

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: December 12, 2012

Board Item: V-E-4

Employer of the Future Consulting Services Contract # 14516A

Action by Consent

Action

Information

In support of the Board's Strategic Plan and the objective of becoming the "best water utility in the nation," Denver Water management recognized the need for consulting services to help transform Denver Water into an "Employer of the Future."

A Request for Qualifications (RFQ) was issued to six consulting firms, four of whom responded. The RFQ requested services to help Denver Water develop a long-term strategy to identify, attract, and retain the best employees. The timing of this initiative is based on the challenges of approximately half of all Denver Water employees being eligible to retire in the next seven years, strong competition for the skills needed, working with multiple generations whose members have different needs and drivers, and the greater presence and use of technology that is expected to expand and impact the way work gets done.

After an analysis of each firm's response and presentation, The Schnur Consulting Group ("SCG") was selected. The selection was based on each consultant's understanding of the Employer of the Future initiative, their ability and willingness to work with the Board's Lean Consultant, Simpler, and the ease with which Denver Water would be able to integrate the selected consultant's methodology with Lean. Some of the key areas that will be assessed by SCG include:

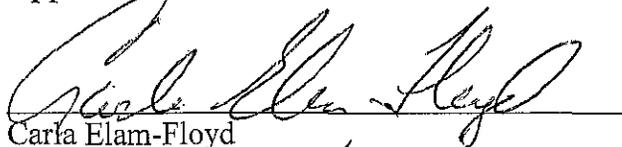
- Future workforce demographics
- Attracting and retaining talent
- Leadership development
- Succession planning
- Work environments
- Work hours and locations
- Training
- Career advancement
- Work/life balance
- Sense of purpose
- Internal policies and procedures
- Compensation and benefits

No funds for the Employer of the Future initiative were originally included in the Human Resources 2013 budget. We are therefore requesting approval for a budget variance for the Human Resources 2013 budget in the amount of \$200,000.00.

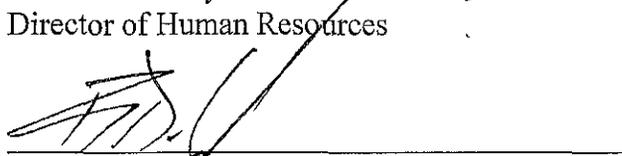
Recommendation:

It is recommended the Board authorize award of Contract No. 14516A to The Schnur Consulting Group for Employer of the Future consulting services for the contract period December 12, 2012 through December 31, 2013 for a total contract amount not to exceed \$200,000.

Approvals:



Carla Elam-Floyd
Director of Human Resources



Brian Good
Deputy Director of Organizational Improvement

Respectfully submitted,



James S. Lochhead
CEO/Manager



Angela C. Bricmont
Director of Finance