



County of El Dorado

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Legislation Text

File #: 12-0857, **Version:** 3

Chief Administrative Office, Procurement and Contracts Division on behalf of Human Resources, recommending the Board consider the following:

- 1) Make findings that it is more feasible and economical to engage an outside consultant for the provision of professional employment and labor relations legal services, representation and litigation services, and training on various employment relations subjects in accordance with Ordinance 3.13.040; and
- 2) Approve and authorize the Chair to sign Amendment III to Agreement No. 302-S1210 with Liebert, Cassidy, Whitmore, extending the term for one (1) additional year and increasing the compensation by \$30,000. The total term of the agreement will now be April 25, 2012 through June 30, 2015, with a total not to exceed amount of \$100,000.

FUNDING: General Fund.

BUDGET SUMMARY:	
Total Estimated Cost.....	\$100,000.00
Budgeted.....	\$100,000.00
New Funding.....	
Savings.....	
Other.....	
Total Funding Available.....	\$100,000.00
Change To Net County Cost.....	\$0.00

Fiscal Impact/Change to Net County Cost

Funding is budgeted and available in the Human Resources Department.

Background/Reason for Recommendation

The Purchasing Agent executed Agreement #302-S1210 with Liebert, Cassidy, Whitmore on April 25, 2012 for the provision of legal advice and training on various employee relations subjects. Contracting out for these services is recommended for a number of reasons, such as the fact that the consultant has the resources and expertise to provide a robust schedule of training classes that can't be provided by County staff; in addition, in labor relations matters, it is often necessary to engage a third party to provide outside perspective and advice. The Agreement was amended on July 17, 2012, amending the scope of services to include representational and litigation services. The amendment also included services that are provided for a flat fee to the County, as part of the Gold Country Consortium which include a limited number of group training sessions, as well as attorney consultation by telephone and provision of a monthly newsletter. The agreement was amended a second time to extend the term for an additional one (1) year period and to increase compensation by \$40,000.00 changing the not to exceed amount to \$70,000.00. The Agreement is being amended a

third time to extend the term for an additional one (1) year period and increase compensation by \$30,000.00, increasing the not to exceed amount to \$100,000.00.

It should also be noted the County also has the following agreements with Liebert, Cassidy, Whitmore:

Agreement #212-S1310 - Professional services to assist the County with regard to its relationships with various allied agencies for the term of October 12, 2012 through October 11, 2014, with a not to exceed amount of \$61,344.00.

Agreement #220-S1311 - Employment relations consulting services for the term of October 1, 2012 through September 30, 2014, with a not to exceed amount of \$150,000.00.

Agreement #573-S1311 - Legal advice to the Civil Services Commission for a one (1) year term upon Board approval, with a not to exceed amount of \$20,000.00. This Agreement expired June 17, 2014 and will not be renewed at this time.

Action(s) to be taken following Board approval

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

Contact

Bobbi Bennett

Concurrences

County Counsel and Risk Management