

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: March 25, 2015

Board Item: II-B-4

Second Amendment for Temporary Employment Services Contract # 14739A

Action by Consent

Action

Information

Summary:

Denver Water hires seasonal temporary employees to assist with higher call volumes and to handle seasonal peak demands. Utilizing the staffing agency to place longer term temporary employees is advantageous to the Board as Denver Water must comply with the statutory requirements of the Affordable Care Act and the staffing agency absorbs the mandatory health care benefit costs.

Budget Information:

Starting in 2014, staffing is budgeted by individual divisions and Human Resources monitors all staff request of hire and payment of invoices. There is no budget impact resulting from this change in the contract because sufficient funds have been budgeted within the divisions. Denver Water wishes to extend this contract to December 31, 2015, which is consistent with the contract which allowed for a one year extension. This additional time will allow the Board to competitively bid staffing agency services without the business interruption of a provider change during peak season. Without this amendment crucial seasonal work will not be completed and Denver Water will not meet the business needs of the organization.

2015 Budget	\$ 2,092,053
Amount Requested This Item	\$ 1,200,000
YTD Expenditures	\$ 232,000
Dollars Budgeted for Future Years	\$
Revised Estimate	\$
Budget Adjustment	\$

Selection of Business Partner:

This service was competitively bid as a Request for Proposal in 2013 and resulted in a \$300,000 contract. As a result of the Affordable Care Act, Denver Water changed their Personnel Policies in 2014 to redefine a temporary worker as one working no longer than four months and to provide that workers expected to work longer would be hired through a staffing agency. Following this operational change, the contract was amended on September 10, 2014 to reflect the full cost of the temporary workers hired through Colorado Network Staffing. The first amendment increased the contract by \$1,250,000. This second amendment is requested for \$1,200,000 to bring the total contract amount to \$2,750,000. The terms of this new amendment are accomplished with no increase in fees from the staffing agency.

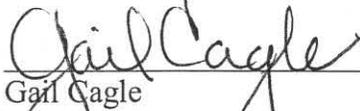
A Request for Proposals will be completed in 2015 to assure that staffing agencies of multiple disciplines; such as Call Center, Engineering, Information Technology, Water Quality Investigations, VCC, Communications and other types of work are in place to meet organizational staffing needs. The intent is to have new contract(s) in place by fourth quarter for a seamless transition.

Recommendation:

It is recommended that the Board approve the Second Amendment to Agreement 14739A with Colorado Network Staffing, Inc. to extend the contract period through December 31, 2015 and increase the contract by \$1,200,000 for a total amended contract amount not to exceed of \$2,750,000.

Approvals:

Respectfully submitted,



Gail Cagle
Director of Human Resources



James S. Lochhead
CEO/Manager



Patti Wells
General Counsel



Terri Bryant
Controller