

CONTRACTS/AGREEMENTS FOR PERSONAL SERVICES

Personal Services

The Governing Board may enter into personal services contracts which require expertise not reasonably found among District classified employees to achieve cost savings when each of the following conditions is met:

- it can be clearly demonstrated that the proposed contract will result in actual overall cost savings to the District;
- the contractor's wages are at the industry's level and do not undercut District pay rates;
- the contract does not cause the displacement of District employees;
- the savings are large enough to ensure that employees will not be eliminated by private sector and District cost fluctuations that could normally be expected during the contracting period;
- the amount of savings clearly justifies the size and duration of the contracting agreement;
- the contract is awarded through a publicized, competitive bidding process;
- the contract includes specific provisions pertaining to the qualifications of the staff that will perform the work under the contract, as well as assurance that the contractor's hiring practices meet applicable nondiscrimination standards;
- the potential for future economic risk to the District from potential contractor rate increases is minimal;
- the contract is with a firm; and
- the potential economic advantage of contracting is not outweighed by the public's interest in having a particular function performed directly by the District.

Personal service contracts are also permissible when any one of the following conditions is met:

- the contract is for new functions mandated or authorized by Legislature to be performed by independent contractors;
- the services are not available within the District or cannot be satisfactorily performed by District employees;
- the services are incidental to a purchase or lease contract;
- the policy, administrative, or legal goals and purposes of the District cannot be accomplished through the regular or ordinary hiring process;
- the work meets the criteria for emergency appointment;
- equipment, materials, facilities, or support services could not feasibly be provided by the District; or
- the services are of an urgent, temporary, or occasional nature.

Personal service contracts are to be placed on the Governing Board agenda pursuant to Business Procedure 9.45, Request to Place Contract on Governing Board Agenda. Following Governing Board action, the Director of Purchasing and Contract Services shall execute the contract.

Education Code 88003
Government Code 53060