



## Legislation Text

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**File #:** 140519., **Version:** 1

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### **Amendment to Contract for Temporary Services (B)**

The City Commission approved a contract for temporary personnel services for City departments on November 20, 2008 with Career Center, Inc. d/b/a Temp Force (Temp Force). The provisions of the contract provide for a five-year extension of the contract.

Temporary personnel services are required on an as-needed for General Government and GRU departments during job vacancies, extended absences or other personnel circumstances. The contract allows departments to supplement its staff when necessary. The majority of positions required under this contract are staff support positions for departments in the process of filling a position on a permanent basis.

An established hourly “wage rate” for each temporary position is provided by the City’s Human Resources department which is equal to 85% of the City employee wage rate for the position. An “all inclusive multiplier” is applied to the wage rate to make up the billing rate for screening applicants based on job requirements, payroll, administrative costs, etc. Beginning January 1, 2015, in order to comply with the Patient Protection and Affordable Care Act (ACA), a fee of \$0.29 per hour will be added as a separate charge to cover the cost of providing this coverage as required by law. The fee may be adjusted based on actual enrollment and costs.

Temp Force, a local, small, woman-owned business has delivered excellent service to the City, providing qualified staff as needed. Temp Force has maintained the same multiplier rate since the beginning of the contract and has agreed to the same multiplier in the future.

Funding for these services has been included in the FY 2015 budget and will be requested in subsequent year budgets as needed.

The City Commission: 1) authorize the interim General Manager, or her designee, to negotiate and execute an amendment to the contract with Career Center, Inc. d/b/a Temp Force for a five-year period, subject to approval of the Utilities Attorney as to form and legality; and 2) approve the issuance of purchase orders for these services in amounts not exceeding budgeting amounts for each fiscal year, pending final appropriation of funds for each fiscal year.