



## Regular Meeting

### Item Number 10d – Open Session

**Subject:** Contracts Requiring Board Approval

**Presenter(s):** Melissa Norcia

**Item Type:** Consent Action

**Date & Time:** May 4, 2022 – 0 minutes

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**Attachment(s):** None

**PowerPoint(s):** None

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#### **Contracts Requiring Board Approval**

The Teachers' Retirement Board delegation to the Chief Executive Officer requires that the board approve: all non-investment contracts with a cumulative value exceeding \$1,000,000; all non-competitive bid contracts with a cumulative value exceeding \$100,000; and any contract amendment exceeding 15% of the cumulative value previously approved by the board exceeding \$1,000,000. The contracts listed below meet these criteria:

#### **CONTRACT**

1. The Centre For Organization Effectiveness/Joint Powers Authority

Title:	Leadership Development and Consulting Centre Contract
Contract Number:	TBD
Term:	July 1, 2022 through June 30, 2025
Total Contract Amount:	\$1,061,790.00
Source of Funds:	Teachers' Retirement Administrative Fund
Branch Executive:	Melissa Norcia

## **PURPOSE**

Staff requests board approval to establish a new agreement with The Centre for Organization Effectiveness (The Centre) for a total of \$1,061,790.00 over a three (3) year period to continue organizational development support services to CalSTRS. The Centre specializes in leadership and talent development and provides customized solutions and consulting services which include coaching, thought partnership, assessment and survey support, targeted trainings, executive facilitation, and a variety of leadership training programs to meet organizational needs for managers and executives.

The Centre is a Joint Powers Authority (JPA), a legal organizational structure not unlike a 501(c)(3) nonprofit org. As a JPA, the California State Controller's Office has designated The Centre as a special district, making The Centre a public sector agency that is uniquely experienced working with other public sector agencies.

## **SUMMARY**

CalSTRS has worked with The Centre for the past twenty (20) years. The Centre has extensive knowledge of CalSTRS culture and business strategy and has developed trusted partnerships with executives and leaders throughout the organization. They support those overseeing programs that directly impact the service we provide our members.

Their partnership has been integral in bringing our internal talent to new levels of leadership. They are a niche entity that has extensive experience, expertise and familiarity with our organization. The Centre has deep bench strength that understands public sector leadership best practices as well as private sector design thinking and innovation. Through their support, CalSTRS has been able to successfully transition to a blended work environment and continue to increase our leadership bench strength by offering all levels of leaders and teams the support needed to influence and sustain our healthy culture.

The Centre supports our organizational development strategies through customized leadership and talent development programs, workforce and succession planning strategy, talent management support, cutting edge leadership topics and strategies, facilitation for executive offsites, leadership development best practices, executive level coaching related to the bi-annual employee engagement survey, onboarding support for senior leaders, strategic human resource consultation, and management and executive coaching.

The services provided through this agreement will directly impact our ability to continue to be a premier employer that attracts top talent and develops internal leaders. Services provided will help us to assess and build our leadership capabilities to nimbly manage change and build innovative solutions. This in turn will help us achieve our strategic goal of a sustainable organization.

**AMENDMENT**

2. OnCore Consulting LLC

Title:	Two C#.NET Software Developers
Contract Number:	4400003092, A-1
Current Term:	July 1, 2020 through June 30, 2022
Amendment Term:	July 1, 2020 through June 30, 2024
Contract Amount:	\$ 774,000.00
Amendment Amount:	\$ 774,000.00
Proposed Contract Amount:	\$1,548,000.00
Source of Funds:	Support Appropriation
Branch Executive:	Ashish Jain

**PURPOSE**

Staff requests board approval to amend a contract with OnCore Consulting LLC, to add \$774,000.00 in order to extend the term of this agreement through June 30, 2024. This will allow the C#.NET Software Developer services to continue supporting CalSTRS web and client-side applications as well as continue developing services using new technologies to automate business processes and provide data analytics.

**SUMMARY**

The current contract was executed in July 2020 to engage two C#.NET Software Developers to provide professional expertise on key critical pension and financial web and client-side applications via Request for Offer (RFO). The contract term was established for 24 months with an option to extend up to 24 additional months. This contract amendment will allow CalSTRS to extend this contract for 24 additional months. The Developers provide development, maintenance, enhancement, proof of concept and integration of existing and new enterprise applications to efficiently accomplish the mission of the organization and optimize the business value of technology. The Developers also troubleshoot and resolve complex production incidents, gather requirements, and support business users, and mentor and advise less experienced developers. Extending the term of the contract will prevent disruption in the support of critical applications that members and beneficiaries rely upon to obtain services from CalSTRS.

**RECOMMENDATION**

Staff recommends the approval of the above contract and amendment request.