

RESOLUTION NO. R-26-28

A RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE A CONTRACT WITH STRATEGIC GOVERNMENT RESOURCES FOR THE RECRUITMENT OF A POLICE CHIEF.

WHEREAS, Strategic Government Resources (SGR) has obtained valuable familiarity with the City through facilitating our annual Organizational Goal Setting process the past several years; and

WHEREAS, this existing relationship provides SGR with a strong understanding of the City's culture, strategic priorities, leadership expectations, and community values; and

WHEREAS, as a result, SGR is uniquely positioned to assist the City in identifying candidates who not only possess strong law enforcement credentials, but who also align with the City's long-term vision and organizational philosophy.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:

THAT, the City Manager of the City of Gladstone, Missouri, is hereby authorized to execute a contract with Strategic Government Resources (SGR) for work as outlined in the proposal.


FURTHER, THAT, funds in the amount of \$29,419.00 for such purpose are authorized from the General Fund.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 8TH DAY OF JUNE 2026.



Jean B. Moore, Mayor

ATTEST:



Kris Keller, City Clerk



Request for Council Action

RES # R-26-28

BILL # City Clerk Only

ORD # City Clerk Only

Date: 5/20/2026

Department: General Administration

Meeting Date Requested: 6/8/2026

Public Hearing: Yes Date: Click here to enter a date.

Subject: A Resolution authorizing the City Manager to execute a contract with Strategic Government Resources for the recruitment of a Police Chief.

Background: The recruitment of a Police Chief is one of the most important leadership decisions for the City, as the position plays a critical role in public safety, organizational leadership, and community trust. Because the Police Chief reports directly to the City Manager and serves as a member of the City's leadership team, it is essential that the recruitment process identify candidates who not only possess strong law enforcement credentials but also align with the City's organizational culture, leadership expectations, and strategic priorities.

Under the City's Purchasing Policy, the City Council may determine that it is in the best interest of the City to waive the formal Request for Proposals (RFP) or competitive bid process when unique circumstances justify direct negotiation with a qualified vendor; staff believes such circumstances exist in this instance.

Strategic Government Resources (SGR) is nationally recognized for its specialization in executive recruitment for local government organizations, including extensive experience conducting Police Chief searches for municipalities across the country. In addition to its national recruitment capabilities, SGR brings significant institutional knowledge of the City through its prior work facilitating our annual Organizational Goal Setting and Strategic Planning process. Through this engagement, SGR has developed a strong understanding of the City's culture, governance structure, operational priorities, leadership expectations, and community values. This familiarity places SGR in a unique position to identify candidates who not only possess strong executive law enforcement experience, but who also demonstrate compatibility with the City's long-term vision and management philosophy. I believe that utilizing a firm already familiar with the City will improve efficiency in the recruitment process, reduce onboarding time for the consultant, and strengthen the likelihood of a successful long-term appointment. Given the specialized nature of Police Chief recruitment and SGR's demonstrated familiarity with the organization, I support that waiving the formal RFP process is justified and in the best interest of the City.

Budget Discussion: Funds are budgeted in the amount of \$ 29,419.00 from the General Fund. Ongoing costs are estimated to be \$0 annually. Previous years' funding was \$0.

Public/Board/Staff Input: Staff recommends approval of the proposed Resolution.

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Vendor.

Bob Baer
Department Director/Administrator

CW
City Attorney

BB
City Manager