



Skilled Labor Temporary Agency Agreements

Organization, Personnel and Technology Committee
Item 7-7
April 12, 2021

Purpose

- Requesting authorization to enter into agreements with six agencies to provide temporary skilled labor as needed.
- Temporary labor will exclusively support Water System Operations Group and will account for <1.0% of overall labor budget.
- Total amount for agreements **\$2 million/year.**
- No additional funds are needed for these agreements.

Background History

- Metropolitan has relied on short-term temporary skilled labor since 1988 for assisting with Operations and Maintenance, capital, and reimbursable projects.
- Temporary Skilled Craft Labor includes:
 - Carpenters
 - Electricians
 - Mechanics
 - Heavy Equipment Operators
 - Coaters
 - Millwrights
 - Welders

How Temporary Labor Is Used

- Temporary skilled labor supports **peak workloads**
 - Shutdowns
 - Emergency Repairs
 - Critical Maintenance
- Also fills **critical vacancies** during long-term absences of regular employees.

Selection Process

- Request for Proposal No. PR-381410 was issued on October 21, 2020
- Nine firms submitted proposals
 - Six Agencies were selected based on evaluation of the submittals
 - Two Agencies did not meet the qualifications based on the evaluations
 - One Agency missed the submittal deadline

Selection Process

- Evaluation Criteria included:
 - Ability to meet work requirements
 - Adequacy of staff to meet demand and urgent conditions
 - Past performance and client satisfaction
 - Response time
 - Environmental sensitivity such as use of green products and recycling policies
 - Competitive fee rate schedule

Options

- Option #1: Authorize the General Manager to enter into six (6) temporary skilled labor agreements with: 22nd Century Technologies, Inc.; Johnson Services Group; Tryfacta, Inc.; Abacus Service Corporation; EPCM-RMS, Inc.; and Skillset Group, LLC, **each with an initial amount of \$250,000 per year**, and each with up to four annual renewal options, with **a maximum amount of \$2 million per year for all six contracts**.
- Option #2: Reject all proposals and do not authorize the General Manager to enter into any temporary skilled labor agreement.

Staff Recommendation

- Option #1: Authorize the General Manager to enter into the six skilled labor agreements.

