

Staff Report

TO: Board of Directors

FROM: Monica Reyes, Director of Recreation

DATE: March 22, 2023

SUBJECT: 2023 Talmo & Associates Inc. Contract (Consent)

RECREATION

RECOMMENDATION:

Approve a contract with Talmo & Associates Inc. for the 2023 campground temporary workforce in the amount of \$383,000, and authorize the General Manager to execute the appropriate documents.

BACKGROUND:

Each year throughout the month of May, NID's Recreation Department hires 35 - 40 temporary employees to work at its campgrounds for the summer season. The temporary employees are hired for several different positions within the campgrounds, most work a five-day, 40-hour week, pay range between \$16.00 - \$18.00 per hour. The temporary assignments start in mid-May and layoffs begin in mid-September.

Hiring a large number of employees for a four to five-month assignment is difficult. NID's Recreation and Human Resources Department work together with a temporary employment agency to accomplish this task. In past years, NID worked with Blue Ribbon Personnel Services, which is now under the new ownership of Talmo & Associates Inc. Talmo has retained the Blue Ribbon staff, and our temporary workforce, essentially the working relationships, assurances and commitments we have built over the years have not changed. NID and Talmo staff also worked together to lower the labor markup fees. The decrease is 4% - 5% less than the 2022 rates.

BUDGETARY IMPACT:

The 2023 Recreation Operating Budget includes \$383,000 in account 30250-52609 for temporary labor for the 2023 Recreation season.

Attachments: None