



June 12, 2009

Mr. Vincent Maas

RE: Employment Offer – Superintendent of Parks, Forestry and Cemeteries

Dear Vince:

I am pleased to re-confirm the City's employment offer for the position of Superintendent of Parks, Forestry and Cemeteries and your acceptance of this offer. As agreed in further discussions, your hire date is June 25, 2009. I look forward to receiving your written acceptance of this employment offer by June 17, 2009. Please direct your letter to my attention.

Your annualized rate of pay will be \$60,200 paid on a bi-weekly basis. This is an exempt level position. There is a six-month introductory period for all new employees. You will be meeting with Adam Alix, Assistant Superintendent of Buildings and Parks, at the Public Works Facility located 455 Baldwin Street at 7:00 a.m. on June 25.

The following vacation and floating holiday benefit enhancement was negotiated: one week of floating holidays upon hire and one week's vacation after three months' employment, which is to be used prior to December 31, 2009. On January 1, 2010, you would be eligible for one week of floating holidays and one week's vacation. On your anniversary date, you would be eligible for an additional two weeks' vacation, for a total of 3 weeks vacation per year. The vacation benefit will be further enhanced as follows: 4 weeks after 6 years of service; and the maximum of 5 weeks after 13 years of service.

Welcome to the City of Menasha! If you have any questions, please feel free to contact Brian, me or HR Specialist Brenda Taubel.

Sincerely,

Donald Merkes
Mayor

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