



**City of Tampa**  
**Agenda Item Request**  
Department: Purchasing

Council Regular

**Submittal Date:** 2/16/2026  
**Requested Meeting Date:** 3/05/2026  
**Type of Request:** Council Resolution  
**Contact:** Jill Elder 813-274-7492  
**Subject:** A Resolution approving an agreement for First Choice Research and Investigations, LLC dba First Choice Background Screening for the furnishing of Background Investigation Services in the estimated amount of \$75,000 for use by Human Resources.  
**Resolution / Ordinance Title:** A Resolution approving an agreement between the City of Tampa and First Choice Research and Investigations, LLC dba First Choice Background Screening for the furnishing of Background Investigation Services in the estimated amount of \$75,000 for use by the Human Resources and Talent Development Department; authorizing the execution thereof by the Mayor of the City of Tampa; providing an effective date.

**BACKGROUND:**

1. Department or Location of Project: Human Resources and Talent Development
2. Total number of vendors that accessed and downloaded the proposal: 57
3. Number and List of proposers: AccuSourceHR, Inc., Applicant Insight, Inc., Command Investigation, First Choice Research and Investigations, LLC dba First Choice Background Screening, Hire Honest, Research Associates, Inc. dba Thuro, The Orsus Group, Vcheck Global, LLC.
4. Agreement amount: \$75,000
5. Why the winning proposal was selected: The evaluation committee selected the most responsible and responsive Proposer whose proposal meets the needs of the City to the best degree.

It is recommended that the City award Background Investigation Services to First Choice Research and Investigations, LLC dba First Choice Background Screening, for use by Human Resources & Talent Development. The term of the agreement is for a (1) one-year term with (4) four additional (1) one-year renewal options. The Department has reviewed and approved the proposal response from First Choice Research and Investigations, LLC dba First Choice Background Screening and comments were supplied via Department recommendation letter.

This award was made through the Request for Proposal process. Proposers are eligible to earn up to 20 points (out of a possible 100) for EBO participation. First Choice Research and Investigations, LLC dba First Choice Background Screening is a city-certified firm.

**FISCAL IMPACT:** Yes

**FISCAL IMPACT STATEMENT:**

This Resolution approves an Agreement between the City of Tampa and First Choice Research and Investigations, LLC dba First Choice Background Screening for the furnishing of Background Investigation Services in the estimated amount of \$75,000 over a 12-month term, subject to annual appropriation, for use by the Human Resources and Talent Development Department within the General Fund.

**PROJECTED COSTS:** 01100.219100.534007 \$ 43,750 FY2026 (estimated expenditure) General Fund. Human Resources Employment Services. Other Contractual Svcs  
01100.219100.534007 \$31,250 FY2027 (estimated expenditure), subject to annual appropriation  
General Fund. Human Resources Employment Services. Other Contractual Svcs

<b>Approver</b>	<b>Timestamp</b>	<b>Role</b>
Jill Elder	2/16/2026 10:16:25 AM	Submitter
Deanna Faggart	2/19/2026 5:55:48 PM	Department Head
Tony Hagler	2/23/2026 11:53:17 AM	Human Resources
Sajan Patel	2/23/2026 1:57:18 PM	Equal Business Opportunity
Astonah Turner	2/23/2026 2:15:35 PM	Attorney Coordinator
Marcella Hamilton	2/23/2026 4:37:38 PM	Assistant City Attorney
Cate Wells	2/24/2026 8:48:31 AM	City Attorney
Laura Deriso	2/24/2026 10:09:44 AM	Human Resources
Michael Cain	2/24/2026 4:04:19 PM	Finance Coordinator
Alan Pissarenko	2/25/2026 10:01:53 AM	Finance Fiscal and Lead Analyst
Ty Hawthorne	2/25/2026 10:06:51 AM	Budget Operating Manager
Michael Perry	2/25/2026 1:01:41 PM	Budget Officer
Dennis Rogero	2/25/2026 11:01:37 PM	Chief Financial Officer
JOHN BENNETT	2/26/2026 10:28:58 AM	Chief of Staff
JOHN BENNETT	2/26/2026 3:25:41 PM	Mayor