

FILED
OFFICE OF THE CITY CLERK
OAKLAND


City Attorney

OAKLAND CITY COUNCIL

2015 APR 10 AM 3:21

RESOLUTION No. 85 534 C.M.S.

RESOLUTION WAIVING THE COMPETITIVE REQUEST FOR PROPOSAL/QUALIFICATIONS (RFP/Q) PROCESS AND AMENDING THE ON CALL CONTRACT WITH CPS-HR, CONSULTING FOR FULL SERVICE PUBLIC SECTOR HUMAN RESOURCE SERVICES TO INCREASE THE CONTRACT AMOUNT BY \$200,000 (TWO HUNDRED THOUSAND DOLLARS) TO A NEW CAP OF \$400,000 (FOUR HUNDRED THOUSAND DOLLARS) AND FOR AN ADDITIONAL ONE YEAR FOR A TOTAL OF THREE YEARS DURATION FOR ADDITIONAL SERVICES

WHEREAS, in November 2013 the City Council passed Resolution No. 84689 CMS waiving advertisement, competitive Request for Proposal/Qualifications (RFP/Q) and Local/Small Local Business Enterprise (L/SLBE) Program and awarded a contract to CPS-HR Consulting in the amount of \$200,000 for as-needed public sector human resource services to expedite recruitment and hiring of essential staff; and

WHEREAS, the City executed a contract with CPS-HR Consulting for the term December 2, 2013 to December 2015, but expended the contract amount earlier than expected because the City needed more recruitments services than were anticipated in 2013 when the contract was executed; and

WHEREAS, the City has a continuing need for full service public sector human resource services that staff cannot meet, in particular for the Police Department and the Fire Department, to meet the City's recruitment and hiring objectives; and

WHEREAS, Oakland Municipal Code section 2.04.051 requires staff to conduct a competitive request for proposal/qualifications (RFP/Q) selection process for the procurement of professional services unless the council finds it is in the best interests of the City to waive such requirements; and

WHEREAS, the City Administrator recommends that it is in the best interests of the City to waive the advertising and RFP/Q process for these recruitment and testing services and extend the contract with CPS-HR Consulting for an additional year because no other organizations have been identified that can both provide the breadth of services needed and has the depth of public sector experience needed; and

WHEREAS, a market search and availability analysis were conducted in October 2013 and again in January 2015 and it was determined that only one firm, CPS HR, emerged with a full

service complement of public sector human resource support services to satisfy the scope of services; and

WHEREAS, 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

WHEREAS, funds are available for this contract in the Human Resources Management Department budget allocation;

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 extend the contract with CPS-HR, Consulting for as-needed public sector human resource services for an additional year for a total of three years; and

FURTHER RESOLVED: That the contract with CPS-HR, Consulting for as-needed public sector human resource services is extended for one year and is increased by \$200,000 (two hundred thousand dollars) to a new cap of \$400,000 (four hundred thousand dollars) for the additional work; 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.

APR 21 2015

IN COUNCIL, OAKLAND, CALIFORNIA, _____

PASSED BY THE FOLLOWING VOTE:

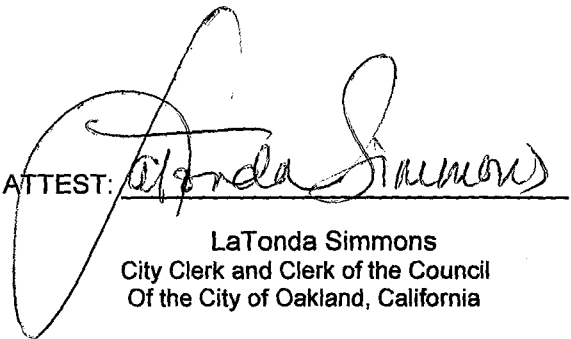
AYES - ~~BRUNSON~~, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, ~~REID~~ and PRESIDENT GIBSON-MCELHANEY - 6

NOES - 0

ABSENT - Brooks - 1

ABSTENTION - 0

Excused - Reid - 1

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