

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

433



FROM: Bob Doyle, Sheriff-Coroner-PA

SUBMITTAL DATE:
8/17/06

SUBJECT: Approval of Staub Leadership Consultants/HRD Strategies
as a Provider for Leadership and Organizational Development

RECOMMENDED MOTION: Move that the Board of Supervisors authorize the County Purchasing Agent to continue to purchase leadership training and organizational development from Staub Leadership Consultants/HRD Strategies, at a cost not to exceed \$182,000 annually, through June 30, 2008, without securing competitive bids, in accordance with Ordinance 459.4.

BACKGROUND: With Board approval (11/23/04, 3.28), the Sheriff's Department began using Staub Leadership Solutions in late 2004 to further develop the leadership skills among members of the Executive Staff. The Board approved the use of this vendor for additional training sessions for captains, lieutenants, sergeants and classified supervisors (12/06/05, 3.23; 06/07/05, 3.39). The Sheriff's Department would like to continue to use Staub Leadership Consultants to provide courses to newly promoted sergeants and classified supervisors through June 30, 2008.

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Janis K Conklin for
Bob Doyle, Sheriff-Coroner-PA

FINANCIAL DATA	Current F.Y. Total Cost:	\$182,000	In Current Year Budget:	Yes
	Current F.Y. Net County Cost:	\$182,000	Budget Adjustment:	No
	Annual Net County Cost:	\$182,000	For Fiscal Year:	FY 2006-07

SOURCE OF FUNDS: Departmental Budget	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION: **APPROVE**

Lisa Brandl

County Executive Office Signature

- Dep't Recomm.: Consent Policy
- Per Exec. Ofc.: Consent Policy

Prev. Agn. Ref.: 12/06/05 3.23

District: All

Agenda Number:

3.61

Purchasing: *Bella Conklin for*
 Departmental Concurrence
 Director

The Department has been in a period of major transitions, and is significantly increasing the number of patrol deputies to meet the County's population growth. These increases are occurring during a time when the Department is experiencing big losses in the senior management ranks due to retirements. The Sheriff has created an organizational culture that defines leadership competencies and where employees can have the opportunity to build the necessary skills to take on leadership roles in the Department.

Both the Sheriff's sworn and civilian supervisors have expressed their support of Staub's training, noting its relevancy and effectiveness to their assignments. Continuing with Staub to provide training for newly promoted sergeants and classified supervisors makes sense for a number of reasons.

1. Continuing with Staub allows the Department to maintain consistency in its training methodologies.
2. The Staub Group is a leader in the delivery of management development programs for public safety and one area where they have unique expertise is with large law enforcement organizations.
3. Staub tailors each battery of training to meet the organization's unique needs as well as giving participants a better understanding of the internal promotion and advancement process.
4. Staub training helps the Sheriff's staff by assisting with smooth transitions throughout the chain of command.

For a two-year term, Staub has agreed to provide its three-day training sessions for \$22,500 each and its two-day training sessions for \$19,000 each, the same pricing it offered two years ago. The Sheriff's Department can choose the type or number of sessions that it requires. The annual cost requested for the Agreement is based on a plan to schedule a three-day training session and two two-day sessions three times per year. Staub will add the cost of shipping the course materials to our address.

Price Reasonableness: In comparing prices for similar training through American Management Association (AMA), Staub's fees are in the same range as AMA's. However, using Staub Leadership Consultants to provide training in-house is more cost effective since the Sheriff's Department does not have to pay travel, meal and accommodation expenses for employees taking similar training offsite.

Date: 08/23/06

From: Riverside County Sheriff's Department

To: Board of Supervisors

Via: Purchasing Agent

Subject: Sole Source Procurement; Request for

The information below is provided in support of my Department requesting approval for a sole source. Outside of a duly declared emergency, the time to develop a statement of work or specifications is not in itself justification for sole source.

Supply/Service being requested: Leadership training and organizational development.

Supplier being requested: Staub Leadership Consultants/HRD Strategies

Alternative suppliers that can or might be able to provide supply/service: None that are geared specifically toward large law enforcement agencies.

Extent of market search conducted: Original search for firms included Internet search and references from other law enforcement agencies.

Unique features of the supply/service being requested from this supplier which no alternative supplier can provide: This vendor has created an organizational development plan specifically structured to meet the requirements of the Sheriff's Department, with an emphasis on promoting leadership models and individual career development. It is not practical to start over with a new vendor and would result in higher costs due to time required for the new vendor to study and develop their own plan and training materials. This vendor also provides the training in-house.

Reasons why my Department requires these unique features and what benefit will accrue to the County: The Department has been in a period of major transitions, and is significantly increasing the number of patrol deputies to meet the County's population growth. These increases are occurring during a time when the Department is experiencing big losses in the senior management ranks due to retirements. The Sheriff has created an organizational culture that defines leadership competencies and where employees can have the opportunity to build the necessary skills to take on leadership roles in the Department.

Price Reasonableness: Staub is keeping its training session prices of two years ago, firm for another two years. In comparing prices for similar training through American Management Association, Staub's fees are in the same range as AMA's. However, using Staub Leadership Consultants to provide training in-house is more cost effective in that the Department does not have to pay travel, meal and accommodation expenses for employees taking similar training elsewhere.

Does moving forward on this product or service further obligate the County to future similar contractual arrangements: No.

Janis K Conklin for Bob Doyle 8/30/06
Department Head Signature Date

Purchasing Department Comments:

<u>Approve</u>	Approve with Condition/s	Disapprove
<u>Billy Corbett</u>		<u>8-31-06</u>
Purchasing Agent		Date