



December 23, 2025

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

Re: Apprenticeship Advancement – Zach Evans

Mayor and Board Members,

Zach Evans has successfully completed another training period of our Wastewater Utility Apprenticeship/Training Program. Upon approval of the Board of Public Works and Safety, he will be eligible for the 5000-hour salary and position advancement as approved and listed in our Apprenticeship Program. Zach is now eligible for the Apprentice Operator VI title and wage progression as detailed below.

2026 Apprenticeship Positions and Pay Rates			
Position		Hours	Rate (Up To)
Operations Assistant/Field Technician		N/A	\$ 23.65
Apprentice Operator I		0	\$ 27.65
Apprentice Operator II		1000	\$ 29.22
Apprentice Operator III		2000	\$ 30.81
Apprentice Operator IV		3000	\$ 32.42
Apprentice Operator V		4000	\$ 34.00
Apprentice Operator VI		5000	\$ 35.58
Operator with Certification		6000	\$ 37.17

At this time, in accordance with the Wastewater Utility's Apprenticeship standards and the 2026 salary ordinance of the City of Greenfield, I am requesting that Zach Evans' title be updated to Apprentice Operator VI at an hourly pay rate of \$35.58 effective with the pay period starting December 20, 2025. Please let me know if there are any questions regarding this request.

Best Regards,

Nicholas Dezelan, CHMM, ASP
Wastewater Utility Manager

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

Wastewater Utility
302 Davis Road: Greenfield, Indiana 46140
nicholas.dezelan@greenfieldin.gov
Phone 317-477-4360 Fax 317-477-4361

PROFICIENT
NOT PROFICIENT



APPRENTICE PROGRAM
SKILLS TEST 5

NAME: ZACHARY EVANS

• MAINTENANCE

- | | | |
|---|-------------------------------------|---|
| X | <input checked="" type="checkbox"/> | Know how to GPS sanitary & storm sewers lines & nodes |
| X | <input checked="" type="checkbox"/> | Know how to work on electrical panel at lift stations |
| X | <input checked="" type="checkbox"/> | Know how to inspect grease trap and oil separator |
| X | <input checked="" type="checkbox"/> | Know how to install inserta tee and Romac saddle |

• OPERATIONS

- | | | |
|---|-------------------------------------|--|
| X | <input checked="" type="checkbox"/> | Know the material/parts list – know the different sewer parts for a job |
| X | <input checked="" type="checkbox"/> | Know our Sanitary & Storm Sewer Standards & Guidelines |
| X | <input checked="" type="checkbox"/> | Know how to perform construction inspections: laterals, main lines, grease trap installation, air/vacuum & mandrel testing |
| X | <input checked="" type="checkbox"/> | Know how to conduct smoke testing to find inflow & infiltration and dye testing |
| X | <input checked="" type="checkbox"/> | Be able to discuss any part of sewer operational guidelines |
| X | <input checked="" type="checkbox"/> | Know how to perform erosion repairs & ditch cleaning |

Comments

OVERALL SKILLS TEST DETERMINATION

PROFICIENT

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~~12-15-25~~

NOT PROFICIENT

Scott Evans
SUPERVISOR

DATE

[Signature] 12/16/25
MANAGER DATE

Scott McHatten 12-15-2025
COMMITTEE MEMBER DATE

[Signature] 12-15-2025
COMMITTEE MEMBER DATE

SUPERVISOR COMMENTS:

