



Mendocino County

Legislation Text

File #: 20-0419, Version: 1

To: Board of Supervisors

From: Human Resources

Meeting Date: June 10, 2020

Department Contact: William Schurtz

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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

CEO Liaison: Janelle Rau, Deputy CEO

CEO Review: Yes

CEO Comments:

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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

Final Status:**Approved**

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

