



GRAND RAPIDS PUBLIC UTILITIES COMMISSION AGENDA ITEM

AGENDA DATE: December 18, 2024

AGENDA ITEM: Consider a motion to approve a Memorandum of Understanding (MOU) to amend Article 17, Section 2 of the 2024-2026 Collection Bargaining Agreement (CBA) between Grand Rapids Public Utilities Commission (GRPUC) and the American Federation of State, County & Municipal Employees (AFSCME) and authorize the Commission President to sign the agreement.

PREPARED BY: Julie Kennedy, General Manager

BACKGROUND:

The Memorandum of Understanding (MOU) has been reviewed and approved by the union, marking a significant step forward in enhancing employee benefits while addressing key concerns raised during prior discussions.

The approved MOU includes several collaboratively developed updates:

- **Employer-Funded Additional Exam Attempts:** This ensures employees have the necessary support to succeed without additional financial burden.
- **Adjusted License Stipend Payout Schedule:** In response to employee feedback, stipend payouts have been shifted from annual to semi-annual. Beginning June 2025, eligible employees will receive payouts in June and December, with mid-year licenses receiving prorated stipends to ensure fairness and equity.

This agreement represents a balanced approach, aligning operational considerations with employee priorities. The collaboration and dedication from all involved parties have been instrumental in achieving this outcome.

RECOMMENDATION:

Approve a Memorandum of Understanding (MOU) to amend Article 17, Section 2 of the 2024-2026 Collection Bargaining Agreement (CBA) between Grand Rapids Public Utilities Commission (GRPUC) and the American Federation of State, County & Municipal Employees (AFSCME) and authorize the Commission President to sign the agreement.