

TEMPORARY STAFFING



January 13, 2026

Background

Background & Need

- Employee vacancies and extended leaves
- Increased workloads and special projects

Purpose

- On-call short-term staffing support
- Supplement City personnel
- Avoid permanent positions
- Immediate need: Support City Clerk, Community Development, HR



Selection and Procurement

Vendor Selection

- Robert Half was the only qualified responsive agency
- Proven reliability and fast placement
- Successful past use

Procurement Method

- Cooperative purchasing (H-GAC)
- Competitively awarded
- Meets procurement requirements



Benefits to the City

- Cost-effective staffing solution
- Avoids long-term salary and benefit obligations
- Supports uninterrupted operations
- Maintains public service levels



Fiscal Impact

Impact

- Contract not to exceed \$500,000
- Funded through salary savings

Conclusion

- Flexible staffing solution
- Ensures continuity of operations
- Maintains public service levels



Recommendation

1. Approve agreement with Robert Half, Inc. (not to exceed \$500,000)
2. Authorize City Attorney for modifications
3. Authorize City Manager to execute agreement



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