



● **Board of Directors**  
**Organization, Personnel and Effectiveness Committee**

5/12/2026 Board Meeting

7-7

### Subject

Authorize the General Manager to enter into six agreements for skilled labor temporary services with the following six agencies: Abacus Service Corporation, Diskriter Inc., Johnson Service Group Inc., PSP Group Inc., Tryfacta Inc., and 22nd Century Technologies Inc., each with up to four annual renewal options, with a maximum combined total not-to-exceed amount of \$4.5 million per year; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

### Executive Summary

#### Skilled Labor Supplemental Labor Contract

Metropolitan is seeking authority to establish six contracts from RFP No. 469356 that provides flexibility to secure supplemental labor from six (6) different vendors to address the complex and varied staffing needs of the District. The Contract Authority for RFP No. 469356 will be a combined maximum not-to-exceed amount of \$4.5 million per year for the six (6) contracts.

Metropolitan issued RFP No. 469356 for skilled labor temporary services on December 29, 2025. A total of fourteen (14) proposals were received and considered as part of the RFP process. Based on the results of the process, the following six (6) respondents were selected:

Respondent	*SBE/DVBE	Achieved SBE/DVBE Participation	**RBE
Abacus Service Corporation	No	Yes	Yes
Diskriter Inc.	No	No	No
Johnson Service Group Inc.	No	No	Yes
PSP Group Inc.	Yes	Yes	Yes
Tryfacta Inc.	No	Yes	No
22 <sup>nd</sup> Century Technologies Inc.	No	Yes	No

\*Small Business Enterprise/Disabled Veteran Business Enterprise

\*\*Regional Business Enterprise

The proposals were reviewed to determine compliance with the instructions set forth in the RFP and evaluated by the evaluation committee according to the requirements set out in the RFP based on the following criteria:

- Firm Qualifications
- Cost Proposal
- Record of Past Performance
- Business Outreach Program (SBE/DVBE)

- Business Outreach Program (RBE)
- Staff Qualifications
- Industry Knowledge of Temporary Services

The full cost of these contracts is covered with existing Group budgets. Expenditures are currently budgeted and approved under the individual projects or will be paid using existing Operations and Maintenance (O&M) funds. No additional appropriations are requested.

Metropolitan is not obligated to spend the full contract authority. The requested authority will only be used if needed, and the full cost of the supplemental labor will be covered within the existing authorized budget.

Supplemental labor agreements allow Metropolitan to address core operational staffing needs that occur due to vacancies and help address peak workloads. Examples include support of ongoing projects, core operational needs such as addressing desert housing, and to provide operational support due to position vacancies.

Staff recommends authorizing the General Manager to establish agreements to include the six (6) supplement labor agencies listed with a combined total not-to-exceed contract authority of \$4.5 million per year with four (4) annual renewal options.

### **Proposed Action(s)/Recommendation(s) and Options**

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#### **Staff Recommendation: Option #1**

##### **Option #1**

Authorize the General Manager to enter into six agreements for skilled labor temporary services with the following six agencies: Abacus Service Corporation, Diskriter Inc., Johnson Service Group Inc., PSP Group Inc., Tryfacta Inc., and 22nd Century Technologies Inc., each with up to four annual renewal options, with a maximum combined total not-to-exceed amount of \$4.5 million per year.

**Fiscal Impact:** None; expenditures are budgeted and approved under individual projects or paid using existing O&M funds.

**Business Analysis:** The supplemental labor agreement allows Metropolitan to meet staffing needs during peak workloads and to maintain operational continuity due to position vacancies.

##### **Option #2**

Do not authorize the General Manager to enter into the supplemental labor agreements.

**Fiscal Impact:** None

**Business Analysis:** Metropolitan will need to end the use of existing supplemental labor individuals and determine how to maintain core operational service levels without this staffing support.

### **Alternatives Considered**

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There are limited viable alternatives due to the nature of Metropolitan's work. The recommended vendors all participated in a competitive RFP Process No. 469356. All expenditures are budgeted and approved, or would be paid using existing O&M funds.

### **Applicable Policy**

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Metropolitan Water District Administrative Code Section 11104: Delegation of Responsibilities.

### **Related Board Action(s)/Future Action(s)**

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Not applicable

**California Environmental Quality Act (CEQA)**

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**CEQA determination for Option #1:**

The proposed action is not defined as a project under CEQA because it involves organizational, maintenance, or administrative activities; personnel-related actions; and/or general policy and procedure making that will not result in direct or indirect physical changes in the environment. (Public Resources Code Section 21065; State CEQA Guidelines Section 15378(b)(2) and (5)).

**CEQA determination for Option #2:**

None required

  
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Mark Brower  
Human Resources Group Manager

5/5/2026  
Date

  
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Shivaji Deshmukh  
General Manager

5/5/2026  
Date

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