



GRAND RAPIDS PUBLIC UTILITIES COMMISSION AGENDA ITEM

AGENDA DATE: August 28, 2024

AGENDA ITEM: Consider a motion to approve the General Manager Employment Agreement.

PREPARED BY: Julie Kennedy, General Manager

BACKGROUND:

Secretary Francisco and President Stanley reviewed the Agreement with the Commission at the August 14, 2024 Work Session.

To recall, the employee agreement expired on December 31, 2023. The agreement states the relationship may continue and until a successor agreement is reached, the terms of the agreement remain in full force and effect. In December 2023, Commission President Stanley and Secretary Francisco met with General Manager Kennedy and agreed to defer a new agreement until the Employee Classification and Compensation Study and Labor Negotiations had been completed. Those items were successfully completed in June 2024.

On July 29, Commission President Stanley and Secretary Francisco met with General Manager Kennedy to discuss a new employment agreement. Proposed changes for the new agreement include that Kennedy's compensation will now be determined as part of the new GRPU Employee Pay Structure, and that beginning in 2025, the GM merit pay will be considered as part of the new GRPU Employee Merit Program. The existing and proposed agreements are attached for your reference and review.

RECOMMENDATION:

Approve the General Manager Employment Agreement.