



January 28, 2020

Mayor Chuck Fewell
Board of Works & Public Safety
10 South State Street
Greenfield, IN 46140

Re: Pay Rate/Promotion

Mayor and Board Members,

I am requesting the Board approve the promotion of Michael Hurst to Plant Operator II effective with the pay period beginning February 8, 2020. Michael has worked hard over the past 8 months to obtain his Class IV Operators certification from the Indiana Department of Environmental Management. This demonstrates a strong work ethic and desire to continue to increase his knowledge and to better himself professionally. Michael has also recently completed Leadership Training that is offered by our HR department and has also shown interest in continuing to build on his management and leadership skills. I feel that his efforts and personal growth over the past 8 months are deserving of this promotion. His current and new positions and pay rates are as follows:

Current:	Plant Operator I	\$ 30.02 per hour
New:	Plant Operator II	\$ 31.55 per hour

Please let me know if there are any questions or if any other information is needed regarding this request.

Best Regards,

A handwritten signature in blue ink, appearing to read "Nicholas Dezelan".

Nicholas Dezelan, CHMM, ASP
Wastewater Utility Manager

cc: Michael Fruth, Utility Director
Dan Worl, Business Service Manager
Mitch Ripley, Human Resources Director

Wastewater Utility
809 South State Street: Greenfield, Indiana 46140
wwtp@greenfieldin.org
Phone 317-477-4360 Fax 317-477-4361