



May 10, 2017

Assembly;

You may be aware, Joe Nelson has officially announced his retirement from the Borough. His last day will be June 30, 2017.

Joe has been a very valued member of our team for many years, and he will be missed. He also was kind enough to give me warning of his pending retirement, so I have spent considerable time working on our "what next" plan!

Effective July 1, 2017 with the help of Chris Cotta and Karl Hagerman, I will reorganize the management team. Karl Hagerman will take on the role of Utility Director, responsible for Power & Light, Water and Wastewater. Chris Cotta will become the new Public Works Director, responsible for the Motor Pool, Sanitation and Public Works (Streets and such). We will not replace Chris's old position of Assistant Public Works Director. These changes are estimated to save \$108,000 annually in salaries and benefits. Karl has accepted an offer for this role at \$108,000 annually. Chris has accepted his new position at an annual salary of \$82,000. I have full faith in them to successfully take on these new challenges.

I am asking the Assembly to approve the appointment of Chris and Karl to their new positions effective June 30, 2017.

Please let me know if I can answer any questions as we move through this process. I do appreciate your support.



Stephen Giesbrecht