

FILED
OFFICE OF THE CITY CLERK
OAKLAND


City Attorney

OAKLAND CITY COUNCIL

2013 OCT 10 PM 4:56

RESOLUTION No. 84689 C.M.S.

Introduced by Councilmember _____

RESOLUTION WAIVING THE COMPETITIVE REQUEST FOR PROPOSAL/QUALIFICATIONS (RFP/Q) PROCESS AND AWARDING A PROFESSIONAL SERVICES CONTRACT IN THE AMOUNT NOT TO EXCEED \$200,000 (TWO HUNDRED THOUSAND DOLLARS) TO CPS HR CONSULTING TO INCLUDE BUT NOT BE LIMITED TO RECRUITMENT AND TESTING SERVICES FOR THE OAKLAND POLICE DEPARTMENT, PUBLIC WORKS AGENCY AND OTHER CITY DEPARTMENTS FOR A TWO YEAR TERM.

WHEREAS, the City Council has authorized the City Administrator to enter into contracts for professional or specialized services if the mandates of Oakland City Charter Section 902(e) and other applicable law have been met, and

WHEREAS, due to the economic climate and necessary budget adjustments, Human Resource Management (HRM) staff has experienced a staff reduction of approximately 35%, which has severely hampered the department's capacity to be maximally responsive to city wide human resource needs; and

WHEREAS, the City of Oakland wishes to award a professional services contract in an amount not to exceed \$200,000 (two hundred thousand dollars) to CPS HR Consulting, a full service public sector human resources services firm, to obtain recruitment and testing services needed to expedite the hiring of sworn police staff and other critical vacant positions citywide; and

WHEREAS, CPS HR Consulting services shall include but may not be limited to work related to recruitment, testing and classification work as designated by the City Administrator and/or her designee; and

WHEREAS, CMC section 2.04.051.A requires staff to conduct a competitive request for proposal /qualifications (RFP/Q) selection process for the procurement of professional services; and

WHEREAS, CMC section 2.04.051.B authorizes the City Council to waive the RFP/Q requirement upon a finding that it is in the best interests of the City to do so; and

WHEREAS, staff recommends that it is in the best interests of the city for the council to waive the advertising and RFP/Q process for these recruitment and testing services because: (a) insufficient staffing and intermittent high volume exams makes it necessary to engage an external vendor; (b) in adopting the FY2013/2015 budget, City Council established the immediate filling of certain positions as high priorities including sworn and civilian positions in

the Police Department and key position in Public Works to address quality of life and public safety concerns in the City, (c) Improvements in the economy have made it possible for the City to both add new positions and make new service commitments to the public which creates greater demand for recruitment activities. (d) Continuous testing for Police Officer Trainees requires continuous human resources staff focus at the expense of other departments; several high volume examinations are on the horizon in addition to the more routine recruitments with smaller candidate pools and (e) There were no other organizations identified with experience in the public sector who could provide the breadth of services needed or who had the depth of public sector experience required; and

WHEREAS, a market search and availability analysis were conducted and it was determined that only one firm CBS HR emerged with a full service complement of public sector human resource support services to satisfy the scope of services; and

WHEREAS, the City Administrator has determined that this contract is of a professional and temporary nature and shall not result in the loss of employment or salary by any person having permanent status in the competitive service; and

WHEREAS, funds are available for this contract in General Purpose Fund Miscellaneous Contract Services; now therefore be it

RESOLVED, that the City Council finds that pursuant to Oakland Municipal Code sections 2.04.051.B, for the reasons stated above and in the report accompanying this resolution, that it is in the best interests of the City to waive the advertising, and competitive RFP/Q process for this contract for recruiting and testing services needed to increase police sworn staffing as well as filling other critical vacant positions citywide; and be it

FURTHER RESOLVED, that a contract in the amount of two hundred thousand dollars (\$200,000) is awarded to CPS HR Consulting, a full service public sector human resources services firm, for recruitment and testing services needed to hire police sworn personnel and other critical personnel; and be it

FURTHER RESOLVED, that based on the representations of the City Administrator, this contract is of a professional and temporary nature and shall not result in the loss of employment or salary by any person having permanent status in the competitive service; and be it

FURTHER RESOLVED, that the City Attorney shall review and approve the proposed contract as to form and legality and copies of the agreement shall be filed with the Office of the City Clerk.

NOV - 5 2013

IN COUNCIL, OAKLAND, CALIFORNIA, _____

PASSED BY THE FOLLOWING VOTE:

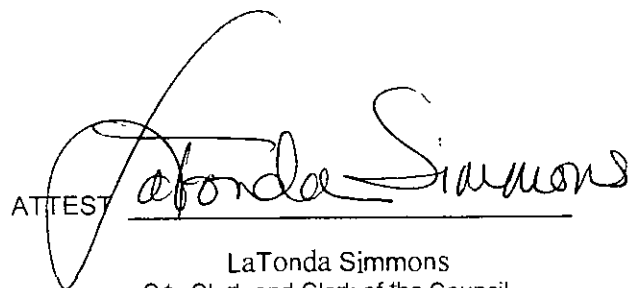
AYES - ~~Brooks~~, GALLO, GIBSON MCELHANEY, KALB, KAPLAN, REID, SCHAAF and PRESIDENT KERNIGHAN - 7

NOES - 0

ABSENT - 0

ABSTENTION - 1 - Brooks

ATTEST



LaTonda Simmons
City Clerk and Clerk of the Council
Of the City of Oakland, California