



## Legislation Text

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**File #:** 15-1273, **Version:** 1

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Resolution to Approve Amendment No. 2 to the Professional Services Agreement with The Azimuth Group, Inc. for Organizational Development (NTE \$50,000.00 Amendment/Total Contract NTE \$153,010.00)

Attached for your review and consideration is a resolution to approve Amendment No. 2 to the Professional Services Agreement with The Azimuth Group, Inc. in the amount of \$50,000 to continue organizational development professional services.

**Budget/Fiscal Impact:** Funds have been appropriated in the FY16 City Administrator's Office budget for the cost of strategic planning services.

Council approved Resolution No. R-13-302, Resolution to Approve the Professional Services Agreement with The Azimuth Group, Inc. for Organizational Development (RFP No. 863; \$53,010.00) on October 17, 2013. The Azimuth Group, Inc. has provided facilitation and consulting services to help design and develop a comprehensive organizational strategic plan.

Council approved Resolution No. R-14-365, Resolution to Approve Amendment No. 1 to the Professional Services Agreement with The Azimuth Group, Inc. for Organizational Development (NTE \$50,000.00 Amendment/Total Contract NTE \$103,010.00) on October 20, 2014. The Azimuth Group, Inc. has provided facilitation and consulting services to assist with implementation of the strategic plan and strategic management system.

The Azimuth Group, Inc. has worked with a 15-person employee strategic planning team, Service Area Administrators, and focus groups to assist staff with development of a comprehensive organizational plan and strategies to improve employee engagement, improve organizational alignment, and foster a cohesive organizational culture. Feedback from the strategic planning team, an all-employee survey, and focus groups has helped define six (6) goal target areas: 1) Strengthen Human Capital, 2) Deliver Exceptional Service, 3) Ensure Financial Health, 4) Leverage Information Technology, 5) Integrate External Engagement, and 6) Enable Economic Development.

Continued facilitation and consulting services from Azimuth are needed to implement the plan. The planning team recommends Azimuth because of the principals' knowledge of Ann Arbor, the quality of work, and the importance of continuity for successful plan implementation. RFP No. 863 anticipated a continued contractual relationship between the successful respondent and the City by including within the scope of services assistance with implementation.

The Azimuth Group, Inc. complies with the requirements of the City's Living Wage and Non-discrimination ordinances.

Prepared by: Sara Higgins, Assistant to the City Administrator

Reviewed by: Steven D. Powers, City Administrator

Approved by: Steven D. Powers, City Administrator

Whereas, The City issued RFP 863 for organizational strategic planning professional services;

Whereas, Council approved Resolution R-13-302, Resolution to Approve the Professional Services Agreement with The Azimuth Group, Inc. for Organizational Development (RFP No. 863) in the amount of \$53,010.00 on October 17, 2013;

Whereas, Council approved Resolution No. R-14-365, Resolution to Approve Amendment No. 1 to the Professional Services Agreement with The Azimuth Group, Inc. for Organizational Development (NTE \$50,000.00 Amendment/Total Contract NTE \$103,010.00) on October 20, 2014;

Whereas, The Azimuth Group, Inc. has provided facilitation and consulting services to help design and develop a comprehensive organizational strategic plan;

Whereas, The Azimuth Group, Inc. has worked with a 15-person employee strategic planning team, Service Area Administrators, and focus groups to assist staff with development of a comprehensive organizational plan and strategies to improve employee engagement, improve organizational alignment, and foster a cohesive organizational culture. Feedback from the strategic planning team, an all employee survey, and focus has helped to define six (6) goal target areas: 1) Strengthen Human Capital, 2) Deliver Exceptional Service, 3) Ensure Financial Health, 4) Leverage Information Technology, 5) Integrate External Engagement, and 6) Enable Economic Resilience;

Whereas, Continued facilitation and consulting services are needed to further continue facilitation and implementation of the organizational strategic plan and strategic planning management system;

Whereas, The Azimuth Group, Inc. complies with the requirements of the City's Living Wage and Non-discrimination ordinances; and

Whereas, Funds have been appropriated in the FY16 City Administrator's Office budget for the cost of strategic planning services.

RESOLVED, That City Council approve Amendment No. 1 to the Professional Services Agreement with The Azimuth Group, Inc, in the amount not to exceed \$50,000.00 without regard to fiscal year;

RESOLVED, That the Mayor and City Clerk be authorized to sign the Amendment after approval as to substance by the City Administrator and approval as to form by the City Attorney, and

RESOLVED, That the City Administrator be authorized to take any administrator actions necessary to implement this resolution.