



## COUNCIL REPORT

Report Date: July 2, 2026  
Contact: Jesse Goranson  
Contact No.: 604.829.2092  
RTS No.: 18676  
VanRIMS No.: 08-2000-20  
Meeting Date: July 15, 2026  
[Submit comments to Council](#)

TO: Standing Committee on City Finance and Services  
FROM: Deputy City Manager and Chief Procurement Officer  
SUBJECT: Contract Award for Consulting Services for Temporary Staffing Resources

### Recommendations

- A. THAT Council authorize City staff to negotiate 10 individual agreements for Consulting Services for Temporary Staffing Resources with the following Vendors for an estimated total combined contract value of \$8,418,000 plus applicable taxes over an initial three (3) year period, plus 3 possible one-year extensions, for a maximum six (6) year period with total value of \$16,835,000 plus applicable taxes;
1. Affinity Staffing Inc.
  2. Altis Recruitment & Technology Inc.
  3. Compunnel Software Group Inc.
  4. DigitalTek Solutions Inc.
  5. iFathom Corporation
  6. ITIQ Tech Recruiters Inc.
  7. LanceSoft, Inc.
  8. Procom Consultants Group Ltd.
  9. S.i. Systems Partnership ULC
  10. TEEMA Solutions Group Inc.

- B. THAT Council delegate its authority to execute the Agreement to the City's Director of Legal Services, Chief Procurement Officer, and Deputy City Manager;

FURTHER THAT no legal rights or obligations will be created by Council's approval of Recommendations A and B unless and until the City executes and delivers the Agreement.

### Purpose and Executive Summary

The City issued a Request for Proposal PS20251263-TS-RFP on June 23, 2025 for Consulting Services for Temporary Staffing Resources. The City requires access to qualified temporary

resource suppliers on an as-needed basis to support the delivery of approved capital projects and digital service initiatives. This work often involves time-limited, specialized roles that are not practical to staff permanently, particularly where project demand fluctuates or where niche technical expertise is required for specific phases of delivery.

The City advertised the RFP on the City of Vancouver e-sourcing system and BC Bid in accordance with the City's Procurement Policy (ADMIN-008). City staff on the RFP evaluation committee and the Bid Committee have considered the responses received and recommended that the City negotiate separate agreements with above aforementioned vendors.

The roles procured under this contract are primarily exempt positions; where unionized work is required, the City will follow the applicable CUPE collective agreement and associated staffing and procurement processes.

### **Council Authority/Previous Decisions**

The City's Procurement Policy (ADMIN-008) requires Council approve contracts with a total value greater \$3,000,000 following review and recommendations by the City's Bid Committee. The Bid Committee has considered the bids and recommends separate awards to 10 vendors noted above.

There are no applicable Council authority or previous decisions related to this report.

### **City Manager's Comments**

The City Manager concurs with the foregoing recommendations.

### **Discussion**

#### Technology Services Temporary Resources

The City of Vancouver sought proposals from qualified proponents to provide qualified temporary resource suppliers on an as-needed basis to support the delivery of approved capital projects and digital service initiatives. This work often involves time-limited, specialized roles that are not practical to staff permanently, particularly where project demand fluctuates or where niche technical expertise is required for specific phases of delivery.

The City sought to identify proponents with the capability and experience to deliver temporary technology services resources as outlined in the RFP. The City now intends to proceed with separate negotiations with the ten vendors identified in this report, which are expected to result in ten individual contracts.

#### Procurement process

The RFP was issued in accordance with the City's Procurement Policy (ADMIN-008). The City received responses from 32 Proponents:

1. 10059455 Canada Inc.
2. Affinity Staffing Inc.
3. Altis Recruitment & Technology Inc.
4. Bidowali Inc.
5. BuzzClan LLC

6. Collaboration Betters The World Inc.
7. Compunnel, Inc.
8. Cynet Systems Canada Inc
9. Design Group Staffing Inc.
10. DigitalTek Solutions Inc.
11. Embers Canada
12. Evergreen Technologies Inc.
13. iFathom Corporation
14. ITIQ Tech Recruiters Inc.
15. Ignite Technical Resources Ltd.
16. Infojini Inc.
17. LanceSoft, Inc
18. Logilink Solutions Inc.
19. Net2Source Inc.
20. Power Tech Solutions Inc.
21. Precision ERP Incorporated
22. Procom Services
23. Randstad Digital
24. Russell Tobin and Associates Ltd.
25. S.i. Systems Partnership
26. Shorewise Consulting LLC
27. Sbase Technologies Inc
28. Sharma, shikha
29. SoftSages LLC
30. Solomons International
31. TEEMA Solutions Group, Inc
32. TEKsystems Canada Corp.

A cross-functional team from Technology Services and Supply Chain Management evaluated responses using both quantitative and qualitative criteria to determine overall value. Key evaluation factors included technical solution, sustainability, and pricing.

Roles were organized into five categories (see Appendix A), and proponents were assessed within each. Up to five vendors were selected per category, resulting in ten vendors with the highest overall scores recommended for award.

### **Financial Implications**

Services under this contract will be provided on an as and when required basis. The estimated costs presented in this report are consistent with anticipated capital plan and operating budget funding allocations.

Contract services are primarily utilized by Technology Services to perform Capital related work funded from within the approved Capital budget. Availability of Capital and Operating budget to fund these services is subject to annual council approval. Technology Services will adjust its utilization of such services to ensure it remains within approved budget levels.

### **Legal Implications**

The City's Procurement Policy (ADMIN-008) requires the Director of Legal Services to execute all contracts that have been awarded by the Bid Committee and Council.

\* \* \* \* \*

**Appendix A – Roles per Category**

<b>Category 1 Data &amp; Application Services</b>	<b>Category 2 Project Management, Strategy &amp; Governance</b>	<b>Category 3 Digital Services</b>	<b>Category 4 Infrastructure &amp; Cyber Security</b>	<b>Category 5 Emerging Skillset</b>
Business Analyst	Project Manager - Data	Product Manager	Systems Engineer	AI Specialists
Business Analyst - Applications	Project Manager - SAP	Service Designer	Cyber Security Engineer	AI Researchers
Business Analyst - Data	Project Manager - Applications	User Experience Designer	Cloud Engineer	Data Scientist
Business Analyst - Platform	Project Manager - Digital	User Experience Researcher	Database Engineer	Machine Learning Engineers
Business System Analyst - Application	Change Management Specialist		Business Analyst - Cyber Security	AI Product Managers
Business System Analyst - Data	Scrum Master		Business Analyst - Infrastructure	
Business System Analyst - Platform	Strategy Advisor		Business Analyst - Cloud	
Business System Analysts			Business Analyst - Network	
Business System Analysts			Business Analyst - Database Management	
Data Engineer			Business System Analyst - Cyber Security	
Data Governance Analyst			Business System Analyst - Infrastructure	
Data Governance Analyst			Business System Analyst - Cloud	
Developer - Data			Business System Analyst - Network	
Developer - Full-Stack			Business System Analyst - Database Management	
Developer - Low-Code		Solution Architect - Cyber Security		
Solution Architect - Application		Solution Architect - Infrastructure		
Solution Architect - Data		Solution Architect - Cloud		
Solution Architect - Enterprise IT		Solution Architect - Network		
Solution Architect - Enterprise IT		Solution Architect - Database Management		
Solution Architect - Platform				
Web Analytics				