



County of San Mateo

Inter-Departmental Correspondence

Department: HUMAN RESOURCES

File #: 23-740

Board Meeting Date: 9/12/2023

Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

From: Rocio Kiryczun, Human Resources Director
Michelle Kuka, Deputy Director, Human Resources

Subject: Agreement with Sloan Sakai Yeung and Wong to provide labor negotiation and consultation services

RECOMMENDATION:

Adopt a resolution authorizing an agreement with Sloan Sakai Yeung and Wong LLC to provide labor negotiation and consultation services for an amount not to exceed \$450,000 for the term of September 12, 2023 through September 1, 2026.

BACKGROUND:

The County has contracted with the same labor negotiation firm since 2011 and the current agreement for labor negotiation services is set to expire on September 30, 2023. Labor negotiation services, which includes consulting with and advising the Board of Supervisors, the County Executive and Human Resources in employer-employee relations and assisting the County Executive and Human Resources in meeting and conferring in good faith with representatives of recognized employee organizations is a critical service for the County.

DISCUSSION:

To ensure that the County continues to receive outstanding and cost-effective labor negotiation services, a formal Request for Proposal (RFP) process was conducted from May through July 2023.

After a screening of proposals and finalist interviews, the RFP committee determined that it would be in the best interest of the County to recommend Sloan Sakai Yeung & Wong LLC (Sloan Sakai) to provide negotiations services based on the firm's experience, staff qualifications and costs. Through the RFP process the County has verified that the cost for services is fair and reasonable.

Sloan Sakai was formed in 2004 to provide a broad array of legal and consulting services to public agencies and non-profit corporations and their labor attorneys and labor relations professionals have years of experience representing and advising California public entities with negotiations, as both lead negotiators and advisors away from the bargaining table. The RFP committee was impressed with their extensive knowledge and experience and further appreciated that they focus on collegiality

and productive problem solving with labor organizations.

The resolution contains the County's standard provisions allowing amendment of the County's fiscal obligations by a maximum of \$25,000 (in aggregate).

The County Attorney has reviewed and approved the resolution and agreement as to form.

Performance Measure:

Measure	FY 2023-24 Projected	FY 2024-25 Projected
Number of contracts negotiated within established timeframes	2	6

FISCAL IMPACT:

The term of the agreement with Sloan Sakai is from September 12, 2023 to September 1, 2026. Funding for the Agreement will be included in the Human Resources Department budget. The amount of this three-year agreement is not to exceed \$450,000.