



City Council Memorandum

City of Arts & Innovation

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: JUNE 18, 2019

FROM: HUMAN RESOURCES DEPARTMENT WARDS: ALL

SUBJECT: APPROVAL OF A PROFESSIONAL CONSULTANT SERVICES AGREEMENT WITH LIEBERT CASSIDY WHITMORE FOR COLLECTIVE BARGAINING SERVICES FOR A ONE-YEAR TERM WITH AN OPTION TO EXTEND FOR TWO ADDITIONAL ONE-YEAR TERMS IN AN AMOUNT NOT TO EXCEED \$150,000 ANNUALLY OR \$450,000 AGGREGATE

ISSUE:

Approve a Professional Consultant Services Agreement with Liebert Cassidy Whitmore as the City's consultant to provide labor relations and lead negotiation 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 in the amount of \$150,000 annually, total aggregate not to exceed \$450,000, for a term of one-year with an option to extend for two additional one-year terms.

RECOMMENDATION:

That the City Council

1. Approve the attached Professional Consultant Services Agreement with Liebert Cassidy Whitmore for Collective Bargaining Services for a one year term with an option to extend for two additional one-year terms in the amount of \$150,000, total aggregate not to exceed \$450,000; 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 currently has nine Memorandums of Understanding (MOU) with the following labor unions:

1. Riverside City Fire Administrators (RCFA)
2. Riverside Fire Management Group (RFMG)
3. International Brotherhood of Electrical Workers (IBEW)
4. International Brotherhood of Electrical Workers (IBEW) Supervisory

5. Riverside Police Officers Association (RPOA)
6. Riverside Police Officers Association (RPOA) Supervisory
7. Riverside Police Administrators Association (RPAA) Management
8. Service Employee International Union (SEIU)
9. Service Employee International Union (SEIU) Refuse

The existing Memorandums of Understanding will expire between June 2020 and December 2021. Beginning in 2019, the City will be expected to begin the collective bargaining process with each union to mutually agree on terms and working conditions covered by collective bargaining.

DISCUSSION:

A Request for Proposal (RFP) #1893 was issued on January 4, 2019 for a Collective Bargaining Consultant. The RFP required the selected firm to provide services and advise the City Manager, Finance and Human Resources Departments with all aspects of the collective bargaining and labor negotiation process. A total of two firms responded to RFP #1893 – Liebert Cassidy Whitmore (LCW) and Wiley Price & Radulovich, LLP. The screening and selection committee was comprised of representatives from the City Manager's Office, City Attorney's Office, Finance and Human Resources Departments.

The outcome of the selection process identified LCW as the firm best suited to provide collective bargaining services to the City of Riverside. LCW 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. Based on the qualifications of the firm, the availability of their attorneys, and competitive cost, the selection committee ranked LCW higher than the alternative firm.

FISCAL IMPACT:

All costs incurred will be proportionally allocated to the appropriate funds based on the MOU being negotiated and the members for which it represents. For MOUs expiring in FY 2020/21 and FY2021/22, appropriate funding will be incorporated into departmental professional services budgets during the next two-year budget cycle to be adopted in June 2020. Funding for MOUs expiring in FY 2019/20 will be allocated from anticipated FY 2018/19 anticipated year-end savings.

Prepared by:	Stephanie Holloman, Human Resources Director
Certified as to availability of funds:	Edward Enriquez, Chief Financial Officer/City Treasurer
Approved by:	Rafael Guzman, Assistant City Manager
Approved as to form:	Gary Geuss, City Attorney

Attachments:

1. Liebert Cassidy Whitmore Agreement
2. RFP Award Recommendation