



## Village of Roscoe, Illinois

Staffing Services

**Submitted by:**

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SOLUTIONS  
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April 9, 2026

Village of Roscoe, Illinois  
Attn: Thomas Green, Village Attorney

**RE: MGT STAFFING SERVICES**

Dear Mr Green:

Thank you for the opportunity to provide you with information around MGT's Staff Augmentation Services. The information contained herein includes bio's of our highly experienced team, firm qualifications, key experience, and associated fees to provide services that exceed expectations. MGT provides comprehensive interim staffing for local governments, school districts, businesses, and nonprofits. We have hands-on experience in staffing city and county management, human capital, public safety, finance, information technology, and public works.

MGT Impact Solutions, LLC (MGT) is a nationally respected leader in public sector management consulting and technology services with a long track record in support of state, local, and education clients. MGT takes the next step in offering integrated solutions that can accelerate our most important goal: dramatically improving lives by ***advancing and lifting up the communities we serve.***

Our consultants have worked in all areas of local government leadership including city/county management, human resources, public safety, finance, public works, parks and recreation, and utilities. This combined hands-on knowledge and experience has made MGT a proven leader in public sector consulting.

Thank you for your time and consideration. Should you have questions on any aspect of this proposal, please contact me at [jgillis@mgt.us](mailto:jgillis@mgt.us)

Respectfully submitted,

Jay Gillis  
Vice President, Staffing Solutions

# Firm Profile

## *Impacting communities for good.*

MGT brings **50 years** of experience driving positive social change and performance in education, government, nonprofits, and critical infrastructure/private industries through **assisting clients to strengthen their foundation, change systematically, and enable resiliencies for long-lasting change**. Since inception, MGT has significantly grown in size and capacity – working with state and local governments and education partners. Today, we bring a team of over **900 professionals** who offer in-depth market knowledge and understanding so we can hit the ground running.

MGT is a privately held, employee-owned and financially stable limited liability company with a deep roster of staff and a commitment to serving the public. Our clients care about addressing the world’s most-pressing problems, and so do we. Their “why” is our why.

**What sets us apart** is our ability to customize and offer individualized support but also the resources of a larger infrastructure to enable flexibility in impacting to-scale. Throughout our history, MGT has successfully delivered more than **30,000 projects** through a thoughtful balance of balancing the “immediate” needs while changing systems to plan for future resilience and success.

### **Our Commitment**

MGT embraces the most complex challenges on the leadership agenda, with deep commitment, agility, and local expertise to make a measurable and profound impact. Simply stated, **We are impacting communities for good.**

## **MGT | FIRST LOOK**

**Name:** MGT Impact Solutions, LLC (MGT)

**Locations:** Headquarters in Tampa, FL; branch offices nationwide.

**Cooperative Contracts:**  
ASC 20-7359, 24-7484  
OMNIA LS4612  
TIPS 220601, 220802, 230105  
TXShare 2024-019


**Structure:** Privately held, employee-owned, client-driven Limited Liability Company.

**Lines of Business:** Strategy and Implementation, Performance and Operations, IT Infrastructure, and Cyber Security and Resilience for public sector and commercial companies.

# MGT's Differentiator: Full Suite of Services


## Cyber & Network Solutions

Our Cyber Security and Network Security Solutions team offers a deep technical engineering bench of seasoned, certified experts, working in the "security trenches" in complex IT environments. For the Managed Detection and Response (MDR) solution, our Security Operations Center (SOC) doesn't sleep so our clients can. Our flagship, best-in-class managed firewall services are unparalleled. We detect, respond, and recover from cyber incidents proactively and harden our clients' security posture.

-  **100** in-house certified engineers
- 24x7** NOC and SOC


## Human Capital Solutions

Our experts are former local government and school leaders who understand the challenges facing today's public sector organizations. We offer consulting, recruiting, and staffing solutions that include a full suite of human resources and management studies; executive recruitment services; and interim, managed, and outsourced staffing options. Our experts can assess your organizational culture, permanent and temporary staffing needs, and evaluate your systems and structures, all to maximize efficiency and effectiveness.

-  **1,725+** interim employees placed
- 1,500+** executive recruitments
- 500+** consulting studies
- In 48 states!**


## Education Solutions

We create recommendations for our educational clients that are reliable, actionable, and based on proven research and a thorough understanding of each district or system's program needs and long-term goals. Our team is led by former state education commissioners, district superintendents, school board members, principals, and teachers. Our partnerships have allowed clients to reinvest hundreds of millions of dollars back into the classroom.

-  **50** million students served
- 38** state DOEs as clients


## Financial Solutions

Public agencies face increasing pressure to improve effectiveness and efficiency, while operating in a transparent and sustainable manner. We partner with government organizations, school districts, higher education institutions, and not-for-profits to help them achieve long-term success.

-  **50+** years of trusted relationships
- Proprietary software

## Diversity, Equity, & Inclusion (DEI) Solutions

We help public sector clients address issues and challenges related to policies and practices which adversely impact DEI. We are one of the largest providers of disparity studies and other DEI solutions designed to increase equitable and inclusive organizational outcomes.

-  **225** disparity studies
- DEI assessments & training
- Equity Audits

## Public Affairs Solutions

Our team of former nationwide leaders in policy development and education leadership partner with our clients to provide business advisory and public opinion architecture solutions which lift up and evolve education ecosystems and impacts public policy programs.

-  Global clientele
- Staff are former policy makers



# Experience and Qualifications

## *Empowering Employers with Cutting-Edge Talent Solutions*

MGT knows that building the right-sized team is critical to any successful project. Our professional staffing services offer the expertise and flexibility that our clients need to augment their teams in a productive, convenient, and cost-effective way. We understand public service leadership requires talented staff to support the well-being of the communities they serve. With decades of experience working across the country, MGT strives for excellence by offering many services to meet our clients' ever-changing needs and budgets.

### Success Stories

**"Your support not only ensured that our HR operations continued smoothly, but it brought a sense of stability and optimism to the workplace (and to me!). Your proactive approach and dedication to excellence sets a great example for everyone. Thank you once again for being such a great and positive help and influence. I appreciate you!"**



## Tailored Staffing Solutions

### PROFESSIONAL STAFFING SERVICES

Staffing on demand is critical for local governments across the nation. MGT can meet these demands with our interim staffing services in positions across your organization. Most municipal departments are understaffed, underfunded, and have tremendous expectations from public officials. That's why MGT offers professional staffing services flexible enough to cater to each client's needs. Whether you're a Fortune 500 corporation, major university, or small municipality, MGT's Professional Staffing Services are flexible and adaptable to cater to your precise requirements.

### ADVANCED CANDIDATE SOURCING

We leverage the latest communication tools, including social media, subscribe to national databases for public management employees, and maintain memberships in professional organizations to access the most qualified candidates.

### TEMP-TO-HIRE

Prefer to "test drive" the relationship with a candidate for a few months before deciding to make an offer? MGT can solicit, vet, and present candidates under a temp-to-hire scenario.

### OUTSOURCING

Do you have a position that will only need to be filled for a few months or a couple of years and would rather avoid hiring the person directly? MGT can take the lead and find you the right candidate.

## Why Choose MGT?

- Our network includes over 300,000 public sector contacts.
- To entice quality candidates to consider MGT, we network extensively with professional associations and regularly attend professional conferences.
- We conduct due diligence on candidates. Our knowledge of local government ensures that we can ask probing questions that will verify their expertise.
- We are your partners in this important process. You will receive resumes of qualified candidates.
- Our goal is your complete satisfaction. We are committed to working with you until you find the candidate that is best suited for your needs.

## Our Team

### *Access Our Proven Talent Network, Leaders in Professional Staffing*

Armed with expertise across local government leadership, from finance and human resources (HR) to technology and C-suite positions, we help you find the best talent on time for the right fit within your organization. For the past 50 years, public sector leaders have relied on our proven track record and government talent network to help them attract and retain top talent to lead public agencies forward to best serve their communities.

### Placement Manager



#### **VIVIAN TORRES**

Staffing Consultant

[vtorres@mgt.us](mailto:vtorres@mgt.us)

Vivian Torres is a results-oriented staffing professional with a proven track record of success across diverse sectors, including industrial, healthcare, pharmaceutical, and education.

With a BBA in Marketing from Texas State University and an AAS in Public Relations from Amarillo College, Vivian seamlessly blends academic knowledge with practical experience to deliver tailored staffing solutions. She excels at matching top talent with the unique requirements of her clients, ensuring successful placements in roles spanning light industrial, healthcare, pharmaceutical, and educational settings.

Vivian's deep understanding of each industry allows her to navigate the complexities of the staffing landscape and provide high-quality solutions that drive operational success for her clients.

Known for her strong communication, professionalism, and commitment to building lasting relationships, Vivian provides exceptional service to both clients and candidates. She continuously strives to enhance her expertise by staying abreast of industry trends and best practices, ensuring she consistently delivers the highest level of service to the evolving workforce.

## Operational Oversight



### JAY GILLIS

Vice President, Staffing Solutions

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Jay Gillis is a seasoned municipal staffing executive with more than 20 years of experience supporting cities, towns, counties, and quasi-governmental organizations through reliable temporary and contingent staffing solutions.

As Vice President at MGT Impact Solutions, Jay oversees the delivery of staffing programs that help municipal governments maintain day-to-day operations, backfill vacancies, and respond quickly to workforce disruptions while staying within budget and procurement guidelines.

Jay specializes in developing scalable, compliant temporary staffing models that enable municipalities to maintain service continuity, control labor costs, and meet resident expectations. His background includes leading staffing operations that support clerical, administrative, technical, leadership, and program-based roles, balancing speed of placement, supplier performance, and audit readiness. Known for his practical and collaborative approach, Jay helps municipal leaders solve immediate staffing challenges without sacrificing transparency or accountability.

Throughout his career, Jay has remained focused on supporting frontline public services and helping local governments keep essential operations running smoothly. He is recognized for building dependable staffing pipelines, strengthening vendor partnerships, and delivering measurable results in highly visible, publicly funded environments.

# Project Approach & Methodology

*A detailed plan specifically designed for you.*

## Project Understanding

MGT provides expert staff augmentation services tailored to the unique needs of local governments, school districts, businesses, and nonprofits. With extensive experience in key areas such as city and county management, human capital, public safety, finance, information technology (IT), and public works, MGT understands the critical role that well-matched staffing plays in project success. Our hands-on approach ensures that we build the right-sized teams that enhance productivity and meet project goals efficiently. By offering flexible and cost-effective solutions, we empower our clients to seamlessly integrate skilled professionals into their operations, thereby addressing immediate staffing needs while supporting long-term objectives.



### Success Stories

**“I want to express my sincere thanks to you for your help in identifying someone to support our team during this transition! Tom was wonderful to work with - incredibly knowledgeable, professional, and willing to do anything we needed help with. We were fortunate to have him with us during this vacancy.”**

Our commitment to excellence is underpinned by decades of experience across various sectors and geographies. We recognize that effective public service leadership is dependent on having talented staff in place to foster community well-being. MGT's comprehensive staffing solutions are designed to adapt to the evolving demands and budgets of our clients, providing them with the expertise and support necessary to achieve optimal results. We strive to deliver exceptional service and build lasting partnerships through our dedication to meeting the diverse needs of those we serve.

## Customized Work Plans

The plan below is provided as a sample only and is intended to illustrate our typical approach, methodology, and deliverable structure. It may be customized and expanded based on your specific needs, priorities, and expectations.

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### TASK 1.0: DEVELOP AN UNDERSTANDING

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#### Activities

- 1.1 MGT will meet with the client to understand the requirements for the position. This will include qualifications such as:
  - Professional credentials
  - Personal characteristics

- Salary range
- Responsibilities of the position
- Reporting relationship

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## TASK 2.0: CANDIDATE SOURCING

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### Activities

- 2.1 MGT will use our resources to undertake an intensive search to locate candidates whose qualifications match the position requirements.
- 2.2 MGT will start mining our network and reach out to pipeline candidates whose skillset matches the client's requirements. We also use LinkedIn, referrals, and other internet sourcing tools to contact our vast network. If necessary, an abbreviated job announcement may be posted on niche job boards (with client approval).

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## TASK 3.0: IDENTIFYING QUALIFIED CANDIDATES

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### Activities

- 3.1 MGT will qualify candidates by interview or resume review to obtain a thorough understanding of their accomplishments, capabilities, and potential.
- 3.2 A comprehensive resume describing past work experience and education will be presented to the client for each candidate whom we recommend.

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## TASK 4.0: PRESENTATION OF CANDIDATES

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### Activities

- 4.1 MGT will present candidates who best fill the position requirements. Candidates will be ready to be interviewed by the client.
- 4.2 Client personnel will interview the candidates and make a final determination.

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## TASK 5.0: SCREENING PROCESS

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### Activities

- 5.1 MGT will conduct a thorough background screening process including federal, state, and county criminal history; federal and local civil search; and motor vehicle record.

# Pricing

## Staffing Services Pricing:

The hourly bill rate for temporary staffing is calculated by adding a markup to the assigned employee's base hourly wage. This markup covers all statutory costs, including wages, benefits, taxes, workers' compensation, screenings, and unemployment insurance.

Labor Category	Markup
Administrative/Clerical	45%
Finance	45%
Human Resources	45%
Legal	45%
Procurement	45%
IT	45%

## Conversion to Permanent Employment:

Clients may hire an assigned employee permanently or temporarily at any time during the contract term. Temp-to-Hire fees will apply according to the following schedule:

Time on Assignment	Conversion Fee
3 Months	25.00%
4-6 Months	20.00%
7-12 Months	15.00%
13-24 Months	5.00%
25+ Months	No Fee

A photograph of a woman with dark curly hair and a man with short brown hair looking at a computer monitor. The woman is wearing a grey t-shirt and a silver necklace. The man is wearing a white button-down shirt. They are in an office setting with a window in the background.

**We look forward to partnering with you.**