

RESOLUTION 2016-017  
OF THE COUNCIL OF THE CITY OF FORT COLLINS  
APPROVING AN EXCEPTION FROM COMPETITIVE PROCESS  
REQUIREMENTS FOR THE PURCHASE FOR THE CONSULTING  
SERVICES FROM REVOLUTION ADVISORS

WHEREAS, Section 9-161(d)(1)(b) of the City Code authorizes the Purchasing Agent to negotiate the purchase of supplies and services without utilizing a competitive bidding process where the Purchasing Agent determines that although there is more than one source, the competitive process cannot be used, or if used will result in a substantially higher cost to the City, will otherwise injure the City's financial interests or will substantially impede the City's Administrative functions or the delivery of services to the public; and

WHEREAS, in 2014 the City utilized a competitive bid purchase and contracted with Revolution Advisors to complete a Compensation and Career Progression Study (the "Study"); and

WHEREAS, the Study identified opportunities for improvement to build a high-performing culture, improve employee engagement, increase clarity and efficiency, and enhance employee development and career options; and

WHEREAS, in 2015 based on the recommendations of the Study, the City partnered with Revolution Advisors to formalize its recruitment and retention strategy using a "Total Rewards" approach; and

WHEREAS, this strategy helps to identify and clearly communicate the value of the total employment package at the City as well as the expectations of employees working for the City; and

WHEREAS, several aspects of the Total Rewards strategies were implemented in 2015, including Quarterly Performance Alignment, a new Annual Pay Increases Framework, and Career Architecture which is a structure that implements a method to value jobs; and

WHEREAS, Revolution Advisors has developed a deep knowledge and understanding of the City's organization, culture and human resources policies and systems; and

WHEREAS, the City seeks to continue to contract with Revolution Advisors to further implement the Total Rewards Strategy and complete the city-wide implementation of the Compensation and Career Path strategy, as developed during the Finance Organization Assessment; and

WHEREAS, leveraging the extensive expertise of Revolution Advisors is in the City's best interest and will save significant time and cost to the continuing project; and

WHEREAS, the estimated cost for the project for 2016 is \$264,122 and such funds are authorized in the 2016 budget; and

WHEREAS, the estimated cost for 2017 is \$270,000 and for 2018 is \$160,000; and

WHEREAS, the funding for 2017 and 2018 will be requested through the Budgeting for Outcomes Process; and

WHEREAS, the City Purchasing Agent and other City staff recommend the adoption of this Resolution; and

WHEREAS, the City Code Section 8-161(d)(3) requires prior approval of this purchasing method by the City Council for all procurements which exceed Two Hundred Thousand Dollars (\$200,000).

NOW THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF FORT COLLINS as follows:

Section 1. That the City Council hereby makes and adopts the determinations and findings contained in the recitals set forth above.

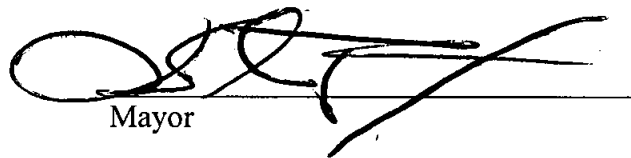
Section 2. That the City Council hereby approves the purchase of services from Revolution Advisors for the years 2016 through 2018, as an exception to the City's competitive purchasing process requirements, for the reasons set forth herein.

Section 3. That the City Council hereby approves the total payment of \$264,122 for the services for 2016.

Section 4. That the Purchasing Director may use this approval, as authorized in City Code Section 8-161(d)(4), as the basis for negotiating the additional purchase of services from Revolution Advisors for up to two additional one year terms extending through December 2018.

Passed and adopted at a regular meeting of the Council of the City of Fort Collins this 16th day of February, A.D. 2016.



  
Mayor

ATTEST:



City Clerk