



## REQUEST FOR COUNCIL ACTION

**AGENDA DATE:** August 9, 2021

**AGENDA ITEM:** Consider hiring Susan Herreid, Organizational Development Consultant, for conflict resolution at the Library.

**PREPARED BY:** Lynn DeGrio

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### BACKGROUND:

Dr. Susan Herreid Ph.D CEAP, Organization Development Consultant from Herreid & Associates Consulting has submitted a proposal for a three-phased approach to Coaching and Conflict Resolution.

Dr. Herreid has established a successful record as an Organizational Development Consultant (ODC) by working with leaders, employees and workgroups in both the public and private sector. Dr. Herreid has also managed and implemented employee assistance programs and consulted in the development of a national EAP program. She helped to structure, develop and implement processes and procedures, as well as create both national and international provider networks.

The estimated fees are as follows:

Not to exceed for direct services: \$3,250.00

Estimated fees for documentation services: \$ 700.00

Estimated fees for travel: \$ 525.00

**TOTAL ESTIMATED COST** **\$4,475.00**

### REQUESTED COUNCIL ACTION:

Make a motion to authorize City staff to utilize the professional services of Dr. Susan Herreid at an estimated cost of \$4,475.00.