



## Legislation Text

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**File #:** 0945-2023, **Version:** 1

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This ordinance authorizes the City Auditor to transfer \$120,000.00 within the general fund from the Department of Finance and Management, Division of Financial Management, to the Department of Human Resources, to allow the Department of Human Resources Director to fund an executive coaching contract for executive leadership staff with The Bridgefield Group in 2023. This ordinance also authorizes the Director of Human Resources to enter into contract with The Bridgefield Group and further authorizes the expenditure of \$120,000.00 to compensate the contractor for services rendered. Finally, this ordinance authorizes the City Auditor to set up a certificate in the amount of \$120,000.00 to fund this program through the Human Resources Citywide Training and Development Office.

The Citywide Training & Development Manager, in consultation with the Human Resources Director, conducted a search process for executive coaching programs. The process included researching best practices and accessing the International Coaching Federation (ICF) Website and researching profiles of executive coaches based on the following preferred criteria: Master-level coaching certification; experience coaching c-suite and senior leaders; public sector working experience; established customer base with recommendations; and more than 5 years coaching experience. In addition to the profiles of individual coaches, established executive coaching companies were also reviewed for consideration. Interviews were conducted with six reputable executive coaching companies who met the preferred criteria. During the interviews, the areas of coaching methodology, executive coaching program options, and fee estimates were discussed in detail. Upon careful consideration of all the information collected, The Bridgefield Group was selected as the best and most cost-effective executive coaching program for the City of Columbus. Competitive bidding requirements are being waived as it is in the best interests of the City and the Human resources Department to begin these sessions as quickly as possible.

**Emergency Justification:** Emergency action is being requested so the leadership coaching sessions can begin immediately. Each of the two groups of coaching sessions will take six months.

**Fiscal Impact:** \$120,000.00 is available in 2023 for transfer from Finance and Management Department, Division of Financial Management, Citywide Account.

To authorize the City Auditor to transfer funds within the general fund, from the Department of Finance and Management, Division of Financial Management, to the Department of Human Resources, general fund, to allow the Human Resources Director to contract with the Bridgefield Group, an executive coaching company; to authorize the City Auditor to set up a certificate in the amount of \$120,000.00 for this program; and to authorize the expenditure of \$120,000.00 from the general fund for the purpose described above; to waive the competitive bidding requirements of the Columbus City Codes; and to declare an emergency. (\$120,000.00)

**WHEREAS,** the Human Resources Department conducted research and held in depth interviews with six companies that exhibited best practices and executive coaching experience; and

**WHEREAS,** following review by both the manager of the Citywide Training and Development Office and the Director of Human Resources, The Bridgefield Group was selected as the best and most cost-effective executive coaching program for the City of Columbus because this company best met the needs of the Department, both in terms of relevant experience and cost; and

**WHEREAS,** it is in the best interest of the city to waive relevant provisions of Chapter 329 of the Columbus City Code relating to competitive bidding in this situation, due to the firm's knowledge and experience; and

**WHEREAS**, an emergency exists in the usual daily operation of the Human Resources Department in that it is immediately necessary to enter into contract with The Bridgefield Group in order to begin the leadership coaching sessions as soon as possible, thereby preserving the public health, peace, property, safety and welfare; Now therefore;

**WHEREAS**, sufficient funding is available for transfer within the general fund from the Finance and Management Department, Division of Financial Management, to the Human Resources Department; and

**WHEREAS**, to ensure the availability of moneys available for transfer in 2023 for the above-noted purposes, it is necessary to authorize the City Auditor to establish a certificate in the amount of \$120,000.00; and

**WHEREAS**, it is necessary to authorize the expenditure of \$120,000.00 from the Human Resources general fund for the purposes described in this ordinance; and

**WHEREAS**, an emergency exists in the usual daily operation of the Department of Human Resources in that it is immediately necessary to authorize the Director to contract with the Bridgefield Group and authorize the City Auditor to establish a certificate in the amount of \$120,000.00 to ensure the availability of funds for the contract so that these essential leadership coaching sessions can begin as soon as possible; NOW, THEREFORE

**BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBUS:**

**SECTION 1.** That the City Auditor is hereby authorized to transfer \$120,000.00 within the general fund per the attachment; and

**SECTION 2.** That the Director of the Department of Human Resources is hereby authorized to enter into a contract with The Bridgefield Group for the purpose of providing executive staff leadership sessions.

**SECTION 3.** That this Council finds it is in the City's best interests to waive the relevant provisions of Chapter 329 of the Columbus City Codes regarding competitive bidding, and the same are hereby waived.

**SECTION 4.** That the City Auditor is authorized to establish a certificate in the amount of \$120,000.00 to ensure the availability of funds to contract with The Bridgefield Group.

**SECTION 5.** That the Human Resources Director is hereby authorized to expend \$120,000.00 from the general fund for the purpose stated in Section 2. (See attachment)

**SECTION 6.** That the funds necessary to carry out the purpose of this ordinance are hereby deemed appropriated, and the City Auditor shall establish such accounting codes as necessary.

**SECTION 7.** That the City Auditor is authorized to make any accounting changes to revise the funding source for all contracts or contract modifications associated with this ordinance.

**SECTION 8.** That for the reasons stated in the preamble hereto, which is hereby made a part hereof, this ordinance is hereby declared to be an emergency measure and shall take effect and be in force from and after its passage and approval by the Mayor, or ten (10) days after passage if the Mayor neither approves nor vetoes the same.