



Legislation Text

File #: 1090-2013, **Version:** 1

The Department of Public Utilities entered into a contract modification with RAMA Consulting Group, Inc. to provide Employee Mentoring Program Design and Services for the Department of Public Utilities. The contract augments city-wide training opportunities and enhances the employee experience through the development and implementation of a department-wide mentoring program. The Employee Mentoring Program (EMP) employs the most effective, "best practices", approach to peer-to-peer, as well as group, mentoring that extends learning opportunities, facilitates diverse leadership development; engages cross-functional relationships; and fosters a culture of diversity and collaboration which improves employee satisfaction, growth and retention.

This contract is the result of a Request for Proposal received on April 29, 2011. The original contract covers a three-year period with each phase subject to review and approval by the City Council, the Mayor, and the Auditor's certification of funds. Phases are to be funded on a year to year basis. This is the second and final modification of the contract. This modification will cover the costs associated with Phase 3 as defined in the original proposal. All terms and conditions of the original agreement remain in full force and effect. This contract will be in effect from September 1, 2013 through August 31, 2014.

SUPPLIER: RAMA Consulting Group, Inc. 20-4647970, expires March 15, 2015
RAMA Consulting Group, Inc. holds MBE status.

1. Amount of additional funds: The amount of additional funds needed for Phase 3 is \$200,000.00. The original contract ("Phase 1") was established for \$200,000.00. Phase 2 modification added \$200,000.00 to the cost of the contract. This third phase of the contract will add another \$200,000.00 for a total contract cost of \$600,000.00. The need for increased funding is to cover anticipated contract billings from September 1, 2013 through August 31, 2014.

2. Reason additional needs were not foreseen: The need for additional funds was foreseen and is outlined in the original agreement and identified as Phase 3. This legislation is to encumber the funds required for Phase 3.

3. Reason other procurement processes not used: The same exact service is required as originally proposed. No lower pricing/more attractive terms and conditions are anticipated at this time.

4. How cost was determined: The cost, terms and conditions are in accordance with the original agreement.

FISCAL IMPACT: \$200,000.00 is needed and budgeted for this service.

The following amounts were encumbered for similar services:

2012: \$89,800.00 Division of Power and Water; \$110,200.00 Division of Sewerage and Drainage

2011: \$89,800.00 Division of Power and Water; \$110,200.00 Division of Sewerage and Drainage

To authorize the Director of Public Utilities to enter into a planned contract modification with RAMA Consulting Group, Inc. for Employee Mentoring Program Design and Services for the Department of Public Utilities, to authorize the expenditure of \$12,200.00 from the Electricity Operating Fund, \$77,600.00 from the Water Operating Fund, \$87,000.00 from the Sewer System Operating Fund and \$23,200.00 from the Stormwater Operating Fund (\$200,000.00).

WHEREAS, the Department of Public Utilities has a contract with RAMA Consulting Group, Inc., for Employee Mentoring Program Design and Services, and

WHEREAS, the Department of Public Utilities has identified the need to employ the most effective, "best practices", approach to peer-to-peer, as well as group, mentoring that extends learning opportunities, facilitates diverse leadership development; engages cross-functional relationships; and fosters a culture of diversity and collaboration which improves employee satisfaction, growth and retention, and

WHEREAS, the vendor has agreed to provide these additional services as part of the Phase 3 modification as outlined under the terms of the original contract, and

WHEREAS, these services are necessary to continue EMP this year and are for the preservation of public health, peace, property and safety; **NOW, THEREFORE**

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

SECTION 1. That the Public Utilities Director be and is hereby authorized and directed to modify and increase EL013305 in order to implement this modification with RAMA Consulting Group, Inc. Total amount of this modification is ADD \$200,000.00. Total contract amount including all modifications is \$600,000.00.

SECTION 2. That this modification is in accordance with Section 329 of the Columbus City Codes.

SECTION 3. That the expenditure of \$200,000.00 or so much thereof as may be needed, be and the same hereby is authorized as follows:

Fund No. 550-Electricity
OCA 600023
Object Level 1: 03
Object Level 03: 3336
Amount: \$12,200.00

Fund No. 600-Water
OCA 600049
Object Level 1: 03
Object Level 03: 3336
Amount: \$77,600.00

Fund No. 650-Sewers
OCA 600056
Object Level 1: 03
Object Level 03: 3336
Amount: \$87,000.00

Fund No. 675-Stormwater
OCA 600065
Object Level 1: 03
Object Level 03: 3336
Amount: \$23,200.00

TOTAL: \$200,000.00

SECTION 4. 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 5. That this Ordinance shall take effect and be in force from and after the earliest period allowed by law.