



**City Council Regular Meeting
AGENDA ITEM**

NUMBER: 12

SUBJECT: Service Agreement with McLean & Company for HR Advisory Leadership Services in an Amount Not to Exceed \$214,961.41 for a Three-Year Term. (Citywide) (For Possible Action; Recommendation – Approve)	
REQUESTED BY: Wilson Edgell, Director of Human Resources	WARD: (Citywide)
RECOMMENDATION OR RECOMMEND MOTION: Approve the Service Agreement with McLean & Company.	
FISCAL IMPACT: Estimated Annual Amount Year 1: \$68,187.60 Estimated Annual Amount Year 2: \$71,596.98 Estimated Annual Amount Year 3: \$75,176.83 Total Amount: \$214,961.41 Explanation: Contract for (3) years. This amount has been budgeted under Human Resources operating account.	ACCOUNT NUMBER: 100-170158-430649

STAFF COMMENTS AND BACKGROUND INFORMATION:

McLean & Company is an HR Research and Advisory membership that provides access to powerful diagnostic tools and key research to help improve HR department performance. The proposed Agreement provides for HR Leadership Advisory research, Learning and Development, and employee survey support, for a three-year term. The Department is utilizing the competitive bidding exception under NRS 332.115(1)(b).

The HR Department has experienced significant growth over the past 2-3 years and has been focused on assisting the departments with finding top talent to fill critical vacancies. The HR Department has also spent time helping to build culture and create an engaging environment through numerous employee events such as service awards, employee appreciation day, and bring your child to work day. HR has also been focused on growing and developing our internal talent through the efforts of the Learning and Development team.

Over the next 2 years, HR as well as the rest of the City will be going through a major change with the implementation of Workday. Workday will help transform the way HR does its work. Partnering with a company like McLean & Company will be critical as HR navigates through that change. HR should and will

look and perform different post Workday implementation and having a partner like McLean & Company will help HR navigate this transition.

Finally, the City spends a lot of time and money hiring team members. HR needs to be better equipped to solicit the feedback from employees and to take upon such feedback. McLean & Company is a leader in employee survey asnd diagnostics. Not only will McLean & Company be able help the HR Department gather employee feedback, they will be able to provide suggested improvements based on industry best practices.

CIP No.	Related Item:	
LIST CITY COUNCIL GOAL(S): Quality Municipal Services		
PREPARED BY: Wilson Edgell, Director of Human Resources	Respectfully Submitted Micaela R. Moore, City Manager	MEETING DATE: November 6, 2024