
  
 City Attorney

OFFICE OF THE CITY CLERK

2007 APR -5 PM 4:4 OAKLAND CITY COUNCIL

RESOLUTION No. 80525 C.M.S.

**RESOLUTION AWARDING A CONTRACT TO MASON TILLMAN ASSOCIATES, LTD. IN AN AMOUNT NOT-TO-EXCEED ONE HUNDRED FORTY-NINE THOUSAND NINE HUNDRED TEN DOLLARS (\$149,910.00) TO COMPLETE THE FAIRNESS IN HIRING AND EMPLOYMENT DISPARITY STUDY ("WORKFORCE DISPARITY STUDY") FOR THE CITY OF OAKLAND**

**WHEREAS,** the City of Oakland Charter, Article IX, Section 900 requires the City to "study its workforce in comparison to the relevant labor pool to determine if there are manifest racial or gender imbalances in traditionally segregated job classifications"; and

**WHEREAS,** a detailed request for proposals (RFP) was prepared and announcements were placed in the Oakland Tribune, Oakland Post, Asian Weekly and El Mundo, the entire RFP was posted on the City's website and nine (9) copies were mailed to firms throughout the country (including three local firms); and

**WHEREAS,** two firms submitted proposals in response to the RFP and both firms were invited to participate in the interview process that was conducted by a review panel consisting of staff from Finance and Management Agency Administration and Personnel units, Port of Oakland's Equal Opportunity Office, City Administrator's Equal Opportunity Office and the Public Works Agency; and

**WHEREAS,** Mason Tillman Associates was determined the most qualified responder and is recommended to be selected for the work; and

**WHEREAS,** the Finance and Management Agency will appropriate funds in an amount not-to-exceed \$149,910.00 under funding code General Purpose Fund (1010, Organization 90591, Project P277210); and

**WHEREAS,** the City Council finds and determines that the services provided under the agreement hereunder are 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 civil service; now, therefore, be it

**RESOLVED:** That the City Council hereby awards the contract for completion of the Fairness in Hiring and Employment Disparity Study ("Workforce Disparity Study") for the City of Oakland to Mason Tillman Associates, Ltd., in an amount not-to-exceed one hundred forty-nine thousand nine hundred ten dollars (\$149,910.00); and be it

**FURTHER RESOLVED:** That the contract shall be reviewed and approved by the City Attorney for form and legality and a copy placed on file in the office of the City Clerk.

IN COUNCIL, OAKLAND, CALIFORNIA, APR 17 2007, 20    

**PASSED BY THE FOLLOWING VOTE:**


AYES - BROOKS, BRUNNER, CHANG, KERNIGHAN, NADEL, QUAN, ~~REED~~,  
and ~~PRESIDENT DE LA FUENTE~~ - 6

NOES - De La Fuente - 1

ABSENT - 0

ABSTENTION - 0

Excused - Reed - 1

ATTEST:   
LaYonda Simmons  
City Clerk and Clerk of the Council  
of the City of Oakland, California