



# GRAND RAPIDS PUBLIC UTILITIES COMMISSION AGENDA ITEM

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**AGENDA DATE:** February 28, 2023

**AGENDA ITEM:** Consider a motion to approve the employee classification and compensation study conducted by Gallagher.

**PREPARED BY:** Chery Pierzina, Human Resources Officer

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## **BACKGROUND:**

In May 2023, GRPU contracted with Gallagher to complete an employee classification and compensation study. The consultant was selected in coordination with AFSCME union representatives, and the study included employee participation throughout the process.

State law requires GRPU to comply with the MN Local Government Pay Equity Act. The MN State Job Match was the selected job evaluation system. Each employee completed a Position Description Questionnaires (PDQs) which were used in the position grading process.

The compensation analysis was conducted using published data available to the consultant and a list of comparable MN utilities provided by GRPU management and union representatives. The study deliverables include a market-based classification and compensation structure and templates for equitably assessing placement into the structure.

At the February 14, 2024, work session, the consultant presented the process and the findings of the study to the Commission.

## **RECOMMENDATION:**

Consider a motion to approve the employee classification and compensation study conducted by Gallagher.