



May 12, 2026

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

Re: Apprenticeship Advancement – Gavin Sampley

Mayor and Board Members,

Gavin Sampley has successfully completed the first 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 1000-hour salary and position advancement as approved and listed in our Apprenticeship Program. Gavin is now eligible for the Apprentice Operator II 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 Gavin Sampley's title be updated to Apprentice Operator II at an hourly pay rate of \$29.22 effective with the pay period starting May 9, 2026. 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 1

NAME: Gavin Sampley

- MAINTENANCE
- Know how to use Lumen PM Software– service request and crew activities (create new or open existing request: add time, materials, vehicle info and close daily upon job completion)
- Know how to check fluids, grease equipment, stock service trucks, etc.
- Know how to dump Vector & clean rear debris body and clean cyclones
- Know how to properly perform a weekly lift station inspections

- OPERATIONS
- Know how to use professionalism when interacting with public
- Know how to follow proper guidelines for confined space entry
- Describe what Indiana 811 is and what the utility locate marks indicate.
- Show how to access wastewater utility maps and the reason for GIS
- Know how to hook up trailer and tie down equipment
- Demonstrate the proper operations of the vector truck
- Know and follow required dress code and wear identification badges

*Comments

1000 hr Apprentice Skills Test

PROFICIENT NOT PROFICIENT

Scott Seavey *May 6 2026* *[Signature]* *5/6/26*
 SUPERVISOR DATE MANAGER DATE

Scott McHatten *5-6-2026* *[Signature]* *5-6-2026*
 COMMITTEE MEMBER DATE COMMITTEE MEMBER DATE

SUPERVISOR COMMENTS:

