



REQUEST FOR COUNCIL ACTION

AGENDA DATE: November 24, 2025

AGENDA ITEM: Consider job description for Golf Course Superintendent and authorize Human Resources to post internally, interview and hire for the open position of Golf Course Superintendent.

PREPARED BY: Chery Pierzina, Human Resources Officer

BACKGROUND:

This fall marked the retirement of Steve Ross, whose connection to Pokegama Golf Course began during his time at Sugar Lake Golf Course. After supporting both courses, Steve transitioned in 2016 to an independent contractor role with Pokegama Golf Course, where he spent the next nine years leading course maintenance and operations.

Throughout his years of service, Steve played an instrumental role in the care and maintenance of Pokegama Golf Course, its grounds, and its equipment. He consistently upheld high standards of quality, managed staff and budgets, and provided steady leadership across all aspects of course operations. Steve's commitment and expertise has made a lasting impact, and he will be greatly missed. We wish him all the best in his well-deserved retirement.

The Golf Course Superintendent position is currently vacant. We are requesting authorization for Human Resources to begin the process of posting internally, interviewing, and hiring for this role. The position will be a full-time exempt position, classified at Grade 6, with a 2026 salary range of \$48,139 to \$64,336, reflecting a 5% increase from the 2025 salary range.

All costs associated with this position are included in the 2026 budget.

REQUESTED BOARD ACTION:

Make a motion to approve the job description for Golf Course Superintendent, and authorize Human Resources to post internally, interview and hire for the open position of Golf Course Superintendent, with the classification and salary as mentioned above.