



Hallandale Beach
PROGRESS. INNOVATION. OPPORTUNITY.

City of Hallandale Beach City Commission Agenda Cover Memo

Meeting Date:		Item Type:		1 st Reading	2 nd Reading	
9/28/2022 File No.: 22-337		<input checked="" type="checkbox"/> Resolution <input type="checkbox"/> Ordinance <input type="checkbox"/> Other		Ordinance Reading	N/A	N/A
				Public Hearing	<input type="checkbox"/>	<input type="checkbox"/>
				Advertising Required	<input type="checkbox"/>	<input type="checkbox"/>
				Quasi-Judicial:	<input type="checkbox"/>	<input type="checkbox"/>
Fiscal Impact (\$):		Account Balance (\$):	Funding Source:	Project Number:		
\$200,000		N/A	TBD	N/A		
Contract/P.O. Required		RFP/RFQ/Bid Number:	Sponsor Name:	Department:		
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	N/A	Dr. Jeremy Earle, City Manager	City Manager		
Strategic Plan Focus Areas:						
<input type="checkbox"/> Finance & Budget		<input checked="" type="checkbox"/> Organizational Capacity		<input type="checkbox"/> Infrastructure/Projects		
Implementation Timeline:						
Estimated Start Date: 10/1/2022 Estimated End Date: 9/30/2023						

SHORT TITLE:

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF HALLANDALE BEACH, FLORIDA, DECLARING A UNIQUE CIRCUMSTANCE AND AUTHORIZING THE PROCUREMENT OF TEMPORARY STAFFING SERVICES FROM ROBERT HALF IN AN AMOUNT NOT TO EXCEED TWO HUNDRED THOUSAND (\$200,000.00) DOLLARS; AND PROVIDING AN EFFECTIVE DATE.

STAFF SUMMARY:

Summary:

Staff seeks City Commission approval of expenditures with Vendor # 8238 Robert Half International for temporary staffing services that will exceed the City Manager’s threshold of \$25,000 for professional services and \$50,000 for non-professional services.

Background:

The City participated in the Southeast Florida Governmental Purchasing Group Cooperative Temporary Services Contract # 19-D-112F through Resolution 2021-119. The lead agency and the Southeast Florida Governmental Purchasing Group Cooperative did not renew the contract as of June 30, 2022. The Departments that have utilized Robert Half International during fiscal year 2021-2022 are Budget, Innovation Technology and Human Resources/Risk Management.

Current Situation:

The City Manager's allowable expenditure for professional services is \$25,000 and \$50,000 for non-professional services.

The City Commission was provided a detailed email from City Manager on March 2, 2022 discussing what the country has been faced with what is called the Great Resignation. Some of the information outlined in the memo was the following. There are 33 million Americans who have quit their jobs from spring 2021. The primary result of a shrinkage of the overall labor force is a reduction of the number of qualified individuals from which to pull from.

The Great Resignation continues to affect the City. As of the end of August 2022, approximately 20% of City positions were vacant. In an effort to alleviate this, the City may find it necessary to continue to request temporary staffing to fill positions as needed for the remainder of the fiscal year. Some of these positions may require specific expertise and uniquely qualified candidates to provide immediate and effective assistance.

Through much research and review, the City did not find a viable piggybackable contract for temporary services. Therefore, the City Manager wishes to have the ability to utilize the services of Robert Half International through the end of the fiscal year 2022-2023, as needed, in a total expenditure amount not to exceed \$200,000.

Robert Half International has been in operation since 1948 and is one of the world's largest specialized staffing firm with office across the globe. The responsiveness and the caliber of the candidates has certainly been the best and fastest with Robert Half International. Specially for the needs of the City in the Budget Department, Robert Half Finance and Accounting specializes in the placement of permanent accounting, financial, tax and accounting operations personnel, including accounting managers, controllers and financial analysts.

Why Action is Necessary:

Pursuant to Chapter 23, Section 23-6, Award of Contracts, and 23-8, Unique Circumstances, the City Commission may declare unique circumstances as an exception to the requirements of competitive bidding. Furthermore, pursuant to Chapter 23, Section 23-6, Award of Contract, the City Manager, shall have the authority to recommend to the City Commission award of contracts. Allow City Manager to continue to make expenditures as needed through Robert Half International in an amount not to exceed \$200,000 through September 30, 2023, as budgeted in the best interest of the City. Further, to allow City Manager to negotiate and execute contracts.

Cost Benefit:

The use of temporary personnel services from companies such as Robert Half International, allow the City departments to supplement employees during a time of staffing shortages. This ability keeps the departments within the City running while the shortages occurs.

PROPOSED ACTION:

The City Commission consider the attached Resolution.

ATTACHMENT(S):

Exhibit 1 – Proposed Resolution

Prepared By: Andrea Lues
Andrea Lues
Procurement Director

Reviewed By: Noemy Sandoval
Noemy Sandoval
Assistant City Manager