



## REQUEST FOR COUNCIL ACTION

**AGENDA DATE:** March 23, 2026

**AGENDA ITEM:** Consider Golf Course job descriptions and title changes and hiring and rehiring of seasonal golf staff.

**PREPARED BY:** Chery Pierzina, Human Resources Officer

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### **BACKGROUND:**

Previously, Pokegama Golf Course maintained two staff positions titled Outside Grounds Crew and Pro Shop. No formal job description could be located for either role. To better organize staff responsibilities and clearly establish performance expectations, job descriptions have been developed for both positions.

Tom Beaudry, Director of Golf, has reviewed the proposed changes and recommends the following title changes along with approval of the job descriptions:

Outside Grounds Crew to Seasonal Equipment Operator

Pro Shop to Seasonal Golf Shop Assistant

At this time, we are not requesting wage changes for these positions. Both positions are currently budgeted for 2026.

In addition, Pokegama Golf Course has several seasonal positions open. We are recommending **rehiring** the following seasonal golf staff as follows:

### **SEASONAL EQUIPMENT OPERATOR**

Zachary Lagergren at \$18.00 per hour starting on or around April 1, 2026, with an end date of no later than September 30, 2026.

Todd Cournoyer at \$15.50 per hour starting on or around May 1, 2026, with an end date of no later than October 31, 2026.

James Sweeney at \$18.00 per hour starting on or around May 1, 2026, with an end date of no later than October 31, 2026.

Jacob Garski at \$16.00 per hour starting on or around May 11, 2026, with an end date of no later than October 31, 2026.

Aidan Stanley at \$16.00 per hour starting on or around May 11, 2026, with an end date of no later than October 31, 2026.

Nolan Svatos at \$15.50 per hour starting on or around May 18, 2026, with an end date of no later than October 31, 2026.

Lucas Varin at \$15.50 per hour starting on or around June 8, 2026, with an end date of no later than October 31, 2026.

Andrew Stanley at \$15.50 per hour starting on or around June 8, 2026, with an end date of no later than October 31, 2026.

Hayden Jackson at \$16.00 per hour starting on or around June 8, 2026, with an end date of no later than October 31, 2026.

Frank Rohde at \$16.50 per hour starting on or around May 1, 2026, with an end date of no later than October 31, 2026.

### **SEASONAL OUTSIDE SERVICES**

Thomas Carlson at \$16.50 per hour starting on or around April 1, 2026, with an end date of no later than September 30, 2026.

Peyton Emerson at \$15.50 per hour starting on or around April 1, 2026, with an end date of no later than September 30, 2026.

Cassidy Alleman at \$16.00 per hour starting on or around April 1, 2026, with an end date of no later than September 30, 2026.

Tom Grundmeyer at \$17.00 per hour starting on or around April 1, 2026, with an end date of no later than September 30, 2026.

### **SEASONAL GOLF SHOP ASSISTANT**

Zachary Roy at \$15.50 per hour starting on or around April 1, 2026, with an end date of no later than September 30, 2026.

Colton Stupar at \$16.00 per hour starting on or around April 1, 2026, with an end date of no later than September 30, 2026.

Lila Ugrich at \$15.50 per hour starting on or around April 1, 2026, with an end date of no later than September 30, 2026.

Rebecca LaPlant at \$16.50 per hour starting on or around April 1, 2026, with an end date of no later than September 30, 2026.

William Kenowski at \$15.50 per hour starting on or around April 1, 2026, with an end date of no later than September 30, 2026.

We are also recommending **hiring** the following seasonal golf staff:

### **SEASONAL EQUIPMENT OPERATOR**

Joel Frost at \$15.00 per hour starting on or around April 1, 2026, with an end date of no later than September 30, 2026.

Will Huttner at \$15.00 per hour starting on or around June 8, 2026, with an end date of no later than October 31, 2026.

Keith Duckett at \$15.00 per hour starting on or around May 1, 2026, with an end date of no later than October 31, 2026.

### **SEASONAL OUTSIDE SERVICES**

Jack Johnson at \$15.00 per hour starting on or around April 1, 2026, with an end date of no later than September 30, 2026.

### **REQUESTED COUNCIL ACTION:**

Make a motion to approve the job descriptions and title changes for the positions of Seasonal Equipment Operator and Seasonal Golf Shop Assistant and approve hiring and rehiring of seasonal employees mentioned above with the respective hourly rate of pay and timeframe of seasonal of employment.