

Staff Report 52

PARTY:

California State Lands Commission (Commission)

PROPOSED ACTION:

Authorize the Executive Officer to obtain quotes, negotiate fair and reasonable prices, and award and execute an agreement(s) through the appropriate procurement approach for specialized personnel consulting services.

STAFF ANALYSIS AND RECOMMENDATION:

The Human Resources Unit is a vital partner to the Commission's programs. Their activities ensure that the programs are structured and staffed in a manner that supports the Commission's strategic goals. However, the Commission anticipates the need for several specialized tasks that go beyond the Human Resources Unit's staffing capacity and where a vendor's expertise will ensure that projects can be completed in a timely manner. This work potentially includes classification revisions; salary surveys (to update outdated salary structures); recruitment and retention guidance; workforce and succession plan assistance; updating existing internal organizational structures in order to consolidate duties and responsibilities and streamline work flows; and training and educational resources for staff related to evolving land and resource management best practices, renewable energy development, project management, Environmental Justice, Tribal Consultation, equity, and new or relevant issue areas to prepare and empower staff for emerging challenges.

Entering into a contract for specialized personnel consulting services will enable the Human Resources Unit to obtain vendor support and expertise for key projects in a timely manner while continuing to provide day to day customer service. This contract will allow the Commission to maximize its opportunities to efficiently and effectively execute critical projects and initiatives.

AUTHORITY:

Public Resources Code sections 6005, 6106 and 6216; Government Code sections 14838.5 and 19130; State Contracting Manual, vol. 1 5.80, (rev. 06/23).

PUBLIC TRUST AND STATE’S BEST INTERESTS:

The Human Resources Office is responsible for various activities that are crucial to the Commission’s operations, mission, and vision. In order to complete large scale, high priority personnel related projects, it is in the state’s best interest to seek the services of an outside vendor to ensure their timely completion.

CONCLUSION:

For the reasons stated above, staff believes the proposed action to contract for critical personnel services is consistent with the Commission’s and State’s best interests.

OTHER PERTINENT INFORMATION:

1. This action is consistent with the “Building a Reimagined Workforce” Strategic Focus Area of the Commission’s 2021-25 Strategic Plan.
2. Authorization to obtain quotes, negotiate fair and reasonable prices, and award and execute an agreement(s) is not a project as defined by the California Environmental Quality Act because it is an administrative action that will not result in direct or indirect physical changes in the environment.

Authority: Public Resources Code section 21065 and California Code of Regulations, title 14, section 15378, subdivision (b)(5).

RECOMMENDED ACTION:

It is recommended that the Commission:

1. Authorize the Executive Officer to obtain quotes, negotiate fair and reasonable prices, and award and execute an agreement(s) through the appropriate procurement approach for critical personnel consulting services.
2. Find that it is in the State’s best interests for the Commission to secure services from a qualified company to obtain critical personnel consultant services to complete large-scale, high priority projects in a timely manner.

AUTHORIZATION:

Authorize the Executive Officer or her designee to obtain quotes, negotiate fair and reasonable prices, and award and execute an agreement(s) through the appropriate procurement approach for specialized personnel consultant services, pursuant to the requirements of the Public Contract Code and current State policies and procedures.