



## Legislation Details (With Text)

<b>File #:</b>	24-036	<b>Version:</b>	1	<b>Name:</b>	Amendment No. 3 with Robert Half International Inc. for \$300,000, resulting in a total contract amount not to exceed \$670,000.
<b>Type:</b>	Staff Report	<b>Status:</b>		<b>In control:</b>	City Council
<b>On agenda:</b>	2/20/2024	<b>Final action:</b>		<b>Enactment #:</b>	Reso 2024-010
<b>Enactment date:</b>					
<b>Title:</b>	Adopt a Resolution to Approve and Authorize the City Manager to Execute Amendment No. 3 for a Not to Exceed Amount of \$670,000 to the Consulting Services Agreement Between the City of San Leandro and Robert Half International Inc. for Staff Augmentation Services				

### Sponsors:

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### Code sections:

**Attachments:** 1. A - Reso Amdt 3 Robert Half International Inc., 2. B - CSA, 3. C - Amendment 1, 4. D - Amendment 2, 5. E - Amendment 3

Date	Ver.	Action By	Action	Result
2/20/2024	1	City Council	Received and Filed	Pass

Adopt a Resolution to Approve and Authorize the City Manager to Execute Amendment No. 3 for a Not to Exceed Amount of \$670,000 to the Consulting Services Agreement Between the City of San Leandro and Robert Half International Inc. for Staff Augmentation Services

## COUNCIL PRIORITY

- Infrastructure

## SUMMARY

The City is in need of continuing its staff augmentation support throughout various departments citywide. The City has utilized Robert Half International Inc. temporarily to fill staffing vacancies under a contract and amendments totaling \$370,000. Staff recommends the City Council approve and authorize the City Manager to execute Amendment No. 3 with Robert Half International Inc. for \$300,000, resulting in a total contract amount not to exceed \$670,000.

## RECOMMENDATIONS

Staff recommends the City Council approve and authorize the City Manager to execute Amendment No. 3 to the current agreement with Robert Half International Inc. for \$300,000, resulting in a total contract amount not to exceed \$670,000.

## BACKGROUND

The City first engaged Robert Half International Inc. in March 2022 to temporarily fill administrative vacancies in the Information Technology department and City Clerk division. Additional administrative

staffing needs arose in the Police Department, Information Technology and other City departments in 2022 and 2023, which necessitated continued staffing services from Robert Half.

Founded in 1948, Robert Half International Inc. has a long history of connecting employers with highly skilled job seekers and providing employers access to specialized talent needed to support operational services.

### **Analysis**

The City continues to actively recruit for vacant positions in an extremely tight job market. In an effort to maintain effective City operations while recruitments are in progress, temporary staffing assistance will greatly support various departments in meeting administrative workload and maintaining service levels.

### **Financial Impacts**

Sufficient funds are included in the Fiscal Year 2023-2024 and 2024-2025 General Fund budgets for temporary staffing augmentation services. Salary savings from vacant positions may also be transferred to the department's operating budget for consulting services.

### **ATTACHMENTS**

***Attachment A:*** Resolution for Robert Half International Inc. Consulting Services Agreement

***Attachment B:*** Original CSA between the City of San Leandro and Robert Half International Inc.

***Attachment C:*** Amendment No. 1 to CSA between the City of San Leandro and Robert Half International Inc.

***Attachment D:*** Amendment No. 2 to CSA between the City of San Leandro and Robert Half International Inc.

***Attachment E:*** Amendment No. 3 to CSA between the City of San Leandro and Robert Half International Inc.

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