



# GRAND RAPIDS PUBLIC UTILITIES COMMISSION AGENDA ITEM

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**AGENDA DATE:** February 28, 2024

**AGENDA ITEM:** Consider a motion to approve the full lump sum merit pay allowed in the General Manager's employment agreement based on the Commissioners evaluation of her 2023 performance.

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

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## **BACKGROUND:**

General Manager Julie Kennedy's performance is reviewed on an annual basis by two members of the Commission. Based on that review, the Commissioners determine how much merit pay she should receive for that year in accordance with her existing employment agreement. On December 12, 2023, Commission President Stanley and Commission Secretary Francisco met with Ms. Kennedy to discuss her 2023 performance. As a result of the review, the Commissioners are recommending approval of the full lump sum merit pay allowed in her employment agreement. Her employment agreement expired on December 23, 2023, with the terms of the existing agreement in effect until a successor agreement exists. The Commissioners recommended continuing the existing contract until after the organizational classification / compensation study is completed, at which point a successor agreement may be developed if desired.

## **RECOMMENDATION:**

Consider a motion to approve the full lump sum merit pay allowed in the General Manager's employment contract based on the Commissioners evaluation of her 2023 performance.