



CITY OF
FORESTPARK

City Council Agenda Item

Subject: Lobbyist Services FAA Agreement – Executive Offices

Submitted By: Ricky L. Clark, Jr., City Manager

Date Submitted: February 1, 2024

Work Session Date: February 5, 2024

Council Meeting Date: February 5, 2024

Background/History:

As part of the strategic objectives discussed in the FY' 23 Budget Cycle, the Executive Offices have properly bid out and are ready to award a contract for the Comprehensive Classification Analysis & Compensation Study. As we continue to strive to provide exemplary service to the community by being a model for 21st-century government, we recognize the importance of our workforce of dedicated and talented professional staff.

To achieve and maintain our high standards of service and performance, the City must continue to attract and retain well-qualified staff who exemplify the organization's values. A public service environment that is attractive to such individuals depends upon many factors, including pride, teamwork, a competitive compensation program, and non-monetary benefits such as recognition in the workplace for accomplishments, professional development and opportunities for promotion and a positive work environment. The City is committed to being an "employer of choice" as part of an overall strategy of attracting and retaining talent that will uphold the City's organizational values. The compensation program is committed to retaining and attracting high-skilled, high-performing staff capable of delivering the highest standards of public service to our community. The City expects all staff to consistently perform to those high standards in their work performance, customer service, ethics and passion for public service. The City strives to administer pay and benefits in a way that is fair and transparent to all, that provides equal pay for equal work, and that does not take into consideration race, ethnicity, religion, sex, gender, sexual orientation, gender identity or expression, or other factors unrelated to work performance.

We are seeking approval to move forward with awarding the Gallagher. After a review of the committee and recommendation of our procurement officer, we feel this is the best choice for the City. Gallagher has worked with several communities our size and larger and provided the most responsive document for the RFP. In addition, they have established a timeline that provides for the compensation study to be completed before the budget cycle is done. Staff is asking for approval of an amount not to exceed \$85,000.

Cost: \$ 85,000

Budgeted for: _____ **Yes** _____ **No**

Financial Impact:

Action Requested from Council: