



CITY OF
GRAND RAPIDS
IT'S IN MINNESOTA'S NATURE

ADMINISTRATION DEPARTMENT

420 NORTH POKEGAMA AVENUE, GRAND RAPIDS, MINNESOTA 55744-2662

December 29, 2025

Mr. Cody Alleman
[REDACTED]

Dear Cody,

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

Your appointment to the position of Golf Course Superintendent is contingent upon approval by the City Council at their meeting scheduled for Monday, January 12, 2026.

Start Date

Your first day of employment in the role of Golf Course Superintendent will be Tuesday, January 13, 2026.

Compensation

Your 2026 salary for the Golf Course Superintendent position will be \$30.93 per hour, equivalent to \$64,334.40 annually. The salary grade for this position is Grade 6.

Future cost-of-living adjustments will be considered at the same time as other management 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

All other terms and conditions of your employment remain unchanged. This includes your continued participation in the PERA pension plan and family coverage through the Operating Engineers Local 49 Health & Welfare Fund. As you are aware, the City covers 100% of the health insurance premium, regardless of the number of eligible family members enrolled.

Your paid time off (PTO) and extended medical bank (EMB) accruals will remain unchanged, and you will continue accruing leave at your current accrual rate. Your accrual longevity date will remain April 1, 2010.

Cody Alleman
December 29, 2025
Page Two

Contingencies

This offer is contingent upon approval of your appointment by the City Council at their January 12, 2026 meeting. Your appointment is subject to a six-month probationary period. Please sign below in the designated area indicating your agreement with the terms and conditions of employment. Please provide me with a signed copy by Friday, January 2, 2026.

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

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

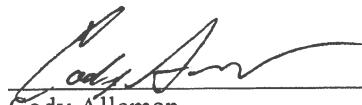
Sincerely,



Chery Pierzina
Human Resources Officer

cc: Personnel File
 Payroll

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



Cody Alleman

12-30-25

Date