



# City of Columbus

Office of City Clerk  
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columbuscitycouncil.org

## Legislation Text

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**File #:** 1037-2021, **Version:** 1

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**BACKGROUND:** This legislation authorizes the Director of Public Safety to enter into contract with Performance Consulting Services (PCS) for training services for the Division of Police recruits and cadets. The focus and scope of the initiative is to provide diversity, equity, and inclusion support services through comprehensive training and consulting to the Columbus Division of Police incoming cadet and recruit classes.

Understanding that incoming recruits are at varying levels on their diversity, equity, and inclusion performance journey, Performance Consulting Services proposes a three-phased core training strategy to prepare the recruits to address the issues, needs, and concerns in building a 21st Century, culturally competent police force, workplace, and community environment. The three-phased training will be scheduled at the beginning, middle, and end of the new cadet/recruit training cycle.

Performance Consulting Services is an Equal Employment Opportunity employer and is certified by the State of Ohio and City of Columbus as a Minority Business Enterprise and has prior experience training Columbus Police recruits on diversity and cultural competence.

**Fiscal Impact:** This legislation authorizes an expenditure of \$64,050.00 within the Division of Police's General Fund with Performance Consulting Services to train recruits and cadets.

**Emergency action** is requested to immediately enter into contract to train our cadets and recruits to better serve the community.

To authorize the Director of the Department of Public Safety to enter into contract with Performance Consulting Services to train recruits and cadets; to authorize the expenditure of \$64,050.00 from the General Fund; to waive the competitive bidding provisions of Columbus City Codes; and to declare an emergency. (\$64,050.00)

**WHEREAS**, the Division of Police is in need of training for their recruits and cadets; and,

**WHEREAS**, it is in the best interest of the City to waive competitive bidding and enter into contract with Performance Consulting Services (PCS); and,

**WHEREAS**, funds are available in the Division of Police General Fund for this training; and,

**WHEREAS**, an emergency exists in the usual daily operation of the Department of Public Safety in that it is immediately necessary to authorize the Director of Public Safety to enter into contract with Performance Consulting Services to train recruits and cadets, for the preservation of the public health, peace, property, safety, and welfare; **NOW, THEREFORE:**

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

**SECTION 1.** That the Director of the Department of Public Safety is hereby authorized to enter into contract with Performance Consulting Services to train recruits and cadets.

**SECTION 2.** That the expenditure of up to \$64,050.00, or so much thereof as may be needed pursuant to the action authorized in SECTION 1, is hereby authorized in the General Fund 1000, in Object Class 03 - Contractual Services, per the accounting codes in the attachment to this ordinance.

**SECTION 3.** 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 4.** That this Council finds it in the best interest of the City to waive the competitive bidding provisions of Columbus City Codes in order to execute this contract.

**SECTION 5.** That for the reasons stated in the preamble hereto, which is hereby made a part thereof, 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 days after passage if the Mayor neither approves nor vetoes the same.