



## Legislation Details (With Text)

**File #:** 24-0977      **Version:** 1

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

**File created:** 5/15/2024      **In control:** Board of Supervisors

**On agenda:** 6/25/2024      **Final action:** 6/25/2024

**Title:** Human Resources Department recommending the Board:  
 1) Make findings in accordance with County Ordinance 3.13.030(B) that a contract for professional employment and labor relations legal services are in the public's best interest and that there are specialty skills, qualifications, and equipment not expressly identified in County classifications involved in the performance of the work;  
 2) Approve and authorize the Chair to sign Agreement 8721 with Liebert Cassidy Whitmore, in an amount not to exceed \$500,000 effective from July 1, 2024 through June 30, 2027, for professional employment and labor relations legal services as well as training, which are exempt from competitive bidding pursuant to County Policy C-17 section 3.4 and 3.5; and  
 3) Authorize the Purchasing Agent to execute any necessary amendments relating to Agreement 8721, excluding term extensions and increases to the amount, contingent upon approval by County Counsel and Risk Management.

**FUNDING:** General Fund.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. A - LCW Contract 8721 PE, 2. B - Approved Blue Route C 8721, 3. Executed 8721

| Date      | Ver. | Action By            | Action   | Result |
|-----------|------|----------------------|----------|--------|
| 6/25/2024 | 1    | Board of Supervisors | Approved | Pass   |

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 3) Authorize the Purchasing Agent to execute any necessary amendments relating to Agreement 8721, excluding term extensions and increases to the amount, contingent upon approval by County Counsel and Risk Management.

**FUNDING:** General Fund.

### DISCUSSION / BACKGROUND

Agreement 5657 between the County and Liebert Cassidy Whitmore (LCW) was approved by the Board on June 22, 2021, with Legistar file 21-0888, and will expire June 30, 2024. Human Resources is bringing a new agreement with LCW, as the consultant has resources for and expertise in labor negotiations 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 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 continues 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**

04/03/2018 Legistar Item 18-0549 - Approval of Agreement 2889

03/24/2020 Legistar Item 20-0324 - Approval of Amendment I to Agreement 2889

03/16/2021 Legistar Item 21-0137 - Approval of Amendment II to Agreement 2889

06/22/2021 Legistar Item 21-0888 - Approval of Agreement 5657

06/06/2023 Legistar Item 23-0854 - Approval of Amendment I to Agreement 5657

### **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

County Counsel, Procurement and Contracts

### **CAO RECOMMENDATION / COMMENTS**

Approve as recommended.

### **FINANCIAL IMPACT**

There is no impact to the General Fund. Funding for this Agreement has been included in the Human Resources budget.

### **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