



**CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING**

#17-1243

TO: Honorable Mayor & Members of the
Fort Lauderdale City Commission

FROM: Lee R. Feldman, ICMA-CM, City Manager

DATE: November 7, 2017

TITLE: Motion to Approve Contract for Purchase of Professional Training
Services – RCultures, Inc. - \$127,500

Recommendation

It is recommended that the City Commission approve a contract, in substantially the form attached, for the proprietary purchase of professional training services from RCultures, Inc. in the estimated amount of \$127,500.

Background

In accordance with the City's goal to be a well-trained, innovative and neighbor-centric workforce that builds community, all City employees should receive training about City, State and Federal compliance policies regarding diversity, harassment, discrimination, workplace violence, and retaliation. The City will train all employees one time per year in a six-hour session that will include all of the aforementioned topics to cultivate a workplace that is free from harassment, discrimination, retaliation, workplace violence and other related issues. The purchase is for 85 classes during the year to train full time employees at a fee of \$1,500 each session.

Classes are scheduled strategically throughout the year so that training is ongoing and convenient. Specific classes on the calendar are reserved primarily for sworn personnel from the Police Department and the content for their classes is slightly modified in an effort to complement other requisite training prescribed by the Florida Department of Law Enforcement. These classes are scheduled in tandem with other law enforcement block training to facilitate strategic dialogue about sensitivity and diversity when policing, and with every effort to impose minimum impact on overtime. Classes for all staff are designed to be interactive, aligned with City policy, and reflective of state and federal law. Staff enrollment is high and feedback from participants is overwhelmingly positive.

Compliance training is an integral component of sustaining an organizational culture where diversity is authentically embraced. The need for the resource provided by RCultures, Inc. was initially introduced in 2009 through the Office of Professional Standards to support the implementation of specific duties outlined in the Code of Ordinances, mainly as a preventative measure for incidents involving violations of law

based on race, gender, or other legally protected characteristics. It was also intended to provide additional support for minimizing unfair or unjust treatment, and to reinforce the City-wide code of professional conduct.

Prior to 2014, compliance training was delivered in separate modules (cultural competency, sexual harassment, violence in the workplace, etc.) and there was concern that many employees were not receiving instruction on all of the content within a calendar year. This posed a concern for possible exposure to liability. As of 2014, compliance training has been facilitated in a one-day format to ensure that staff receive instruction on all compliance content in one training experience and do not need to schedule additional training dates within a calendar year to review all of the compliance content.

Compliance training as facilitated by RCultures, Inc. is a core resource to combat conflict among staff that stems from a lack of tolerance, a lack of awareness, or implicit bias in relation to people who are members of a legally protected group. The RCultures, Inc. team expertly guides staff through discussion that can be difficult and uncomfortable. They design and facilitate workshops that enable staff to develop a working knowledge of strategies that help them independently navigate an increasingly diverse workplace.

RCultures, Inc. is wholly owned by the lead instructor, Ricky Caldwell. Their areas of special instruction are cultural competence and compliance training. The majority of their work is with federal, state, and local government although they also contract with select corporate clients, and facilitate resources internationally for the armed forces. To avert both a break in service for this necessary training and a disruption of the continuity associated with maintaining the City's current training program, it is recommended that the City contract directly with RCultures, Inc. for this important training.

RCultures has consistently engaged every sector of our workforce, even those who are admittedly resistant, as evidenced by overwhelmingly positive feedback. The expectation for persistent participant engagement is difficult to quantify but certainly has a direct correlation to retention of information and influences on behavior. Persistent engagement is not predictive based solely on the firm's eligibility to provide this specialized instruction. Rather, in addition to content, engagement is impacted by a facilitator's relatability to the audience. No organization can guarantee their workplace will never be touched by acts of discrimination, harassment, or violence. However, by continuing the proven relationship with RCultures, the City may continue to implement a precaution to ensure staff is informed and aware of standards for conduct.

For purposes of this important continuity, soliciting competitive bids for compliance training is not advantageous to the City given that the current specialized instructor has consistently met the aforementioned, stringent expectations set by the City. Additionally, the City will save approximately \$15,150 by contracting directly with RCultures, Inc.

Pursuant to Section 2-189(c)(3) of the Code of Ordinances of the City of Fort Lauderdale, the City may purchase proprietary services from teachers and specialized instructors such as RCultures, Inc. without competitive solicitation where the City Manager or the purchasing manager determines in writing that while competitive bids could be utilized, their use may not be in the best interest of the city.

Resource Impact

There will be a current fiscal year impact in the amount of \$127,500.

<i>Funds available as of 10/03/17</i>					
ACCOUNT NUMBER	INDEX NAME (Program)	OBJECT CODE/ SUB-OBJECT NAME	AMENDED BUDGET (Object Code)	AVAILABLE BALANCE (Object Code)	PURCHASE AMOUNT
001-HRD010102-3299	Citywide Training	Services/ Materials/ Other Services	\$349,091	\$341,591	\$127,500
PURCHASE TOTAL ►					\$127,500

Strategic Connections

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included within the Internal Support Cylinder of Excellence, specifically advancing:

- Goal 11: Be a well-trained, innovative, and neighbor-centric workforce that builds community.
- Objective 1: Foster professional and rewarding careers.
- Initiative 1: Establish a comprehensive “We Build Talent” employee training and development program.

This item advances the *Fast Forward Fort Lauderdale 2035 Vision Plan: We Are United*.

Attachments

- Exhibit 1 – Proposal
- Exhibit 2 – Agreement

Prepared by: Nicole Archie, Human Resources
AnnDebra Diaz, Finance
Linda Blanco, Finance

Department Directors: Averill L. Dorsett, Human Resources
Kirk Buffington, Finance