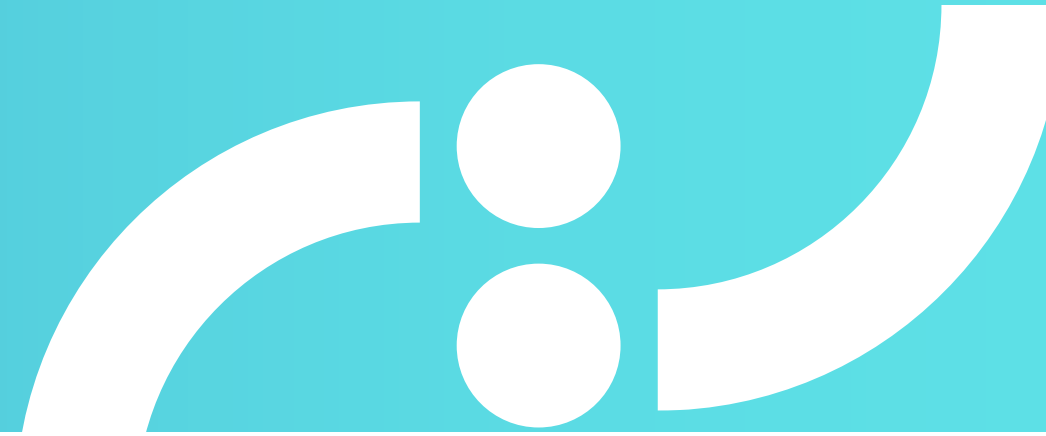


Recruitment Services Bench Contract Modification



Background



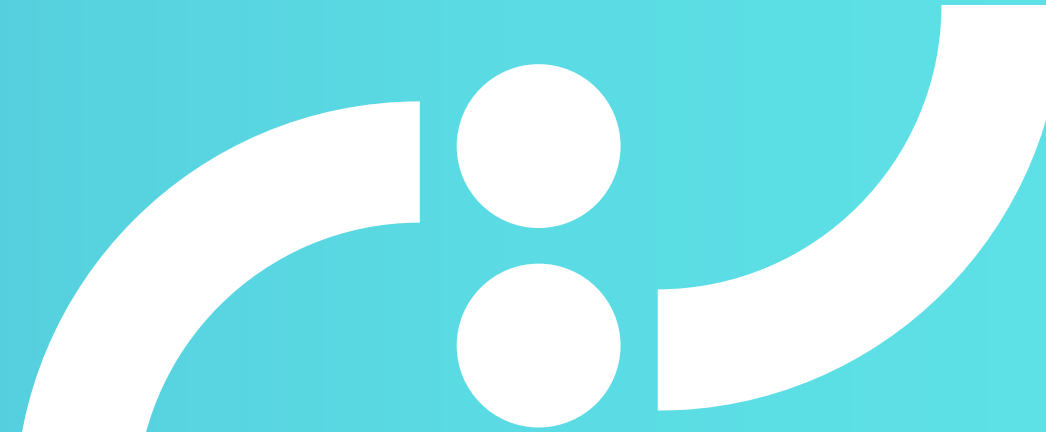
Metro's recruitment services bench:

- Provides critical recruitment support that augments internal capacity
- Complements Metro's hiring strategy to meet evolving workforce demands
- Accelerates hiring through targeted outreach and streamlined timelines
- Enhances competitiveness to attract and secure top-tier, diverse talent
- Minimizes vacancies in mission-critical, hard-to-fill, and executive roles
- Sustains improved time-to-hire and reduced agency vacancy rates
- Addresses increased demand for specialty and executive roles exceeding historical trends

Recommendation

AUTHORIZE the Chief Executive Officer to execute Modification No. 2 to the Recruitment Services Bench Contract Nos. PS95999000 with Partners in Diversity, Inc., PS95999001 with DeSanti, and PS95999002 with David Gomez Partners to continue supporting the identification and placement of qualified candidates for professional, management, and executive-level positions across the agency in an amount Not-To-Exceed (NTE) \$200,000, increasing the cumulative contract value from \$482,500 to \$682,500, and extending the period of performance from September 1, 2026 to August 31, 2027.

Next Steps



- Upon Board approval, staff will execute Modification No. 2 to Recruitment Services Bench Contract Nos. PS95999000 through PS95999002.
- Metro remains committed to:
 - ✓ Timely filling of executive, specialty, and other hard-to-recruit positions
 - ✓ Leveraging both internal recruiters and specialized recruitment bench services
 - ✓ Ensure a coordinated and strategic approach to talent acquisition
 - ✓ Continue to keep recruitment efforts prioritized, organized, and actively managed agencywide