



# Authorize Amendment to Temporary Agency Labor Agreement

Organization, Personnel and Technology Committee  
Item 7-2  
November 13, 2017

# Current Action

- Authorize amendment to one (1) temporary agency skilled craft labor agreement, to a maximum amount payable, from \$500,000 to \$1,000,000 per year
- Redistributing already approved funding between agreements
- Funding already approved under individual projects or O&M Budget – no additional funds needed

# Why Agency Temporary Employees?

- Water System Operations augments existing staff with skilled craft labor for specific projects
  - Examples: Shutdowns; Emergency Repairs
- Provide immediate, short-term resources to manage peak workload
- Less than 1% of WSO labor budget

# How It Works

- Temporary Agencies...
  - Screen, test, verify certifications and licenses, background checks
  - Ensure workers are trained and qualified
- Terms of employment
  - Limited to six (6) months, with six month wait before next employment opportunity
  - Prevailing wage rates

# Firms Under Contract

<b>Firm</b>	<b>Current Annual Maximum</b>	<b>Proposed Annual Maximum</b>	<b>Contract Term</b>
<b>Grafton, Inc.</b>	<b>\$325,000</b>	<b>\$500,000</b>	<b>Annual Renewals thru 2020</b>
<b>Johnson Services</b>	<b>\$325,000</b>	<b>\$500,000</b>	<b>Annual Renewals thru 2020</b>
<b>Elite Craftsmen</b>	<b>\$249,000</b>	<b>\$500,000</b>	<b>Annual Renewals thru 2020</b>
<b>TOTAL AMOUNT</b>	<b>\$899,000</b>	<b>\$1.5 million</b>	

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# Board Options

- Option 1
  - Adopt CEQA determination
  - Authorize the General Manager to amend one temporary agency skilled craft labor agreement
    - Elite Craftsmen Services, not to exceed \$1,000,000 per year thru 2020
- Option 2
  - Do not authorize amendment

# Staff Recommendation

- Staff Recommends Option 1

