GRAND RAPIDS
PUBLIC UTILITIES COMMISSION
AGENDA ITEM

AGENDA DATE: November 10, 2026

AGENDA ITEM: Consider a motion to confirm the retirement of Robert Larson effective December 31, 2026; approve the Lead Water Treatment Plant Operator job description, declare a vacancy exists for that position, and authorize staff to begin recruitment.

PREPARED BY: Julie Kennedy, General Manager

BACKGROUND:
Robert Larson, Water Treatment Plant Operator, has submitted notice of his intent to retire effective December 31, 2026. Rob has provided 34 years of dedicated service to GRPU, contributing his knowledge and experience to the operation and maintenance of the Water Treatment Plant for the past 28 years. Staff extend their sincere appreciation for his many years of service and valuable contributions to GRPU.

In anticipation of this change, staff reviewed the position's job description and current needs. As part of the organizational restructuring initiatives that have been implemented and refined over the past several years, staff recommend the creation of a Lead Water Treatment Plant Operator position. The Lead position aligns with GRPU's evolving operational needs and creates consistency with the structure utilized in other GRPU departments. The Lead position also strengthens succession planning efforts for future retirements and provides the necessary operational support within the Water Treatment Plant as GRPU prepares for the significant renovation project planned in the coming years.

To provide adequate coverage of WTP operations, staff recommend that the Commission declare a vacancy for the Lead Water Treatment Plant Operator position effective immediately and authorize an internal posting and external recruitment process, if needed.

RECOMMENDATION:

Confirm the retirement of Robert Larson effective December 31, 2026; approve the Lead Water Treatment Plant Operator job description, declare a vacancy exists for that position, and authorize staff to begin recruitment.