



AGENDA MEMORANDUM

Action Item for the City Council Meeting of May 12, 2026

DATE: May 12, 2026

TO: Peter Zanoni, City Manager

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Services Agreements
Temporary Staffing for Engineering Services

CAPTION:

Motion authorizing execution of two three-year service agreements for temporary staffing with AG|CM of Corpus Christi and ND Global Consulting Services Inc. of McKinney, Texas, in an amount up to \$3,000,000.00 each, to provide support needed with Capital Improvement Program projects located citywide for the Engineering Services Department, with FY 2026 funding of \$1,501,382.00 from the Engineering Services Fund.

SUMMARY:

This motion approves Services Agreements to perform as-needed Temporary Staffing to address critical staffing needs in Engineering Services and to support the delivery of the Capital Improvements Program.

BACKGROUND AND FINDINGS:

Engineering Services is charged with managing the delivery of the City's Capital Improvements Program. Successful implementation of these programs requires a properly staffed and trained team of program and construction professionals. The department has historically used a blend of in-house and contracted staff resources to accomplish its mission of delivering the City's capital improvement program.

Our workloads have increased significantly over the past five years, and we are still adjusting to that workload backlog. The Engineering Services construction portfolio currently has about 90 active projects with a total contract value of \$1 billion. The unexecuted value of those construction contracts is approximately \$600 million. Additionally, Engineering is supporting urgent water supply projects that are not included in that total.

The FY 2026 budget contemplated addressing increased demands by utilizing a mix of full-time employees and contracted services. That blended response allows us to be more strategic about staffing by using contracted services in areas unlikely to have permanent demand. Staff

augmentation contracts also allow the department to respond more rapidly to urgent staffing needs while enabling us to reduce staffing more easily as overall demand reduces or shifts between types of work and required skill sets.

The Engineering Services Department has historically used a blend of in-house and contracted staff resources to respond to spikes in activity. The contract staff are managed in a very similar fashion to City Employees. The contracted personnel are expected to maintain regular business hours on their assigned days of work and to complete required deliverables in the same fashion as a City Employee performing in the same capacity. They are simply paid through the vendor rather than the City payroll.

The Services Agreements will be task-order-driven contracts. The funding will come from projects supported by contract employees, as Engineering Services charges for our in-house staff's time. The task orders will be based on the contracted hourly rate for the specific individual and the anticipated service duration.

By accessing staffing service contracts, Engineering leadership can ensure that the City's interests are appropriately protected. Some major construction projects that may be covered with staffing from this contract total over \$400 million and include:

- Alameda Street - Airline Road to Everhart Road - \$15.8 million
- Carroll Lane - Holly Road to SH358 - \$6 million
- Citywide Lift Station Repair - \$16.8 million
- Commodore Park Improvements - \$3.4 million
- Fire station 8 Replacement - \$9.6 million
- Fire station 10 Replacement - \$9.3 million
- Flour Bluff Drive - \$24 million
- New Coopers Boaters Facility/Parking Lot Resurfacing – Head - \$6.6 million
- Northside Aquatic Center - \$8.7 million
- ONS Security Updates - \$5.3 million
- Whitecap Operations Center - \$3.6 million

COMPETITIVE SOLICITATION PROCESS

On September 29, 2025, the Contracts and Procurement Department issued a Request for Proposals (RFP) 6786 - Temporary Staffing for Engineering Services.

The selection committee consisted of professional staff from the Engineering Services Department and staff from Human Resources. Firms were ranked based on technical proposals and the interviews. The technical proposal consisted of seven factors: 1) Experience on projects of similar scope and complexity, 2) Demonstrated capability/capacity on comparable projects, 3) Past Performance and Reference Checks, 4) Team members with experience and qualifications, 5) Team members' experience with work of similar scope and complexity, 6) Demonstrated understanding of the scope of services, 7) Demonstrated understanding and experience with a similar service in a public agency.

Interviews were conducted with the top five firms, and based on performance, two were selected. The selection committee recommended awards to the following firms:

1. AG|CM of Corpus Christi, Texas, and

2. ND Global Consulting Services, Inc. McKinney, Texas

AG|CM has previously provided temporary staffing to the City since May 2023 for an aggregate contract value of \$4.5 million (May 2023 - \$1.5 million contract and March 2024 - \$3 million contract).

ND Global Consulting Services, Inc., of McKinney, Texas, has not provided any services to the City but has provided similar services to other government clients, such as the Florida Department of Transportation and the Florida Department of Management Services.

Competitive solicitations will be sought from both providers whenever a new need is identified.

ALTERNATIVES:

City Council could choose not to award the Services Agreements, but doing so would result in delays and increased costs for both design and construction.

FISCAL IMPACT:

The total funding amount would be an aggregate three-year amount not to exceed \$6,000,000.00, to be funded in the Engineering Fund. The fiscal impact for FY 2026 would be \$1,501,382.00 in the Engineering Services Fund.

FUNDING DETAIL:

Fund: Eng Services (Fund 5310)
Department: Eng Services (58)
Org: Engineering & Support Services (11150)
Account: Professional Services (530000)
Activity: N/A
Amount \$255,302.00

Fund: Eng Services (Fund 5310)
Department: Eng Services (58)
Org: Project Management (11160)
Account: Outside Consultants (550950)
Activity: N/A
Amount \$516,480.00

Fund: Eng Services (Fund 5310)
Department: Eng Services (58)
Org: Utility Inspectors (11170)
Account: Construction (530000)
Activity: N/A
Amount \$288,300.00

Fund: Eng Services (Fund 5310)

Department: Eng Services (58)
Org: Construction Management (11190)
Account: Construction (530000)
Activity: N/A
Amount \$441,600.00

RECOMMENDATION:

Staff recommends approval of this motion to award Services Agreements to AG|CM and ND Global Consulting Services, Inc. The services are planned to start in May 2026 for a three-year term.

LIST OF SUPPORTING DOCUMENTS:

Services Agreements