



**Contra
Costa
County**

To: Board of Supervisors

From: Kathy Gallagher, Employment & Human Services Director

Date: May 10, 2016

Subject: Amend Contract with Marvell C. Allen DBA Millennium Career Advantage

RECOMMENDATION(S):

APPROVE and AUTHORIZE the Employment and Human Services Director, or designee, to execute a contract amendment with Marvell C. Allen DBA Millennium Career Advantage, effective May 1, 2016, increasing the payment limit by \$156,500 to a new payment limit of \$254,500 to provide additional leadership development services and to extend the term from August 23, 2016 to December 31, 2016. (47% State, 45% Federal, 8% County)

FISCAL IMPACT:

\$254,500: 100% Administration Overhead (47% State, 45% Federal, 8% County)

BACKGROUND:

Marvell C. Allen DBA Millennium Career Advantage provides organizational learning, coaching, and leadership development programs in the public and private sector that develop leadership and management professional skills to diverse audiences and in different geographies, in addition to having executive and senior level coaching experience.

EHSD has experienced significant turnover at the manager and supervisor levels of the

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY

☐ RECOMMENDATION OF BOARD

ADMINISTRATOR

COMMITTEE

Action of Board On: **05/10/2016** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor

Candace Andersen, District II Supervisor

Mary N. Piepho, District III Supervisor

Karen Mitchoff, District IV Supervisor

Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: May 10, 2016

David Twa, County Administrator and Clerk of the Board of Supervisors

By: Chris Heck, Deputy

Contact: V. Kaplan, 3-1514

cc:

organization with the onset of the retiring baby boomers, changes in the retirement

BACKGROUND: (CONT'D)

pension regulations, and the normal attrition cycles. The turnover has resulted in a new cohort of staff who would benefit from leadership development.

In August 2015, the Employment and Human Services Department awarded a contract under Request for Information (RFI) #570 to Marvell C. Allen DBA Millennium Career Advantage to provide consulting, facilitation and training services with the final product being the creation of a Leadership Academy or Leadership Development Program that will raise the caliber of leadership skills of EHSD employees.

Marvell C. Allen DBA Millennium Career Advantage has successfully completed two phases of the current Leadership Academy contract. These two phases were the Roadmap and Design phases. An outcome of these two phases was the realization by both EHSD and Marvell C. Allen DBA Millennium Career Advantage that further work, to include delivery of training to a stated audience, was required to ensure successful completion of the EHSD Leadership Academy project.

This Board Order is requesting Board approval for additional training services to include creating an Attribute Framework that anchors the training and embodies the values and mission of EHSD to provide a solid foundation for the Leadership Academy.

CONSEQUENCE OF NEGATIVE ACTION:

A comprehensive leadership training program providing leadership development to EHSD Management staff will not be delivered.

CHILDREN'S IMPACT STATEMENT:

N/A