



# County of San Mateo

## Inter-Departmental Correspondence

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**Department:** HUMAN RESOURCES

**File #:** 18-537

Board Meeting Date: 6/26/2018

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**Special Notice / Hearing:** None  
**Vote Required:** Majority

**To:** Honorable Board of Supervisors  
**From:** Donna Vaillancourt, Director of Human Resources  
**Subject:** Agreement with Liebert Cassidy Whitmore

**RECOMMENDATION:**

Adopt a resolution waiving the request for proposal process and authorizing a three year agreement with Liebert Cassidy Whitmore to provide labor relations and consulting services for the term July 1, 2018 through June 30, 2021 in the amount not to exceed \$450,000.

**BACKGROUND:**

To ensure the County continues to receive outstanding and cost-effective labor relations services, a formal Request for Proposal (RFP) process was conducted in late 2010. The RFP review committee recommended that it would be in the best interests of the County to contract with Liebert Cassidy Whitmore (LCW) to provide labor relations negotiations and consulting services based on the firm's experience, staff qualifications, and costs.

The County has contracted with Liebert Cassidy Whitmore (LCW) since September 2011. The current agreement is set to expire on June 30, 2018.

**DISCUSSION:**

The Human Resources Department wishes to enter into a new three-year agreement with LCW to serve as chief negotiator for the County.

LCW was established in 1980 and has offices in San Francisco, Fresno, Sacramento, San Diego, and Los Angeles. LCW has provided labor relations negotiations and consulting services to over 80 public agencies throughout California, including several counties: Contra Costa, Sonoma, Marin, Napa, Mariposa, Placer, San Joaquin, San Luis Obispo, Tehama, Tulare, and Yuba.

LCW has extensive expertise in labor and employee relations. Having LCW as our chief negotiators and strategists increases our effectiveness at the bargaining table and allows us to make decisions based on current legal practices.

LCW has provided the County with labor relations and consulting services for nearly seven years.

During that time, LCW has worked with the County on the negotiation and finalization of numerous collective bargaining agreements. Many of those same collective bargaining agreements are up for renewal during the proposed three year term of this contract. LCW has specific knowledge and experience with the unions and the agreements set to expire during this period. The continuation of the services of LCW will make use of this institutional knowledge and ensure that there is no disruption in services as the County's two largest labor agreements (AFSCME and SEIU) are set to expire in October 2018.

Therefore the County believes that it is in the best interest to continue contracting with LCW and is requesting your board to waive the request for proposal process.

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

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

The agreement contributes to Shared Vision 2025 of a Prosperous Community by providing labor relations services that enhance organizational effectiveness by identifying compensation structures that are sustainable over time and continue to attract and retain talent.

**PERFORMANCE MEASURES:**

Measure	FY 2016-17 Actual	FY 2017-18 Projected	FY 2018-19 Projected
Number of contracts negotiated	0	1	8
Percent of contracts within established parameters	N/A	100%	100%

**FISCAL IMPACT:**

The term of the agreement with LCW is from July 1, 2018 to June 30, 2021. Funding for the agreement, in the amount of \$450,000, is included in the Human Resources Departmental Budget. There is no increase to the Net County Cost.