



# GRAND RAPIDS PUBLIC UTILITIES COMMISSION AGENDA ITEM

---

**AGENDA DATE:** August 14, 2024

**AGENDA ITEM:** Review and Discuss General Manager Employment Agreement

**PREPARED BY:** Julie Kennedy, General Manager

---

## **BACKGROUND:**

The employee agreement for GRPU General Manager, expired on December 31, 2023. The agreement states the relationship may continue and until a successor agreement is reached, the terms of the agreement remain in full force and effect. In December 2023, Commission President Stanley and Secretary Francisco met with General Manager Kennedy and agreed to defer a new agreement until the Employee Classification and Compensation Study and Labor Negotiations had been completed. Those items were successfully completed in June 2024.

On July 29, Commission President Stanley and Secretary Francisco met with General Manager Kennedy to discuss a new employment agreement. Proposed changes for the new agreement include that Kennedy's compensation will now be determined as part of the new GRPU Employee Pay Structure, and that beginning in 2025, the GM merit pay will be considered as part of the new GRPU Employee Merit Program. The existing and proposed agreements are attached for your reference and review.

Secretary Francisco is unable to attend the August 28 Regular Meeting and thus this item is being brought to the Work Session at which both he and President Stanley will be present and able to answer any questions prior to the action request at the August 28 meeting.

## **RECOMMENDATION:**

Review & Discussion Only – No Action Required.