

Legislation Details (With Text)

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File created: 6/2/2020 **In control:** City Council Business Meeting

On agenda: 10/26/2020 **Final action:**

Title: Citywide Staff Augmentation and Recruiting Services

Attachments:

Date	Ver.	Action By	Action	Result
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Citywide Staff Augmentation and Recruiting Services

Action:

A. Approve contracts with the following companies for citywide staff augmentation and recruiting services for an initial term of three years:

- Acara Solutions;
- Access Services, Inc-(MBE, SBE);
- Accounting Principals;
- Allegiance Staffing Inc. (WBE);
- Alliance of Professionals and Consultants, Inc. (MBE);
- Apex Systems;
- AppleOne Employment Services;
- BCForward (MBE);
- BSI Solutions, Inc. (MBE);
- Collabera;
- DataStaff, Inc. (WBE);
- DatRose, Inc.;
- Eliassen Group;
- Ettain Group;
- Galore Creative Staffing (MBE, SBE);
- GoodWork Staffing;
- InsightGlobal;
- INT Technologies;
- Jennifer Temps, Inc.;
- Logiksavvy Solutions (MBE);
- Manpower Group US Inc.;
- Randstad North America;
- Rapier Solutions, Inc. (MBE, SBE);
- Search Solution Group;
- ServiceTec International, Inc.;
- Sherpa, LLC;
- SystemTec;
- TAD PGS Inc, dba Modis GS;
- Tahill, Inc. (MBE);
- TECHEAD (WBE);
- Vaco; and

B. Authorize the City Manager to renew the contracts for up to two, one-year terms with

possible price adjustments and to amend the contracts consistent with the purpose for which the contracts were approved.

Staff Resource(s):

Phil Reiger, General Services

Kay Elmore, General Services

Explanation

- The city utilizes staffing firms to support and augment staffing needs for a variety of operations, special projects, seasonal requirements, and unforeseen events.
- The use of staffing firms provides the following benefits:
 - Augmentation of existing staff to effectively manage planned workload and unforeseen demand and/or special projects and new tasks;
 - Supplementation of full-time resources that are unavailable due to medical leave or other long-term absences;
 - Access to candidates with specialized experience, knowledge, and/or skill sets not available through existing city staff; and
 - Opportunity to identify candidates and verify capabilities for recruitment of candidates for city positions.
- These contracts allow the city to have access to pre-qualified, insured, and contracted staffing firms to provide an extensive pool of candidates in a variety of fields, including but not limited to labor, administrative, financial, laboratory, project management, database administration, and other information technology needs.
- Multiple awards are recommended to ensure alternative solutions, flexibility, and accessibility to best fit the needs of multiple city departments and operations.
- On April 17, 2020, the city issued a Request for Proposals (RFP); 146 responses were received.
- The companies selected best meet the city's needs in terms of qualifications, experience, cost, and responsiveness to RFP requirements.
- Total estimated annual expenditures are \$8,000,000.

Charlotte Business INclusion

Alliance of Professionals and Consultants, Inc.; BCForward; BSI Solutions, Inc.; Logiksavvy Solutions; and Tahill, Inc. are city certified MBEs. Allegiance Staffing Inc.; DataStaff, Inc.; and TECHEAD are city certified WBEs. Access Services, Inc.; Galore Creative Staffing; and Rapier Solutions, Inc. are city certified MBEs and SBEs.

Per Charlotte Business INclusion policy: Part C: Section 2.1 (a) The city shall not establish subcontracting Goals for Contracts where (a) there are no subcontracting opportunities identified for the Contract; or (b) there are no MWBEs and SBEs certified to perform the scopes of work that the city regards as realistic opportunities for subcontracting.

These contracts meet the provisions of (a) No subcontracting opportunities.

Fiscal Note

Funding: Various Departments' Operating Budgets