

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



ITEM: 3.53
(ID # 28058)

MEETING DATE:
Tuesday, July 29, 2025

FROM : RUHS-PUBLIC HEALTH

SUBJECT: RIVERSIDE UNIVERSITY HEALTH SYSTEM - PUBLIC HEALTH: Authorize the Purchasing Agent to Increase the Maximum Dollar Amount for Purchase Orders to be Issued to Lodestar Consulting to Provide Additional Trainings to Staff. All Districts. [Total amendment amount: \$50,000 - 100% State].

RECOMMENDED MOTION: That the Board of Supervisors:

1. Authorize the Purchasing Agent to increase the maximum dollar amount for Purchase Orders to be issued to Lodestar Consulting for additional trainings to be provided to staff for FY25/26, an increase of \$50,000 for a new total aggregate amount of \$1,351,390 through June 30, 2028.


ACTION: Policy


Kim Saruwatari, Director of Public Health 7/3/2025

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Gutierrez, seconded by Supervisor Medina and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Medina, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: July 29, 2025
xc: RUHS-PH

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$0	\$50,000	\$50,000	\$0
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: 100% State			Budget Adjustment: No	
			For Fiscal Year: 25/26	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Lodestar Consulting (Lodestar) has been providing various trauma-responsive and culture development training to the staff of Riverside University Health System – Public Health (RUHS-PH). Their courses are designed to make new learning readily accessible, intentionally centered on and in service to the pedagogical needs of the group and individual participants. Lodestar’s training represents thousands of hours of research, content design, and delivery across multiple industries including healthcare, education, public health, government, law, and business. Lodestar is unique in its approach to trauma informed/trauma response training, combining leadership and line staff training, technology, and resources. This provides a focus on the goal of creating sustained environment change and trauma informed resilience practices.

Lodestar has been successful in implementing their Trauma-Responsive Leadership and Culture Development training and certification, as well as their Trauma-Responsive Facilitator training and certification. Additionally, Lodestar has also been successful in implementing their Restorative Team Coaching and Trauma Mitigators training for RUHS-PH’s Executive Leadership team.

The purpose of this amendment is to invite Lodestar to provide training to staff during RUHS-PH’s All Staff meeting over a course of three (3) half days. The core program goals of the training are to support staff through organizational transition, build individual and collective resilience, provide emotional processing mechanisms, and light didactic psychoeducation regarding uncertainty management. The expected outcomes of this training include increased psychological resilience during organizational transition, enhanced staff emotional resilience, and strengthened organizational cohesion.

Impact on Residents and Businesses

Continuing to strengthen the resilience and coping skills of RUHS-PH staff and leadership underscores the mission of the department to protect and promote the health of the Riverside County community, including the County’s workers who are often also County residents and business owners or patrons. Staff retention and staff support enhance service delivery to the community and enhances the experience of those interacting with RUHS-PH.

Additional Fiscal Information

This training is paid through grant funding from the state; there is no impact to County general funds. The additional cost will allow for training to be conducted by Lodestar for all RUHS-PH staff over the course of three (3) half days. The cost for the additional training is \$50,000, which

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includes the previously applied government discount rate of approximately 26%. The table below outlines the previously approved amounts per fiscal year, as well as the additional training for FY25/26. In addition to the additional training, RUHS-PH is also requesting approval for the remaining approved amounts to be moved between fiscal years as needed, in the event that additional training is offered that will benefit the department staff.

Fiscal Year	Previously Approved Amount	Amendment Amount	Amended Aggregate Total
23/24	\$731,390	\$0	\$731,390
24/25	\$142,500	\$0	\$142,500
25/26	\$142,500	\$50,000	\$192,500
26/27	\$142,500	\$0	\$142,500
27/28	\$142,500	\$0	\$142,500
Total Aggregate Amounts:	\$1,301,390	\$50,000	\$1,351,390

Contract History and Price Reasonableness

Lodestar has an existing relationship with the California Department of Public Health (CDPH), as well as RUHS-PH. By partnering with the same company, RUHS-PH benefits from a consistent, standardized training format and shared language. A common background fosters communication and enhances the capability of RUHS-PH to respond more effectively to future emergencies.

On August 29, 2023, the Board of Supervisors authorized the Purchasing Agent, via Agenda Item 3.56, to issue Purchase Orders to Lodestar to provide Trauma Responsive Leadership & Facilitator Training without seeking competitive bids. On July 30, 2024, the Board of Supervisors authorized the Purchasing Agent, via Agenda Item 3.68, to increase the Purchase Order amounts issued to Lodestar in order to increase the variety of trainings for RUHS-PH.

Riverside County Purchasing has reviewed the Single Source Justification (SSJ) amendment request and assigned HSARC-24-035b.

ATTACHMENTS:

ATTACHMENT A. Quote from Lodestar Consulting for All Staff Meeting training

ATTACHMENT B. Single Source Justification Amendment


Melissa Curtis, Deputy Director of Purchasing and Fleet

7/9/2025


Douglas Cordonez Jr.



7/18/2025



All-Staff Programs for Riverside Public Health

Program Overview:

- Total Cost: \$50,000
- Dates: Tuesday, September 30, Wednesday, October 1, and Thursday, October 2
- Delivery Method: In-Person, Multi-Location Sessions

Inclusive of:

- Lodestar Faculty:
 - Lead: Dr. Michael Forlenza (Faculty Director)
 - Senior Faculty: Antoinette DuBois Ayers & Dr. Sunny Nakae
- 3 x 1/2 days of faculty availability
- Program development, planning & materials preparation
- Virtual administrative support
- All travel to and between 3 sites

Core Program Goals:

- Support staff through organizational transition
- Build individual and collective resilience
- Provide emotional processing mechanisms
- Light didactic – psychoeducation regarding uncertainty management

Participant Experience:

- Interactive, strength-based approach
- Peer support & skill-building exercises
- Practical emotional intelligence development

Expected Outcomes:

- Increased psychological resilience during organizational transition
- Enhanced staff emotional resilience
- Strengthened organizational cohesion

Methodology:

- Experiential learning techniques
- Trauma-responsive group interactions
- Evidence-based intervention strategies



SSJ No.: 24-035

Amendment No.: 2

Date: Wednesday, June 4, 2025

From: Kim Saruwatari, Public Health Director

To: Board of Supervisors

Via: Julisa Alvizo-Silva, Program Chief

Subject: Request for Consulting and Executive Coaching for Upcoming All-Staff Training for RUHS-PH

Supporting Documents: indicate which are included in the request from the list below.

- Supplier Quote Supplier Sole Source Letter Final draft agreement
 Final draft Form 11 H-11 approved by RCIT/TSOC Grant Agreement
 Other: Previous approved Form 11 (i.e. CA Secretary of State Business Entity Information, Dept. of Justice Registration Conformation for non-profits, etc.)

1. Supplier Name: Lodestar Consulting & Executive Coaching, LLC Supplier ID: 260360

2. Reason or Justification for the Amendment: RUHS-PH is requesting to amend the SSJ to provide training over a period of three (3) half days for all Riverside University Health System – Public Health (RUHS-PH) staff. The core program goals of the training are to support staff through organizational transition, build individual and collective resilience, provide emotional processing mechanisms, and light didactic psychoeducation regarding uncertainty management. The expected outcomes of this training include increased psychological resilience during organizational transition, enhanced staff emotional resilience, and strengthened organizational cohesion.

Lodestar's successful and continuous implementation of their Restorative Team Coaching and Trauma Mitigators training for RUHS-PH's Executive Leadership team provides an opportunity to expand the rapport they have established to further extend these benefits to the RUHS-PH workforce. Lodestar's deep familiarity with RUHS-PH's mission, culture, and staff needs, coupled with their demonstrated effectiveness, makes them a strategic partner for this next phase of organization-wide engagement. Furthermore, Lodestar's facilitators not only



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have made a connection with leadership, but have constant follow up methods to ensure consistent, high quality, personalized support after this crucial training has concluded.

The cost for the additional training is \$50,000, which includes the previously applied government discounted rate of approximately 26%.

Original SSJ approved amount: \$631,390 year 1; \$42,500 years 2-5; \$801,390 total.

SSJ Amendment #1 amount: \$731,390 year 1; \$142,500 years 2-5; \$1,301,390 total.

SSJ Amendment #2 amount: \$192,500 year 2; no change to remaining years; \$1,351,390 total aggregate.

RUHS-PH will seek approval from the Board of Supervisors to approve these amounts in aggregate in order to allow the department to move funds between fiscal years as needed in the event that additional trainings are offered that will benefit the department staff.

3. Please include the initial costs from the prior reviewed assigned SSJ in the table below:

Description:	FY 23/24	FY 24/25	FY 25/26	FY 26/27	FY 27/28	Total
One-time Costs:						
Lodestar BRAVE™ Trauma-Responsive Leadership & Culture Development Program 103 attendees @ \$4,880/ea	\$502,640					\$502,640
All of Us: Building Trauma-Responsive Cultures 103 attendees for FY23/24 @ \$1,250/ea 34 attendees for FY24/25 – FY27/28 @ \$1,250/ea	\$128,750	\$42,500	\$42,500	\$42,500	\$42,500	\$298,750
Amendment #1 for Other Costs: additional trainings/attendees to be added	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$500,000
Total Costs	\$731,390	\$142,500	\$142,500	\$142,500	\$142,500	\$1,301,390



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Note: Insert additional rows as needed

a. Amended goods and/or services costs must be identified below (If applicable):

Description:	FY 23/24	FY 24/25	FY 25/26	FY 26/27	FY 27/28	Total
Other Costs: Training for All Staff Meeting, plus additional trainings/attendees to be added as needed.	N/A	\$50,000	N/A	N/A	N/A	\$50,000
Total Aggregate Amounts	\$731,390	\$192,500	\$142,500	\$142,500	\$142,500	\$1,351,390

4. Period of Performance: 7/1/2023 – 6/30/2028

Ratify Start Date (if applicable): N/A

Initial Term Start Date: 7/1/2023 End Date: 6/30/2028

Number of renewal options (please provide those options: (i.e., one year with an option to renew four additional one-year periods): _____

Aggregate Term/ End Date: 6/30/2028

5. Projected Board of Supervisor Date (if applicable): 7/1/2025

By signing below, I certify that all contractual and legal requirements to do business with the selected supplier have been fully vetted and approved.

Rachelle Roman Rachelle Roman 6/5/2025
 Print Name Department Head Signature Date
 (Executive Level Designee)

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PCS Reviewed:

Cheryl Chesnut Cheryl Chesnut 6/5/2025
 Print Name Signature Date



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Note: Once signed by the Department Head and PCS (signature lines above), the PCS will e-mail completed SSJ form with supporting documents to psolesource@rivco.org, and cc: Supervising PCS. Please reach out to your assigned PCS with any questions.



The section below is to be completed by the Purchasing Agent or designee.

Purchasing Department Review and Comments: _____

<u><i>Melissa Curtis</i></u>	<u>6/12/2025</u>	<u>24-035b</u>
Purchasing Agent Signature	Date	Tracking Number (Reference on Purchasing Documents)