



Office of the City Manager

CONSENT CALENDAR

November 3, 2022

To: Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Submitted by: Donald E. Ellison, Interim HR Director

Subject: Contract: Robert Half International/Protiviti for Professional Services

RECOMMENDATION

Adopt a Resolution authorizing the City Manager to increase spending authority with Robert Half International/Protiviti for professional services in support of the following City Departments: Fire (Administration, Prevention, Wildland Urban Interface, Emergency Medical Services and Training), Human Resources, and Information Technology in the Fiscal Year (FY) 2023 using the General Services Agency's (GSA) purchasing vehicle no. GS-35F-0280X for an annual increase not to exceed \$750,000 through June 30, 2023.

FISCAL IMPACTS OF RECOMMENDATION

One-time funding in the amount of \$250,000 for Information Technology is available in its Fiscal Year (FY) 2023 General Allocation fund. Fire has funding in the amount of \$250,000 for the period November 4, 2022 to November 3, 2023 and there is an option to extend for two years for a total term of three years. Funding for Fire will come from 011-72-742-834-0000-000-422-612990- (General Fund), 147-72-743-000-0000-000-422-612990- (UC LRDP), or 164-72-745-000-0000-000-422-612990- , 164-72-742-836-0000-000-422-612990-, 164-72-742-837-0000-000-423-612990- (Measure FF). One-time funding in the amount of \$250,000 for Human Resources is available in its Fiscal Year (FY) 2023 General Allocation fund, 011-34-342-000-0000-000-412-513110.

CURRENT SITUATION AND ITS EFFECTS

Due to recruitment and retention problems facing the Department and the city, which have an unknown duration, it is critical that the Departments have alternatives in place to ensure work can progress and that there is continuity of operations. The volume of work facing the Fire, Human Resources and Information Technology Departments exceeds their current skillset (in some cases) and resource capacity. Robert Half International/Protiviti has been providing critical support which is projected to be critical in the coming year.

BACKGROUND

Fire, Human Resources and Information Technology (IT) are in the midst of a number of large projects. For IT, staff presented to Council in December 2020 an assessment of

threats currently facing the City's technology infrastructure. The resulting roadmap to resolution was prioritized into six projects requiring supplemental skillset to complete. Additionally, there are many Fire projects that are running in parallel to one another that will result in substantial changes to every division within the organization and fundamentally change the way the department provides prevention, education, training and emergency response to the community. All of these projects are priority and need to be accomplished concurrently. Secondary to the COVID hiring freeze, the Fire Department has been unable to create special 40hr assignments or make sufficient promotions to perform the work required to plan, implement, and sustain this work.

Following direction from the City Council on June 29th, 2021 to "get creative", Department leadership has been working to think outside of the box to meet the goals and objectives of the Mayor, Council, and the community.

Robert Half International/Protiviti has been providing critical technical and support staff to the Fire, Human Resources and Information Technology Departments. These needs are projected to continue through the next 12 months and thus on-going support from Robert Half International/Protiviti is crucial.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental effects or opportunities associated with the action requested in this report.

RATIONALE FOR RECOMMENDATION

Robert Half International/Protiviti has been providing critical technical and support staff to the Fire, Human Resources and Information Technology Departments. These needs are projected to continue through the next 12 months and thus on-going support from Robert Half International/Protiviti is crucial.

ALTERNATIVE ACTIONS CONSIDERED

None

CONTACT PERSON

Donald Ellison, Interim Human Resources Director, Human Resources Department,
(510)-981-6807.

Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

CONTRACT: ROBERT HALF INTERNATIONAL/PROTIVITI FOR PROFESSIONAL SERVICES

WHEREAS, the Fire, Human Resources and Information Technology Departments are in the midst of a number of large projects that are running in parallel to one another and will result in substantial changes to every division within the organization and fundamentally change the way the departments provide or implement Cybersecurity, fire prevention, education, training and emergency response to the City and community, and

WHEREAS, due to recruitment and retention problems facing the Fire, Human Resources and Information Technology Departments and the City, which have an unknown duration, it is critical that the Fire, Human Resources and Information Technology Departments have alternatives in place to ensure work can progress and that there is continuity of operations. and

WHEREAS, all of these projects are priority and need to be accomplished concurrently, and

WHEREAS, Robert Half International/Protiviti has been providing critical technical and support staff to the Fire, Human Resources and Information Technology Departments, and

WHEREAS, these needs are projected to continue through the next 12 months and thus on-going support from Robert Half International/Protiviti is crucial.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Council adopt a Resolution authorizing the City Manager to execute a contract and any amendments with Robert Half International/Protiviti for professional services in support of the following City Departments: Fire (Administration, Prevention, Wildland Urban Interface, Emergency Medical Services and Training), Human Resources, and Information Technology in the Fiscal Year (FY) 2023 using the General Services Agency's (GSA) purchasing vehicle no. GS-35F-0280X for an annual increase not to exceed \$750,000 through June 30, 2023.

