

Exhibit to Agenda Item #10

Board of Directors Meeting

Thursday, May 16, 2019, scheduled to begin at 6:00 p.m.

Customer Service Center, Rubicon Room

Powering forward. Together.



Action request

Authorize the Chief Executive Officer and General Manager to **award a contract to the top 10 proposers for Temporary Staffing Services.**

- Contract Term **June 1, 2019 to May 31, 2024** with 2 additional one-year options
- Total Contract Amount not-to-exceed aggregate of **\$10,000,000**

Common short term positions/projects where temporary staffing agency utilized

Common temporary staffing needs

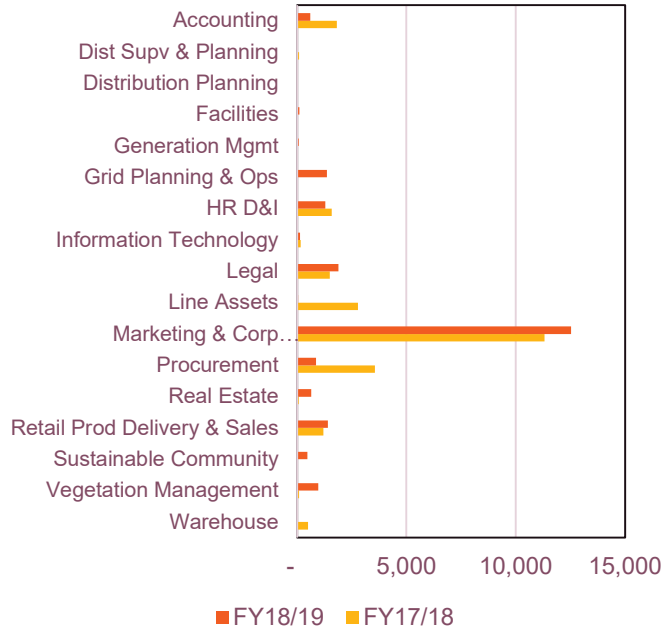
- Accountant
- Accounting Tech/Clerk
- Admin Assistant I/II
- Business Analyst
- Digital/Graphic/Marketing Analyst
- HR Support
- IT Analyst
- Legal Analyst
- Marketing Support
- Marketing Support
- Paralegal
- Procurement Specialist
- Project Manager I/II
- Records Analyst

Temporary staffing areas of specialty

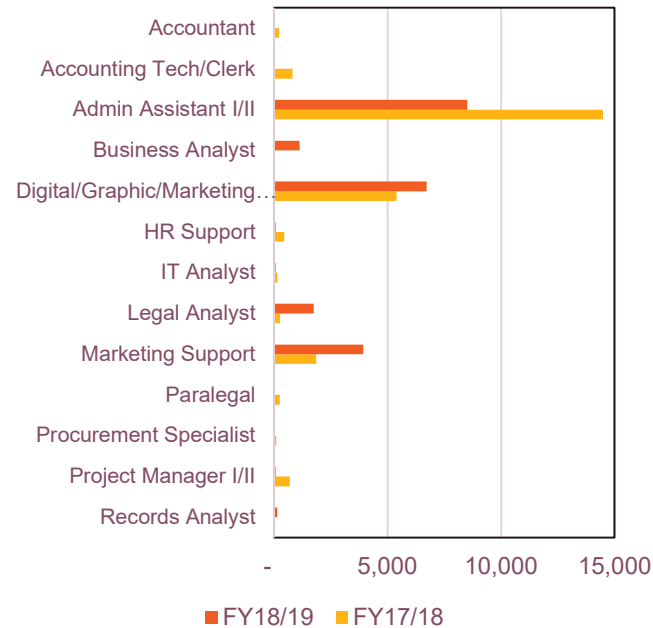
Staffing Vendor Name	Level of Service	Clerical High	Clerical Medium	Clerical Low	Light		Engineering /IT	HR Analyst
					Industrial/ Custodial	Accounting		
AppleOne	Full-service, global firm, women-minority owned	x	x	x	x	x	x	x
Marathon Staffing Solutions	Full-service, national firm	x	x	x	x	x	x	x
DatamanUSA LLC	IT-public sector, single state national firm	x	x	x	x	x	x	x
22nd Century Technologies, Inc.	Full-service-public sector, national firm	x	x	x	x	x	x	x
SearchPros Staffing	Full-service, global firm, women-minority owned, HQ SMUD territory	x	x	x	x	x	x	x
AgreeYa Solutions, Inc.	Full-service, global firm, women-minority owned, HQ SMUD territory	x	x	x		x	x	x
ManpowerGroup	Full-service, global firm	x	x	x	x	x	x	x
Ideacon	Full-service, minority-owned microbusiness	x	x	x	x	x	x	x
Collabera, Inc.	IT, global firm, minority-owned	x	x	x		x	x	x
Superior Talent Resources, Inc.	Full-service, global firm	x	x	x	x	x	x	x

Temporary staffing summary

Temp Staffing Hours by Department



Temp Staffing Hours by Job Category



- July 2017 through June 2018: 93 temporary staffing employees across the organization
- 108 assignments

Temporary staffing quality assurance

To ensure quality of temporary staff assignment

- SMUD temporary staffing coordinator
 - Checks in with department after initial week, then monthly
 - Checks in with lease employee after initial week, then monthly
 - Notifies department when leased employee approaches 960 hours
 - Conducts exit interview with department to determine viability of lease employee for future deployment within SMUD
- Hiring Manager has the ability to release leased employee at any time

Utilization of limited term employees

Business Unit	PAS	OSE	IBEW	CONF	Total
Customer & Community Services	16	16			32
Energy Delivery	1	7	8		16
Finance & Enterprise Planning	2	3			5
Grid Strategy & Operations	4	3			7
Information Technology	8	1			9
Workforce & Enterprise Services	9	1	1	2	13
Grand Total	40	31	9	2	82

- Currently, SMUD has 82 Limited Term employees, which are primarily PAS & OSE employees.
- Wide range of job assignments
 - Customer Services Reps
 - Procurement Specialists
 - Office Technicians
 - Project Managers
 - Electricians
 - Accounting Technicians
 - User Experience Specialists
- Utilized for full-time temporary assignments ranging from six months up to four years

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