



## Legislation Text

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**File #:** 22-414, **Version:** 1

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Adopt a Resolution Approving and Authorizing the City Manager to Execute Amendment No. 1 for a New Maximum Amount of Compensation of \$120,523.20 to the Consulting Services Agreement Between the City of San Leandro and Robert Half International Inc. for Staff Augmentation Services at the Police Department

### **COUNCIL PRIORITY**

- Public Safety

### **SUMMARY**

The Police Department needs staffing support for the Administration division. The City has utilized Robert Half International Inc. to fill staffing voids under a contract totaling \$49,000.00 previously approved and authorized by the City Manager.

### **RECOMMENDATIONS**

Staff recommends City Council approve and authorize the City Manager to execute Amendment no. 1 with Robert Half International Inc. for \$71,523.20 for a new maximum amount of compensation in the contract of \$120,523.20.

### **BACKGROUND**

The City first engaged Robert Half International Inc. in March 2022 to fill staffing voids in the Information Technology and City Clerk departments.

Founded in 1948, Robert Half International Inc. has a long history of connecting opportunities at great companies with highly skilled job seekers and to provide clients access to the specialized talent they need to help support local government.

The Police Department's Administration division was impacted by long-term leaves of absence creating a need for additional administrative support. Police Administration filled the staffing void temporarily through March 2022. Police Administration has been without administrative support since April 1, 2022.

### **Analysis**

The Police Department is experiencing historically high vacancy rates. The Police Department has 21 sworn vacancies.

Currently, the sworn vacancy rate remains at 30%. The Adopted Budget for Fiscal Year 2021-2022 authorizes the Police Department for 90 sworn personnel.

Human Resources negotiated an hourly rate of \$57.68. Staff estimated 240 hours of service in Fiscal Year 2021-2022. The City is limited by law to 1,000 hours in Fiscal Year 2022-2023.

### **Legal Analysis**

The City Attorney reviewed this Staff Report, the resolution, and contract amendment for approval as to form.

### **Financial Impacts**

Sufficient funds are included in the Fiscal Year 2021-2022 and 2022-2023 General Fund budgets for staff augmentation services:

FY2021-2022: General Fund-Police, Account 010-21-001:	\$ 13,843.20
FY2022-2023: General Fund-Police, Account 010-21-001:	\$ 57,680.00
Total	\$71,523.20

This Council action will not impact fund balance because there are funds available in the FY2021-2022 and FY2022-2023 adopted budgets.

Staff will transfer funding from salary savings to the department's operating budget for consulting services (010-21-001-5120).

### **ATTACHMENT(S)**

#### **Attachment(s) to Staff Report**

- *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.*

Please note: a fully executed agreement will be attached to this legislative file following approval of this action.

**PREPARED BY:** Natalie A. Villaseñor, Police Business Manager, Police Department