



## CITY COUNCIL ITEM SUMMARY

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| <b>MEETING DATE:</b>                      | January 5, 2023  |
| <b>SUBCATEGORY:</b>                       | Contracts/Agreements   |
| <b>DEPARTMENT NAME:</b>                   | Water  |
| <b>AGENDA ITEM TITLE:</b>                 | TalenTrust Recruitment Agreement   |
| <b>DEPARTMENT SUMMARY RECOMMENDATION:</b> | <p>The Water Department Engineer is scheduled to retire in May of 2023. In order to be proactive and fill this important job, the position was opened and advertised for hiring in December of 2021. We have had very little success in this process. Additionally, we have a need and workload for a second, but potentially less experienced engineer as well. The consequences of not filling this position are the delay of capital improvement projects, developer plan review delays, and the costs of contracting daily work required to be performed by a licensed Professional Engineer.</p> <p>Based on references within the water industry, the Water Department and Human Resource Director have engaged with TalenTrust to draft a Recruitment and Consulting Service agreement.</p> <p>The costs of this service would be a flat monthly fee of \$7,560.00 per month for up to four (4) months, plus a success fee of \$5,040.00 for each position filled. This includes a twelve (12) month replacement guarantee for each position filled.</p> <p>I recommend contracting with TalenTrust for the stated services for up to four (4) months.</p> <p>This is not a budgeted expense, but funds are available from Water Department revenue. These expenses will be paid from account 505.3320.52.1200.</p> |
| <b>LEGAL:</b>                             | Contract has been reviewed by the City Attorney.   |