



September 30, 2022

Ms. Chery Pierzina
14917 Cochise Street
Williston, ND 58801

Dear Chery,

Pursuant to our conversation of September 30, 2022, the following is an outline of the terms and conditions of your employment as the Human Resource Officer for the City of Grand Rapids. As I stated in our conversation, your appointment is subject to approval of the City Council at their October 10, 2022 meeting, as well as a background check.

We are looking forward to your employment with the City of Grand Rapids. Your experience and training will be a welcomed complement to the City's staff.

Start Date: Your first date of employment will be November 1, 2022.

Compensation: Your beginning salary will be ~~\$89,019.10~~ ^{\$97,313.34 JAH}. This is based on a maximum service credit of 6 years. Future cost of living adjustments will be subject to satisfactory performance evaluations, will be considered at the same time as other management employees, and will normally be competed on the same basis percentage of dollar amount as other management employees, subject to Council discretion. This is typically effective January 1st of each year.

Pension: Upon employment, you will be eligible to participate in PERA. A deferred compensation plan is also available for your participation.

Insurance: You will be enrolled in the Operating Engineers Local 49 Health & Welfare Fund. The City covers 100% of the premium regardless of how many eligible family members. Your coverage will begin on December 1, 2022. For more information go to: <https://health49.org/>

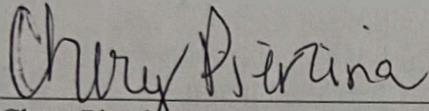
Flexible Time Off: Upon employment, you will be credited with fifteen years of service, and will accrue FTO based on fifteen years of service or 9.23 hours per 80 hour pay period. The City will also deposit 40 hours of FTO effective November 1, 2022.

Emergency Medical Bank: You will accrue EMB, a non-severable benefit at 2.4616 hours per 80 hour pay period. The City will also deposit 80 hours of EMB effective November 1, 2022. In order to utilize EMB for a health event, you must first utilize 40 hours of FTO.

Contingent Upon: Your appointment will be presented and recommended to the City Council at their October 10, 2022 meeting. Your appointment is also subject to a background check and a six-month probationary period.

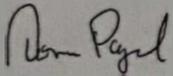
Again, thank you for committing to the City of Grand Rapids. If I can be of any assistance feel free to call me at 218.326.7626.

Your signature below will indicate your agreement with the terms and conditions of employment as we discussed on September 30, 2022.


Chery Pierzina

10-1-2022
Date

Regards,



Tom Pagel
City Administrator

cc: personnel file

* MOVING EXPENSES WILL BE REIMBURSED
WITH RECEIPTS NOT-TO-EXCEED \$5000.00.

