



AGENDA REPORT

Human Resources

DATE:	November 26, 2024
TO:	Mayor Martinez and Members of the City Council
FROM:	Nickie Mastay, Deputy City Manager – Internal Services Sharrone Taylor, Director of Human Resources
Subject:	Contract Amendment with Century Group to Increase Payment Limit
FINANCIAL IMPACT:	\$50,000 is budgeted in the Risk Management Fiscal Year 2024-25 budget (Professional Services 50182116-400201)
PREVIOUS COUNCIL ACTION:	N/A
STATEMENT OF THE ISSUE:	A contract amendment with Century Group to continue providing recruitment services and temporary staffing
RECOMMENDED ACTION:	APPROVE a contract amendment with the Century Group for recruitment and temporary staffing services to increase the payment limit by \$50,000, for a new amount not to exceed \$150,000 – Human Resources (Nickie Mastay/Sharrone Taylor 510-620-6602).

DISCUSSION:

City Council approved a contract with The Century Group on July 2, 2024. The contract limit is \$100,000 and the term ends June 30, 2025. The City desires to amend this contract to increase the contract limit by \$50,000, for a new not-to-exceed amount of \$150,000 to ensure that the contract limit can accommodate a search for executive and hard-to-fill positions, as needed.

The Century Group has a deep expertise in Finance and Human Resources. And their experience is extremely useful when filling critical roles due to several factors: the specialized nature of the positions, competition from private sector salaries, and the overall appeal of public employment. The Century Group's extensive knowledge and established network in these fields enable them to effectively identify and attract candidates who align with the City's needs. This efficiency helps reduce the time it takes to fill vacancies or to locate specialized temporary assistance.

The City is pleased with the services provided by The Century Group thus far and desires to amend the contract to increase the contract limit. The funding to cover the proposed amended contract limit is in the current budget.

DOCUMENTS ATTACHED:

Attachment 1 – The Century Group Contract

Attachment 2 – The Century Group Contract Amendment