



City of Austin

Recommendation for Action

File #: 26-1141, **Agenda Item #:** 6.

3/12/2026

Posting Language

Authorize two contracts for temporary staffing services for all City departments with 22nd Century Technologies, Inc. and Be Staffing Solutions LLC d/b/a Be Staffing Solutions, each for an initial term of three years with up to two one-year extension options in amounts not to exceed \$5,598,101, divided between the contractors. Funding: \$544,500 is available in the Operating Budgets of various City departments. Funding for the remaining contract term is contingent upon available funding in future budgets.

Lead Department

Austin Financial Services.

Client Department(s)

All City Departments.

Fiscal Note

Funding in the amount of \$544,500 is available in the Fiscal Year 2025-2026 Operating Budgets of various City departments.

Funding for the remaining contract term is contingent upon available funding in future budgets.

Procurement Language:

Multiple contractors within this cooperative purchasing program were reviewed for services. Austin Financial Services determined these contractors best meet the needs of Austin Human Resources to provide these services required for the City.

MBE/WBE:

Cooperative Agreement contracts are exempt from the City Code Chapter 2-9B (Minority-Owned and Women-Owned Business Enterprise Procurement Program).

For More Information:

Direct questions regarding this Recommendation for Council Action to Austin Financial Services - Central Procurement at FSDCentralProcurementRCAs@austintexas.gov or 512-974-2500.

Additional Backup Information:

These contracts will provide temporary staffing services for City departments on as needed basis. These contracts will provide departments with flexible options to meet immediate temporary staffing needs while maintaining essential performance standards, particularly for short-term requirements such as individual hiring manager requests, events of all sizes, and emergency or disaster response within the City. Examples of positions that can be filled through these contracts include:

- Administrative: Accounting Associate; Dispatcher: Mail Service Clerk,
- Light Industrial: Inventory Control Specialist; Public Event Worker,
- Technical: Electronic Technician; Heating and Refrigeration Mechanic,

- Professional: Human Resource Specialist; Contract Management Specialist.

These contracts are replacing contracts which expire March 16, 2026. The requested authorization is based on historical spending and departmental estimates of future needs. Neither of the recommended contractors are the current provider of these services. Be Staffing Solutions LLC d/b/a Be Staffing Solutions is certified as Minority/Women Owned Business by the City of Austin.

HGAC Buy is a cooperative purchasing association recognized under Texas procurement statutes. Cooperative associations, themselves or using a lead government, competitively solicit and award contracts that are eligible for use by other qualified state and local governments. Due to their substantial volumes, larger than any one government could achieve independently, cooperative contracts routinely include superior terms, conditions, and pricing. Use of cooperative contracts also results in lower administrative costs and time savings.

If the contract is not approved, the City will have limited capacity to meet temporary staffing needs, which could impact operational efficiency and the timely delivery of essential services.

Contract Details:		
Contract Term	Length of Term	Contract Authorization
Initial Term	3 years	\$3,322,000
Optional Extension 1	1 year	\$1,144,000
Optional Extension 2	1 year	\$1,132,101
Total	3 years	\$5,598,101

Note: Contract Authorization amounts are based on the City's estimated annual usage.