



Dave Wepking
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MEMORANDUM

TO: Honorable Mayor and Alderpersons
FROM: Dave Wepking
DATE: January 10, 2024
SUBJECT: Promotion of Troy Heiman to Forestry and Parks Manager

The position of Forestry and Parks Manager became vacant in September 2023 when the incumbent in this position retired. Since September 2023 the position has been filled on an interim basis by Troy Heiman who is currently the lead specialist for the Forestry and Parks Division.

Mr. Heiman has performed admirably to manage the operational demands of the division during his interim appointment. His performance during this time has been impressive, given the lead specialist position was not filled. Troy has been a top performer in the Forestry and Park Division given the operational and technical knowledge that he provides to the staff. He has demonstrated excellent communication skills with our external customers as well as our work staff and other City Departments.

Due to Troy's current and past work performance, he is recommended for the Forestry and Park Manager position. Therefore, I respectfully request permission to promote Troy Heiman to the position of Forestry and Parks Manager.

The Forestry and Parks Manager position is budgeted and classified as an exempt position, category K2, non-resident, in the City of West Allis salary ordinance.

The Forestry and Park Manager position is responsible for the maintenance of approximately 20,000 trees along with over 100 acres of open space that includes boulevards, parks, facilities and other public grounds. This position supervises 10 employees and 15 seasonal employees throughout the year and is responsible for over a 1 million dollar budget.

Mr. Heiman was hired by the City on January 18, 1999, as an Arborist in the Forestry and Parks Division. Effective January 2022, Troy was promoted to a specialized lead position within the Forestry and Parks Division to assist with planning and coordinating work activities. Troy provided valuable insight in expanding the use of mobile technology within the division to increase efficiency.

As of September 2023, Troy has been temporarily appointed to the position of Interim Forestry and Parks Manager until the position is filled. Troy has demonstrated himself to be a well-organized, approachable, humble employee that has shown the ability to multi-task and complete projects in a timely manner.

We look forward to working with Troy and know he will do an excellent job for the Department and the City.

Sincerely,

Dave Wepking
Director