

Temporary Staffing Services



Staff Presentation by
Renee Frieda, Director of Human Resources



BACKGROUND

- City departments utilize temporary staffing services to back-fill during long-term employee absences, during the recruitment process for vacancies or to perform special projects.
- Current contract was awarded in 2015 for an initial term of three years with two additional one-year renewals.
- Due to Covid-19, Council approved an additional one-year extension which expires on December 20, 2021.



Timeline

- February 12, 2021 - RFP issued
- April 20, 2021 – 17 proposals received, 9 deemed non-responsive
- July 29, 2021 – 8 remaining proposals were evaluated
- August 9 & 10, 2021 – Top 4 short-listed and interviewed
- September 10, 2021 – initial negotiations conducted and all four are recommended for award
- September 22, 2021 – Audit & Accountability Committee post solicitation briefing

Initial Score Matrix



RFP for Temporary Labor Personnel Services (21-028, 6100013689) Score Summary INITIAL EVALUATION July 29, 2021	Maximum Points	Tri-Starr Personnel LLC 121 Interpark Blvd., Ste. 108 San Antonio, TX 78216	Labor on Demand, Inc. d.b.a. LOD Resource Group 851 Culebra Road San Antonio, TX 78201	Dilligas Corp dba U.S. Got People 134 East Mistletoe Avenue San Antonio, TX 78212	Human Capital International, LLC dba Integrated Human Capital 45 NE Loop 410, Suite 902 San Antonio, TX 78216	SoftHQ, Inc. 6494 Weathers Place Suite 200 San Diego, CA 92121	Renhill Staffing Services of Texas 102 Rilla Vista Drive San Antonio, TX 78216	Moten Tate, Inc. 301 E. Pine Street, Suite 250 Orlando, FL 32801	Pathway Humanity Personnel, SPC 2043 East Street, Unit 341 Concord, CA 94520
A - Experience, Background, Qualifications	40	37.60	33.80	26.00	23.60	21.00	20.20	17.20	15.00
B - Proposed Plan	30	28.20	26.40	22.00	14.20	18.40	17.00	17.20	15.40
A - B Sub-Total	70	65.80	60.20	48.00	37.80	39.40	37.20	34.40	30.40
C - Price	20	18.05	16.93	15.64	19.08	18.48	20.00	14.45	16.59
D - Small Business Economic Development Advocacy Program	10	10.00	10.00	10.00	10.00	0.00	0.00	0.00	0.00
TOTAL SCORE	100	93.85	87.13	73.64	66.88	57.88	57.20	48.85	46.99
RANK BASED ON TOTAL SCORE		1	2	3	4	5	6	7	8

SBEDA Subcontracting Requirements: 10% M/WBE Subcontracting Goal

Local Preference Program – Not Applicable

Veteran Owned Small Business Preference Program – Not Applicable

Final Score Matrix



RFP for Temporary Labor Personnel Services (21-028, 6100013689) Score Summary FINAL EVALUATION August 10, 2021	Maximum Points	Tri-Starr Personnel LLC 121 Interpark Blvd., Ste. 108 San Antonio, TX 78216	Labor on Demand, Inc. d.b.a. LOD Resource Group 851 Culebra Road San Antonio, TX 78201	Human Capital International, LLC dba Integrated Human Capital 45 NE Loop 410, Suite 902 San Antonio, TX 78216	Dilligas Corp dba U.S. Got People 134 East Mistletoe Avenue San Antonio, TX 78212
A - Experience, Background, Qualifications	40	37.80	34.00	26.60	20.00
B - Proposed Plan	30	29.00	25.60	19.80	17.80
A - B Sub-Total	70	66.80	59.60	46.40	37.80
C - Price	20	18.05	16.93	19.08	15.64
D - Small Business Economic Development Advocacy Program	10	10.00	10.00	10.00	10.00
TOTAL SCORE	100	94.85	86.53	75.48	63.44
RANK BASED ON TOTAL SCORE		1	2	3	4

SBEDA Subcontracting Requirements: 10% M/WBE Subcontracting Goal

Local Preference Program – Not Applicable

Veteran Owned Small Business Preference Program – Not Applicable



Agency Mark-ups and Benefits

Temp Category	Tri-Starr	Labor on Demand	Human Capital International	Diligas Corp.
Non-Exempt	37%	37%	34%	37%
Exempt	35%	37%	34%	37%
Non-Exempt City Referral	30%	35%	30%	36.5%
Exempt City Referral	27%	35%	30%	36.5%
Non-Exempt Labor	NA	NA	40%	NA
Non-Exempt Labor City Referral	NA	NA	36%	NA

- Each agency offers health insurance and a paid time off program.



FISCAL IMPACT

- This is a “pay per use” service and the City will only pay for services provided. The estimated total value is \$20M.
- No additional budget appropriations will be made as a result of these contracts. Each Department will be responsible to pay for their assigned temporary employees from funds already appropriated in their department’s budget.



RECOMMENDATION

- Staff recommends approval of this ordinance to execute contracts for temporary staffing services with various City departments beginning December 20, 2021, and terminating on December 19, 2024, with the option to renew for two additional one-year periods, with the following firms:
 - Tri-Starr Personnel
 - LLC, Labor on Demand, Inc., dba LOD Resource Group
 - Human Capital International, LLC dba Integrated Human Capital
 - Diligas Corp. dba U.S. Got People