



Monterey County

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: A 21-274

June 08, 2021

Introduced: 5/26/2021

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

a. Approve and authorize the Contracts/Purchasing Officer or his designee to execute Renewal and Amendment No. 2 to Agreement A-12799 between the County of Monterey and William Avery & Associates, Inc. for the provision of human resources consulting services to the County of Monterey, extending the term of the Agreement through December 31, 2021.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

a. Approve and authorize the Contracts/Purchasing Officer or his designee to execute Renewal and Amendment No. 2 to Agreement A-12799 between the County of Monterey and William Avery & Associates, Inc. for the provision of human resources consulting services to the County of Monterey, extending the term of the Agreement through December 31, 2021.

SUMMARY/DISCUSSION:

The Agreement with William Avery & Associates, Inc. was part of a Countywide Service Agreement. The Countywide Service Agreement was originally in place for a period of five (5) years (June 5, 2015 to June 5, 2020) and then extended through June 5, 2021, adding six (6) additional months. The County recently re-engaged William Avery & Associates, Inc. to conduct recruitments for executive level and hard to fill positions that are mission critical for the County; these recruitments are currently underway, and they will not be completed by when the Agreement expires.

The Human Resources Department is requesting that the term of the Agreement with William Avery & Associates, Inc. be renewed retroactive to June 5, 2021 and extended through December 31, 2021 in order to complete all recruitments that are currently underway without interruption. The cost of executive recruitments with William Avery & Associations, Inc. range from \$16,900 to \$18,500 for professional fees and from \$6,500 to \$7,500 for reimbursable expenses per recruitment.

OTHER AGENCY INVOLVEMENT:

The offices of the County Counsel and Auditor-Controller have reviewed and approved Amendment No. 2 as to form and legality and fiscal provisions, respectively.

FINANCING:

Funds for these services are contained within the approved budget allocations of the department utilizing the services.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:



The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in

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recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Approved by: Irma Ramirez-Bough, Director of Human Resources, x5043 

Attachments:

1. Agreement A-12799
2. Renewal and Amendment No.1 to Agreement A-12799