

RESOLUTION NO. .

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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**RESOLUTION WAIVING THE REQUEST FOR PROPOSAL PROCESS AND
AUTHORIZING A THREE YEAR AGREEMENT WITH LIEBERT CASSIDY
WHITMORE TO PROVIDE LABOR RELATIONS NEGOTIATIONS AND
CONSULTING SERVICES FOR THE TERM OF JULY 1, 2018 THROUGH JUNE 30,
2021, IN AN AMOUNT NOT TO EXCEED \$450,000.**

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, after conducting a Request for Proposal (RFP) process in 2010, the County entered into an agreement with Liebert Cassidy Whitmore (LCW) for the County's labor relations negotiations and consulting services;

WHEREAS, the most recent agreement with LCW is set to expire on June 30, 2018; and

WHEREAS, the Human Resources Department wishes to enter into a new three-year agreement for the term July 1, 2018 to June 30, 2021; and

WHEREAS, LCW has extensive expertise in labor and employee relations and having LCW as the County's chief negotiators and strategists increases effectiveness at the bargaining table and allows us to make decisions based on current legal practices; and

WHEREAS, LCW has served the County in this capacity for nearly seven years, during which time LCW has gained County specific knowledge and experience while advising the County through the negotiation and finalization of several of the collective bargaining agreements set to expire during the term of the proposed agreement with LCW; and

WHEREAS, the County believes that it is in the best interest to continue contracting with LCW for a three year period and is requesting your board to approve waiving the request for proposal process; and

WHEREAS, there has been presented to this Board of Supervisors for its consideration the agreement and the Board has approved it as to both form and content and desires to enter such agreement; and

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED the Board of Supervisors waives the Request for Proposal process and hereby authorizes the execution of said Agreement with LCW not to exceed \$450,000 for and on behalf of the County of San Mateo, and the Clerk of this Board shall attest the President's signature thereto.

BE IT FURTHER RESOLVED that the Human Resources Director or the Director's designee is authorized to execute contract amendments that modify the County's maximum fiscal obligation by no more than \$25,000 (in aggregate), and/or

modify the contract term and/or services so long as the modified term or services is/are within the current or revised fiscal provisions.

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