



## Legislation Details (With Text)

**File #:** 21-0888      **Version:** 1

**Type:** Agenda Item      **Status:** Approved

**File created:** 5/19/2021      **In control:** Board of Supervisors

**On agenda:** 6/22/2021      **Final action:** 6/22/2021

**Title:** Human Resources Department recommending the Board:  
 1) Find in accordance with County Ordinance 3.13.030 that it is appropriate to contract with Leibert Cassidy Whitmore, for professional employment and labor relations legal services because (B) "specialty skills and qualifications not expressly identified in County classifications are involved in the performance of the work;"and  
 2) Approve and authorize the Chair to sign Agreement 5657 with Liebert Cassidy Whitmore, in an amount not to exceed \$430,000 effective from July 1, 2021 through June 30, 2024, for professional employment and labor relations legal services as well as training.

**FUNDING:** General Fund.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. A - 5657 Agmt\_Signed 21-0888, 2. B - 5657 Blue Route\_signed 21-0888, 3. Executed Agreement 5657

Date	Ver.	Action By	Action	Result
6/22/2021	1	Board of Supervisors	Approved	Pass

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### DISCUSSION / BACKGROUND

Agreement 2889 between the County and Liebert Cassidy Whitmore (LCW) was approved by the Board on April 3, 2018 and will expire June 30, 2021. Human Resources is bringing a renewal agreement as, the consultant has resources for and expertise in labor negotiation matters. The Agreement also includes services that are provided for a flat fee to the County as part of the Gold Country Consortium, which includes a number of group training sessions concerning various topics as well as attorney consultation by telephone and provision of a monthly newsletter.

Over the last several years, the representation and legal advice provided by this law firm relating to employment matters have proven professional and thorough. As the County has begun another round of bargaining unit negotiations, LCW's expertise is imperative to the negotiations process.

## **ALTERNATIVES**

The Board could choose to not approve the contract and Human Resources could find another vendor to provide these services; however, this would have an impact on current labor negotiations.

## **PRIOR BOARD ACTION**

04/03/18 - Legistar Item 18-0549 - Approval of Agreement 2889

03/24/20 - Legistar Item 20-0324 - Approval of Amendment I to Agreement 2889

03/16/21 - Legistar Item 21-0137 - Approval of Amendment II to Agreement 2889

## **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

N/A

## **CAO RECOMMENDATION / COMMENTS**

Approve as recommended.

## **FINANCIAL IMPACT**

Funding for this Agreement is available in the Human Resources' budget for FY 2021-22 and will be requested in the remaining years of the agreement. Although the not-to-exceed amount is the same as that of the contract currently in place with Liebert Cassidy Whitmore for these services, hourly rates have increased.

## **CLERK OF THE BOARD FOLLOW UP ACTIONS**

Following Board approval, the Board Clerk will return one fully executed original of the Agreement to CAO Fiscal for further processing.

## **STRATEGIC PLAN COMPONENT**

N/A

## **CONTACT**

Joseph Carruesco, Director of Human Resources