



DATE: February 9, 2021

CATEGORY: Consent

DEPT.: Human Resources

TITLE: **Amend Professional Services Contract—Peninsula Conflict Resolution Center**

RECOMMENDATION

Authorize the City Manager to amend a professional services agreement with Peninsula Conflict Resolution Center for additional consultation services in the amount of \$61,575, resulting in a total amount not to exceed \$121,575.

BACKGROUND

In spring 2020, a national and local movement called for racial justice and police reform. The City's response was to create the City Council Ad Hoc Subcommittee on Race, Equity, and Inclusion (REI Subcommittee). Guided by the REI Subcommittee and public input, staff coordinated across all City departments and developed the Race, Equity, and Inclusion (REI) Action Plan (Action Plan). The Action Plan is focused on three areas: (1) policing practices, policies, and accountability; (2) celebration and recognition of community diversity; and (3) review of City operations and policies, with opportunities for community engagement throughout. Over the course of four public meetings, the REI Subcommittee discussed and made recommendations to Council on topics ranging from the use of an equity lens in the City budget process to the formation of a Public Safety Advisory Board.

In July 2020, City staff met with Peninsula Conflict Resolution Center (PCRC) staff to seek assistance with certain aspects of the REI Action Plan related to community and employee engagement. PCRC's mission is to partner with individuals, groups, and institutions to empower people, build relationships, and reduce violence through collaborative and innovative processes. PCRC provides facilitation, training, and conflict resolution services, working with community groups, schools, local governments, and law enforcement, with an approach that acknowledges underlying needs, focuses on outcomes, builds cultural humility, and embraces differences.

In late July 2020, the City entered into an agreement with PCRC in the amount of \$60,000, under the City Manager's authority, to design and facilitate the Human Relations Commission's community engagement process on local policing and prepare for, present, and facilitate a Civility Roundtable on implicit bias. This agreement was funded with general operating funds from the City Manager's Office and the Police Department.

ANALYSIS

In October 2020, City staff began discussions with PCRC on the scope of additional consultant services focused on employee engagement on the major topics of organizational culture, diversity, cultural humility, and implicit bias. The purpose is to engage City employees and provide training and resources to maximize staff's ability to effectively and equitably serve the diverse Mountain View public, collaborate with fellow employees, and promote a welcoming community. Services to be provided by PCRC include consultation, designing, planning, and coordinating logistics for employee outreach, training, and facilitation of employee forums. The cost for these additional services would not exceed \$61,575 and would be funded by general operating funds from the City Manager's Office and the Human Resources Department.

A contract amendment for the additional scope of services would result in total compensation to PCRC not to exceed \$121,575. City Council Policy A-10 requires that the City Council authorize agreements when the cumulative total of agreements funded by the General Fund operating budget in a single fiscal year with that vendor exceeds \$100,000.

FISCAL IMPACT

There is sufficient funding in the Fiscal Year 2020-21 budget of both departments to fund these additional costs.

ALTERNATIVES

1. Do not authorize the City Manager to enter into the amended agreement with Peninsula Conflict Resolution Center to provide consultation services.
2. Provide other direction.

PUBLIC NOTICING—Agenda posting.

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