

Committee Report

Management Committee



Committee Meeting Date: April 9, 2025

For the Metropolitan Council: April 23, 2025

Business Item: 2025-90

Amendment to Employee Strategies LLC Contract 23P115

Proposed Action

That the Metropolitan Council authorize its Regional Administrator to negotiate and execute an amendment to contract 23P115 with Employee Strategies, LLC for consulting services that will add \$715,000, for a total contract value not to exceed amount of \$1,362,000.

Summary of Management Committee Discussion/Questions

Staff presented an overview of the work provided by Employee Strategies. The proposed amendment incorporates additional work that builds on initiatives implemented in 2023, extending the term of the contract through June 30, 2026. Staff also provided examples of the deliverables from Employee Strategies and how they have positively impacted the culture of the Council's workforce.

There was a question from the Committee about the process of evaluating the services and term of the Amendment, which staff addressed accordingly.

A motion was made by Council Member Cederberg, which was seconded by Council Member Osman, to approve the proposed action. Motion carried.



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Amendment to Employee Strategies LLC Contract 23P115

District(s), member(s):	All
Policy/legal reference:	FM 14-2, Expenditures for the Procurement of Goods, Services, and Real Estate Policy
Staff prepared/presented:	Phil Walljasper, Deputy Regional Administrator (651-602-1787) Mee Cheng, Senior Manager, Administrative Services (651-602-1222)
Division/department:	Regional Administration

Proposed action

That the Metropolitan Council authorize its Regional Administrator to negotiate and execute an amendment to contract 23P115 with Employee Strategies, LLC for consulting services that will add \$715,000, for a total contract value not to exceed amount of \$1,362,000.

Background

In 2023, the Met Council contracted with Employee Strategies, LLC to consult and build the blueprint plan for its culture work. The goal of the Met Council culture work is to retain talent and cultivate high performing teams that are proud to work for Met Council and serve the seven-county metropolitan region.

As a culture development partner, Employee Strategies collaborates with Met Council leaders to build cultures that work through expert assessment, field-tested response strategies, reliable support and leadership.

In 2024, Met Council and Employee Strategies built a foundation for its culture work initiative, which included but is not limited to:

- Rolled out the first employee pulse survey where every employee had the opportunity to participate through paper and electronic methods.
- Developed a council-wide Purpose Statement and values: Serving our region by working together, putting people first and adapting to change.
- Identified three core culture drivers: Clarity, Leadership and Appreciation.
- Formed a Culture Leadership Team that met bi-weekly to shape the work ahead.
- Held a two-day Culture Ambassador Orientation to equip council-wide leaders to communicate with their teams about the culture work underway and to provide tools and practice to be an effective culture ambassador.

To date, the Met Council has spent \$474,630 of the current contract value of \$637,000.

This amendment requests a contract extension through June 30, 2026 and an additional amount up to \$715,000.

This amendment is intended to cover services to build off the 2024 baseline work and continue the culture work through the contract extension:

- Second pulse survey (completed). All employees had the opportunity to participate through paper or electronic methods.
- Roll out second pulse survey results process.
- Launch Culture Driver Teams at the division levels. In addition, further enroll, support and employ Ambassador groups to drive the culture change.
- Define what the values look and sound like across the organization and within each division.
- Continued support provided to Council leadership and staff with templates, facilitation, training ideas and content.

Rationale

Met Council policy requires amendments exceeding 10% of the original authorized contract value be approved by the Council for a services contract if the cumulative value exceeds \$500,000

Thrive lens analysis

On Feb. 12, 2025, the Council adopted Imagine 2050, which builds on policy direction in Thrive MSP 2040. Under the Thrive lens, this action advances the Thrive Outcomes of Stewardship. As one of the largest public service employers in the seven-county metropolitan region, the culture work to establish a positive culture is important to retain and attract talents while cultivating high performing teams that provide value to the region.

Funding

This is part of the Regional Administration's operating budget.

Small business inclusion

The Office of Equal Opportunity (OEEO) reviewed the original procurement and determined that there were not sufficient subcontracting opportunities to warrant a goal. OEEO attached a list of Metropolitan Council Underutilized Business (MCUB) firms to the original Contract Initiation Memo to be directly solicited for this opportunity.

