

Date: February 9, 2023

To: Manitowoc Mayor Justin Nickels
Manitowoc Common Council President Steve Czekala
Personnel Committee Chairman Eric Sitkiewitz
Personnel Committee Members Brett Vanderkin, Chad Beeman, Michael Cummmgs

From: Marge Kraynek
132 Cleveland Avenue
Manitowoc, WI, 54220
920 323-2742

RE: Personnel Committee Meeting on 26/22023

I had an opportunity to listen to the Manitowoc Personnel Committee Meeting from 2/6/2023 as posted on the Manitowoc City's website regarding a residency accommodation request for two Manitowoc City Firefighters. They had been hired 4/2022 and live 27.8 and 27.44 miles outside of the Manitowoc City limits. I understand the 25 mile residency limit is part of the Manitowoc City Firefighter's contract. As a result of that meeting, the firefighter's were given a 6 months extension for a total of 18 month to meet the 25 mile residency requirement.

What is concerning is the comments made by Steve Czekala. During a brief discussion of the proposed extension he said "Be grateful we are giving you a little leeway. Call it a gift. Personally, I don't want to give you anything." After the extension was approved, Steve Czekala then said: "If you guys have any union brothers you are working with, this is a one and only time. The next person that comes in with a request like this, I will BEAT THE HELL OUT OF THEM. So I'm done."

The president of the Manitowoc Common Council threatened Manitowoc City Employees with physical harm!!

So I have several questions:

1. Do elected city officials take an oath before they take their positions? And if they do, what is that oath?
2. Do elected city officials have a code of conduct?
3. Why did the Personnel Committee Chair not address those threatening statements after they were said and address them in the presence of those city employees? And why did the other committee members let those comments pass without comment?
4. Is there any disciplinary action that will be taken? And is there going to be any education on how to RESPECTFULLY state your opinion without bullying or threatening?
5. Are any apologies going to be made to your City Employees?

I get to watch the shenanigans of the elected Federal and State officials on a daily basis. And now I get to watch similar shenanigans by our elected city officials. **How very disappointing.** I thought Manitowoc was better than this.

Marge Kraynek