



# CITY OF LONG BEACH

DEPARTMENT OF PLANNING AND BUILDING

# C-11

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March 6, 2007

HONORABLE MAYOR AND CITY COUNCIL  
City of Long Beach  
California

## RECOMMENDATION:

Authorize the City Manager to execute a contract with Innovative Resources Consultant Group, Inc., effective January 1, 2007, to assist with departmental strategic planning and organizational development for a period of three years, with options for two additional periods of one year each, for an annual amount not to exceed \$150,000. (Citywide)

## DISCUSSION

Innovative Resources Consultant Group (IRCG), Inc., is an organizational change and leadership development firm. Over the past several months, the Department of Planning and Building has worked with IRCG to coalesce its strategic plan for full integration into the Focus on Results (FOR) Long Beach performance management effort and the Development Permitting process. In addition, IRCG facilitated several training sessions for staff in which the strategic objectives were developed and the requisite behaviors to fully achieve these objectives were identified.

On January 30, 2007, a Request for Qualification for management consulting services was placed on the City's Internet site, resulting in 19 proposals being submitted. The selection of IRCG was made by the Department Director and the Administration Officer in compliance with the Administrative Regulation regarding the selection of professional consultants.

The organizational changes being affected within the Department are at the cultural level to guarantee long-term benefits. To ensure ongoing success, IRCG will continue to assist the Department in creating a strong and effective Management Team, identifying key strategic issues affecting management and staff, reinforcing the strategic objectives/behaviors with the entire staff, and ensuring that new staff members understand the environment that has been created to ensure improved teamwork and consistency.

This letter was reviewed by Assistant City Attorney Michael J. Mais on December 26, 2006 and Budget and Performance Management Bureau Manager David Wodynski on January 4, 2007.

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TIMING CONSIDERATION

City Council approval of this item is requested on March 6, 2007 to continue the leadership development process.

FISCAL IMPACT

The contract would not exceed \$150,000 annually. Sufficient funds have been budgeted in the Development Services Fund (SR137) and in the General Fund (GP) in the Department of Planning and Building (PB). The General Fund portion of this expense will be \$6,000.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



SUZANNE FRICK  
DIRECTOR OF PLANNING AND BUILDING

SF:GP



GERALD R. MILLER  
CITY MANAGER