



Consent Item 7

To:	Ava Community Energy Authority
From:	Trevor Cherr, VP of HR & Office Operations
Subject:	Approving a Resolution of the Board of Directors of Ava Community Energy Authority authorizing the CEO to negotiate and execute Amendments to the two Staffing Services Agreements with LHi GROUP, INC.
Date:	September 16, 2026

Summary/Recommendation

Adopt a Resolution authorizing the Chief Executive Officer to negotiate and execute Amendments to the two Staffing Services Agreements with LHi GROUP, Inc. that would (1) extend the Contract/ Temporary Assignment Services Agreement through June 30, 2027; and (2) increase the Permanent Placement Services Agreement not-to-exceed amount by \$50,000 for a total not to exceed amount of \$200,000, and increase the Contract/ Temporary Assignment Services Agreement not-to-exceed amount by \$150,000 for a total not to exceed amount of \$250,000, for Fiscal Year 2026-2027 (July 1, 2026 through June 30, 2027).

Financial Impact

Authorizes compensation not to exceed \$450,000 for the term from July 1, 2026 to June 30, 2027 (FY 26/27) across the two Staffing Services Agreements with LHi GROUP, INC. - \$250,000 specifically for Contract/ Temporary Assignment Services and \$200,000 specifically for Permanent Placement Services.

Analysis and Context

At the beginning of Ava's Fiscal Year 2024-2025, the Human Resources team solicited quotes from recruiting service providers in the utilities and renewable energy industry that were likely to have cost structures that fit Ava's budget. Of the three written quotes received, LHi GROUP, INC. had the greatest level of experience and approach that most closely aligned with Ava's

culture and recruitment needs, and Ava entered into two Agreements, one for Contract/ Temporary Assignment Services and one for Permanent Placement Services.

During Fiscal Year 2025-2026, Ava continued to utilize LHi GROUP, INC.'s services and amended the Staffing Services Agreements to provide additional compensations totaling \$450,000 for that fiscal year.

In July 2026, Ava and LHi GROUP, INC. further amended the Staffing Services Agreements to add additional compensation, increasing the total not to exceed amount by a total of \$250,000, specifically \$150,000 for Permanent Placement Services and \$100,000 for Contract/ Temporary Services. That amendment also extended the Permanent Placement Services Agreement through June 30, 2027 and the Contract/Temporary Services Agreement through October 31, 2026.

LHi GROUP, INC. currently provides talent sourcing, recruiting, and temporary employment and payroll services to Ava. These services are instrumental in the recruitment for Ava's open positions and ability to provide temporary staffing support. The Human Resources team would like to continue utilizing the services provided by LHi GROUP, INC. with compensation for Fiscal Year 2026-2027 not to exceed \$450,000 for both Contract/ Temporary Assignment Services and Permanent Placement Services. The proposed Amendments will add \$50,000 to the Permanent Placement Services Agreement, for a total not-to-exceed amount of \$200,000 for the term, and add \$150,000 to the Contract/ Temporary Services Agreement, for a total not-to-exceed amount of \$250,000 for the term. The proposed Amendments will also extend the Contract/Temporary Assignment Services Agreement through June 30, 2027.

Attachments

- A. Resolution
- B. Draft Amendment to the Staffing Services Agreement by and Between Ava Community Energy Authority and LHi GROUP, INC. for Contract/ Temporary Assignment Services
- C. Draft Amendment to the Staffing Services Agreement by and Between Ava Community Energy Authority and LHi GROUP, INC. for Permanent Placement Services

RESOLUTION NO. R-2026-XX
A RESOLUTION OF THE BOARD OF DIRECTORS
OF AVA COMMUNITY ENERGY AUTHORITY AUTHORIZING
AMENDMENTS TO THE TWO STAFFING SERVICES AGREEMENTS WITH
LHi GROUP, INC.

WHEREAS Ava Community Energy Authority (“Ava”) was formed as a community choice aggregation agency (“CCA”) on December 1, 2016, under the Joint Exercise of Powers Act, California Government Code sections 6500 *et seq.*, among the County of Alameda, and the Cities of Albany, Berkeley, Dublin, Emeryville, Fremont, Hayward, Livermore, Piedmont, Oakland, San Leandro, and Union City to study, promote, develop, conduct, operate, and manage energy-related climate change programs in all of the member jurisdictions. The Cities of Newark and Pleasanton, located in Alameda County, along with the City of Tracy, located in San Joaquin County, were added as members of Ava and parties to the Joint Powers Agreement (“JPA”) in March of 2020. The City of Stockton was added as a member to Ava in September of 2022. The City of Lathrop was added as a member to Ava in October of 2023. San Joaquin County was added as a member to Ava in July 2024. On October 24, 2023, Ava legally adopted the name Ava Community Energy Authority, where it had previously used the name East Bay Community Energy Authority since its inception.

WHEREAS LHi GROUP, INC. currently provides talent sourcing, recruiting, and temporary employment and payroll services to Ava; and

WHEREAS in Fiscal Year 2024-2025, the Human Resources team solicited quotes from recruiting service providers in our industry that were likely to have cost structures that fit Ava’s budget. Of the three written quotes received, LHi GROUP, INC. had the greatest level of experience and aligned approach with Ava’s culture and recruitment needs; and

WHEREAS Ava has utilized the services provided by LHi GROUP, INC. in Fiscal Year 2024-2025 and in Fiscal Year 2025-2026. These services have been successful and instrumental in supporting Ava’s staffing needs; and

WHEREAS Ava would like to continue utilizing the services provided by LHi GROUP, INC. with compensation for Fiscal Year 2026-2027 not exceeding \$450,000 for both Contract/ Temporary Assignment Services and Permanent Placement Services (collectively, “Staffing Services Agreements”); and

WHEREAS in July 2026, Ava entered into that June 2026 Amendment to the Contract/ Temporary Assignment Staffing Services Agreement to add additional compensation, increasing the not-exceed-amount by \$100,000 and to extend the term through October 21, 2026; and Contract/ Temporary Assignment Staffing Services Agreement to add additional compensation, increasing the not-exceed-amount by \$100,000 and to extend the term through October 21, 2026; and

WHEREAS in July 2026, Ava entered into that June 2026 Amendment to the Permanent Placement Staffing Services Agreement to add additional compensation, increasing the not-to-exceed amount by \$150,000; and

WHEREAS Ava desires to add additional compensation to the Permanent Placement Staffing Services Agreement, increasing the not-to-exceed by \$50,000 for a total amount not to exceed \$200,000 for Fiscal Year 2026-2027; and

WHEREAS Ava desires to extend the term of the Contract/ Temporary Staffing Services Agreement through June 30, 2027 and increase the not-to-exceed by \$150,000 for a total amount not to exceed \$250,000 for Fiscal Year 2026-2027.

NOW, THEREFORE, THE BOARD OF DIRECTORS OF AVA COMMUNITY ENERGY AUTHORITY DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. Authorizes the CEO to negotiate and execute Amendments to the existing Staffing Services Agreements with LHi GROUP, INC., to extend the Contract/ Temporary Assignment Services Agreement through June 30, 2027, and authorize compensation not to exceed \$250,000 specifically for the Contract/ Temporary Assignment Services Agreement and compensation not to exceed \$200,000 specifically for the Permanent Placement Services Agreement for the term from July 1, 2026 to June 30, 2027.

ADOPTED AND APPROVED this 16th day of September, 2026.

Betsy Andersen, Chair

ATTEST:

Adrian Bankhead, Clerk of the Board

September 2026 Amendment to the Staffing Services Agreement

Ava Community Energy Authority	Signature:	
	By:	
	Date: ("Effective Date")	
	Approval as to Form:	
	Address:	1999 Harrison Street, Suite 2300 Oakland, CA 94612
	Notice Emails (all are required):	tcherr@avaenergy.org legal@avaenergy.org
LHi Group, Inc., a Delaware corporation	Signature:	
	By:	
	Date:	
	Notice Attn:	
	Notice Address:	123 William Street, 26th Floor, New York, New York 10038, United States
	Notice Email:	
Agreement	Staffing Services Agreement originally effective as of November 7, 2024	

May 2026 template.

This Amendment to the Agreement ("September 2026 Amendment") is made by and between Ava Community Energy Authority, a Joint Powers Agency formed under the laws of the State of California ("Ava") and LHi Group, Inc. ("Consultant") as of the Effective Date, above, for the purposes of amending the Agreement as set forth below.

Recitals

- I. Ava and LHi Group, Inc. entered into that certain Staffing Services Agreement dated November 7, 2024 ("Agreement"), wherein Consultant agreed to provide Contract/Temporary Assignment Staffing Services to Ava; and
- II. Ava and Consultant entered into that certain May 2025 Amendment to the Staffing Services Agreement on May 21, 2025 to add compensation for a total amount not-to-exceed amount to \$50,000 through June 30, 2025.
- III. Ava and Consultant entered into that certain June 2025 Amendment to the Staffing Services Agreement on June 18, 2025 to add additional compensation, increasing the not-to-exceed amount by \$200,000 for a total amount not to exceed \$250,000, and to extend the term through June 30, 2026.

- IV. Ava and Consultant entered into that certain July 2026 Amendment to the Staffing Services Agreement on July 22, 2026 to add additional compensation, increasing the not-to-exceed amount by \$100,000 for a total amount not to exceed \$350,000, and to extend the term through October 31, 2026.
- V. Ava and Consultant now desire to amend the Agreement to add additional compensation, increasing the not-to-exceed amount by \$150,000, and to extend the term.
- VI. Ava and Consultant wish to amend the Agreement as set forth below.

Now therefore, for good and valuable consideration, the amount and sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. Section 3 of the Agreement ("Services and Fees") is amended in part to include the following:

"3.9 Total compensation and fees under this Agreement are not to exceed \$500,000 with:

- \$50,000 for the term from May 21, 2025 to June 30, 2025, increased by the September 2026 Amendment by \$54,596.64 for a total of \$104,596.64 for such period;
- \$200,000 added for the term from July 1, 2025 to June 30, 2026; increased by the September 2026 Amendment by \$79,751.07 for a total of \$279,751.07 for such period;
- \$100,000 added for the term from July 1, 2026 to June 30, 2027, increased by the September 2026 Amendment by \$15,652.29 for a total of \$115,652.29 for such period.

2. All other terms and conditions in the Agreement not otherwise modified by this September 2026 Amendment will remain in full force and effect.

September 2026 Amendment to the Staffing Services Agreement

Ava Community Energy Authority	Signature:	
	By:	
	Date: ("Effective Date")	
	Approval as to Form:	
	Address:	1999 Harrison Street, Suite 2300 Oakland, CA 94612
	Notice Emails (all are required):	tcherr@avaenergy.org legal@avaenergy.org
LHi Group, Inc., a Delaware corporation	Signature:	
	By:	
	Date:	
	Notice Attn:	
	Notice Address:	123 William Street, 26th Floor, New York, New York 10038, United States
	Notice Email:	
Agreement	Staffing Services Agreement originally effective as of August 12, 2024	

May 2026 template.

This Amendment to the Agreement ("September 2026 Amendment") is made by and between Ava Community Energy Authority, a Joint Powers Agency formed under the laws of the State of California ("Ava") and LHi Group, Inc. ("Consultant") as of the Effective Date, above, for the purposes of amending the Agreement as set forth below.

Recitals

- I. Ava and LHi Group, Inc. entered into that certain Staffing Services Agreement dated August 12, 2024 ("Agreement"), wherein Consultant agreed to provide Permanent Staffing Placement Services to Ava; and
- II. Ava and Consultant entered into that certain May 2025 Amendment to the Staffing Services Agreement on May 21, 2025 to add compensation for a total amount not to exceed \$130,000 through June 30, 2025.
- III. Ava and Consultant entered into that certain June 2025 Amendment to the Staffing Services Agreement on June 18, 2025 to add additional compensation, increasing the not-to-exceed amount by \$250,000 for a total amount not to exceed \$380,000 and to extend the term through June 30, 2026.

- IV. Ava and Consultant entered into that certain June 2026 Amendment to the Staffing Services Agreement on July 8, 2026 to add additional compensation, increasing the not-to-exceed amount by \$150,000 for a total amount not to exceed \$530,000 and to extend the term through June 30, 2027.
- V. Ava and Consultant now desire to amend the Agreement to add additional compensation, increasing the not-to-exceed amount by \$50,000.
- VI. Ava and Consultant wish to amend the Agreement as set forth below.

Now therefore, for good and valuable consideration, the amount and sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. Section 3 of the Agreement ("Services and Fees") is amended in part to include the following:

"3.6 Total compensation and fees under this Agreement are not to exceed \$580,000 with:

- \$130,000 for the term from May 21, 2025 to June 30, 2025;
- \$250,000 added for the term from July 1, 2025 to June 30, 2026; and
- \$150,000 added for the term from July 1, 2026 to June 30, 2027, increased by the September 2026 Amendment by \$50,000 for a total of \$200,000 for such period.

2. All other terms and conditions in the Agreement not otherwise modified by this September 2026 Amendment will remain in full force and effect.