

REQUEST FOR COUNCIL ACTION

TO: Mayor via City Secretary

RCA #

SUBJECT: An ordinance authorizing a professional services agreement with Gerry Fusco Consulting for turnaround services at the Bureau of Animal Regulation and Care

Category #

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Agenda Item#

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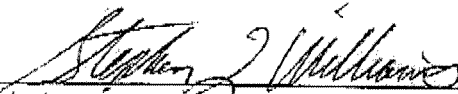
FROM: (Department or other point of origin):

Origination Date

Agenda Date

8/12/09

AUG 26 2009

DIRECTOR'S SIGNATURE:


Council Districts affected:

ALL

For additional information contact:

Elena Marks - 832-393-1081

Kathy Barton - 713-794-9998 or 179-286-5801

Date and identification of prior authorizing Council Action: N/A

RECOMMENDATION: (Summary)

Approval of an ordinance authorizing a professional services agreement with Gerry Fusco Consulting for turnaround services at the Bureau of Animal Regulation and Care (BARC)

Amount of Funding:

Total Maximum Contract Amount: \$135,000.00

Finance Budget:

General Fund - General Government (1000)

SOURCE OF FUNDING: General Fund Grant Fund Enterprise Fund Other (Specify)**SPECIFIC EXPLANATION:**

City Council is requested to approve an ordinance authorizing a professional services agreement with Gerry Fusco Consulting for turnaround services at BARC in an amount not to exceed \$135,000.00. The agreement will be effective on September 5, 2009 and end on January 25, 2010 with an optional extension of 30 days at the Director's discretion. The consultant has been working on this engagement under a purchase order with spending authority up to \$49,500.00.

Under the proposed contract, Mr. Fusco will continue to focus on the comprehensive analysis and redesign of all aspects of the organization. Some of the objectives the consultant will be responsible for assisting the BARC staff to achieve include: 1) improving quality of veterinary services; 2) reducing the euthanasia rate; 3) increasing the adoption rate; 4) increasing the number of active foster homes; 5) enhancing and improving the volunteer program; and 6) developing communication mechanisms for marketing and community outreach. The priorities are to achieve process and personnel improvements, infrastructure that facilitates compliance and communication, and to develop field and marketing strategies to increase the live release rate.

The Administration and Regulatory Affairs Department assisted in identifying potential candidates to perform these services. Four finalists were interviewed by an advisory panel, each of whom were highly qualified and experienced in turnaround and process re-engineering. Gerald A. Fusco was chosen as the optimal candidate as his specific experience best fits the City's needs. He is making progress. He has made a presentation to all BARC employees to convey the philosophy and expectation that animals will be treated as the City's customers. He has been conducting leadership assessments of supervisors and is in the process of identifying personnel for key supervisory positions as well as mid-level managers. Mr. Fusco is also assisting with the development of a recruitment strategy for the Bureau Chief position and continues to meet with volunteers and representatives of the media to ensure transparency in his activities.

Mr. Fusco has agreed to decrease his fee by \$25,000 to defray the City's cost for leadership development training that will be provided to help improve BARC operations.

The Council Committee on Human Services and Technology Access considered Mr. Fusco's engagement at BARC on August 3, 2009.

REQUIRED AUTHORIZATION

Date	Subject: An ordinance authorizing a professional services agreement with Gerry Fusco Consulting for turnaround services at the Bureau of Animal Regulation and Care	Originator's Initials	Page 2 of 2
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Pay or Play:

The proposed award requires compliance with the City's 'Pay or Play' ordinance regarding health benefits for employees of City contractors. In this case, the contractor is a sole proprietor and does not have any employees, thus, the Pay or Play Program does not apply to this contract.

cc: Agenda Director
Finance Department
Legal Department