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To: Mayor & City Council

I am requesting a promotion of Vanessa Link from Lifeguard to Head Lifeguard. After looking at the schedule for July and early August the management group identified a need for another Head Lifeguard to cover shifts when the other Lifeguards and Assistant Managers are not available. To start the season we hired three Head Lifeguards but one dropped out two weeks before the season. The management team didn't identify anyone at that time with the experience to promote and thought we could manage with the team we had. When Vanessa decided to apply late, she was identified for a leadership position because of her past employment at the Dyersville Family Aquatic Center, two years' experience and other leadership roles.

Adam Huehnergath
Park and Recreation Manager