



Regional Government Services (RGS) is a Joint Powers Authority that began serving cities, special districts, counties, and other governmental entities in 2002. We work with public agencies, providing a ready source of consultative expertise and project delivery to meet the needs of our partner agencies in a broad range of service areas.

RGS offers expertise in human resources, communications, planning, finance, and employee benefits administration as well as project management and support services at all levels. We also offer a complete suite of training services for employees and management teams including team building retreats and strategic planning sessions.

Our team of Senior Advisors, supported by over 100 team members, has worked with more than 300 agencies throughout the state (and other states) from small municipalities to large metropolitan planning organizations. We don't have clients; we have partners who benefit from our low-cost delivery model and open source access to tools created to improve internal efficiencies and the delivery of services to the public.

We are evolving as our partners' needs are growing, offering more advisors for existing services and new services and solutions to agencies facing increasingly obligated revenues and increasing demands. We exist for one purpose: to help our partners succeed.

CURRENT MEMBER AGENCIES

- Citrus Heights Water District
- City of Dublin
- City of Larkspur
- City of Napa
- City of Soledad
- City of Walnut Creek
- Town of Yountville

BOARD OF DIRECTORS

Hilary Straus
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City Manager

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City Manager

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HUMAN RESOURCES SERVICES

RGS provides a complete array of human resource (HR) management services to partner agencies, from strategic resources and policy planning, to operational and transactional activities such as recruitment, classification and compensation analysis (including FLSA compliance), benefits administration, employee relations case management, workplace investigations and disability management services. Our HR partnerships begin with a complete assessment of current operations, identifying critical needs and organizational priorities. Ongoing services and projects focus on developing and implementing effective administrative systems and HR best practices; and supporting agency managers' use of these practices to obtain outstanding staff performance, achieve compliance and meet organizational goals.



LOCAL LAND USE PLANNING SERVICES

The RGS Planning team offers a wide range of land use planning services to support public agencies in managing fluctuating workloads; preparing and processing General Plan elements, updates and amendments; Local Coastal Programs and Plans; Specific Plans, municipal code revisions to improve zoning and subdivision regulations; and the processing of commercial, industrial, residential, and mixed-use urban development projects through a variety of regulatory agencies and procedures. Our experience encompasses the preparation of complex reports and studies on such issues as growth management, coastal development, design review, and development policy evaluation. We can also assist agencies with the preparation of CEQA documents and related technical studies, plan checking for regulatory compliance and mitigation monitoring.

PROJECT MANAGEMENT & WORKLOAD SUPPORT

RGS provides both short- and long-term solutions at all levels. Our team provides skilled, experienced personnel to assess and strengthen organizational infrastructure, support organizational transitions, ensure project deliverables and outcomes are achieved, and mentor and coach staff as needed. In addition to services detailed in this brochure, additional areas of expertise include:

- **Risk Management Assessment and Program Development**
- **Workplace Safety Assessment and Program Development**
- **Procurement Programs**
- **CIP Program Coordination and Project Services**
- **Elections Process Coordination**
- **Public Records Act and Records Management**
- **Public Safety Administration Assessment and Program Development**



EMERGENCY MANAGEMENT SERVICES

RGS provides comprehensive emergency and disaster management program support to local government agencies. The RGS team has developed and implemented a broad range of emergency management programs, projects, and services for cities, counties, and special districts throughout California. The RGS team has experience in all phases of emergency management, including preparedness, response, cost recovery, and mitigation. We have in-depth knowledge of local emergency management programs and systems specific to emergency operations center (EOC) functionality and development, EOC training & exercising, response system functions, FEMA compliant records & claims management, and overall emergency management program design and effectiveness.

COMMUNICATIONS & ENGAGEMENT

RGS offers communications and engagement services to help meet objectives and improve outcomes. We have developed and implemented a broad range of planning/communications plans and specialize in helping public agencies use data, studies, and innovative research/engagement tools to communicate complex information to a wide variety of audiences. Whether it is gaining support for a capital improvement project or ongoing outreach, our experts are here to help. RGS provides the value-added synergies across multiple disciplines needed to deliver work products infused with not only subject matter expertise, but also adapted for each agency's work culture for ease of implementation with limited staffing and budget.



EMPLOYEE BENEFITS PROGRAMS

The RGS team has established and cooperatively maintains benefit programs with and for public agencies. We have created and facilitated pools with other agencies to share costs or gain cost efficiencies to provide greater employee value for medical, dental, 401(a) and 457(b) plans. For more details, visit our Pooled Programs website page: www.rgsca.gov/services/pooled-programs/



GOVERNMENT FINANCE

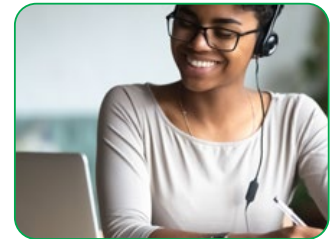
RGS provides comprehensive financial consulting services to partner agencies, delivering director-level strategic and policy planning, as well as operational analysis, and project delivery. Our finance partnerships begin with a complete assessment of current operations, identifying critical compliance issues and organizational priorities. RGS can also provide ongoing services that include the development and implementation of an array of administrative systems, support and staff development to achieve compliance and meet organizational goals.



TRAINING AND TEAM BUILDING PROGRAMS

RGS is a resource for a range of staff development services, specializing in supervisory and management skill-building academies, management coaching and team building retreats. Programs include:

- **Supervisor/Manager Training Academy**
- **Lead/Sr. Worker Training Academy**
- **Board/Council Retreats and Team Building**
- **Employee Team Building**
- **Customized Individual Executive Coaching**



NEOGOV SUPPORT SERVICES



RGS provides a suite of support services to make implementing and using NEOGOV software seamless. Our experienced professionals can set your team up for success, allowing them to focus on their core duties. Whether it is high-level guidance for implementation, full project management or hands-on-deck maintenance support, we have an array of offerings and personnel to suit your organization's current

needs. RGS also trains all levels of users, including empowering your team members to become your go-to NEOGOV trainers.



PARTNER WITH RGS!

Contact us today to learn more about our services and partnership opportunities at 844.587.7300



STRATEGIC PLANNING SERVICES

RGS supports cities, metropolitan planning organizations, special districts and other local governments in their efforts to create sustainable communities. Our consultants have direct experience resolving the unique challenges inherent in delivering consistent, high quality services in a cost-effective manner. RGS consultants also have experience incorporating considerations for establishing an economic base that supports local jobs and revenue generation. Strategic Plans help agencies prioritize their efforts, allocating both fiscal and human resources to achieve their mission, vision and goals. A Strategic Plan can build on past efforts and position agencies for future success; enabling all departments to have a clear understanding of their role in addressing short-term challenges and long-term needs. RGS offers a complete range of strategic planning options from those with community-wide involvement to more scaled down options for elected and/or appointed officials and staff. Our programs can also be adapted to include implementation plans for individual departments.

ECONOMIC DEVELOPMENT

The RGS Economic Development Team provides a broad range of economic development services for cities, counties, universities and special districts throughout the West. The RGS Team has extensive experience in all aspects of economic development focused on setting the stage for business and revenue growth, enhancing community development priorities, strategic planning, scenario analysis, coordination and implementation.

The RGS Economic Development Team leverages modern data analytic tools to deliver meaningful insights for its client agency decision-makers. Our focus is advising clients on opportunities to initiate or enhance business and revenues, increase community vitality, strengthen local and regional economies, and set the stage for equitable and inclusive expansion. The RGS team is particularly attuned to the current challenges facing our communities including COVID and disaster recovery planning and implementation. As a full-service agency, RGS is also well positioned to provide comprehensive program implementation for select clients.

FOR INQUIRIES

Chris Paxton
Client Service Requests
650.587.7300 x38
cpaxton@rgs.ca.gov

MANAGEMENT TEAM

Richard Averett
Executive Director/CFO
831.308.1508
raverett@rgs.ca.gov

Sophia Selivanoff
Deputy Executive Director
Client Services
650.587.7315
sselivanoff@rgs.ca.gov