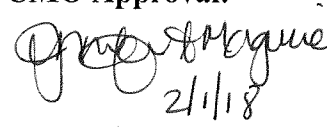


**CITY COUNCIL ACTION REQUEST**

<b>Department(s):</b> Finance	<b>CEQA:</b> Not a Project, File No. PP17-003, Agreements/ Contracts (New or Amended) resulting in no physical changes to the environment.	<b>Coordination:</b> Departments of Aviation, Human Resources, Public Works (Office of Equality Assurance), Office of Employee Relations, City Attorney's Office, City Manager's Budget Office	<b>Dept. Approval:</b> /s/ Julia H. Cooper
<b>Council District(s):</b> Citywide			<b>CMO Approval:</b>  2/1/18

**SUBJECT: AMEND PURCHASE ORDER 54415 WITH ENVISE FOR ELECTRICIAN STAFFING SERVICES**

**RECOMMENDATION:**

Adopt a resolution authorizing the City Manager to:

1. Amend Purchase Order 54415 with Enviser (Garden Grove, CA) for temporary electrician staffing services, to increase compensation by \$193,257, for a revised maximum compensation not-to-exceed \$483,257 for the current term ending June 30, 2018; and
2. Purchase additional services as needed, subject to the same pricing and terms and conditions of the Purchase Order, and the appropriation of funds.

**Desired Outcome:** To ensure the Airport's electrician staffing requirements are met with temporary staff until full time staff are hired.

**BASIS FOR RECOMMENDATION:**

Due to retirements, there is a 66% vacancy rate of electrician positions at the Airport. Due to this staffing shortage, the Airport is at risk of not being able to safely support facility operations with its current staff of full time City employees. Various strategies to attract and retain full time staff include: 1) Implementation of a two-tiered electrician classification pilot and signing bonus program; 2) Hiring directly through IBEW, Local No 332.; and 3) Utilizing the City's retiree rehire program. These, and additional efforts, have not provided consistency or permanent staffing solutions.

Five agencies were contacted to provide qualified electricians on a temporary basis at the Airport. Enviser was the only agency capable of providing qualified electricians at a competitive markup. Enviser's markup of 33% will remain fixed through the term of purchase order. In addition to profit, this markup covers all statutory expenses such as payroll taxes and worker compensation.

The Airport is satisfied with the quality of the personnel Enviser has provided under this Purchase Order, and it is anticipated that their services will be required until the electrician vacancies are permanently filled.

Commission Requirements: No commission recommendation or input is associated with this action.

This Council item is consistent with the City's 2017-1018 Adopted Operating Budget City Areas Delivery Framework: "to provide the community with safe, secure and efficient surface and air transportation systems that support San Jose's livability and economic vitality".



**COST AND FUNDING SOURCE:**

Fund #	Appn #	Appn. Name	Total Appn.	Amt. for Recommendation	2017-2018 Adopted Operating Budget Page	Last Budget Action (Date, Ord. No)
523	0802	Airport Non-Personal/Equipment	\$39,406,843	\$483,257	491	10/17/17, Ord. No. 30014

**FOR QUESTIONS CONTACT:** Mark Giovannetti, Deputy Director of Finance at 408-535-7052

