



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

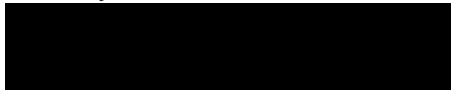
ADMINISTRATION DEPARTMENT

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

HAND DELIVERED

May 15, 2025

Jamey Serich



Re: Notice of Elimination of Position and Layoff

Dear Jamey,

We are writing to formally notify you the City of Grand Rapids will no longer be providing IT services to the Grand Rapids Public Utilities effective on May 20, 2025. This action will follow the City Council meeting on May 27, 2025. As a result, the City is eliminating your position as IT Network Technician.

We recognize this is difficult. The basis for the decision to layoff is due to the City of Grand Rapids no longer providing IT services to Grand Rapids Public Utilities effective May 20, 2025, and your position as the IT Network Technician was a shared position between the City and Grand Rapids Public Utilities. You are the least senior employee in IT. You will be laid-off at the end of your shift on May 30, 2025. Please return all City property (including keys, access card, ID badge, technology equipment, etc.) to Human Resources on May 30, 2025.

Final Paycheck and Severance Receipt

Your final paycheck reflecting wages earned through May 30, 2025 will be issued on the regular payroll check issued on June 13, 2025. Because you have two (2) or more years of service, any accrued and unused FTO will be deposited into your Health Care Savings Plan (HCSP).

COBRA Insurance Continuation:

You may be eligible, through the Consolidated Omnibus Budget Reconciliation Act (COBRA) to retain insurance coverage in the City's group insurance plan. Information regarding COBRA continuation coverage will be sent directly to your address on file on or about May 30, 2025. Your regular insurance coverage with the normal City contributions is effective through May 30, 2025. If you have an address change, it is your obligation to notify Human Resources via email to update your records.

Unemployment Compensation:

Due to layoff status, you may be eligible for unemployment compensation benefits. You may access information about Minnesota unemployment benefits at www.uimn.org.

Veterans Rights

If you are a veteran honorably discharged from the United States military service within the meaning of the Minnesota Veterans Preference Act, Minnesota Statute 197.46, you have 300 days in which to either petition in district court for a writ of mandamus or file a petition with the Commissioner of Veterans Affairs seeking to compel the City to reinstate you to the IT Network Technician position with back pay. If you fail to petition in district court or file a petition with the Commissioner of Veterans Affairs within 30 days of your receipt of this notice, such failure will constitute a waiver of any rights you may have under the Veterans Preference Act. If you file a petition in district court or a petition with the Commissioner, you will be required to establish, after a hearing, that the City did not in good faith discontinue your position.

Employee Assistance Program:

The City offers a confidential service to support employees as part of its Employee Assistance Program (EAP). This program is called TEAM Wellness at Work. We have enclosed a brochure with information about the benefits available to you.

Arriving at this decision has been very difficult. We have valued you as an employee and your important service to the City of Grand Rapids. We want to make this transition as smooth as possible for you and are happy to assist you. Please do not hesitate to contact me or Chery Pierzina if you have any questions.

Sincerely,



Tom Pagel
City Administrator

Enclosures: TEAM Wellness at Work brochure

When something's missing from life or work, we're here.

What we offer:

Short-term, face-to-face or telehealth counseling sessions FREE to you and eligible family members to solve personal problems and workplace issues that affect your ability to work safely and effectively. Our counseling services are available no matter where you work or live.



All services
are confidential



24/7 phone
assistance



215.721.8960
661-642-0907
800.452.7710
startwithteam.com

TEAM is your complete
healthcare partner.



You and your family can turn to us for any mental health concerns, counseling for you and your family, health diagnosis, concerns, and nutrition goals. We will jump into action on your behalf- whatever your situation calls for. It's simple, dependable high-quality support FREE as part of your existing benefits.

What can you trust TEAM for?

Counseling services for:

- Alcohol or Drug Problems
- Depression/Anxiety
- Behavioral Concerns
- Relationship Challenges
- Family and Parenting Issues
- Grief and Loss
- Stress Management
- Job-Related Difficulties

Care Coordination Services to help:

- Schedule appointments
- Coordinate medical records
- Food resources
- Transportation resources
- Legal consultation
- Financial consultation



All services are
confidential



24/7 phone
assistance



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218-727-8589
651-642-0182
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