



# COUNTY OF HUMBOLDT

For the meeting of: 4/14/2020

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File #: 20-424

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**To:** Board of Supervisors

**From:** Human Resources

**Agenda Section:** Consent

**SUBJECT:**

Amendment to Agreement with Liebert Cassidy Whitmore

**RECOMMENDATION(S):**

That the Board of Supervisors:

1. Approve an amendment to the agreement with Liebert Cassidy Whitmore for legal services extending the term to encompass fiscal year 2020-21 and increasing the amount from \$150,000 to \$450,000.

**SOURCE OF FUNDING:**

Liability Fund 3524 354

**DISCUSSION:**

The County of Humboldt has used the services of the employment law firm of Liebert, Cassidy, Whitmore ("LCW") for many years. LCW provides representation to the county on employment litigation and administrative hearings, labor negotiations, and special employment law services. The county is also a member of LCW's Humboldt County training consortium (along with most local cities and other local agencies) which provides ongoing staff training and development on employment law issues.

Your Board approved the current agreement in May of 2019 with a term through June 30, 2020. This agreement covers assistance in labor negotiations, administrative proceedings, and legal advice on special employment projects. Due to the complexity of some of these tasks and unforeseen issues, the current agreement needs an amendment to increase the not to exceed amount by \$75,000 for the remainder of the term. In addition, staff would like to continue using the firm through the next fiscal year and recommends increasing the total cost of the agreement by an additional \$225,000 to encompass services to be rendered in fiscal year 2020-21.

**FINANCIAL IMPACT:**

Ongoing expenses under the agreement are funded through the Liability Fund. The contract from today's date through June 2021 sets a maximum payable amount of \$450,000, an increase of \$300,000

from the agreement previously approved by your Board. Approval of the attached legal services agreement with LCW will not impact the Humboldt County General Fund. The Liability budget has sufficient appropriations in the fiscal year 2019-20 adopted budget to absorb the \$75,000 increase, Human Resources does not anticipate a need for a supplemental budget request.

**STRATEGIC FRAMEWORK:**

This action supports your Board's Strategic Framework by enforcing laws and regulations to protect residents .

**OTHER AGENCY INVOLVEMENT:**

County Counsel

**ALTERNATIVES TO STAFF RECOMMENDATIONS:**

The Board could choose not to approve the amendment. This is not recommended as LCW is currently actively assisting the county in several matters within the scope of the agreement.

**ATTACHMENTS:**

1. Amendment
2. Original Agreement

**PREVIOUS ACTION/REFERRAL:**

Board Order No.: C-31

Meeting of: 5/7/2019

File No.: N/A