



Regional Government Services (RGS) provides comprehensive human resource management support to local government agencies. The RGS team has developed and implemented a broad range of Human Resources (HR) programs, projects, and services for cities, counties, special districts, and Joint Power Authorities throughout California. The RGS team has extensive experience in all aspects of public employment, including development and implementation of legally-compliant and effective administrative policies, performance management and competency development, culture and values alignment, and employee and labor relations. We specialize in providing professional HR support for small to mid-sized agencies, serving as the HR management team or supplementing the agency's HR resources.

**Our areas of expertise include:**

- **Providing qualifications-based recruitment and selection services.**
- **Analysis and recommendations for effective classification and compensation structures.**
- **Conducting HR needs assessments, systems audits, and performance analysis.**
- **Compliant user-friendly administrative policy development and implementation.**
- **Case management of complex medical leave and accommodation situations.**
- **Facilitating appropriate resolutions for conduct issues which adversely impact the workplace.**
- **Labor relations services, including meet and confer process and documentation management.**
- **Developing performance accountability systems and coaching staff to provide effective metrics and feedback.**