



# Mendocino County

## Legislation Text

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**File #:** 21-0616, **Version:** 1

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**To:** Board of Supervisors

**From:** Human Resources

**Meeting Date:** June 22, 2021

**Department Contact:** William Schurtz

**Phone:** 234-6600

**Department Contact:** Juanie Cranmer

**Phone:** 234-6600

**Item Type:** Consent Agenda

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

**Agenda Title:**

Approval of Amendment to BOS Agreement No. 20-077 with Liebert Cassidy Whitmore, Effective Upon Full Execution of Amendment Through September 30, 2021, Increasing the Total Compensation by \$50,000 (from \$142,500, for a New Agreement Total of \$192,500) to Continue 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 Amendment to BOS Agreement No. 20-077 with Liebert Cassidy Whitmore, effective upon full execution of Amendment through September 30, 2021, increasing the total compensation by \$50,000 (from \$142,500, for a new Agreement total of \$192,500) to continue to provide ongoing employer-employee relations services with the County's eight bargaining units, various legal and court representation and contract negotiations; and authorize Chair to sign same.

**Previous Board/Board Committee Actions:**

One June 10, 2020, the Board approved Agreement No. 20-077.

**Summary of Request:**

Liebert Cassidy Whitmore (LCW) currently 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. LCW has represented the County since 2012.

Human Resources (HR) has issued a Request for Proposal (RFP) for these legal services and representation. To ensure there is no lapse in legal representation during the RFP process, HR is requesting approval to extend the current contract through September 30, 2021.

**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

**current f/y cost:** \$142,500

**annual recurring cost:** \$150,000 (est.)

**budget clarification:** Associated departments will reimburse Human Resources for costs they incur.

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

**budgeted in current f/y:** Yes

**if no, please describe:**

**revenue agreement:** N/A

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**CEO Liaison:** Cherie Johnson, Deputy CEO

**CEO Review:** Yes

**CEO Comments:**

**FOR COB USE ONLY**

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**Executed By:** Atlas Pearson, Deputy Clerk I

**Date:** June 25, 2021

**Final Status:** Approved

**Executed Item Type:** Agreement    **Number:** 20-077-A1

**Note to Department** Number of Original Agreements  
Returned to Dept: 1 Original Agreement Delivered to Auditor?  
Yes

