

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: April 24, 2013

Board Item: 2-A-6

**First Amendment to Employer of the Future Consulting
Contract # 14516A**

Action by Consent

Action

Information

The Board entered into Contract No. 14516A with The Schnur Consulting Group ("SCG") to provide consulting services for the Board's Employer of the Future Initiative for the contract period December 12, 2012 through December 31, 2013.

In order to further the Board's Strategic Plan and objective of becoming the best water utility in the nation, executive management has identified additional tasks to add to the Scope of Work for this contract. The additional work required will be performed in conjunction with some of SCG's originally scheduled work, to take advantage of existing travel and administrative expenses. The primary task on which SCG will focus is a transformation of the Human Resources Division's operations. This will involve a series of actions focused on redefining the role of Human Resources in the organization as well as repositioning the division to achieve the goals of the Employer of the Future Initiative and the Strategic Plan. The total cost of these additional services for the remainder of 2013 is \$168,000.

Funds for the Employer of the Future initiative are included in the revised Human Resources 2013 budget in the amount of \$168,000.

Recommendation:

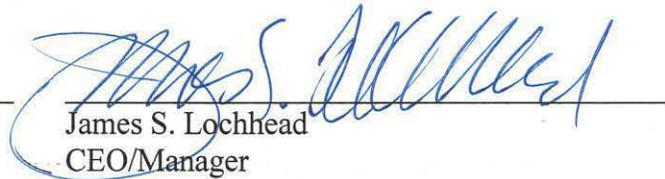
It is recommended the Board authorize the additional funds for Contract No. 14516A with The Schnur Consulting Group for the contract period December 12, 2012 through December 31, 2013, for an additional contract amount of \$168,000, for a total contract amount not to exceed \$368,000.

Approvals:

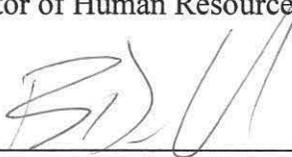
Respectfully submitted,



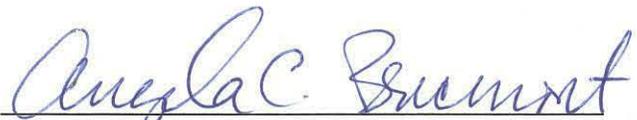
Carla Y. Elam-Floyd
Director of Human Resources



James S. Lochhead
CEO/Manager



Brian Good
Deputy Manager of Organizational Improvement



Angela C. Bricmont
Director of Finance