



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: Human Resources
Department No.: 064
For Agenda Of: June 4, 2024
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Kristine Schmidt, Human Resources Director, 805 568-2817
Director(s)
Contact Info: Luis Hernandez, Fiscal & Budget Manager, 805 568-2811

SUBJECT: Temporary Employment Service Contracts FY24-25

County Counsel Concurrence

As to form: Yes

Other Concurrence: Risk Management

As to form: Yes

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions: That the Board of Supervisors:

- a) Approve and authorize the Chair to execute the Agreement for Services of Independent Contractor to provide temporary employment services with Robert Half, Inc. for the period of July 1, 2024 through June 30, 2025 in an amount not to exceed \$1,500,000.00; and
- b) Approve and authorize the Chair to execute the Agreement for Services of Independent Contractor to provide temporary employment services with 22nd Century Technologies, Inc. for the period of July 1, 2024, through June 30, 2025, in an amount not to exceed \$500,000.00; and
- c) Determine that the County's economic interests are served by the contracts, pursuant to Government Code Section 31000.4, by meeting immediate administrative staffing needs that arise suddenly and cannot be met through the County's extra help hiring process; and
- d) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above action is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and therefore is not a project subject to environmental review.

Summary Text: This Board item requests approval of two temporary employment services contracts with Robert Half, Inc. in an amount not to exceed \$1,500,000 and with 22nd Century Technologies, Inc., in an amount not to exceed \$500,000. The proposed term for both contracts is from July 1, 2024 through June 30, 2025, concurrent with the fiscal year.

County departments utilize temporary employment services to fill short term and/or emergency staffing needs such as filling behind an employee with a sudden illness or meeting the needs of a peak workload. Temporary employment services provide departments with resources to meet unanticipated staffing needs but do not replace long-term staff. By establishing contracts with both vendors, departments will have the flexibility to use whichever vendor can supply the best-qualified people, at the most competitive cost, within the timeframe needed by the department. While each contract provides a “not to exceed” amount, neither contract commits the County to any minimum level of spending. Departments’ use of temporary employment services are paid from the department’s current budget allocations.

Background: In the Fall of 2022, the County engaged in a competitive RFP process for temporary employment services for fiscal year 22-23 and the result was selecting Robert Half International Inc. and 22nd Century Technologies Inc., as both have extensive experience in providing these services to local county governments. On June 6, 2023, The Board of Supervisors authorized the renewal of these agreements for fiscal year 23-24 and the renewing of these agreements is for fiscal year 24-25. California Government Code § 31000.4 authorizes the use of temporary employees to a period of no more than 90 days. Robert Half and 22nd Century provide monthly usage reports to ensure the usage of these contracts are actively monitored.

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis: Departments budget for temporary help at various levels depending on their anticipated needs. Establishing multiple contracts provides a competitive environment in which departments will be able to select the services that provide them with the most favorable terms. The County is under no obligation to purchase any minimum level of temporary services.

Key Contract Risks: Risk to the County is limited. As the employers of record, 22nd Century Technologies, Inc. and Robert Half International, Inc. are required to carry General Liability, Workers’ Compensation, and Unemployment Insurance for the temporary workers. The agreements allow the County to dismiss any staff provided by the vendors for unsatisfactory performance or behavior. The County has used Robert Half successfully for several years with no significant issues. Additionally, 22nd Century has provided these services to similar counties and government agencies.

Staffing Impacts:

Legal Positions:

No Change

FTEs:

No Change

Special Instructions:

Please return one copy of each executed Agreement to the Human Resources Department, attention Luis Hernandez at luhernandez@countyofsb.org

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Attachments: Attachment A – Agreement with Robert Half Inc.
Attachment B – Agreement with 22nd Century Technologies Inc.

Authored by: Luis Hernandez

cc: