

February 17, 2026

Mr. Joshua Saunders



Dear Joshua,

Please consider this letter as a conditional offer of employment for the position of Assistant Golf Course Superintendent at Pokegama Golf Course. The following outlines the terms and conditions of your pending employment.

**Appointment Approval**

Your appointment to the position of Assistant Golf Course Superintendent is contingent upon approval by the City Council at their meeting scheduled for Monday, February 23, 2026.

**Start Date**

Your first day of employment in the role of Assistant Golf Course Superintendent will be Monday, March 16, 2026.

**Compensation**

Your 2026 compensation for the Assistant Golf Course Superintendent position will be \$27.00 per hour, equivalent to \$56,160.00 annually, based on a full-time schedule.

Future cost-of-living adjustments will be considered at the same time as other hourly non-represented employees and will normally be applied at the same base percentage or dollar amount, subject to City Council discretion. These adjustments are typically effective January 1 of each year.

**Benefits**

Your continued participation in the PERA pension plan will remain unchanged.

You will be eligible for health insurance coverage through the Operating Engineers Local 49 Health & Welfare Fund after one full month of employment. Based on your March 16, 2026 start date, you may anticipate health care coverage beginning May 1, 2026. The City covers 100% of the health insurance premium, regardless of the number of eligible family members enrolled.

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Your paid time off (PTO) and extended medical bank (EMB) accruals will accrue at the full-time employee accrual rate. Your accrual longevity date will remain August 25, 2014.

**Contingencies**

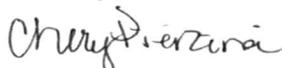
This offer is contingent upon approval of your appointment by the City Council at their February 23, 2026 meeting. Your appointment is subject to a six-month probationary period.

Please sign below to indicate your agreement with the terms and conditions of employment and return a signed copy to me no later than Thursday, February 19, 2026 by 12:00 p.m.

On behalf of the City of Grand Rapids, congratulations! We look forward to your continued service at Pokegama Golf Course.

If you have any questions, please feel free to contact me at (218) 326-7606 or (218) 256-8747.

Sincerely,



Chery Pierzina  
Human Resources Officer

cc: Personnel File  
Payroll

Your signature below will indicate agreement with the terms and conditions of employment.

  
\_\_\_\_\_  
Joshua Saunders

2/17/26  
\_\_\_\_\_  
Date

cc: Tom Beaudry, Director of Golf  
Personnel File  
Payroll