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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 \$103,000.00 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.

Firm/Company	Engagement Total
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Capability Growth Associates, LLC	\$23,500.00
Bach Training & Development Corp	\$103,000.00
Trainnovations	\$108,360.00 +

Although the staff received a lower price from one of the three Companies, HR Department concluded that Bach Training & Development Corp offered a more robust and comprehensive training course that met the City's requirements. Attached you will find the following information for your review and consideration.

- Human Resources Department Due Diligence Memorandum as it pertains to Bach Training & Development Corp
- Bach Training Supervision in Government Program Overview
- Bach Training and Development Supervisory Training Proposal

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 \$103,000.00 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 Program \$55,500  
001-1100-512-3102 - Consultants \$47,500

**Amount:**

**Engagement Total: \$103,000.00**

**Finance Director/Budget Manager Recommendation:**

The Human Resources Department budgeted for Educational Services as follows:

FY2026 Budget - \$50,300

FY2027 Budget - \$52,700 will be budgeted during the normal budget process.

**Prepared By:**

Charles Spencer

**ATTACHMENTS:**

[Trainovations Propsoal.pdf](#)

[CCG Proposal.pdf](#)

[Bach Training and Development Supervisory Training Proposal Updated 12-15-2026.pdf](#)

[Bach Supervision in Government - Program Overview 2025-12.pdf](#)

[HR Dept Due Diligence Memo.pdf](#)