



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst, Human Resources
Gary Buchanan, Director, Human Resources
Ben Thurgood, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution authorizing a contract with Nash Consulting, Inc. – March 5, 2019
DATE: February 21, 2019

SUMMARY:

A resolution authorizing the execution of a contract with Nash Consulting, Inc. in an amount not to exceed \$285,000 for the design and delivery of a leadership development program for General Government.

STRATEGIC POLICY PRIORITY:

The Resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an efficient and effective government, by providing a leadership development program for the City’s General Government employees.

BACKGROUND:

In 2018, several special teams investigated Citywide management’s effectiveness at recruiting, retaining, and managing employees. Each of those teams identified the need to create a common set of expectations for and provide training to management. Also in 2018, the majority of managers and supervisors at TPU participated in Leadership Engagement and Development (LEAD) training offered by Nash Consulting. This training has provided TPU management with a common language and consistent approach that has been well received by participants and beneficial to the overall managerial effectiveness of the organization. In order to create a common approach for the entire City of Tacoma organization, this action looks to extend the LEAD training to managers and supervisors in general government.

ISSUE:

Authorization from the City Council is required to enter into a contract with Nash Consulting, Inc.

RECOMMENDATION:

It is recommended that the City Council takes the necessary steps to approve the legislation.



FISCAL IMPACT:

EXPENDITURES:

FUND NUMBER & FUND NAME *	COST OBJECT (CC/WBS/ORDER)	COST ELEMENT	TOTAL AMOUNT
5800 – Internal Service Fund	598200	5414100	\$285,000
TOTAL			\$285,000

* General Fund: Include Department

REVENUES:

FUNDING SOURCE	COST OBJECT (CC/WBS/ORDER)	COST ELEMENT	TOTAL AMOUNT
5800 – Internal Service Fund	Various	Various	\$285,000
TOTAL			\$285,000

FISCAL IMPACT TO CURRENT BIENNIAL BUDGET: \$285,000

ARE THE EXPENDITURES AND REVENUES PLANNED AND BUDGETED? Yes