



December 9, 2025

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

Re: Apprenticeship Advancement – Matt Turner


Mayor and Board Members,

Matt Turner has successfully completed the second 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 2000-hour salary and position advancement as approved and listed in our Apprenticeship Program. Matt is now eligible for the Apprentice Operator III title and wage progression as detailed below.

2025 Apprenticeship Positions and Pay Rates			
Position		Hours	Rate
Operations Assistant/Field Technician		N/A	\$ 22.00
Apprentice Operator I		0	\$ 26.00
Apprentice Operator II		1000	\$ 27.57
Apprentice Operator III		2000	\$ 29.16
Apprentice Operator IV		3000	\$ 30.77
Apprentice Operator V		4000	\$ 32.35
Apprentice Operator VI		5000	\$ 33.93
Operator with Certification		6000	\$ 35.52

At this time, in accordance with the Wastewater Utility's Apprenticeship standards and the 2025 salary ordinance of the City of Greenfield, I am requesting that Matt Turner's title be updated to Apprentice Operator III at an hourly pay rate of \$29.16 effective with the pay period starting December 6, 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

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