

CITY OF SANTA ROSA  
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL  
FROM: GLORIA HURTADO, DEPUTY CITY MANAGER,  
JEREMIA MILLS, INTERIM HUMAN RESOURCES  
DIRECTOR/EMPLOYEE RELATIONS MANAGER HUMAN  
RESOURCES DEPARTMENT  
SUBJECT: APPROVAL OF SECOND AMENDMENT TO PROFESSIONAL  
SERVICES AGREEMENT F001787 WITH RENNE PUBLIC LAW  
GROUP LLP AND AMENDMENT TO THE FISCAL YEAR 2018-19  
ADOPTED BUDGET  
AGENDA ACTION: RESOLUTION

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RECOMMENDATION

It is recommended by the Human Resources Department, City Attorney's Office, and City Manager that the Council, by resolution, approve the Second Amendment to Professional Services Agreements with Renne Public Law Group LLP in an amount of \$250,000 for continued legal services related to specialized labor relations and employment law issues, for total compensation not to exceed \$422,068.56, and amend the fiscal year (FY) 2018-19 General Fund adopted budget in the Human Resources Department.

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EXECUTIVE SUMMARY

In order to continue legal services provided by the law firm of Renne Public Law Group LLP (RPLG), it is necessary to amend the agreement to increase the total compensation approved under the original Professional Services Agreement and First Amendment with RPLG. This second amendment is to provide continued legal advice and support related to labor, mediations, personnel investigations, potential employment litigation matters and disciplinary matters consistent with the existing Scope of Services.

BACKGROUND

On February 27, 2018, by Resolution RES-2018-033, the City Council entered into a Professional Services Agreement (Agreement) with RPLG, to provide labor relations services including legal advice and assistance as requested by the City in connection with all aspects of labor negotiations in an amount of \$72,068.56. The Agreement was amended on July 13, 2018 in the amount of \$100,000, under the signature authority of the City Manager, for a total Agreement amount of \$172,068.56 for continued legal advice and services.

PRIOR CITY COUNCIL REVIEW

As outlined in the Background above.

## ANALYSIS

The City negotiated a Professional Services Agreement for Labor-Related Services with the law firm of RPLG and Council approved the agreement on February 27, 2018, by Resolution RES-2018-033. These services have been critically necessary given the volume of work related to contract negotiations and the demand for personnel investigations, mediations and potential employment litigation matters. The Agreement was amended on July 13, 2018, in the amount of \$100,000, under the signature authority of the City Manager, for a total Agreement amount of \$172,068.56 for continued legal advice and services.

The City is preparing for Memorandum of Understanding (MOU) negotiations with multiple tables in 2019. The City has used representatives from the firm to assist in the ongoing MOU negotiations, mediation and impasse process. However, additional legal services related to other complex employment matters including investigations, discipline matters, labor related actions unrelated to MOU negotiations, grievance responses, and a wide variety of other matters has also been provided to the City by RPLG. In addition, the contract and services include critical knowledge transfer necessary in the absence of a Human Resources Director and accounts for transition time for the new Director.

Given the complexity of legal issues surrounding modern labor and employment matters, Human Resources Department, City Attorney's Office, and City Manager recommend continuing to retain outside legal services with a firm that has particular expertise in this area of the law.

The City anticipates that the continuation of services under the existing agreement is necessary in order to attend to labor and employment related legal services and therefore, seeks to increase the amount by \$250,000 for a revised not-to-exceed amount of \$422,068.56.

## FISCAL IMPACT

Funds for services to be provided in FY 2018-19 in the amount of \$250,000 are not included in the adopted General Fund budget and will be appropriated from the unassigned fund balance.

## ENVIRONMENTAL IMPACT

This action is exempt from the California Environmental Quality Act (CEQA) because it is not a project which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment, pursuant to CEQA Guideline section 15378.

## BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

## NOTIFICATION

Not applicable

## ATTACHMENTS

- Resolution/Exhibit A (Second Amendment to Professional Services Agreement)

## CONTACT

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