

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL
FROM: DOMINIQUE BLANQUIE, HUMAN RESOURCES DIRECTOR,
HUMAN RESOURCES DEPARTMENT
SUBJECT: APPROVAL OF PROFESSIONAL SERVICES AGREEMENT WITH
SLOAN SAKAI YEUNG & WONG LLP

AGENDA ACTION: RESOLUTION

RECOMMENDATION

It is recommended by the Human Resources Department and City Attorney's Office that Council, by resolution, approve a Professional Services Agreement with Sloan Sakai Yeung & Wong LLP for specialized labor relations and employment law services in an amount of \$500,000.

EXECUTIVE SUMMARY

This Professional Services Agreement is to provide continued legal advice and support related to labor negotiations and other employment law services, consistent with the Scope of Services.

BACKGROUND

The City will soon begin negotiations with all bargaining groups as all Memorandums of Understanding expire on June 30, 2024.

Renne Public Law Group LLP, (formerly Renne Sloan Holtzman and Sakai), has been providing legal services to the Human Resources Department since 2016 and has served as the chief labor negotiator.

On April 14, 2023, the City released a Request for Proposals RFP #23-001HR for Labor Relations Consulting Services.

Consistent with City Council Policy 600-01, the City received two bids. After review of the proposals Sloan Sakai Yeung & Wong LLP was selected as the best value for the City.

PRIOR CITY COUNCIL REVIEW

As outlined in the Background above.

ANALYSIS

Given the complexity of legal issues in connection with labor negotiations and employment matters, the Human Resources Department and the City Attorney's Office recommend that the

APPROVAL OF PROFESSIONAL SERVICES AGREEMENT WITH SLOAN SAKAI
YEUNG & WONG LLP
PAGE 2 OF 2

Council approve a Professional Services Agreement with Sloan Sakai Yeung & Wong LLP. Renne Group has significant experience working with City staff in labor negotiations.

The City will soon be engaged in negotiations with all employee groups. The City has been making a strong effort to keep outside legal costs as low as possible by relying more heavily on staff from HR and the City Attorney's Office. However, the Chief Assistant City Attorney who was assisting with labor negotiations retired in January 2023 and the recruitment for the new Chief Assistant City Attorney has been paused pending hiring of the new City Attorney slated for this fall. It is anticipated that there will be a strong need for the expertise of outside counsel as labor negotiations begin.

FISCAL IMPACT

Funds for professional services are currently appropriated in the FY 2023-24 budget in an amount sufficient to cover this contract.

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 Guidelines Section 15378.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

NOTIFICATION

Not applicable

ATTACHMENTS

- Resolution / Exhibit A – Professional Services Agreement

PRESENTER

Dominique Blanquie, Human Resources Director