



Office of the City Manager

CONSENT CALENDAR
November 10, 2025

To: Honorable Mayor and Members of the City Council

From: Paul Buddenhagen, City Manager

Submitted by: David Sprague, Chief, Fire Department
Terrance Davis, Director, Public Works
Kevin Fong, Director, Information Technology

Subject: Contract: Protiviti Government Services Inc (“Protiviti”): Using General Services Administration (“GSA”) Vehicle for Professional Services Purchase Orders

RECOMMENDATION

Adopt a Resolution authorizing the City Manager, or delegate, to issue purchase orders with Protiviti for professional services using GSA purchasing vehicle no. GS35F-0280X in support of the following City Departments: Fire, Public Works, and Information Technology, for an amount not to exceed \$892,000 through June 30, 2026.

FISCAL IMPACTS OF RECOMMENDATION

Funding for this contract will be provided through departmental allocations in Fiscal Year (FY) 2026. Allocations are anticipated to be drawn from Measure FF (Emergency Response and Preparedness), UC Settlement and General Fund resources, Public Works departmental operating funds, and the Information Technology Cost Allocation Fund as follows:

Department	Amount	Fund
Fire	\$ 392,000	Fund 164 ((Measure FF Fund 147 (UC Settlement) Fund 011 (General Fund)
Public Works	\$ 200,000	Fund 501 - \$100,000 Fund 601 -\$100,000
Information Technology	\$ 300,000	Fund 680 (IT Cost Allocation Plan)
	\$ 892,000	Total Professional Services

CURRENT SITUATION AND ITS EFFECTS

The Fire, Public Works, and Information Technology Departments are currently managing multiple high-priority projects that require specialized expertise and staffing

capacity beyond current resources. Recruitment and retention challenges, combined with the need for concurrent project execution, have created gaps that must be filled to ensure continuity of operations.

The following are examples of situations in which temporary help is required within each department:

- Fire Department: Actively implementing projects to strengthen prevention, training, emergency response capacity, and administrative assistance.
- Public Works: Advancing infrastructure initiatives, including capital improvement projects, environmental compliance, and operations modernization.
- Information Technology: Supporting critical server hardware and software, cybersecurity initiatives, and specialized citywide technology upgrades.

Protiviti has provided professional services to the City in prior engagements, delivering critical technical and operations support. Continued use of Protiviti's services will allow departments to maintain momentum on essential projects, minimize delays, and ensure delivery of high-quality services.

This aligns with the City's strategic priority plan to "be a customer-focused organization that provides excellent, timely, easily accessible service and information to the community".

BACKGROUND

Protiviti provides professional services across a range of disciplines, including technology, operations and program management. Many government agencies and public entities rely on Protiviti to augment their resources, particularly in areas where specialized expertise or flexible staffing is required to meet operational and project demands.

The City of Berkeley has previously contracted with Protiviti, with Council approval, to provide supplemental staffing and consulting support for departments including Fire, Information Technology, Public Works, and Human Resources. In those engagements, Protiviti has consistently delivered high-quality resources who were able to integrate seamlessly into City operations and support timely project delivery. Their ability to respond quickly with qualified staff has enabled the City to adapt to shifting priorities, scale resources up or down as needs arise, and ensure continuity of operations during periods of heightened workload and staffing shortages.

Protiviti's support has proven essential in helping departments manage complex, interdependent projects that are time-sensitive and critical to public service delivery. By continuing to engage Protiviti, the City ensures that departments have access to specialized expertise and flexible staffing capacity necessary to meet the needs of the organization.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

Where appropriate, Protiviti will conduct their work remotely thus reducing greenhouse gas emissions from travel to and from city facilities.

RATIONALE FOR RECOMMENDATION

Protiviti has demonstrated the ability to provide high-quality, flexible staffing solutions tailored to the City's operational needs. Augmented services are critical to maintain continuity, address workload surges, and ensure timely completion of priority initiatives.

ALTERNATIVE ACTIONS CONSIDERED

The City could rely solely on existing staff resources; however, this would delay project timelines and risk service interruptions.

CONTACT PERSON

David Sprague, Fire Chief, (510) 981-3473

Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

PROTIVITI GOVERNMENT SERVICES (“PROTIVITI”): USING GENERAL SERVICES ADMINISTRATION (“GSA”) VEHICLE FOR PROFESSIONAL SERVICES PURCHASE ORDERS

WHEREAS, Protiviti, formerly operated under Robert Half International, is a professional services firm that provides staffing and consulting support to government agencies and public entities across a wide range of functions, including technology, operations, and program management; and

WHEREAS, the City of Berkeley has previously contracted with Protiviti, with Council approval, and Protiviti has successfully provided timely and qualified resources to support City departments in meeting critical project and operational needs; and

WHEREAS, the Fire, Public Works, and Information Technology Departments are each managing complex, time-sensitive initiatives that are essential to the City’s ability to deliver services to the community; and

WHEREAS, due to recruitment and retention challenges and the need for specialized expertise, it is necessary for the City to maintain access to flexible, scalable staffing solutions to ensure continuity of operations and timely completion of projects; and

WHEREAS, Protiviti has demonstrated the ability to deliver high-quality resources that integrate effectively with City teams, allowing departments to advance projects efficiently and maintain alignment with Council-adopted goals; and

WHEREAS, funds are available in the Fire Department’s Measure FF, UC Settlement and General Fund resources, Public Works departmental operating funds, and the Information Technology Cost Allocation Fund; and

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager, or delegate, is authorized to issue purchase orders with Protiviti for augmented professional services in support of the Fire, Public Works, and Information Technology Departments in an amount not to exceed \$892,000 through June 30, 2026.