

Management Committee

Meeting date: April 28, 2021

For the Metropolitan Council meeting of May 12, 2021

Subject: Temporary Staffing Services Contract 19P173A Amendment

District(s), Member(s): All

Policy/Legal Reference: HR 7-1g Use of Temporary Employees Procedure

Staff Prepared/Presented: Todd Rowley, Director, Talent Management, 651-602-1448

Division/Department: Regional Administration / Human Resources

Proposed Action

That the Metropolitan Council authorize the Regional Administrator to execute a contract amendment with Masterson Staffing Solutions not to exceed \$720,000 for additional temporary staffing services.

Background

In 2019, a Request for Proposals was advertised for temporary staffing services to provide competitive wages and increased assignments for Equal Employment Opportunity need candidates. The Council awarded contracts to three vendors for temporary staffing services: Masterson Staffing Services, Kelly Services, and Infojini.

Rationale

The recent pandemic initially resulted in unforeseen temporary staffing needs. Specifically, a need for temporary staff to serve as temperature takers at various Council locations. This resulted in exhausting funds intended to cover the estimated demand for temporary services throughout the contract term.

The Council has since procured automated kiosks to administer temperature checks for Council staff. This amendment request will replace monies spent on temperature takers with Masterson Staffing Solutions for other temporary staffing assignments as originally estimated.

Thrive Lens Analysis

The temporary staffing contracts support the Thrive outcomes of Prosperity and Equity with a commitment to providing competitive wages and assisting the Council in addressing affirmative action hiring goals.

Funding

Individual departments budget for their temporary staffing needs

Known Support / Opposition

There is no known opposition. Departments rely on temporary services to meet critical needs, cover absences, or to supplement the regular workforce for special projects.