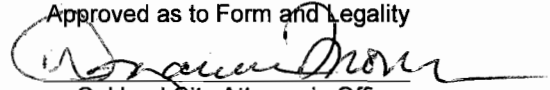


Amended by the City Council at September 16, 2008 meeting.

Approved as to Form and Legality

  
Oakland City Attorney's Office

# OAKLAND CITY COUNCIL

Resolution No. 81553 C.M.S.

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND  
OCT 10 PM 1:07

**RESOLUTION WAIVING THE COMPETITIVE REQUEST FOR PROPOSAL PROCESS FOR HIRING AUDIT SERVICES IN THE AMOUNT OF \$150,000.00 TO BE ADDED TO THE EXISTING AGREEMENT WITH SJOBERG EVASHENK CONSULTING FOR A TOTAL CONTRACT AMOUNT OF \$235,000.00, AND APPROPRIATING FUNDS IN THE AMOUNT OF \$ 150,000.00 TO THE CITY AUDITOR'S BUDGET TO PAY FOR THE WORK**

**WHEREAS**, the City Council and the City Auditor wish to complete an audit for the period from July 1, 2003 to July 1, 2008 to 1) investigate and report the process used to hire all new City employees hired during this period 2) investigate and report the process used to transfer and promote City employees hired during this period, 3) analyze weaknesses, inefficiencies and deficiencies in the hiring system, and 4) offer specific recommendations to improve hiring policies and procedures to ensure that the City's hiring process meets the highest standards ("Hiring Audit"); and

**WHEREAS**, the Hiring Audit will further include general review of the hiring process, current protocols for recruitment, applications, interviews, personnel training, centralized versus de-centralized Human Resources functions and adherence to Civil Service Rules; and

**WHEREAS**, the City Auditor wishes to add this work to the existing audit services contract with Sjoberg Evashenk Consulting, Inc., which would increase the existing contract to \$235,000.00 and result in an extension of time to cover the additional work; and

**WHEREAS**, the City Auditor is authorized to enter into audit services contract in this amount without Council action pursuant to Oakland Municipal Code Section 2.04.021, pursuant to City of Ordinance No. 12820 C.M.S, adopted July 3, 2007; and

**WHEREAS**, it is in the City's best interests to waive the competitive request for proposal process for the additional work because the work is integral to work completed by Sjoberg Evashenk Consulting, Inc. and the hiring of a new consultant would result in duplicating work already completed by Sjoberg Evashenk Consulting, Inc., loss of continuity in the work, unnecessary delay to become familiar with all work completed to date and unnecessary increase in the cost of the work; and

**WHEREAS**, the Mayor and City Council will appropriate funds for this work to General Purpose Fund (1010); now, therefore, be it

**RESOLVED:** That pursuant to Oakland Municipal Code section 2.04.051.B and based on the reasons set forth above and in the agenda report accompanying this item, the City Council finds and determines that it is in the best interests of the City to waive the request for proposal process for the above-described Hiring Audit services in the amount of \$150,000.00; and be it

**FURTHER RESOLVED:** That, upon such waiver, the City Auditor may amend the contract with Sjoberg Evashenk Consulting, Inc. to add the Hiring Audit services and increase the contract in accord with her purchase authority set forth in Oakland Municipal Code Section 2.04.021, pursuant to City of Ordinance No. 12820 C.M.S, adopted July 3, 2007; and be it

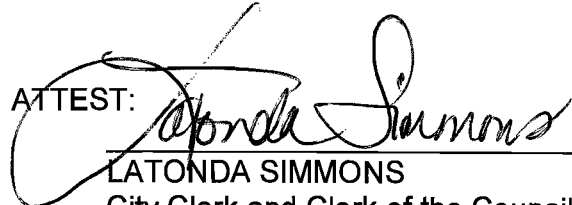
**FURTHER RESOLVED:** That funds in the amount of \$150,000.00 are hereby appropriated from Non-Departmental Fund – Mayor/Council Contingency within the General Purpose Fund (1010) to the General Purpose Fund (1010) to pay for the Hiring Audit services.

IN COUNCIL, OAKLAND, CALIFORNIA,      **SEP 16 2008**

PASSED BY THE FOLLOWING VOTE:

AYES -      BRUNNER, KERNIGHAN, NADEL, QUAN, ~~BROOKS~~, REID, CHANG AND  
                 PRESIDENT DE LA FUENTE -7

NOES - 0  
ABSENT - 0  
ABSTENTION - Brooks - 1

ATTEST:   
LATONDA SIMMONS  
City Clerk and Clerk of the Council of  
the City of Oakland, California