

Empowering Public Workforce Excellence Through Tailored HR Solutions



McGrath
HUMAN RESOURCES GROUP

Our Services

Compensation and Benefit Analysis



We help municipal organizations develop competitive, fiscally responsible compensation systems that support employee recruitment, retention, and internal equity.

Job Descriptions



Clear, up-to-date job descriptions ensure role clarity and compliance, helping your organization align positions with operational goals.

Employee Handbooks & Policies



We create employee handbooks and policies that reflect your organization's culture, legal requirements, and operational needs.

Performance Evaluations



Our performance evaluation systems are designed to foster employee development and align individual performance with your organization's objectives.

HR Audits



We conduct comprehensive HR audits to identify gaps and ensure your policies, practices, and systems are compliant, efficient, and effective.

FLSA Compliance



Navigating the complexities of the Fair Labor Standards Act is crucial. We provide guidance to ensure your organization remains compliant.

Why Choose McGrath?

We understand the complexities and challenges of public sector employment, and we are committed to delivering tailored and sustainable HR solutions. By leveraging industry-leading methodologies and data-driven insights, we help our clients make informed decisions.

Personalized Solutions

No off-the-shelf products. We develop customized HR systems that reflect the unique needs and culture of your organization.

Public Sector Expertise

With deep experience in the public sector, our team knows the challenges facing municipal organizations and offers solutions that work within the constraints of public employment.

Proven Success

We've successfully served nearly 600 clients in 40 states, with 98% of our projects fully adopted and implemented.

Custom Technology

Our 360Comp Position Questionnaire tool allows employees to easily participate from any internet-enabled device.

10 Ways We Can Help

1. Improve Employee Engagement

Our services help you foster a motivated workforce by ensuring fair compensation, clear expectations, and opportunities for growth.

2. Ensure Legal Compliance

Stay compliant with employment laws, including FLSA, and avoid costly penalties.

3. Enhance Operational Efficiency

Streamlined HR processes save time and resources, allowing you to focus on delivering top-tier services to your community.

4. Data-Driven Decisions

We leverage detailed market analysis and industry best practices to ensure your compensation and HR policies are competitive, equitable, and fiscally responsible.

5. Increased Employee Retention

By creating equitable compensation structures and clear career progression opportunities, we help you retain top talent and reduce turnover.

6. Enhanced Workforce Planning

Our job analysis and classification services will align employee roles with future organizational needs.

7. Strategic Compensation Solutions

We provide compensation strategies that balance internal equity with market competitiveness, helping you attract high-quality candidates while staying within budget.

8. Risk Mitigation

Our thorough HR audits identify potential risks in your policies and procedures, helping you mitigate legal liabilities and ensure compliance with local, state, and federal regulations.

9. Improved Morale and Job Satisfaction

Fair pay, transparent policies, and clear performance evaluations contribute to a more satisfied workforce, boosting morale and productivity.

10. Customizable Implementation Plans

We offer flexible implementation strategies so your organization can adopt new systems and policies at a pace that fits your operational and fiscal needs.

Partner With Us

Your organization's ability to attract, retain, and motivate employees directly impacts the community you serve.

With more than two decades' experience providing customized HR services for nearly 600 municipal organizations across the United States, McGrath Human Resources Group is well positioned to help you foster employee satisfaction, ensure compliance, and help you build a workforce that serves with excellence.

At McGrath Human Resources Group, we view our relationship with clients as a partnership. We look forward to helping you craft an equitable, sustainable HR system that supports your organization's long-term success.

For more information or to schedule a consultation, contact:



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