



REQUEST FOR COUNCIL ACTION

AGENDA DATE: January 12, 2026

AGENDA ITEM: Consider appointing Cody Alleman to the position of Golf Course Superintendent at Pokegama Golf Course and authorize Human Resources to post, interview and hire for Assistant Golf Course Superintendent and seasonal Assistant Golf Professional.

PREPARED BY: Chery Pierzina, Human Resources Officer

BACKGROUND:

This past fall, Steve Ross retired from his position as Golf Course Superintendent. In November, Human Resources posted the Golf Course Superintendent position internally.

Interviews for the position of Golf Course Superintendent were conducted on December 22, 2025. The hiring committee, consisting of Director of Golf Tom Beaudry, Golf Course Board Members Deb Godfrey and John Ryan, and myself recommend hiring Cody Alleman for the position of Golf Course Superintendent, with a start date of January 13, 2026. This position is a full-time exempt position, with an hourly rate of \$30.93 per hour, and is classified as Grade 6. Cody has extensive experience in turf management, irrigation systems, equipment operation and maintenance. He has worked at Pokegama Golf Course for 20 years and we look forward to him working in this new role.

With the hiring of the Golf Course Superintendent, we have a vacant Assistant Golf Course Superintendent position. We are requesting authorization for Human Resources to reclassify this position to a pay grade 5 with a 2026 salary range of \$21.23 to \$28.38 per hour, and to post, interview, and hire for the Assistant Golf Course Superintendent.

Lastly, we have an open Assistant Golf Professional vacancy. This is a seasonal position, working 40 hours per week, with a seasonal salary range of \$28.32 to \$30.16 per hour. The job description for this position has been revised. We are requesting approval of the revised job description for the Assistant Golf Professional position. A red-lined copy of the job description is attached. We are also requesting authorization for Human Resources to post, interview, and hire for the seasonal Assistant Golf Professional vacancy.

These salaries are included in the 2026 budget.

REQUESTED COUNCIL ACTION:

Make a motion to appoint Cody Alleman to the position of Golf Course Superintendent, with a starting date of January 13, 2026, with an hourly rate of \$30.93 per hour; authorize Human Resources to reclassify the Assistant Golf Course Superintendent position to a pay grade 5 with a 2026 salary range of \$21.23 to \$28.38 per hour, and to post, interview, and hire for the Assistant Golf Course Superintendent; and approve revised job description for Assistant Golf Professional and authorize Human Resources to post, interview, and hire for the Assistant Golf Professional position, with a salary range of \$28.32 to \$30.16.