



Board of Retirement Regular Meeting

Sacramento County Employees' Retirement System

Agenda Item 17

MEETING DATE: October 19, 2022

SUBJECT: Temporary Staffing Services

SUBMITTED FOR: ___ Consent X **Deliberation and Action** ___ **Receive and File**

RECOMMENDATION

Staff recommends Board authorize the Chief Executive Officer to increase the temporary staffing services agreement with SearchPro Staffing from \$50,000 to \$250,000.

PURPOSE

This item complies with the Strategic Management Plan objectives to ensure the accuracy of pension plan benefits and leverage creative solutions to enhance enterprise performance.

DISCUSSION

For the past two years, SCERS has experienced vacancy rates at or above 30%. A significantly high proportion of these vacancies exist within Full Time Employee (FTE) classifications that provide direct support to benefits administration. During the past 12 months, SCERS has experienced great difficulty filling vacant FTEs in the classifications of Retirement Benefit Specialist, Retirement Services Analyst, Retirement Services Supervisor, and Office Specialist. Sustained hiring shortfalls have resulted in significant work backlogs across many of SCERS' business operations, as well as its project-based work operations (e.g., Pension Administration System and Alameda Corrections projects). Remediating current work backlogs associated with customer service-level expectations and progressing with project-based operations requires the assistance of temporary staffing services.

SCERS often utilizes the County's staffing services contracts for temporary help, including SearchPro Staffing; however, the retirement benefits positions are not explicitly included in the scope of services of the County's current SearchPro contract. Therefore, SCERS has needed to develop a separate contract with SearchPro. The Chief Executive Officer, under his delegated authority, initially entered into a \$50,000 agreement with SearchPro in August 2022 (see Agenda Item 5). Based on ongoing business needs, Staff is recommending increasing SearchPro contract to \$250,000 through December 31, 2023.

These costs are partially included in the 2022-23 SCERS operating budget and can be absorbed through other budget savings.

ATTACHMENT

- Board Order

Prepared by:

/S/

Margo Allen
Chief Operations Officer

Reviewed by:

/S/

Eric Stern
Chief Executive Officer



Retirement Board Order

Sacramento County Employees' Retirement System

Before the Board of Retirement
October 19, 2022

AGENDA ITEM:

Temporary Staff Services

THE BOARD OF RETIREMENT hereby accepts the recommendation of Staff to authorize the Chief Executive Officer to increase the temporary staffing services agreement with SearchPro Staffing from \$50,000 to \$250,000.

I HEREBY CERTIFY that the above order was passed and adopted on October 19, 2022 by the following vote of the Board of Retirement, to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

ALTERNATES:
(Present but not voting)

Keith DeVore
Board President

Eric Stern
Chief Executive Officer and
Board Secretary