

# Memorandum



CITY OF DALLAS

DATE June 10, 2016

Honorable Members of the Quality of Life and Environment Committee: Sandy Greyson (Chair), Tiffinni A. Young  
TO (Vice Chair), Mark Clayton, Rickey D. Callahan, Philip T. Kingston, B. Adam McGough

SUBJECT Three-Year Service Contract for Temporary Industrial Labor for Sanitation Services- Resulting Staffing Inc.

The June 22, 2016 Council Agenda includes an item to authorize a three-year service contract (with two 1-year renewal options) for temporary industrial labor for Sanitation Services with Results Staffing, Inc., most advantageous proposer of five in an amount not to exceed \$20,246,078.

This action does not encumber funds; the purpose of a service contract is to establish firm pricing for services, for a specific term, which are ordered on an as needed basis. This contract will continue to provide temporary industrial labor for Sanitation Services. Temporary labor is needed to supplement Sanitation Services staff with approximately 210 industrial laborers on a daily basis to collect refuse, recycling, and bulk/brush, work at the transfer stations and landfill and to assist in environmental and special services duties. The temporary workers receive daily work assignments from City staff, but remain employees of the temporary agency. Temporary labor allows Sanitation Services the flexibility to adjust its workforce to meet service needs according to daily service demands.

Although Results Staffing is a temporary employment agency, their employees have the opportunity to purchase an individual or family health care plan upon hire. Additionally, all employees will be paid at the current wage floor requirement of \$10.37 per hour. The vendor has also committed to provide the following, for their employees, who want to increase their skillsets and seek permanent employment:

- Résumé building and interview skills workshops
- Computer skills training
- Assist their employees who may have a suspended license and would like to re-obtain their Class C driver license, but are having difficulty due to ability to pay outstanding fees
- Work with Sanitation Services to issue performance certificates for their employees which allow for reduced background requirement for certain City positions. These certificates can also be utilized by the employee to document performance to other potential employers
- Identify and support their employees to compete for permanent open laborer and truck driver positions within the City

Three-Year Service Contract for Temporary Industrial Labor for Sanitation Services- Resulting Staffing Inc.  
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Please contact me if you have any questions or need additional information.



Joey Zapata

Assistant City Manager

c: Honorable Mayor and Members of the City Council  
A.C. Gonzalez, City Manager  
Christopher D. Bowers, Interim City Attorney  
Craig D. Kinton, City Auditor  
Rosa A. Rios, City Secretary  
Daniel F. Solis, Administrative Judge  
Ryan S. Evans, First Assistant City Manager

Jill A. Jordan, P.E., Assistant City Manager  
Eric D. Campbell, Assistant City Manager  
Mark McDaniel, Assistant City Manager  
Jeanne Chipperfield, Chief Financial Officer  
Sana Syed, Public Information Officer  
Elsa Cantu, Assistant to the City Manager – Mayor & Council