

RESOLUTION NO. 1853

A RESOLUTION OF THE CITY OF NEVADA, MISSOURI, APPROVING THE AGREEMENT BETWEEN THE CITY OF NEVADA AND MCGRATH HUMAN RESOURCES GROUP FOR A CLASSIFICATION AND COMPENSATION STUDY

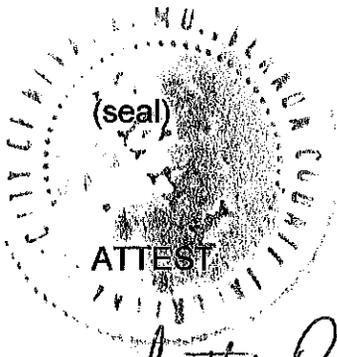
WHEREAS, the City of Nevada completed a Request for Proposal for a classification and compensation study; and

WHEREAS, the City received ten responses and after careful review, recommends McGrath Human Resources Group as the best fit to conduct the study, with a not-to-exceed amount of \$60,000; and

WHEREAS, the City Manager or his designee is hereby authorized to execute the necessary agreements with McGrath Human Resources Group and to issue payment in accordance with the terms of the contract and subject to the not-to-exceed amount specified.

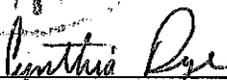
NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Nevada, Missouri, hereby approves the contract for a classification and compensation study provided by McGrath Human Resources Group.

PASSED, APPROVED AND ADOPTED by the City Council of the City of Nevada, Missouri, on this 1st day of April 2025.





GEORGE C. KNOX, MAYOR



CYNTHIA DYE, CITY CLERK

AGENDA ITEM

April 1, 2025

Subject: Compensation & Classification Consulting Services Contract

Department: Human Resources

The City has not had a compensation study done in 15+ years and felt it was crucial to have one completed at this time. We need to ensure that the City remains competitive, fair, and compliant with our policies and practices.

With high turnover rates in many positions, we want to make sure we remain competitive in attracting and retaining top talent. This study will identify and address any pay disparities, compare compensation packages (salaries and benefits) to those of competitors in the same industry or geographical region. It will also evaluate the duties of our positions to ensure they identify the skills and experience necessary to perform the job functions within the City.

Recommendation: That Council approve the contract with McGrath Human Resources Group.

**AGREEMENT BETWEEN THE CITY OF NEVADA
AND MCGRATH HUMAN RESOURCES GROUP FOR A
CLASSIFICATION, AND COMPENSATION STUDY**

THIS AGREEMENT made the by and between McGrath Human Resources, hereinafter called the consultant, and the City of Nevada, hereinafter called the City.

WHEREAS, the consultant submitted a proposal, dated February 27, 2025, to the City to conduct a Compensation and Classification study (including benefits). WHEREAS, the City selected the consultant to perform this study.

NOW, THEREFORE, the parties (the City and the Consultant) do mutually agree to the following:

The City shall engage the consultant to perform the work described in its proposal of February 2025 referred to as the PROJECT, which is incorporated herein by reference.

The project shall be undertaken and completed in such sequence as to assure the expeditious completion and best carry out the purposes of the agreement.

The Consultant agrees to complete the project in an agreed upon timeline for a Classification and Compensation Study (\$23,325) in consultation fees and expenses. The City agrees to pay the Consultant for work on the Project and expenses incurred, as the performance of such work is demonstrated by submission of an invoice for \$5,000 upon receipt of the signed contract; \$9,325 upon submission of the draft schedule; \$8,000 upon submission of the draft report and the balance of \$3,000 plus travel expenses upon submission of the final report. Travel expenses, if incurred, will not exceed \$4,000.

The job description project will be billed in two installments: \$4,000 at the start of the project. The balance will be billed for the actual number of job descriptions developed at a cost of \$200.00 for each job title.

The City shall remit payment within 30 days of receipt of said billing. In consideration of this agreement, the City agrees to:

- Assure reasonable access to the members of the organization, i.e., City Managers, selected supervisors, and other appropriate employees.

- Afford prompt decisions on matters affecting the progress of the work.

GENERAL CONSIDERATIONS

1. **The City Ownership and Proprietary Information** - The parties expressly agree that all data, documents, records, studies, or other information generated, created, found or otherwise completed by consultant in the performance of consultant's duties under the terms of this contract shall at all times remain the proprietary information of and under the ownership of the City. All data, documents, records, studies, or other information generated, referred to above, with the exception of the raw market data, shall be provided to the City by consultant upon request so long as the City is not in default under other terms of this agreement.
2. **Nondiscrimination** – In consideration of the signing of this Agreement, the parties hereto for themselves, their agents, officials, employees, and servants agree not to discriminate in any manner on the basis of race, color, creed, or national origin with reference to the performance of this Agreement.
3. **Termination and Suspension**
 - a. This Agreement will continue in full force and effect until completion of the Project as described in the proposal unless it is terminated for nonperformance as outlined below.
 - b. If either party fails to perform as required by this Agreement, the other party may terminate it by giving written notice of such failure to perform and the intent to terminate. If the party receiving such notice does not cure its failure to perform with 20 days of such notice, the party issuing such notice may then terminate the Agreement by giving written notice of termination to the other party.
 - c. In the event of termination, the Consultant will be paid by the City for all services actually, timely, and faithfully rendered up to the receipt of the notice of termination and thereafter until the date of termination. The Consultant will provide all work documents developed up to the time of termination after the City renders final payment for service.
4. **Successors and Assigns**- The City and the Consultant each bind the other and assigns, in all respects, to all of the terms, conditions,

10. **Subcontract** – The Consultant shall not subcontract any portion of the services to be performed under this agreement without the prior written prior approval of the City.

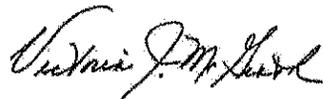
The parties have executed this Agreement, the day and year first above written.

Approved By:

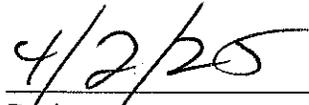
By:



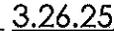
City of Nevada, MO



Victoria McGrath, CEO
McGrath Human Resources Group



Date



Date