

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL
FROM: AMY REEVE, HUMAN RESOURCES DIRECTOR
HUMAN RESOURCES DEPARTMENT
SUBJECT: APPROVAL OF SECOND AMENDMENT TO PROFESSIONAL
SERVICES AGREEMENT NUMBER F002284 WITH RENNE PUBLIC
LAW GROUP LLP

AGENDA ACTION: RESOLUTION

RECOMMENDATION

It is recommended by the Human Resources Department and City Attorney's Office that the Council, by resolution, approve a Second Amendment to Professional Services Agreement Number F002284 with Renne Public Law Group LLP for specialized labor relations and employment law services increasing the not-to-exceed amount by \$250,000, for a total contract not-to-exceed 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

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

On March 3, 2020, Council approved Professional Services Agreement Number F002284 with Renne Public Law Group LLP (Agreement) for specialized labor relations and other employment law services in the amount of \$250,000.

A First Amendment to the Agreement was entered into on February 18, 2021, amending the scope of services to add legal services relating to personnel investigations and increasing hourly rates of the consultants.

The City is preparing to begin negotiations with all bargaining groups in mid-year 2023 and is currently recruiting for a Chief Assistant City Attorney who will provide legal support on personnel matters. The City has used representatives from RPLG to assist in negotiations, personnel investigations, mediations, hearings and complex employment law matters.

The Human Resources department will be sending a Request for Proposal to find outside counsel for negotiations and recommends continuing to retain outside legal services in the

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interim with a firm that has subject matter expertise in employment law, as well as continuity with a firm that has thorough knowledge of the City's policies and procedures.

PRIOR CITY COUNCIL REVIEW

Council approved the Professional Services Agreement Number F002284 by Resolution RES-2020-034 on March 3, 2020.

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 Council approve a new Professional Services Agreement with Renne Public Law Group LLP. As detailed above, the Renne Group has significant experience working with City staff in labor negotiations and will provide continued support on labor issues, including but not limited to providing outside counsel for hearings, meet and confer support, and reopener negotiations. All MOU's will expire on June 30, 2024 and an RFP will be sent out separately for negotiations support.

The City has made 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, it is anticipated that there will be a need for the expertise of outside counsel in the upcoming months due to vacancies within the Human Resources Department and City Attorney's Office and the ongoing needs for employment law assistance. The Human Resources Department and City Attorney's Office recommend continuing to retain outside legal services with the Renne Group and to approve an amendment to the Professional Services Agreement increasing the not-to-exceed amount of the contract by \$250,000, for a total contract amount not to exceed \$500,000 for continued specialized legal services.

This amendment will also add additional services related to general employment law advice and government law advice related to labor and employment matters. The Renne Group's substantially reduced hourly billing rate has been increased nominally for partners from \$385 to \$395 under the new amendment.

FISCAL IMPACT

Existing appropriations within the Human Resources budget will be used for any services provided in fiscal year 2023, while the remaining contracted amount is to be appropriated in the upcoming fiscal year 2024 budget process.

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 – Second Amendment to Professional Services Agreement

PRESENTER

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