



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: April 23, 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, 568-2817
Director(s)
Contact Info: Erin Jeffery, Division Chief, 568-2808

SUBJECT: First Amendments to Agreements with Robert Half International, Inc. and 22nd Century Technologies, Inc. for Temporary Employment Services

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 ratify and authorize the Chair to execute the First Amendment to Board Contract #BC23041 with Robert Half International Inc. (Attachment A) increasing the total contract amount by \$500,000 for the contract term of July 1, 2023 through June 30, 2024 for a total contract value of \$1,500,000; and
- b) Approve ratify and authorize the Chair to execute the First Amendment to Board Contract #BC23060 with 22nd Century Technologies Inc. (Attachment B) decreasing the total contract amount by \$500,000 for the contract term of July 1, 2023 through June 30, 2024 for a total contract value of \$500,000; and
- c) Determine that the County's economic interests are served by the contract, 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: County departments utilize temporary employment services to fill short term, often unanticipated or emergency staffing needs such as filling behind an employee with a sudden illness or meeting the needs of a peak workload. As of Feb 16, 2024, the County of Santa Barbara has been billed \$762,000 for temporary employment services by Robert Half International Inc. (Robert Half) and \$10,600 by 22nd Century Technologies Inc. (22nd Century). Human Resources is recommending a contract amendment to increase the total contract amount by \$500,000 with Robert Half to allow for the payment of services incurred through June 30, 2024 while concurrently decreasing the temporary employment services contract with 22nd Century by \$500,000 and therefore not increasing the overall county maximum spend amount. Departments' use of temporary employment services are paid from the department's current budget allocations.

Background: The Board of Supervisors authorized both contracts with Robert Half International Inc. and 22nd Century Technologies Inc. on June 6, 2023. For the current contract with Robert Half, the Department of Social Services has been the largest user with a recent increase in cost during the winter months which was expected. The use of temporary services has been relatively balanced across the Santa Barbara County Departments. 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. While this amendment increases the existing contract value it does not allocate any funds. Departments pay for their temporary staffing services from their current budget allocations.

Key Contract Risks: Risk to the County is limited. As the employers of record, both Robert Half International Inc. and 22nd Century Technologies Inc. are required to carry General Liability, Workers' Compensation, and Unemployment Insurance for the temporary workers. Both Agreements allow the County to dismiss any staff provided by the vendor for unsatisfactory performance or behavior.

Staffing Impacts:

Legal Positions:

No Change

FTEs:

No Change

Special Instructions:

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

Attachments:

Attachment A - First Amendment to the Agreement with Robert Half International Inc.
Attachment B - First Amendment to the Agreement with 22nd Century Technologies Inc.

Authored by: Luis Hernandez