



- **Board of Directors**

- Ethics, Organization, and Personnel Committee***

1/9/2024 Board Meeting

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7-7

## Subject

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Authorize an increase in contract authority for Skilled Trade Supplemental Labor Contract in the amount of \$6 million for a total not-to-exceed amount of \$8 million; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

## Executive Summary

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### Skilled Labor Supplemental Labor Contract

The full cost of this contract is covered by existing group budgets. Expenditures are currently budgeted and approved under the individual projects or will be paid using existing operations and maintenance funds.

No additional appropriations are requested.

Metropolitan is not obligated to spend the full contract authority. The additional 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 contracts allow Metropolitan to address core operational staffing needs that occur due to vacancies and help address peak workloads. Examples include support of ongoing projects and core operational needs such as addressing desert housing and providing operational support due to position vacancies.

Metropolitan maintains contract RFP-PR-381410 that provides flexibility to secure supplemental labor from six different vendors to address the complex and varied staffing needs of Metropolitan. The Contract Authority for RFP-PR-381410 is currently not to exceed \$2 million per year and expires May 31, 2026.

Staff recommends authorizing an increase of the existing \$2 million contract authority to a total not-to-exceed contract authority of \$8 million per year.

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

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### Staff Recommendation: Option #1

#### Option #1

Authorize the General Manager to authorize an increase of the contract authority to a not-to-exceed amount of \$8 million for skilled labor services under contract RFP-PR-381410.

**Fiscal Impact:** None; expenditures are budgeted and approved under the individual projects or from existing operations and maintenance funds.

**Business Analysis:** The supplemental labor contracts allow 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 increase the amount payable.

**Fiscal Impact:** None

**Business Analysis:** Metropolitan would 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. Alternative contracts for similar services could be identified, but that approach would have a significant negative impact on daily operations and is not projected to result in any cost savings to Metropolitan.

**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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None

**California Environmental Quality Act (CEQA)**


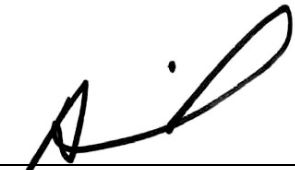
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**CEQA determination for Option #1:**

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

 Mark A. Brower Human Resources Group Manager	12/19/2023 Date
 Adel Hagekhalil General Manager	12/20/2023 Date