



APPOINTMENT OF AN EXECUTIVE DIRECTOR OF HUMAN RESOURCES

RS-24-144

August 20, 2024

Background

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- Executive Director of Human Resources vacancy
 - ▣ October 4, 2024
- Recruitment
 - ▣ Job posting
 - April 26, 2024
 - ▣ Number of qualified candidates
 - 50
 - ▣ Interviews
 - Held on July 22, 2024

Candidate Information

- The City Manager selected Ms. Kate McDaniel as the Executive Director of Human Resources.
- Ms. McDaniel is currently serving as the Assistant Director of Human Resources for the City of Killeen, since 2015.
- She has over twenty-five (25) years of total Human Resources experience, with ten (10) years in the private sector and over fifteen (15) years of municipal Human Resources experience.
- Ms. McDaniel received her Bachelor's in Business Management with a Minor in Psychology from North Central College, Naperville, Illinois.

Candidate Information (cont.)

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Ms. McDaniel has firsthand working experience of the following:

- Americans with Disabilities Act (ADA)
 - ▣ Current City of Killeen Liaison
- Investigating and supervising the investigations
 - ▣ Specifically, regarding Title VI, Title VII, harassment, sexual harassment, discrimination, and retaliation
- Writing employee policy in compliance with federal, state, and local employment laws
- Compensation structures for both classified and civil service employees
- Self-insured healthcare transition

Candidate Information (cont.)

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Ms. McDaniel played a vital role in the following city-wide program implementations and program conversions:

- ❑ Supervisor's Training Academy
- ❑ Electrical timekeeping system
- ❑ Performance management system
- ❑ ERP/HRIS system

Staff Recommendation

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Staff recommends that the City Council approve the City Manager's appointment of Ms. Kate McDaniel as the City of Killeen's Executive Director of Human Resources.

