



Legislation Text

File #: 15-0490, **Version:** 3

Human Resources recommending the Board approve and authorize the Chair to sign Amendment II to Agreement 475-S1511 with Liebert Cassidy Whitmore, revising the scope and compensation to include the Premium Liebert Library Subscription, with no change to total not-to-exceed amount of \$300,000 or to the term of the Agreement, to provide professional legal services on an as-requested basis for the Human Resources Department for the period of April 1, 2015 through March 31, 2018.

FUNDING: General Fund.

DEPARTMENT RECOMMENDATION

Human Resources recommending the Board approve and authorize the Chair to sign Amendment II to Agreement 475-S1511 with Liebert Cassidy Whitmore, revising the scope and compensation to include the Premium Liebert Library Subscription, with no change to total not-to-exceed amount of \$300,000 or to the term of the Agreement, to provide professional legal services on an as-requested basis for the Human Resources Department for the period of April 1, 2015 through March 31, 2018.

DISCUSSION / BACKGROUND

On April 28, 2015 the Board approved Agreement 475-S1511 with Liebert Cassidy Whitmore for professional employment and labor relations legal services. Contracting out for these services was 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 also includes services that are provided for a flat fee to the County as part of the Gold Country Consortium which includes a limited number of group training sessions, as well as attorney consultation by telephone and provision of a monthly newsletter, and the consolidation of labor negotiations and assistance with Allied Agencies from two previous Agreements.

Amendment II revises the Consortium services to include the Premium Liebert Library subscription which provides unlimited access to Liebert Cassidy Whitmore workbooks in digital format as well as over 200 sample forms, policies, and checklists that can be used as templates. The additional cost for this subscription is approximately \$1,044.

ALTERNATIVES

The Board could elect not to approve Amendment II which would preclude the County's access to the Liebert Library of workbooks, forms, policies and checklists.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

County Counsel and Risk Management have approved the Amendment. Amendment II specifies that representational litigation and other employment relations services shall be provided after consultation and consent by County Counsel.

CAO RECOMMENDATION

Approve and authorize the Chair to sign the Amendment.

FINANCIAL IMPACT

There is no change in Net County Cost. Funding for this Agreement is available 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 Amendment to Procurement and Contracts for distribution and administration.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Tameka Usher, Director
Human Resources