



# City Council Memorandum

City of Arts & Innovation

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**TO: HONORABLE MAYOR AND CITY COUNCIL      DATE: OCTOBER 08, 2024**

**FROM: HUMAN RESOURCES DEPARTMENT      WARDS: ALL**

**SUBJECT: APPROVAL OF A PROFESSIONAL CONSULTANT SERVICES AGREEMENT WITH LIEBERT CASSIDY WHITMORE FOR LABOR RELATIONS AND COLLECTIVE BARGAINING ATTORNEY SERVICES FOR A TWO-YEAR TERM THROUGH OCTOBER 31, 2026, WITH AN OPTION TO EXTEND FOR ONE ADDITIONAL EXTENSION THROUGH OCTOBER 31, 2027, IN AN ANNUAL AMOUNT OF \$200,000, FOR A TOTAL CONTRACT AMOUNT NOT TO EXCEED \$600,000.**

**ISSUE:**

Approve a Professional Consultant Services Agreement with Liebert Cassidy Whitmore as the City's consultant to provide labor relations and lead negotiation Attorney services, which includes advising the City Manager, Finance Department and the Human Resources Department, and assisting the City of Riverside in meeting and conferring in good faith with representatives of recognized labor organizations for a two-year term through October 31, 2026, with an option to extend for one additional extension through October 31, 2027, in an annual amount of \$200,000, for a total contract amount not to exceed \$600,000.

**RECOMMENDATION:**

That the City Council

1. Approve a Professional Consultant Services Agreement with Liebert Cassidy Whitmore for Labor Relations and Collective Bargaining Attorney Services for a two-year term through October 31, 2026, with an option to extend for one additional year through October 31, 2027, in an annual amount of \$200,000, for a total contract amount not to exceed \$600,000; and
2. Authorize the City Manager, or his designee to execute the Agreement with Liebert Cassidy Whitmore, including extensions as provided for in the agreement and any minor, non-substantive changes.

## **BACKGROUND:**

The City of Riverside currently has nine Memorandums of Understanding (MOUs) with the following labor unions and one new labor union/MOU in progress:

1. Riverside Police Officers Association (RPOA)
2. Riverside Police Officers Association Supervisory (RPOA)
3. Riverside Police Administrators Association (RPAA)
4. Riverside City Fire Administrators (RCFA)
5. Riverside Fire management Group (RFMG)
6. International Brotherhood of Electrical Workers (IBEW)
7. International Brotherhood of Electrical Workers (IBEW Supervisory)
8. Service Employee International Union (SEIU)
9. Service Employee International Refuse (SEIU)
10. International Brotherhood of Electrical Workers (IBEW) – Wastewater Group (NEW – In progress)

The existing MOU's will expire between December 2024 and December 2025. The City has begun the collective bargaining process and will meet with each union to mutually agree on terms and working conditions covered by the collective bargaining group.

## **DISCUSSION:**

The agreement with Liebert Cassidy Whitmore is issued for a two-year term through October 31, 2026, with the option for a one-year extension through October 31, 2027, upon mutual agreement of both parties.

Based on the qualifications of the firm, the public sector expertise of their attorneys, and competitive cost, Liebert Cassidy Whitmore has been identified as the firm best suited to provide collective bargaining services to the City of Riverside. Liebert Cassidy Whitmore has been in existence since 1980 providing responsive and highly competent legal advice, representation, litigation services, negotiations and training to public entities throughout California. The firm has provided collective bargaining services to agencies of comparative size and complexity to Riverside.

Purchasing Resolution 24101, Section 702 states, "Exceptions. Competitive Procurement through the Informal Procurement and Formal Procurement process shall not be required in any of the following circumstances... (p) When the Procurement is for the retention of outside legal counsel and services."

The Purchasing Manager concurs that the recommendation action is in compliance with Purchasing Resolution No. 24101, Section 702 (p).

## **STRATEGIC PLAN ALIGNMENT:**

This item contributes to the City of Riverside's Strategic Priority of a High Performing Government, Goal 5.1: *Attract, develop, engage and retain a diverse and highly skilled workforce across the entire City organization.*

1. **Community Trust** – Fairly negotiated salary and benefits provide the City the ability to retain and attract skilled employees that can provide high quality of public service and increase community trust and engagement.
2. **Equity** – It is important to ensure that employees receive fair wages, competitive benefits and good working conditions resulting in a workforce that, in turn, also serves the community in a fair and equitable way.
3. **Fiscal Responsibility** – To ensure responsible management of the City's financial resources all fiscal impacts were carefully assessed by the City's Finance and City Manager's Departments.
4. **Innovation** – Creative and innovative solutions result in updated and equitable provisions, which have a positive impact on employee productivity and morale.
5. **Sustainability & Resiliency** – The City of Riverside is committed to meeting the needs of its changing workforce while also implementing contracts that are sustainable to the City.

### **FISCAL IMPACT:**

The total fiscal impact of this agreement for the three-year term is not to exceed \$400,000 or \$200,000 per year, with a one-year option for an additional \$200,000. Funds are budgeted and available in the General Fund, Non-Departmental-City Manager, Fiscal Management account number 7211200-450247.

Prepared by: Rene Goldman, Human Resources Director  
Certified as to  
Availability of funds: Kristie Thomas, Finance Director/Assistant Chief Financial Officer  
Approved by: Edward Enriquez, Assistant City Manager/Chief Financial Officer/  
Treasurer  
Approved as to form: Phaedra Norton, City Attorney

### Attachments:

1. Professional Consultant Services Agreement