



Rent Stabilization Board
Office of the Executive Director

DATE: September 21, 2023
TO: Honorable Members of the Rent Stabilization Board
FROM: DéSeana Williams, Executive Director
SUBJECT: Recommendation to adopt Resolution 23-24 authorizing the Executive Director to amend the existing contract with Ferdman Consulting, increasing the contract by \$30,000 for a total not to exceed amount of \$60,000 and amending the contract term through December 31, 2023.

Recommendation

That the Board adopt Resolution 23-24 authorizing the Executive Director to execute a contract amendment with Ferdman Consulting, increasing the contract by \$30,000 for a total not to exceed amount of \$60,000.00 and amending the contract term through December 31, 2023.

Background and Need for Rent Stabilization Board Action

On October 19, 2022, the Rent Stabilization Board authorized the Executive Director, by way of spending authority, to execute a contract with Ferdman Consulting, in a total not-to-exceed amount of \$30,000, to facilitate a staff retreat focused on creating opportunities for staff to engage in co-constructing a work culture of belonging, respect, and empowerment, as a way to continue to strengthen the agency, enhance staff working relationships, and bring DEI (diversity, equity, and inclusion) to life.

In December 2022, Dr. Bernardo Ferdman & Dr. Keren Stashower, who both have extensive experience consulting for many types of organizations and particularly public agencies partnered with Dr. Kumea Shorter-Gooden, principal of Shorter-Gooden Consulting to design and facilitate a 1½ day in-person staff retreat. The workshop was highly interactive and customized for the group, and involved presentations, dialogue, small group and paired breakouts, and a behavioral focus, with attention to individual and group commitments to becoming more intentional regarding inclusive behavior and inclusive leadership.

As part of the ongoing effort to ensure forward and positive progress toward improving the agency, the Executive Director will engage Ferdman Consulting to conduct another Diversity and Inclusion staff retreat in October 2023. The contract scope includes continuing support for the Executive Director and Senior Staff in promoting organizational change.

Financial Impact

The Board has dedicated sufficient funds in its FY 2023/24 budget to allocate an additional \$30,000 for a contract amendment with Ferdman Consulting.

Name and Telephone Number of Contact Person

DéSeana Williams, Executive Director (510) 981-7368

Attachments:

1. Proposed Resolution 23-24

RESOLUTION 23-24

AUTHORIZING THE EXECUTIVE DIRECTOR TO EXECUTE A CONTRACT AMENDMENT WITH FERDMAN CONSULTING THROUGH DECEMBER 31, 2023, IN AN AMOUNT NOT TO EXCEED \$60,000

BE IT RESOLVED by the Rent Stabilization Board of the City of Berkeley (the “Board”) as follows:

WHEREAS, the Board previously authorized the Executive Director to execute a contract with Ferdman Consulting, in the amount of \$30,000 to facilitate a staff retreat focused on creating opportunities for staff to engage in co-constructing a work culture of belonging, respect, and empowerment, as a way to continue to strengthen the agency, enhance staff working relationships, and bring DEI (diversity, equity, and inclusion) to life; and

WHEREAS, the contract was executed with Ferdman Consulting for a term beginning October 19, 2022, and ending June 30, 2023; and

WHEREAS, the Board previously approved a contract extension to June 30, 2024; and

WHEREAS, the Executive Director has been impressed with the Contractor’s ability to increase organizational capacity in the area of Diversity, Equity, and Inclusion; and

WHEREAS, the Executive Director and Board Staff have continued to work successfully with Ferdman Consulting; and

WHEREAS, Ferdman Consulting will facilitate another Diversity and Inclusion staff retreat in October 2023. The contract scope includes continuing support for the Executive Director and Senior Staff in promoting organizational change; and

WHEREAS, Ferdman Consulting has experience consulting for many types of organizations, particularly public agencies.

RESOLUTION 23-24

AUTHORIZING THE EXECUTIVE DIRECTOR TO EXECUTE A CONTRACT AMENDMENT WITH FERDMAN CONSULTING THROUGH DECEMBER 31, 2023, IN AN AMOUNT NOT TO EXCEED \$60,000 (Page 2)

NOW, THEREFORE, BE IT RESOLVED, that the City of Berkeley Rent Stabilization Board hereby authorizes the Executive Director to amend the existing contract with Ferdman Consulting, increasing the contract by \$30,000 for a total not to exceed amount of \$60,000 and amending the contract term through December 31, 2023.

Dated: September 21, 2023

Adopted by the Rent Stabilization Board of the City of Berkeley by the following vote:

YES:

NO:

ABSTAIN:

ABSENT:

Leah Simon-Weisberg, Chairperson
Rent Stabilization Board

Attest: _____
DeSeana Williams, Executive Director
Rent Stabilization Board