



# APPROVAL OF SECOND AMENDMENT TO PROFESSIONAL SERVICES AGREEMENT WITH RENNE PUBLIC LAW GROUP LLP

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City Manager's Office

Jeremia Mills, Interim Human Resources Director  
Human Resources Department

City Council Meeting  
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# BACKGROUND

- Council approved a Professional Services Agreement for Labor-Related Services with the law firm of Renne Public Law Group (RPLG) on February 27, 2018, by RES-2018-033.
- 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.

# ANALYSIS

The City has used representatives from the firm to assist in Memorandum of Understanding (MOU) negotiations, mediation and impasse process. 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.

# ANALYSIS

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.

# FISCAL IMPACT

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.

# RECOMMENDATION

It is recommended 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.

QUESTIONS?