



Legislation Details (With Text)

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**On agenda:** 5/16/2023      **Final action:** 5/8/2023

**Title:** Director of Human Resources requests approval of and authorization for the Chair to sign Amendment No. 1 to Agreement 220215B with Public Service Search, L.L.C. for a maximum annual amount of \$144,000 for the term effective May 16, 2023, through June 30, 2023, with an option to extend for two additional years through June 30, 2025, to conduct recruiting services in specialized fields for hard-to-fill classifications.

**Sponsors:** Human Resources – Division of CEOs Office

**Indexes:**

**Code sections:**

**Attachments:** 1. Agreement

Date	Ver.	Action By	Action	Result
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**TO:** Board of Supervisors

**FROM:** Christine Briceño, Director of Human Resources

**REPORT BY:** Kevin Lemieux, Staff Services Manager

**SUBJECT:** Approval of First Amendment to Professional Services Agreement with Public Service Search, L.L.C.

**RECOMMENDATION**

Director of Human Resources requests approval of and authorization for the Chair to sign Amendment No. 1 to Agreement 220215B with Public Service Search, L.L.C. for a maximum annual amount of \$144,000 for the term effective May 16, 2023, through June 30, 2023, with an option to extend for two additional years through June 30, 2025, to conduct recruiting services in specialized fields for hard-to-fill classifications.

**EXECUTIVE SUMMARY**

Public Service Search, L.L.C. provides recruiting services in specialized fields for hard-to-fill classifications. The proposed amendment extends the term of the agreement through June 30, 2023, with the option to extend for two additional years through June 30, 2025, and increases the maximum annual amount of compensation from \$73,400 to \$144,000.

**FISCAL & STRATEGIC PLAN IMPACT**

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	The services provided under this amendment are essential to attracting candidates to fill key vacancies in specialized fields within the County workforce.
Is the general fund affected?	Yes
Future fiscal impact:	Specialized recruiting services are used on an as-needed basis and will be budgeted for accordingly by Human Resources.
Consequences if not approved:	If the proposed contract amendment is not approved, the current agreement with Public Service Search, L.L.C. will expire sooner, and the annual maximum amount of compensation will be insufficient to fill critical vacancies.
County Strategic Plan pillar addressed:	Effective and Open Government

**ENVIRONMENTAL IMPACT**

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 153798 (State CEQA Guidelines) and therefore CEQA is not applicable.

**BACKGROUND AND DISCUSSION**

Public Service Search, L.L.C. provides recruiting services in specialized fields for hard-to-fill classifications. On December 13, 2021, the County completed the original Professional Services Agreement, which was approved by a Purchasing Agent. Since entering into this agreement, the County has collaborated with Public Service Search, L.L.C. to fill several hard-to-fill vacancies across multiple departments. If approved, this request allows the County the additional capacity needed to continue to partner with Public Service Search, L.L.C. in a historically competitive job market.

Therefore, the Director of Human Resources requests approval of and authorization for the Chair to sign Amendment No. 1 to Agreement 220215B with Public Service Search, L.L.C. for a maximum annual amount of \$144,000 for the term effective May 16, 2023, through June 30, 2023, with an option to extend for two additional years through June 30, 2025.