

Grand Rapids Public Utilities

September 18, 2023 Commission Meeting

Department Head Presentation

Julie Kennedy – General Manager



2023 GRPU Strategic Planning

**We want
your
feedback**



GRPU Planning Survey

GRPU is updating our Strategic Plan. As part of the planning process, we'd like to hear from our stakeholders. Your ideas and opinions are valuable, and we will use them to build the best possible plan for GRPU in the coming years. We've published a short survey [here](#) that should take 10 minutes or less to complete. You may contact GRPU General Manager, Julie Kennedy, at jakennedy@grpuc.org or 218.326.7687 with any questions related to the survey or the planning process. We thank you for participating.

Grand Rapids SP - Dashboard

254



Viewed

104



Total Responses

74



Completed

71.15%



Completion Rate

Strategic Planning Sessions – Best Western

Tues, Sept 26 - 1:00 to 5:00

Wed, Sept 27 - 8:30 to 12:30

GRPU / City Collaboration - Governance

Joint Commission / Council Meeting

Monday, October 10 at 4 PM (meet at GRPU – then bus tour)

Tentative Agenda

- Citywide bus tour to view projects
- CIP Funding
- Economic Development
- Franchise Fees
- Other suggestions



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2023 Classification & Compensation Study

Project Goals & Objectives



Classification and Compensation

- Ensure fair and equitable compensation relationships within the organization.
- Ensure competitiveness with the external market.
- Enable ongoing program maintenance by Grand Rapids Public Utilities Commission HR Staff.

Project Goals & Objectives

Conduct a full market salary analysis with comparable labor markets that will be mutually identified. Review internal equity as part of the study.

FLSA review and recommendations on current job classifications.

Provide costing implementation with multi-year options.

Ensure classification and compensation policies and procedures are aligned with the recommended system and industry best practices.

Understanding of the Project

What this Study IS versus What this Study IS NOT

What this Study IS

Jobs and levels are accurately and consistently defined

Systems that are easy to understand and administer

Policies and procedures to keep the classification and compensation systems up to date and equitable

Compensation is competitive and equitable

What this Study is NOT

NOT a strategy to reduce or increase pay

NOT a staffing needs study

NOT an organizational structure study designed to alter reporting relationships

NOT a strategy designed to cut costs

NOT a strategy to eliminate positions


Project Scope Overview		
PROJECT ADMINISTRATION	<ul style="list-style-type: none">• Strategy & Philosophy• Communication Approach• Project Orientation• Project Management	
CLASSIFICATION AND COMPENSATION STUDY	<ul style="list-style-type: none">• Collect job content using Position Description Questionnaire's (PDQs).• Review and make recommendations for revisions to current Classification structure, job descriptions, and current job ratings for internal equity purposes and FLSA compliance.• Market data collection to include development and administration of a custom survey and collection of published survey data from both public sector and private sector labor market.• Diagnostic review of current structures, practices and policies for simplification, increased transparency and/or alignment with leading practices and Grand Rapids Public Utilities' value proposition.• Draft Market Summary (Salaries)• Draft Salary Structure Analysis and Implementation Cost Development	
PROJECT FINALIZATION	<ul style="list-style-type: none">• Draft and Final Report• Present findings to HR/Leadership team• Train staff for ongoing administration of the system and tools	

Study will not be done in time for planned labor negotiations

Sept 20 – employee meeting to recap PDQ process

Oct/Nov – negotiation teams meet to present topic list and discuss MOU for amended timing of full negotiations

Nov/Dec – study presented to staff and Commission and a closed Commission meeting scheduled for negotiations strategy



GRAND RAPIDS
PUBLIC UTILITIES
Servicing Our Future

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www.grpuc.org

Questions / Comments

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