



Legislation Details (With Text)

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Type: Agenda Item **Status:** Approved

File created: 3/29/2018 **In control:** Board of Supervisors

On agenda: 4/3/2018 **Final action:** 4/3/2018

Title: Human Resources Department recommending the Board approve and authorize the Chair to sign Agreement 2889 with Liebert Cassidy Whitmore, in an amount not to exceed \$300,000 effective upon execution by all parties through June 30, 2021, to provide professional employment and labor relations legal services, and training, pending Counsel and Risk approval and minor revisions.

FUNDING: General Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Draft Agreement No. 2889, 2. Executed Agreement 2889

Date	Ver.	Action By	Action	Result
4/3/2018	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board approve and authorize the Chair to sign Agreement 2889 with Liebert Cassidy Whitmore, in an amount not to exceed \$300,000 effective upon execution by all parties through June 30, 2021, to provide professional employment and labor relations legal services, and training, pending Counsel and Risk approval and minor revisions.

FUNDING: General Fund.

DEPARTMENT RECOMMENDATION

Human Resources Department recommending the Board approve and authorize the Chair to sign Agreement No. 2889 with Liebert Cassidy Whitmore, in an amount not to exceed \$300,000 effective upon execution by all parties through June 30, 2021, to provide professional employment and labor relations legal services, and training, pending Counsel and Risk approval and minor revisions.

The Board is also being asked to make findings that it is more feasible and economical to engage an outside Attorney for the provision of professional legal services in accordance with Ordinance 3.13.040.

Contracting out for these services is recommended for a number of reasons, such as the fact that the consultant has the resources 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.

DISCUSSION / BACKGROUND

The County has, for several years, contracted for the services of Liebert Cassidy Whitmore for professional employment and labor relations legal services. The representation and advice provided by this law firm relating to employment matters have proven professional and thorough.

ALTERNATIVES

The Board could choose to not approve the contract, however, this would have an impact on current labor negotiations.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

N/A

CAO RECOMMENDATION / COMMENTS

It is recommended that the Board approve this item.

FINANCIAL IMPACT

Funding for this Agreement is available in the Human Resources budget. Although the not to exceed amount is the same as that of the expired contract previously in place with Liebert Cassidy Whitmore for these services, hourly rates have increased by approximately \$25 per hour for services.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Following Board approval, the Board Clerk will return one fully executed original of the Agreement to Procurement and Contracts and Human Resources for distribution and administration.

STRATEGIC PLAN COMPONENT

N/A

CONTACT

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