



24 February 2026

Mayor Guy Titus
Board of Works and Public Safety
10 South State St.
Greenfield, IN 46140

Re: Enrollment in Apprenticeship

Mayor and Board Members,

In December 2025, Austin Ailes transferred over to the Water Utility from the Street Department. He has completed the initial steps and requirements to be enrolled in our Apprenticeship Program as Water Distribution Operator E and is eligible for the full rate of pay for this position. He has, from his first day with the utility, shown a strong work ethic and drive to become a professional drinking water operator. We are excited to recommend Mr. Ailes for his full rate of pay in an apprenticeship position with the Utility pending Board of Works Approval today.

I request the Board of Public Works and Safety approve the full rate of pay for Austin Ailes as a **Water Distribution Operator E**, at the full hourly rate of **\$30.51** in accordance with the City of Greenfield Salary Schedule for 2026. If approved the hourly rate change would **be effective 28 February 2026**.

I welcome any questions the Board may have on this recommendation.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Charles Gill".

Charles Gill
Manager
Water Utility

cc: Jane Webb, Utility Coordinator
Lori Elmore, Clerk-Treasurer
Mitch Ripley, Human Resource Director