



# Mendocino County

## Legislation Text

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**File #:** 18-1331, **Version:** 1

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**To:** Board of Supervisors

**From:** Human Resources

**Meeting Date:** February 27, 2018

**Department Contact:** Heidi Dunham

**Phone:** 234-6600

**Department Contact:** Jason Claunch

**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 \$350,000 (\$185,000 Previously Approved under Separate Board of Supervisors Agreement Number 17-043 Through December 31, 2017; and \$165,000 for Ongoing Investigations through June 30, 2018) to Provide Professional Investigation Services for the Period of July 1, 2017 through June 30, 2018

**Recommended Action/Motion:**

Approve Agreement with Liebert Cassidy Whitmore in the amount of \$350,000 (\$185,000 previously approved under separate Board of Supervisors Agreement Number 17-043 through December 31, 2017; and \$165,000 for ongoing investigations through June 30, 2018) to provide professional investigation services for the period of July 1, 2017 through June 30, 2018; and authorize Chair to sign same.

**Previous Board/Board Committee Actions:**

NA

**Summary of Request:**

Human Resources is requesting a specific agreement independent from other contracted services already in place with the selected contractor, Liebert Cassidy Whitmore (LCW), for personnel investigation services. All funding for this contract was approved by the Board of Supervisors under a previous Board action. This action is to delineate the investigations from labor negotiations. The contractor will continue to utilize their exceptional skills, training and professional judgement in employment law to provide the County with necessary complex investigation services. LCW possesses the knowledge and understanding of public agencies and has established a long term relationship with Mendocino County which is beneficial to both parties.

Since July 2017, there have been legal expenses related to a number of active personnel investigations in the Probation Department, Child Support Services, Health and Human Agency Services and the Museum. Although as described above, all funding for these services have been previously approved to date, a new agreement is being presented that is designated for investigation purposes only. The individual County department budgets will bear the cost of the investigations. During the period of July 1, 2017 through December 31, 2017, \$185,000 was incurred under separate Board of Supervisors agreement for investigation services. This amount will be transferred from the existing labor relations agreement to this new agreement, and \$165,000 will be available for ongoing investigations through June 30, 2018.

The current Board of Supervisors Agreement Number 17-043 with LCW which provides services for labor negotiations, employer-employee relations services and other legal representation but does not include the costs of complex investigation services, is submitted for amendment under a separate Consent item concurrently with this agreement to illustrate a decrease of \$75,000 for a new reduced labor negotiations, employer-employee relations services contract amount of \$175,000.

**Alternative Action/Motion:**

Return to Human Resources with further direction.

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

**Fiscal Impact:**

**Source of Funding:** 1320 & associated dept budgets

**Budgeted in Current F/Y:** No

**Current F/Y Cost:** \$350,000

**Annual Recurring Cost:** N/A

**Supervisory District:** All

**Vote Requirement:** Majority

**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:** Willetta Callaghan

**Final Status:** **Approved**

**Date:** March 1, 2018

**Executed Item No.:** **Agreement** Number: 17-043-A2

**Note to Department:**

Executed Documents Returned to  
Department: Hand Deliver 2 Copies to  
Department Executed Agreement Sent to  
Auditor? Y

