



REQUEST FOR ACTION CITY COUNCIL

Agenda Date: 10/20/2026
Agenda Section: Consent Agenda

Department Origination: Administration

Agenda Item: Approve Contract Extension with Hegele Inc. for Organizational and Professional Development Services for an Amount Not to Exceed \$15,000

Approval Required: Simple Majority Vote

BACKGROUND

In January this year, City Council approved a 6-month service contract with Hegele Inc. to assess the workplace and structure / facilitate an approach to address any identified areas of concern through training / coaching. The goal of this effort is to provide employees with tools to confidently manage challenging and difficult situations, assist leadership to be more effective in communication with employees, and establish a culture of coaching, learning, and growth. During the six months, Hegele has assessed and is assisting the Public Works Department improve on communications, strengthen relationships, and providing coaching for the department leadership team.

Administration believes Hegele's service is making an impact on the department and is recommending the contract extension to fulfill the original initiative for the City. Upon completion of the extension, Administration will assess the outcome to determine if further contract extensions are warranted.

FINANCIAL IMPLICATIONS

The \$15,000 expenditure was not identified in the 2026 budget. Funding would be obtained proportionately from the general fund contingency account and existing enterprise funds budgets.

STAFF RECOMMENDATIONS

Staff recommends the approval of the Hegele Inc. contract extension.

COUNCIL ACTION REQUESTED

Council is requested to approve the Hegele Inc. contract extension.