File #: 16-0466, **Version:** 1

Human Resources recommending the Board approve and authorize the Purchasing Agent to sign Amendment I to Agreement 154-S1610 with Municipal Resource Group, LLC to provide investigative services and other specialized personnel services on an "as requested" basis for the Human Resources Department, increasing the total not to exceed amount by $145,939 for a new total not to exceed amount of $210,000 based on the department's estimated cost of services for the contract period. There is no change to the original term of the Agreement.

FUNDING: General Fund.

DEPARTMENT RECOMMENDATION

Human Resources recommending the Board approve and authorize the Purchasing Agent to sign Amendment I to Agreement No. 154-S1610 with Municipal Resource Group, LLC (MRG) to provide investigative services and other specialized personnel services on an "as requested" basis for the Human Resources Department, increasing the total not to exceed amount by $145,939 for a new total not to exceed amount of $210,000 based on the department's estimated cost of services for the contract period. There is no change to the original term of the Agreement.

Make findings that it is more feasible and economical to engage an outside contractor for the provision of investigative services and other specialized personnel services in accordance with Ordinance 3.13.040. Contract is necessary to protect against a conflict of interest or to ensure independent and unbiased findings where there is a need for an outside perspective; for example, contracts relating to litigation or potential litigation may require independent contractors. Special skills and qualifications are involved in the performance of the work. The nature of the work involves temporary, occasional, or urgent services.

DISCUSSION / BACKGROUND

Human Resources receives complaints of alleged discrimination, harassment and retaliation by County employees. When appropriate, the department has contracted with outside vendors to provide unbiased investigations of the complaints filed. MRG conducts thorough investigations and provides detailed, professional reports. The Human Resources Department and County Counsel have been very satisfied with their work.

ALTERNATIVES

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

County Counsel and Risk Management concurrence.

CAO RECOMMENDATION

The Chief Administrative Office concurs with the recommendation.

FINANCIAL IMPACT

There is no change in Net County cost. Funding is available in the Human Resources FY 2015-16 budget for current year costs. Funding for future fiscal years will be included in the department's annual budget request.

CLERK OF THE BOARD FOLLOW UP ACTIONS
N/A

STRATEGIC PLAN COMPONENT
N/A

CONTACT
Pamela Knorr or Erin Hane