

Item 100
(R-2016-749)
8-2-16

RESOLUTION NUMBER R- 310645

DATE OF FINAL PASSAGE AUG 10 2016

A RESOLUTION OF THE COUNCIL OF THE CITY OF
SAN DIEGO AUTHORIZING THE EXECUTION OF AN AS-
NEEDED CONTRACT WITH ZIKSANA CONSULTING, INC.
FOR THE PUBLIC UTILITIES DEPARTMENT LEADERSHIP
DEVELOPMENT PLAN.

WHEREAS, the Public Utilities Department (PUD) is expected to lose at least 20% of its workforce due to expected retirements in the next three (3) years. It is incumbent upon the Department leadership to plan for this exodus; and

WHEREAS, the Leadership Development Program (LDP) will help mitigate the impact of this impending knowledge drain through this skill-building and culture improving program; and

WHEREAS, through this leadership and organization development program, the Department is investing in its workforce and its culture through improving employee leadership skills and business acumen, by nurturing a one-Department and one-City mindset, and by reinforcing the newly developed vision, mission and Brand commitments; and

WHEREAS, ten (10) Academies will be offered over a five-year period to an estimated 300 employees. Five (5) of the Leadership Academies will be for "Field/Plant" employees, and five (5) of the Academies will be for "Non-Field" employees. The course content is based on internal and external benchmarking results, and will provide employees with a unique opportunity to development leadership skills and grow.

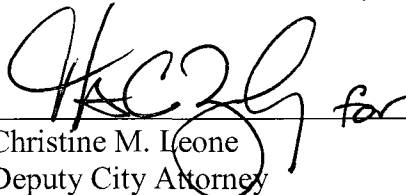
NOW, THEREFORE,

BE IT RESOLVED, by the City Council of the City of San Diego, that the Mayor or his designee is authorized to execute an agreement with Ziksana Consulting Inc. to provide As-

Needed Consulting Services for the development and delivery of a Public Utilities Department Leadership Development Program, for an amount not to exceed \$490,780 over a five year (5) year contract duration, contingent upon the Chief Financial Officer furnishing one or more certificates certifying that funds necessary for expenditure are, or will be on deposit with the City Treasurer.

BE IT FURTHER RESOLVED, that the Chief Financial Officer is authorized to expend a cumulative amount not to exceed \$490,780, of which \$240,482 is from Water Utility Operating Fund 700011, \$88,341 is from Muni Sewer Revenue Fund 700000 and \$161,957 is from Metro Sewer Utility Fund 700001 for the purpose of funding this Agreement, contingent upon adoption of the Annual Appropriation Ordinance for the applicable fiscal year, and contingent upon the Chief Financial Officer furnishing one or more certificates certifying that fund necessary for expenditure are, or will be on deposit with the City Treasurer.

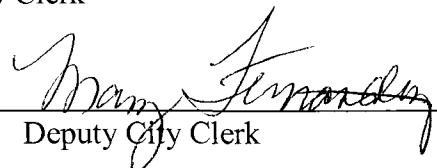
APPROVED: JAN I. GOLDSMITH, City Attorney

By  for _____
Christine M. Leone
Deputy City Attorney

CML:bas
June 22, 2016
Or.Dept:PUD
CC No. N/A
Doc. No.: 1311635

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of AUG 02 2016.

ELIZABETH S. MALAND
City Clerk

By  _____
Deputy City Clerk

Approved: 8/8/16
(date)

 (R-2016-749)

KEVIN L. FAULCONER, Mayor

Vetoed: _____
(date)

KEVIN L. FAULCONER, Mayor

Passed by the Council of The City of San Diego on AUG 02 2016, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Sherri Lightner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lorie Zapf	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Todd Gloria	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Myrtle Cole	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mark Kersey	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chris Cate	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Scott Sherman	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
David Alvarez	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marti Emerald	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage AUG 10 2016.

(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)

AUTHENTICATED BY:

KEVIN L. FAULCONER
Mayor of The City of San Diego, California.

ELIZABETH S. MALAND
City Clerk of The City of San Diego, California.

(Seal)

By Mary Hernandez, Deputy

Office of the City Clerk, San Diego, California

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