one 12-foot driving lane and one on-street parking lane in each direction with curb and gutter on the outside of the roadway. A 5-foot bike lane between the driving lane and parking lot was also constructed in each direction. In addition, sidewalks were replaced per American

Disabilities Act (ADA) standards on both sides.

One of the challenges was running across old, abandoned asbestos-based conduit pipe. Once this asbestos pipe was observed, a vac truck was used to determine the limits of the hazardous pipe. The mitigation contractor was then able to come in quickly and remove all the hazardous material without affecting the project schedule.

Another challenge of working in an older part of town was a combination of all the live and abandoned utilities in the subgrade. There were numerous instances where the project team had conflicts with both new storm sewer as well as the new city underground conduit.

One last challenge was meeting ADA requirements throughout the project. Teutonia Avenue has full sidewalks that give no room for error when placing sidewalks as well as curb ramps. Extensive planning and field modifications had to be done to ensure that the project was ADA-compliant. There were also many staircases, private sidewalks, and business entryways that needed extra consideration while forming and pouring to ensure ADA compliance.

All these issues were resolved quickly due to good teaming as well as creative problem solving. 🚧

Public Relations Committee

PIMS...Public Involvement Meetings

By Lynda Fink, Chair; Project Manager, KL Engineering

Are you newer to leadership in a municipality? Does the phrase “PIM” strike fear and dread in your heart? If so, here are some hints to make it less painful.

- 1) **Public Involvement vs. Public Information:** A small word change can make a difference. Information has more of a “tell” vs. “listen” vibe to it, so start small with that.
- 2) **Pre-meeting governmental outreach:** Communicating one-on-one with the alderpeople or board members is helpful to 1) reiterate the project need, 2) proactively address concerns you’ve heard, and 3) get from them any concerns that have been brought to their attention. If you can’t reach out to all, focus on those in the district that the improvement is being proposed. If the alderperson or county board member is then messaging ahead of time with the same information you are, that’s extremely helpful.
- 3) **Messaging:** Strongly emphasize the need for the project and the public benefit to it. Have information ready to address the project inception (public brought it forward, annual pavement ratings, frequent utility repairs, grant eligibility, etc.). Basics on cost and timing is also standard. Be ready for the “Who approved this? How did it get this far?” by having the specifics on the budget process and 5-year CIP if applicable. Prepare for the meeting with all that will be representing the project to make sure messaging is consistent. Establish if there are more complex questions if you want to designate one person to answer and/or designate as “I’ll get back to you” answer. It is then important to follow-up with those inquiries.
- 4) **FAQs:** If you know that you have a contentious project, use all of the questions ahead of time to create a robust FAQ that is available as a handout at the PIM and available on-line. If you receive questions that are not logically valid or if it comes from multiple individuals, you’ll want to include it in the FAQ with a professional answer (and potentially rewording the question itself). If you are holding multiple PIMs, be sure to update the FAQ with each. Highlight the project need and timing in the FAQ. If the project is needed based on safety, include those statistics; if the project will have positive economic impacts for development, include that information; etc.
- 5) **Displays:** With initial PIMs be sure not to show hard design displays that appear as the project is already fully designed and then gives the viewer the impression that the meeting is just a formality and their opinions will not be taken into consideration. When needing to show potential negative impacts to individual properties, be cognizant of how that is shown (e.g. not a big bold red “x” over someone’s house). If there are negative impacts to the project, be sure to highlight through the display the positive and humanize the presentation as much as possible (e.g. shrinking the roadway width to allow for a sidewalk—show cross section with parent and child walking safely).
- 6) **When in the design process:** Holding the PIM early is beneficial so the displays don’t show that the design has already been solidified. If you’re showing multiple alternatives for consideration, be sure that any of the alternatives can be supported if chosen (e.g., don’t show a Cadillac if you can only afford a Pinto). For more complex projects, holding multiple PIMs is not atypical, with each then serving to highlight a milestone in the design process. *As the PIMs progress, addressing concerns from the previous meeting should be an integral part of the process (and updating your FAQs).*
- 7) **When and where:** Hold at a public facility, and, if possible, close to the project. Starting time should allow for the majority of the people to get done with work and get home, with some overlap to allow for those that have more flexible schedules. The overall window from 4:30-8:00 p.m. is typical. A two-hour window for the PIM is pretty standard.

Member Services

Chapter Membership Update

By Aimee Irwin, Member Services Chair

Our current member count as of Dec. 5, 2022 is 760 members. This includes 14 new memberships that have occurred between Sept. 1 and Nov. 30.

I'd like to thank these new members and wish them well as they enjoy all the benefits the Wisconsin Chapter has to offer. 📧

Name	Title	Municipality/Business
Brett Bennett		SPACECO
Christian Burnson		
Craig Gengler		Butler Dept. of Public Works
Keith Hepp	Patrol Superintendent	Waukesha County
Ann-Marie Kirsch	Special Projects Engineer	AE25
Matt Kolbow	Maintenance Shop Foreman	Village of Germantown
Tim Miller	Commerce Industrial Chemicals	Occidental Chemical Corp.
Kevin Muhs	City Engineer	City of Milwaukee
Patrick Pauly	Superintendent, Water Works	City of Milwaukee
Travis Pickering	County Engineer	Eau Claire County
Kurt Sprangers	Engineer in Env	City of Milwaukee
William Waech	Foreman	Village of Germantown
Stacy Winkelman	Interim Street Superintendent	City of Watertown
Skyler Witalison		

Update on Chapter Bylaws Changes and Handbook

By Rick Eilertson, Director

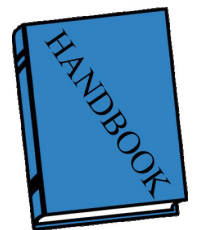


The October 2022 newsletter included an update on changes to the Chapter Bylaws that Jim Hessling, Jeff Mazanec and I were able to incorporate prior to the approval at the Chapter Business Meeting in Platteville

on Nov. 4. The current Bylaws are now posted on the Chapter web page <http://wisconsin.apwa.net/PageDetails/7575>.

One of the other updates that Jim, Jeff and I were able to coordinate was an update to the Chapter Handbook. As Jim noted in his October 2022 article, the Bylaws establish the structure of the organization. As a follow-up, the Handbook fills in various details to put some “meat on the bone” of that organizational structure. It includes duties for the Chapter officers as well as the mission, goals, and duties of each of the Chapter Committees. After our initial suggested revisions in October 2022, I circulated the updated Handbook to all of the Committee Chairs and asked them to review the details with their committees, check against the mission and goal statements on their respective

web pages, and forward any suggested revisions back to me for inclusion. In December, I incorporated all the suggested revisions I received, compared them to the Committee web pages again, and made another round of updates, then circulated the revised draft Handbook to Committee Chairs for a final review. After incorporating feedback, the Handbook will be reviewed at the January 2023 Executive Committee and Committee Chairs meeting for a potential approval. The current draft Handbook is now posted on the Chapter web page at <http://wisconsin.apwa.net/PageDetails/7575>. Any updates approved at this meeting in January will be incorporated into the final document on the web page.



Please note that both documents are intended to be reviewed and updated periodically so that we can keep our Chapter vibrant and thriving. If you have any suggested revisions to either of these documents now or in the future, please feel free to reach out to me at rick.eilertson@aecom.com or (608) (402) 5862. You can also contact any of the members of the Executive Committee. 📧



(Above left to right): Benjamin John, City of Sun Prairie; Chris Thelen, Ryan McClure, Brett Brown, all from the Village of Greenville.

(Left): Ian Roblbicki, City of Kiel.

(Right): Jack Feiner, Village of Sturtevant.

Not pictured: Dan Helm, Village of Saukville.

Seven Wisconsin Public Works Leaders Complete the APWA Public Works Management Institute

By Benjamin J. Jordan, Program Director, UW-Madison, Transportation Information Center

Seven public works professionals completed the Wisconsin Public Works Management Institute (PWMI) certificate program. They are Jack Feiner, Public Works Manager, Village of Sturtevant; Dan Helm, Department of Public Works Superintendent, Village of Saukville; Benjamin John, Public Works Operations, City of Sun Prairie; Chris Thelen, Public Works Operations Lead; Ryan McClure, Fleet Mechanic, Brett Brown, Lead Operator, Village of Greenville; and Ian Roblbicki, Public Works Foreman, City of Kiel.

These new graduates join the more than 70 leaders who have completed the PWMI certificate since the start of the program. The certificate program meets APWA national requirements of 90 hours (15 days) of supervisory and management training in a program of study approved by APWA. The PWMI certificate builds on the Public Works Supervisory Academy (PWSA) certificate offered by UW-Madison in cooperation with the Wisconsin Chapter-APWA.

The topics covered are essential for success as a public works supervisor, manager, and team member. Topics include understanding local government structures, processes and the respective roles of elected leaders and staff; application of ethics and standards; effective approaches to organizing and staffing, budgeting, planning and managing public works functions; effective leadership and delegation; personal communication skills; and high-quality customer service.

Certificate program participants benefit by learning from instructors with real-world management experience in public works, gaining a better understanding of individual leadership and management styles, and having useful materials from each course that can be referred to as they grow in their role as supervisors and managers.

For more information, call the Transportation Information Center toll free at (800) 442-4615 or visit the website at interpro.wisc.edu/tic/public-works-certificates.



Public Works Classes Offered by UW-Madison Transportation Information Center (TIC)



By Ben Jordan, Director, Wisconsin Transportation Information Center

These public works supervision and management classes will provide you and your organization an opportunity to:

- Build a more effective management team;
- Enhance supervision skills and management practices;
- Prepare staff to grow in their career and take on new responsibilities.

Classes lead to two public works certificates offered in cooperation with the Wisconsin Chapter of APWA: the Public Works Supervisory Academy (PWSA) certificate, composed of nine,

one-day classes (54 class hours in total), and the Public Works Management Institute (PWMI) certificate, composed of 15 classes (90 class hours in total), including the nine courses in PWSA, plus an additional 36 class hours in five courses that focus on more advanced management-oriented courses. The PWMI certificate is recognized by National APWA as meeting requirements for Leadership Excellence in Public Works.

You may enroll in individual classes without enrolling in the Academy or Institute. Academy and Institute classes may be

taken in any order, except that the PWMI certificate requires a Capstone course that must be taken as the last class in the series.

No academic experience is required to participate in either program. Each class is normally offered at least once each year. In fall 2022, classes are being offered online and in person.

For additional PWSA & PWMI information, go to:

<https://interpro.wisc.edu/tic/public-works-certificates/>

You can register for currently scheduled classes at:

<https://interpro.wisc.edu/tic/>

Basic Management for Public Works Supervisors (PWSA)

February 8

8:30 a.m.-3:30 p.m.

Dane County Extension, Madison
Course #C876

Instructor: Bryan Gadow

Learn the basic management tasks and common service delivery methods in public works. Review common work planning systems and how to better plan your own time.

Equipment Use and Workplace Safety (PWSA)

February 16

8:30 a.m.-3:30 p.m.

UW-Fond du Lac

Course #C878

Instructor: Nicole O'Connor

Examine the supervisor's role in

meeting safety compliance requirements, investigating and resolving safety issues, and building a safety-conscious organization.

Management Assessment for Personal Planning and Development Safety (PWSA)

March 1-2

Online 9:00 a.m.-12:00 p.m. each
live session

Managements

Instructor: Tina Hallis (offered in partnership with the Division of Continuing Studies)

Use the DISC[®] assessment instrument to build self-awareness and explore the many facets that shape the way we see our world and function at work. Develop specific strategies to adapt and respond to others for more effective

interactions and management styles that would be the most effective for these interactions.

Fundamentals of Public Works Operations (PWMI)

March 8 & March 15

8:30 a.m.-3:30 p.m. each day

UW-Fond du Lac

Course #C884

Instructor: Ben Jordan

Focus on managing the range of services in a public works department, including current operational issues. Each student will make a short presentation and lead a discussion on a relevant Public Works operations topic that they identify during the course.

☞ Page 14 (PWSA/PWMI Courses)

PWSA/PWMI Courses (Cont.'d from page 13)

Fearless Performance Management (PWMI)

March 23

8:30 a.m.-4:30 p.m.

Grainger Hall, UW-Madison, Madison

#PWMISBDC

Instructor: Jeffrey Russell (offered in partnership with UW-Madison Small Business Development Center)
This class presents a model for managing employee performance and provides you with specific tools you can use to set performance goals, document performance, maintain ongoing communication, manage performance, conduct performance reviews, and develop performance improvement plans. Fee of \$215 if you register using code PERFORMANCE2023.

Citizen/Customer Service (PWSA)

March 28 and March 30

Online 8:30 a.m.-11:30 a.m. each live session

Course #C886

Instructor: Jeffrey Russell

Learn how to listen and respond in order to provide better customer service and reduce unrealistic expectations. Learn effective ways to lead angry citizens away from confrontation toward cooperation.

Municipal Engineering Fundamentals for Non-Engineers (PWMI)

April 14, April 21, April 28, May 5, May 12, May 19

Online 9:00 a.m.-11:00 a.m. each live session

Course #C481

Instructors: David Barber and Ben Jordan

Learn about basic engineering concepts and methods used by public works engineers to design, construct, operate, and maintain municipal infrastructure. Fee of \$335 if you register using code PW660

Human Resources (HR) Basics for Non-HR Professionals (PWSA)

May 11

8:30 a.m.-4:30 p.m.

Grainger Hall, UW-Madison, Madison

<https://sbdc.wisc.edu/manage-your-business/human-resources-hr-basics-for-non-hr-professionals/>

Instructors: Tracy Niesen Breunig and Brittany Hanson (offered in partnership with UW-Madison Small Business Development Center)

Gain awareness of common human resources issues encountered by supervisors and managers and learn how to effectively address issues and comply with employment-related laws. Fee of \$195 if you register using code HRBASICS2023.

Budgeting for Public Works (PWMI)

June 1

8:30 a.m.-3:30 p.m.

Dane County Extension, Madison

Course #C887

Instructor: Michael Daun

Learn to prepare and analyze an operating budget and explore several alternative budget formats and their respective strengths and weaknesses. Review capital fund budgeting, including asset leasing and purchasing pools.

PIMs (Cont.'d from page 10)

- 8) **Format:** Typically, an open house offers a more “relaxed “ atmosphere with displays throughout the room, but has a higher staff need. It also allows for more flexibility in timing. A formal presentation followed by open house is also used in situations where you’re trying to get a lot of information out succinctly. The formal presentation format does have the potential negative side of allowing for audience members to build up the negativity if not appropriately managed.
- 9) **Get the word out:** Most municipalities have the standard public meeting location notices plus the required newspaper notices. Posting on the municipality website and direct mail/ email to those per your individual municipality’s

ordinance is also beneficial. Supplemental posting at large community gathering spots is sometimes helpful. If there are advocacy groups that support the type of project you’re proposing (e.g. off-road bike trail), making sure that that network is aware and encouraging them to come and/or fill out the Public Outreach form is helpful.

- 10) **Follow up:** Be sure to follow up with residents and post all information on the municipal website so those that could not attend the physical meeting still have an opportunity to review the information. If required, posting a secondary FAQ to address questions at the meeting when a second PIM is not planned is also beneficial. Follow up with governmental board members, if possible.

Pass the Salt:

UniverCity Year Partnerships Help Marathon County Get Less Salty

By Abigail Becker, UniverCity Alliance


During Wisconsin's winter months, Marathon County's municipalities field calls from concerned residents driving on icy streets to put down more salt to help clear the roadways.

Andrew Lynch, former transportation planner at the Wausau Metropolitan Planning Organization, thought this method was inefficient and potentially leading to using too much salt that could affect the county's environmental resources. "We had one project: road-salt use. But the idea was to bring the different communities together beyond the Wausau Metropolitan Planning Organization and begin the discussion," said Lynch, who is now an assistant planner with the City of Wausau. "We looked at a simple question, 'How can we spread best practices and how can we treat the vulnerable areas to avoid any excessive runoff or infiltration into the water supply?'" Addressing road salt use was one of several topics that included economic development, evidence-based decision making, equity, and emergency medical services that Marathon County partnered with UniverCity Year (UCY) to pursue from 2020–23. Researching the use of road salt in Marathon County also harnessed the skillsets of University of Wisconsin–Madison students in three academic disciplines: environmental studies, applied leadership in engineering, and geography. "They asked different questions, and that's often very helpful in terms of trying to break anyone's mindset when looking at a problem," Lynch said. "They were all able to bring a different perspective." Environmental studies students created a comprehensive chart of road salt practices throughout the Wausau Metropolitan Area, documented recent efforts to adjust practices, and outlined considerations for collaboration. Students enrolled in an interdisciplinary engineering course analyzed data on salting practices of each municipality to determine what a consistent policy for each municipality would look like. Finally, geography students mapped Marathon County to find out what sensitive areas are affected by road salt use. UniverCity Alliance Managing Director Gavin Luter said this project illustrates the possibilities for communities working with UCY. "We had one



Civil and environmental engineering students offered preliminary designs to improve roadways, including the intersection shown above of Forest and N. Sixth Streets in downtown Wausau. Photo: Gavin Luter.

project: road salt use. But the project was more complicated than answering one simple question," Luter said. "By listening to what Marathon County needed, we found three different classes who could help them think through different parts of this complex challenge. Now the county has more information that can be used to help build a more informed approach to the issue of road salt use."

Lynch also recognized the benefits a program like UCY has for students and for the greater community. During his graduate program at the University of Iowa, he participated in the Iowa Initiative for Sustainable Communities. Like UCY, this program is a member of Educational Partnerships for Innovation in Communities Network, which is a network of institutions with community partnership models that match student learning with real-world challenges. 

This story was originally published by UniverCity Year.

Investing in the Future (Cont.'d from page 8)

Out-of-the-Gate Success

The District’s first trainee, Rigoberto “Rigo” Ramon-Solis, was referred to the program by Latino Academy; attending the open house solidified his desire to be part of the program. Before applying with the District, Ramon-Solis had worked in food service for 14 years; he had no experience in the trades. When asked what attracted him to the program, Ramon-Solis said it provided a new opportunity for him and his family, and he appreciates that each day brings a new and different challenge. Motivated to gain the necessary skills and experiences, Ramon-Solis committed to the program’s rigors and quickly moved into a full-time Facilities Maintenance position with the District in August 2022.

The District reopened the hiring process in September 2022, and the program’s first female trainee, Kayla Gausmann, started in late October 2022. Gausmann was referred to the program on the recommendation of another staff member, and she brings a wealth of experience to the District, which has already helped her hit the ground running.

The District’s Succession Planning program is also off to a strong start. The District welcomed Rogelio

“Roy” Rodriguez in September 2022 as its first journey electrician hired as part of the program. MMSD also hired a treatment plant operator early enough in order to complete the full 6-month training before the expected retirement of another operator.

The District takes a comprehensive approach to workforce development. That includes a robust internship program, engaging in career outreach opportunities, and helping staff develop and grow through various training, educational, and leadership opportunities. In addition, the Succession Planning and Trainee programs add another critical dimension to the District’s efforts, knitting together the need to plan for future retirements, the challenge of finding qualified candidates with the skills required to work in the public sector, and the desire to support diversity, equity and inclusion, inside the fence and out.

“There is no better time than now,” says Eric. “With the District’s emphasis on inclusion, diversity and equity, building stronger communities and planning for our own future, these positions will do that and support the goals of the District.”

For more information on this program, please contact **Eric Dundee** at ericd@madsewer.org.

2023 CALENDAR

January 31	Awards Nomination Deadline		Jennifer Barlas
February 5	Strategic Planning Meeting	Sturgeon Bay	Dundee
February 6	Door County Ice Fishing with Wacky Walleye Guide Service	Sturgeon Bay	Wachtendonk
May 3-5	Spring Conference	Eau Claire/Altoona	Rick Eilertson
May 21-27	National Public Works Week		
July	Summer Golf Outing & Scholarship Fundraiser	TBD	
November 1-3	Fall Conference	Lake Geneva Grand Geneva	Shelly Billingsley

Please refer to the <http://wisconsin.apwa.net> website for more detailed program and registration information.