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City of Plantation
City Council Chambers

Subject:

Supervision in Government Level I (Educational Services)

Summary:

Requesting authorization and approval of the following:

Authorization and approval of a competitive procurement exemption, pursuant to Sec. 2-226(g)(7) of the City Code.

Authorization and approval to execute the engagement letter and process payment(s) with/to Bach Training & Development Corp for "Supervision in Government Level I" (Educational Services) for a total amount of \$97,800.00 See attached engagement letter for additional information).

Procurement:

In accordance with Section 2-226(g)(7) of the City Code, formal or informal competitive procurement is not required for contracts for services, except for professional services that must be procured competitively under the Consultants' Competitive Negotiation Act (CCNA) when the value of the services exceeds the applicable threshold for the Act's application. This item does not qualify as a *professional service* subject to the competitive procurement requirements of the CCNA.

As part of its due diligence, the Human Resources Department contacted various vendors to determine which provider would best meet the City's needs. Two proposals are attached for review.

Based on the forgoing, the Human Resources and Procurement Departments request

authorization and approval of the following:

- Authorization and approval of a competitive procurement exemption, pursuant to Sec. 2-226(g)(7) of the City Code.
- Authorization and approval to execute the engagement letter and process payment(s) with/to Bach Training & Development Corp for "Supervision in Government Level I" (Educational Services) for a total amount of \$97,800.00 See attached engagement letter for additional information).

Background:

Strategic Priority: Planning for a Sustainable Future.

The City recognizes the need to invest in supervisory training to strengthen leadership and consistency across all departments. As we continue to expand services and implement new systems, it is essential that supervisors are equipped with the skills to manage teams effectively and ensure fair, compliant, and transparent practices.

Providing structured training will help supervisors improve communication, conflict resolution, and performance management while ensuring they remain informed about current employment laws such as FMLA, ADA, and other workplace regulations. This will reduce employee relations issues and support a more engaged, accountable workforce. The initiative directly supports the City's strategic priorities of Accessible Government & Processes and Proactive & Responsive Asset Management, ensuring effective service delivery and sustainable organizational growth. By developing our leaders, the City reinforces its commitment to excellence and the well-being of its employees and residents.

This item is now ready for City Council consideration.

Funding:

001-2700-513-4905- Training Programs

Amount:

Engagement Total: \$97,800.00

Finance Director/Budget Manager Recommendation:

Funding for the educational services described above is allocated as follows:

Administration Department: \$47,500, in the FY2026 budget under Consultants
Human Resources Department: \$2,800, in the FY2026 budget under Training
Human Resources Department: \$47,500 - scheduled to be included in the FY2027 budget
during the normal budget process.

Prepared By:

Charles Spencer

ATTACHMENTS:

[Bach Proposal.pdf](#)

[CCG Proposal.pdf](#)