



**County of Nevada**  
**Department of Human Resources**

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**NEVADA COUNTY BOARD OF SUPERVISORS**  
**Board Agenda Memo**

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**MEETING DATE:** June 27, 2023

**TO:** Board of Supervisors

**FROM:** Steve Rose, Director of Human Resources

**SUBJECT:** Resolution approving contract between the County of Nevada and Debra C. Thomas for organizational development, leadership development services in the maximum aggregate amount not to exceed \$150,000 for a term of July 1, 2023, through June 30, 2024 and authorizing the chair of the Board of Supervisors to execute contract renewals for up to two (2) additional one (1) year terms.

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**RECOMMENDATION:** Adopt the attached Resolution.

**FUNDING:** Funding for these services is included in the FY 23/24 approved budgets for all County Departments who anticipate leveraging these services. Funds are not expended until services are made against the agreement.

**BACKGROUND:** The County provides organizational development services and resources to the various departments through services provided directly by the Human Resources Department as well as contracted professional development and training providers. Debra C. Thomas is a consultant who has worked with the County for several years, and is familiar with our County vision, values, and high performing organization framework. This contract provides for individual and small group coaching and organizational planning aligned with high performing organization best practices, values, and County objectives. Individual departments can access these services through this contract.

In accordance with the Purchasing Policy, section 7.1 (B) Board approval is required for all Contracts in excess of \$50,000. Therefore, your Board's approval is required to proceed with the one-year Contract award in the aggregate amount not to exceed \$150,000 for the 12-month period of July 1, 2023 through June 30, 2024, with approval for contract renewals for up to two (2) additional one (1) year terms.

**Item Initiated and Approved by: Steve Rose, Director of Human Resources**