



May 13, 2025

Mayor Guy Titus  
Board of Public Works and Safety  
10 South State Street  
Greenfield, IN 46140

Re: Apprenticeship Enrollment

Mayor and Board Members,

Zach Kennedy has successfully completed his probationary period with the wastewater utility and is now eligible for enrollment into the Wastewater Utility's Apprenticeship Program. Upon approval from the Board of Public Works and Safety, Zach's new title will be Apprentice Operator I at a pay rate of \$26.00 per hour.

At this time, I am requesting that the Board approve the enrollment of Zach Kennedy into the Wastewater Utility's apprenticeship training program at the Apprentice Operator I position and a pay rate of \$26.00 per hour. This change will be effective with the pay period starting April 26, 2025. Please let me know if you have any questions or if any other information is needed at this time.

Best Regards,

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

Nicholas Dezelan, CHMM, ASP  
Wastewater Utility Manager

cc: Mitch Ripley – Human Resources Director  
Lori Elmore – Clerk-Treasurer  
Jane Webb – Utility Coordinator