



REQUEST FOR COUNCIL ACTION

AGENDA DATE: May 12, 2025

AGENDA ITEM: Consider appointment of Carl Babich to the Director of Finance position.

PREPARED BY: Chery Pierzina, Human Resources Officer

BACKGROUND:

This evening, City Administrator Tom Pagel and Human Resources Officer Chery Pierzina are happy to announce we have found our next Director of Finance.

Carl Babich has over 16 years of experience in accounting positions and 11 years in accounting management roles, in the private sector ranging from auditing cities and finances for a major construction company. Carl is currently the Section Manager of Accounting for Cleveland Cliffs-Hibbing Taconite and United Taconite. Carl has expertise in streamlining processes, strict adherence to financial controls, and leading high-performance teams, resulting in increased efficiencies, large cost reductions, and meeting expansive budgetary goals. He received his Bachelor of Arts degree in Accounting in 2009. Carl Babich will be a great fit for the Finance Department and the City of Grand Rapids.

This evening, we'd like to recommend appointing Carl Babich to the Director of Finance position, subject to successful completion and passing of a background check, pre-employment drug testing, and a pre-employment psychological evaluation. Carl will begin working as the Director of Finance on June 1, 2025, with a starting salary of \$131,947.20, which includes the 2025 cost of living adjustment. The salary grade for the Director of Finance position is Grade 17. After successfully completing a six-month probationary period, he will receive an increase of \$5,000 to his annual salary. Future cost of living adjustments will be subject to the conditions listed in his offer letter.

Carl will be credited with fifteen years of service and will accrue FTO based on fifteen (15) years of service or 9.23 hours per 80-hour pay period. The City will also deposit 40 hours of FTO effective June 1, 2025. He will accrue EMB, a non-severable benefit of 2.461 hours per 80-hour pay period. The City will deposit 80-hours of EMB effective June 1, 2025.

As a result of this development, we have directed GMP to cease their search for a Director of Finance. We will only be obligated to pay for the work they have put into the recruitment to date which should be minimal.

REQUESTED COUNCIL ACTION:

Make a motion to appoint Carl Babich to the Director of Finance position, subject to successful completion and passing of a background check, pre-employment drug testing, and a pre-employment psychological evaluation, with a start date of June 1, 2025, and a starting salary of \$131,947.20. After successfully completing a six-month probationary period, he will receive an increase of \$5,000 to his annual salary, as stipulated in the attached offer letter.