



To: Mayor & City Council

From: Michael Kovacs, City Manager

Date: June 12, 2019

**Agenda Item:** Discuss, consider, and take any necessary action regarding a concept for a hybrid staff/contract service for human resource services .

**Action Requested:** Hear the presentation and give any desired feedback

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**Prior Action:** The FY 19 budget included funding for a director level position for the HR department.

**Overview and Background:** Strategic Government Resources (SGR) has been providing Interim HR services since early May and has performed a preliminary assessment of current HR functions, needs and staffing. SGR's presentation will provide an overview of the assessment and a proposed staffing/HR solutions option. Who is SGR? Strategic Government Resources, Inc. (SGR) was incorporated in Texas in 1999 and is fully owned by former City Manager Ron Holifield. Ron spent two high-profile decades in city management, which included service as City Manager in several cities. He founded SGR for the express purpose of helping local governments be more successful by recruiting, assessing, and developing innovative, collaborative, authentic leaders. They specialize in executive recruitment, live training, online training, leadership development, assessments, consulting, and various other services geared to promote innovation in local governments. SGR's core values are integrity, philanthropy, continuous-improvement, flexibility, the Golden Rule, collaboration, and protecting relationships.

We are rethinking internal service provision needs for our directors and staff in the realm of human resources. We are needing to heighten critical recruiting for hard-to-fill positions. We are also hoping to take advantage of the opportunity to save money in the upcoming budget. Therefore, we are reevaluating the current City HR Director position and its short and long term benefits both to the City and to any potential new employee. To assist us with this, I asked SGR to send us part-time director level help to keep critical HR functions moving after losing our last HR Director. As part of the scope, SGR also tapped into their professional team to assist the temporary part-time director in reviewing what the needs of the City were, and specifically what we could do better, cheaper, and more in-line with the changing demands of the market. Additionally, they've helped us map out a work plan for improvements, technology changes, and process modifications that will save time and put scarce resources to the best use in a scalable approach that can grow with the City, slowly or quickly, as needed. SGR founder and former City Manager Ron Holifield will present the SGR recommendations. A future contract would be voted on by the City Council at your July 15<sup>th</sup> Council meeting.

**Financial Considerations:** The recommended plan to be presented saves the City \$12,000 per year compared to the current budget.

**Supporting Documents:** n.a.