

| Agenda Item | cover sheet

for consideration by the Apex Town Council

Item Type: CONSENT AGENDA

Meeting Date: October 26, 2021

Item Details

Presenter(s): Mary Beth Manville, Human Resources Director

Department(s): Human Resources

Requested Motion

Motion to approve the Organization and Workforce Study contract between the Town and Baker Tilly-US, LLC, authorizing the Town Manager to execute the same, and approve corresponding Budget Ordinance Amendment No. 8.

Approval Recommended?

Yes

Item Details

After conducting a Request for Proposals, the Town has selected Baker-Tilly US, LLC as the Consultant for an Organization and Workforce Study. The Consultant will conduct a review of the Town's organizational structure and workforce to determine and recommend appropriate roles, staffing levels, and competencies needed to support the Town's rapidly growing population. Efforts would involve several initiatives including the review and recommendation of organizational structure and roles, requisite competencies for positions at all levels, and modernizing its classification, compensation, and employee performance management systems. The resulting plans and programs should ensure that the Town has the appropriate structure and resources in place to meet the needs of its current and growing population, and be positioned competitively in the marketplace to support the attraction and retention of a highly-qualified work force, supporting Council's strategic goal for High Performing Government.

Appropriated Fund Balance is the requested revenue source to complete the study. Costs for the study are shared among the General (83%), Electric (7%) and the Water & Sewer (10%) Funds based on the proportionate count of authorized positions per fund.

Attachments

- Baker-Tilly_Apex Contract
- Baker Tilly US LLP Response to Town of Apex Request for Proposal for Organization Workforce Study (Technical)
- Baker Tilly US LLP Response to Town of Apex Request for Proposal for Organization Workforce Study (Cost)
- Budget Ordinance Amendment No. 8

