



# Mendocino County

## Legislation Details (With Text)

**File #:** 20-0419      **Version:** 1      **Name:**  
**Type:** Agreement      **Status:** Consent Agenda  
**File created:** 5/4/2020      **In control:** Human Resources  
**On agenda:** 6/10/2020      **Final action:**  
**Title:** Approval of Agreement with Liebert Cassidy Whitmore in the Amount of \$142,500 for the Period of July 1, 2020 through June 30, 2021 to Provide Ongoing Employer-Employee Relations Services with the County's Eight Bargaining Units, Various Legal and Court Representation and Contract Negotiations  
**Sponsors:** Human Resources  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. Agreement 20-077

Date	Ver.	Action By	Action	Result
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**To: Board of Supervisors**

**From:** Human Resources

**Meeting Date:** June 10, 2020

**Department Contact:** William Schurtz

**Phone:** 234-6600

**Department Contact:** Cherie Johnson

**Phone:** 234-6600

**Item Type:** Consent Agenda

**Time Allocated for Item:** N/A

### **Agenda Title:**

Approval of Agreement with Liebert Cassidy Whitmore in the Amount of \$142,500 for the Period of July 1, 2020 through June 30, 2021 to Provide Ongoing Employer-Employee Relations Services with the County's Eight Bargaining Units, Various Legal and Court Representation and Contract Negotiations

### **Recommended Action/Motion:**

Approve Agreement with Liebert Cassidy Whitmore in the Amount of \$142,500 for the period of July 1, 2020 through June 30, 2021 to provide ongoing employer-employee relations services with the County's eight bargaining units, various legal representation and contract negotiations; and authorize Chair to sign same.

### **Previous Board/Board Committee Actions:**

On June 15, 2018 the Board approved Agreement No. 18-074 with Liebert Cassidy Whitmore. On May 21, 2019 the Board approved Agreement No. 18-074-A1 with Liebert Cassidy Whitmore.

### **Summary of Request:**

Liebert Cassidy Whitmore (LCW) serves as the County's Chief Labor Negotiator, assists with complex employer-employee relations issues involving the County's eight bargaining groups. They represent the

County at the Public Employment Relations Board (PERB) and other court proceedings as requested by the County, assist with grievances and provide legal updates and advice when new legislative law goes into effect.

Labor negotiations and employer-employee relations are on-going and require a long term relationship and understanding of the County and its employees. There are ongoing issues for which LCW is actively assisting the County in negotiating a resolution. Familiarity with the County and its work culture is essential when legal representation is necessary. The efficiencies gained by maintaining LCW as the Chief Labor Negotiator outweighs the learning curve it would take for a new vendor to become familiar with the County and its processes.

**Alternative Action/Motion:**

Return to Human Resources with further direction.

**Supervisory District:** All

**vote requirement:** Majority

**Supplemental Information Available Online At:** N/A

**Fiscal Details:**

**source of funding:** 1320 & associated departments

**current f/y cost:** Est. \$175,000

**annual recurring cost:** \$142,500

**budget clarification:** Associated departments will reimburse HR for costs they incur. This Agreement is 5% the original budget requested and approved for FY 20/21.

**Agreement/Resolution/Ordinance Approved by County Counsel:** Yes

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**CEO Liaison:** Janelle Rau, Deputy CEO

**CEO Review:** Yes

**CEO Comments:**

**FOR COB USE ONLY**

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Executed By: Lindsey Dunham, Deputy Clerk I

Date: June 15, 2020

**Note to Department** Number of Original Agreements

Returned to Dept: 0 Original Agreement Delivered to Auditor? Yes

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Final Status:**Approved**

Executed Item: **Agreement** Number: 20-077

