



SUMMARY REPORT

Agenda Date: 8/9/2022

To: Sonoma County Board of Supervisors
Department or Agency Name(s): Human Resources Department
Staff Name and Phone Number: Carol Allen, 707-565-2549
Vote Requirement: Majority
Supervisorial District(s): Countywide

Title:

Amendment to Agreement for Organizational Development Consultant

Recommended Action:

Authorize the Human Resources Director to amend the existing agreement between the County of Sonoma and Praxis Human Systems Organizational Development consulting services, to increase the maximum authority from \$50,000 to an amount of up to \$150,000, for the period of 1/1/2022 - 12/31/2022, and from \$50,000 to an amount of up to \$75,000 for the period of 1/1/2023 - 6/30/2023.

Executive Summary:

The HR Matrix was selected in 2018 as one of 23 Organizational Development and Training Consultants and has been utilized by County departments since that time. Talia Eisen was a key member of the HR Matrix consulting team and started her own firm, Praxis Human Systems, in January 2021. Human Resources entered into a contract with Praxis under the HR Director's authority of \$50,000 per calendar year effective 1/1/2022. The maximum authority for the HR Matrix and other Organizational Development and Training Consultants is up to \$200,000 per fiscal year. The requested increased authority will allow current projects to continue and allow new work to begin as needed.

Discussion:

Human Resources has agreements with consultants with expertise in organizational development, employee relations, staff and executive coaching, and employee development related training. By way of referral by Human Resources, County Departments may access these services when needed. The agreements provide an efficient and cost-effective way to address employment matters that central Human Resources is not able to provide given its staffing complement and the size of the County's workforce.

Human Resources conducted an RFP in 2018 to establish a pool of qualified Organizational Development and Training Consultants specializing in a variety of areas capable of providing services to County departments with HR's recommendation and approval as needs arise. The County will be issuing an RFP for new contracts to be effective July 1, 2023.

Talia Eisen was a key member of the HR Matrix until January 2021 when she started her own company, Praxis Human Systems. Since 2018, Talia has acquired a great deal of institutional knowledge through her work with the County. Human Resources entered into a contract with Praxis Human Systems within the Human Resources Director's authority of \$50,000 per year to enable Talia to continue work on existing projects. The

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requested additional authority will allow departments to continue to utilize Talia's expertise as needs arise.

Strategic Plan:

N/A

Prior Board Actions:

None.

FISCAL SUMMARY

Narrative Explanation of Fiscal Impacts:

This is a fee for services agreement. Departments pay for consultant services within their already established and approved budgets.

Narrative Explanation of Staffing Impacts (If Required):

N/A

Attachments:

1. Professional Services Agreement
2. Resolution

Related Items "On File" with the Clerk of the Board:

N/A