



Marcie G. Scott

Affiliated Consultant

MUNICIPAL RESOURCE GROUP, LLC

Telephone: (310) 729-5197

mscott@solutions-mrg.com

Marcie Scott has provided personnel management services and guidance to all levels of staff in full-service California cities and special districts for 20 years. Key appointments include serving as Director of Human Resources at the City of Manhattan Beach for 6 years, Manager of Employee/Labor Relations in the City of Palo Alto for 4 years as well as Human Resources Manager at Metropolitan Water District of Southern California for 6 years. In her tenure with these agencies, along with several smaller California cities, she has managed very challenging issues while maintaining strong working relationships with managers, employees, and unions. Examples include reductions in service costs, developing and implementing strategies for under-performing personnel, and concession bargaining.

Marcie has managed disciplinary and grievance processes, developed labor strategies with executive and elected officials in multiple jurisdictions, and negotiated at the bargaining table. She has conducted performance evaluation and improvement plans and is also recognized for her in-depth knowledge of budget and personnel costing as well as her expertise in human resources functions, including recruitment and new employee onboarding, compensation, training development and delivery, and Workers' Compensation.

Marcie's Areas of Expertise:

Human Resources

Labor Relations

Facilitations

Marcie's work with elected officials in her consulting capacity includes facilitation of appointed official performance evaluations (City Manager, City Attorney), and facilitation and support to commissions and community stakeholder groups. She has also served as an interim department head, conducting investigations, organizational assessment, recruitment, and selection, and coaching new managers and supervisors.

In addition to her significant field experience with major clients, Marcie received her Master of Public Administration (MPA) degree from the University of Southern California and a bachelor's degree in political science from the University of California, Irvine. She has also presented at the League of California Cities and testified in the Superior Court and at the Public Employment Relations Board (PERB).



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