



GRAND RAPIDS PUBLIC UTILITIES COMMISSION AGENDA ITEM

AGENDA DATE: June 26, 2024

AGENDA ITEM: Consider a motion to approve the 2024-2026 Labor Agreement between AFSCME Local 3456 and the Grand Rapids Public Utilities Commission, as ratified by the Union on June 5, 2024, and implement requisite pay adjustments retroactively to January 1, 2024.

PREPARED BY: Julie Kennedy, General Manager

BACKGROUND:

The 2021-2023 Labor Agreement included a MOU commitment to conduct a classification and compensation study prior to negotiating the next labor agreement. In 2023, GRPU and AFSCME representatives worked together on the consultant selection process which resulted in contracting with Gallagher and Associates. The utility-wide comprehensive study was the first done in several decades and took several months to complete. The study was completed at the end of 2023 with a new, modern pay structure.

Labor negotiations commenced in early March 2024 and the predominate discussion focused on explaining and understanding how the new pay structure worked and how employees are placed into the new structure. Other smaller items were agreed upon with respect to gender neutral language, ESST, holidays, safety clothing allowance, and standby.

RECOMMENDATION:

Approve the 2024-2026 Labor Agreement between AFSCME Local 3456 and the Grand Rapids Public Utilities Commission, as ratified by the Union on June 5, 2024, and implement requisite pay adjustments retroactively to January 1, 2024.