



GRAND RAPIDS PUBLIC UTILITIES COMMISSION AGENDA ITEM

AGENDA DATE: November 27, 2024

AGENDA ITEM: Consider a motion to confirm filling the Wastewater Operations Director vacancy with the preferred candidate, Mr. Stephen Langer; and

Consider a motion to declare a Maintenance II vacancy exists and authorize the internal posting and external advertising, if needed, for the position.

PREPARED BY: Julie Kennedy, General Manager

BACKGROUND:

On July 5, 2024, Jeff Frost, Wastewater Operations Director, submitted his resignation effective July 23rd, 2024.

An internal vacancy for the position was posted on July 8, resulting in two applications. Interviews and skills assessments were conducted with both applicants on July 24. Following the interviews, one applicant withdrew, and the other, Stephen Langer, was deemed unqualified due to not holding a Class A Wastewater Operator Certification.

On August 26 and 27, interviews were conducted with four external candidates. One candidate was invited for a second interview but declined.

On October 21, Stephen Langer, who remained interested in the role, was re-interviewed. Management determined that he would be a good fit for the position, and it was decided to appoint him under an apprenticeship program per the AFSCME 2024–2026 agreement, allowing up to four years to obtain his Class A certification.

Steve Langer, currently serving as a Maintenance II, was offered the Wastewater Operations Director position. Steve brings two years of experience as a GRPU Wastewater Treatment Plant Operator and two years as a Maintenance II, along with extensive knowledge of utility processes and facilities.

With Steve's promotion to Wastewater Operations Director, a vacancy has been created in the Maintenance II position.

RECOMMENDATION:

Confirm filling the Wastewater Operations Director vacancy with the preferred candidate, Mr. Stephen Langer; and

Declare a Maintenance II vacancy exists and authorize the internal posting and external advertising, if needed, for the position.