



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

**#14-1090**

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

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

**DATE:** September 16, 2014

**TITLE:** Motion to award the purchase of professional services in the amount of  
\$134,640

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**Recommendation**

It is recommended that the City Commission approve the agreement, in substantially the form attached, for professional training services with Broward College in the total amount of \$134,640.

**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 and Federal compliance policies regarding diversity, harassment, discrimination and workplace violence. Currently, the City provides training on four different topics, with only one topic being covered on any scheduled day of training, and only in a partial day format. Every effort is extended to schedule as many employees as possible, but using the current format it is difficult to provide training on all of the topics to all employees on an annual basis.

The City will revise its approach and train all employees one time per year in a six hour session that will include all of the aforementioned topics to ensure we have a workplace free from harassment, discrimination, retaliation, workplace violence and other related issues. The proposal is based on a need for an estimated 85 classes during the year at \$1,584 for each session to accommodate full time employees.

Pursuant to Section 2-189(c)(4) of the City's Code of Ordinances, this purchase from another governmental or educational entity may be made without using sealed competitive bids or proposals because, while competitive bids could be utilized, their use may not be in the best interest of the city or are impractical. Pricing and proposals for annual required training were obtained from both Florida Atlantic University (FAU) and Broward College. Broward College had the lower price and will provide identical services to FAU.

**Resource Impact**

There is no current fiscal year impact to the City. Future expenditures are contingent upon approval and appropriation of the FY 2015 annual budget.

**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*.

**Attachment**

Exhibit 1 – Broward College Training Agreement

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