

Resolution No.

STOCKTON CITY COUNCIL

RESOLUTION AUTHORIZING A CONTRACT EXTENSION FOR PROFESSIONAL STAFFING SERVICES FROM WATERTALENT, LLC. AND AMENDING THE FISCAL YEAR 2023-24 ANNUAL BUDGET

In 2019, the Municipal Utilities Department (MUD) contracted with waterTALENT, LLC (waterTALENT) for temporary staffing services for water and wastewater operators. The firm possesses the expertise to recruit and deploy licensed operations staff within twenty-four (24) hours in the event of sudden or temporary staff shortages; and

In 2020, the COVID-19 pandemic triggered job loss nationwide and the effects are still present. While the MUD weathered the pandemic, hiring qualified operators and staff has been difficult with fewer applicants than in previous years. Staffing shortages continue to impact operations at both the Regional Wastewater Control Facility (RWCF) and the Delta Water Treatment Plant (DWTP); and

The MUD has experienced ongoing operator vacancies despite recruitment efforts and has an urgent need for temporary staffing of a Grade 5 Operator following the retirement of the RWCF Chief Plant Operator; and

On-boarding entry-level plant operators can take up to a year to obtain the necessary operations training and advanced certifications. The low recruitment responses and time to on-board have made it necessary to retain the option for temporary staffing to ensure treatment operations are appropriately staffed for safety and permit compliance; and

Without these services, the MUD will be unable to meet requirements in the National Pollutant Discharge Elimination System Permit or the Domestic Water Supply Permit; and

Additional appropriation from the wastewater and water fund balances are necessary to ensure there is sufficient budget in FY 2023-24 for the proposed additional cost for temporary staffing services; now, therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF STOCKTON, AS FOLLOWS:

1. The City Council approves findings pursuant to Stockton Municipal Code section 3.68.070(A)(5) in support of an exception to the competitive bidding process for the contract extension with waterTALENT:

- a. The MUD is required to have certified operators for operating the equipment used to treat and discharge wastewater and to treat and distribute potable drinking water.
- b. Lack of operators on staff has the potential to violate the NPDES or Water Supply permits.
- c. Additional services, such as process control experts, may be needed in the future as the RWCF Plant Modification is completed and operations are turned over to the MUD.
- d. The waterTALENT firm has provided operational staffing services to the City, is familiar with the City's specific certification requirements at the RWCF and DWTP, and has guaranteed a 24-hour response time with qualified staff.
- e. It is in the City's best interest to maintain temporary operator staffing services to ensure continued permit compliance and adequate staffing levels.

2. The City Council authorizes the City Manager to execute a five-year contract extension with waterTALENT, LLC of Sherman Oaks, California, amending the total not-to-exceed amount to \$1,599,500 (Exhibit 1 to the Resolution).

3. The City Manager or designee is hereby authorized to amend the FY 2023-24 Annual Budget to appropriate \$200,000 from the Wastewater Utility Fund Balance to the Wastewater Treatment Plant Operations, Special Services account and \$50,000 from the Water Utility Fund Balance to the Water Treatment Plant Operations, Special Services account.

4. The City Manager or designee is hereby authorized to take appropriate and necessary actions to carry out the purpose and intent of this Resolution.

PASSED, APPROVED, and ADOPTED September 12, 2023.

KEVIN J. LINCOLN II
Mayor of the City of Stockton

ATTEST:

ELIZA R. GARZA, CMC
City Clerk of the City of Stockton