



Legislation Details (With Text)

**File #:** 16-1596      **Version:** 2      **Name:** 12/05/16 Temporary Staffing  
**Type:** Resolution      **Status:** Passed  
**File created:** 12/5/2016      **In control:** City Council  
**On agenda:** 12/5/2016      **Final action:** 12/5/2016  
**Enactment date:** 12/5/2016      **Enactment #:** R-16-466

**Title:** Resolution to Award a Contract to Manpower Inc. of Southeastern Michigan for Temporary Solid Waste Employees (RFP No 985).

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. FEE\_Manpower.pdf, 2. Manpower Inc RFP 985.pdf, 3. RFP\_985\_Addendum1.pdf, 4. RFP\_985.pdf

Date	Ver.	Action By	Action	Result
12/5/2016	2	City Council	Approved	Pass

Resolution to Award a Contract to Manpower Inc. of Southeastern Michigan for Temporary Solid Waste Employees (RFP No 985).

Attached for your review and approval is a resolution to award a contract to Manpower Inc. of Southeastern Michigan for temporary staffing services for a period of up to three (3) years, with an option to extend for two (2) additional one (1) year periods if approved by the City Administrator.

The Public Works Unit has a critical need for employees who have the skills and licenses necessary to operate a solid waste collection vehicle. The City has historically had a difficult time recruiting and retaining a qualified and competent workforce in this area. Continuous diversion of employees from other work areas to cover personnel shortages in solid waste negatively impact the maintenance and operational outputs of those other work areas. Utilization of a temporary staffing agency for filling gaps in the solid waste workforce will help ensure there is no interruption in this core service, and reduce this intensive personnel management burden on internal staff. RFP #985 was issued on September 23, 2016. Two responses were received and Manpower Inc. of Southeastern Michigan was selected based on their fees and their proposed work plan. The fees provided by Manpower, Inc. of Southeastern Michigan and by FutureNet Group for the two (2) positions included in RFP 985 are as follows.

Manpower, Inc of Southeastern Michigan

Equipment Operator III - Compost Solid Waste: \$26.64 - \$27.90 per hour.

Equipment Operator II - Public Service: \$23.68 - \$24.81 per hour.

FutureNet Group

Equipment Operator III - Compost Solid Waste: \$39.75 per hour

Equipment Operator II - Public Service: \$28.80 per hour

It is anticipated that up to 5000 labor hours per fiscal year may be needed. However, a more refined estimate is difficult due to the unpredictability of turnover and resulting recruitment needs. Personnel

funding for the first year is available in the approved FY17 Public Services Solid Waste Operations and Maintenance Budget, with funding for the next two years and for any extensions dependent on funding being available in subsequent budgets if so approved by Council.

Prepared by: Molly Maciejewski, Public Works Unit Manager

Reviewed by: Craig Hupy P.E., Public Services Area Administrator

Approved by: Howard S. Lazarus, City Administrator

Whereas, Solid Waste collection is a core service that cannot be interrupted by staff turnover and recruiting and onboarding permanent employees;

Whereas, The need for temporary labor is dependent upon employee turnover and therefore difficult to accurately predict;

Whereas, RFP 985 was issued on September 23, 2016 for solid waste temporary staffing services. Two bids were received and Manpower Inc. of Southeastern Michigan was the lowest responsible bidder;

Whereas, Manpower Inc. of Southeastern Michigan has developed a recruitment and screening process that meets the operational needs of Public Works;

Whereas, Funding for the first year is available in the approved FY 2017 Solid Waste Operation and Maintenance budget, with funding for subsequent years available in subsequent budgets if so approved by Council; and

Whereas, Manpower Inc. of Southeastern Michigan complies with the City of Ann Arbor's Non-Discrimination and Living Wage Ordinances;

RESOLVED, That City Council approve the award of a three (3) year contract to Manpower Inc. of Southeastern Michigan for Temporary Employees;

RESOLVED, That the City Administrator be authorized to extend the contract for two (2) additional one (1) year periods; and

RESOLVED, That the City Administrator be authorized to take all other necessary administrative actions to implement this resolution.