



CITY OF HOUSTON - CITY COUNCIL

Meeting Date: 12/15/2020

ALL

Item Creation Date: 10/9/2020

HCD20-144 The Impact Center Professional Service

Agenda Item#: 23.

Summary:

ORDINANCE approving and authorizing agreement between City of Houston ("City") and **THE AMERICAN DEMOCRACY INSTITUTE, INC, doing business as IMPACT CENTER** using up to \$366,300.00 of previously appropriated Tax Increment Reinvestment Zone (TIRZ) Affordable Housing Funds to provide Organizational and Leadership Development for the City's Housing and Community Development Department Senior Staff - TIRZ Affordable Housing Funds

Background:

The Housing and Community Development Department (HCDD) recommends Council approval of an Ordinance authorizing an Agreement between The City of Houston (City) and The Impact Center for up to \$366,300.00 in previously appropriated TIRZ Affordable Housing funds, to provide organizational and leadership development for senior staff. Services will include executive coaching, team strategy meetings and leadership building tools to produce more effective management, leadership and teams in executing HCDD's work. The agreement covers executive coaching and management development for the next two years.

The Impact Center has engaged with HCDD since early 2019, originally as HUD-funded technical assistance, providing organizational and leadership development for the senior team. Based on the work that The Impact Center has done in the past year, HCDD would now like to expand its services to include coaching and leadership training to the middle management level of the department, developing current managers to be better equipped both to manage in their current roles and to lead HCDD in their future roles.

The Impact Center has provided executive coaching to a broad range of public and private organizations including the U.S. Department of Housing and Urban Development (HUD), the Central Intelligence Agency (CIA), the White House and other governmental entities. Its leadership is trained on talent development and performance management. This agreement will provide continuity with the Impact Center's prior work with both HUD and HCDD.

MWBE Participation:

Zero-percentage goal document approved by the Office of Business Opportunity

Hire Houston First:

This procurement is exempt from the City's Hire Houston First Ordinance. Bid/proposal was not solicited because the department is utilizing this 3-person operation that is providing a specialized service based on the required needs of HCD.

Pay or Play Program:

The proposed contract requires compliance with the City's 'Pay or Play' ordinance regarding health benefits for employees of City contractors. In this case, the Contractor provides health benefits to eligible employees in compliance with City policy

Fiscal Note:

Funding for this item is included in the FY2021 budget. Therefore, no fiscal note is required as stated in the financial policies.

DocuSigned by:

Tom McCasland

Tom McCasland, Director

DocuSigned by:

Jerry Adams

Jerry Adams, Chief Procurement Officer

Prior Council Action:

2017-860 (O) 11/1/2017

Amount of Funding:

\$366,300.00

TIRZ Affordable Housing Fund

Fund 2409

Previously Appropriated

Contact Information:

Roxanne Lawson

Phone: (832) 394-6307

ATTACHMENTS:

Description

Ordinance 2017-860
Delinquent Tax Report
Affidavit of Ownership
SAP Funding Information
OA Details
Funding Information SAP
MWBE Goal Modification Waiver
Impact Center Professional svcs justification
Cover Sheet
Contract
Ordinance

Type

Backup Material
Backup Material
Backup Material
Financial Information
Backup Material
Financial Information
Backup Material
Backup Material
Signed Cover sheet
Contract/Exhibit
Ordinance/Resolution/Motion