

Recommendation for Promotion

I, Alex Volkov, Water/Waste Water Superintendent, recommend that Brian Champeau be promoted from Operator 11 in Water/Waste Water to Operator 111. Brian has on his own the past several years proved to be a conscientious, ethical and dedicated employee working under my supervision.

He has, on his own time, through on-line courses achieved and received Grade 1 Water Distribution, Grade 11 Water Distribution, Grade 1 Water Treatment, Grade 11 Water Treatment and Grade 1 Waste Water Treatment and is currently studying to take the exam to be certified in Grade 11 Waste Water Treatment.

Brian manages all aspects of both plants when I am absent or on vacation. When he receives his Grade 11 and 111 Waste Water certification, he will have the same licenses as I do. I believe he is deserving of being promoted from current Operator 11 pay scale to Operator 111 pay scale, a difference of \$2.27 per hour. The city does not currently have any other employees with grade certifications in either Water or Waste Water.

The union contract stipulates that public works employees with a minimum of 5 years on the job automatically get raised to Operator 111 pay. Brian has worked here for approximately 2 ½ years, but there is precedence in both the Police Department and the Public Works Department to move a qualified person to Operator 111 pay scale before the Mandatory 5 year period kicks in. I feel that the city needs someone as a back-up to me in the event something happens in either water or waste water. Brian has proven to me that he can handle the positions effectively in accordance with all IDNR requirements. All plants are either running efficiently or we are taking proactive steps to ensure that preventive maintenance is performed on a regular basis to prevent disruption of services.

Therefore, I, Alex Volkov, do hereby ask Council to promote Brian to the pay scale of Operator 111 immediately. I believe he has earned it and is and will be a valuable asset to the community

Respectfully,

Alex Volkov, Water/waste Water Superintendent.

