



# Memorandum

**TO:** HONORABLE MAYOR  
AND CITY COUNCIL

**FROM:** Jennifer Schembri

**SUBJECT:** SEE BELOW

**DATE:** November 29, 2017

Approved

Date

11/30/17

**SUBJECT: AGREEMENT WITH RENNE SLOAN HOLTZMAN & SAKAI, LLP FOR CONSULTING SERVICES RELATED TO LABOR MATTERS**

## RECOMMENDATION

It is recommended that the City Council:

1. Adopt a resolution authorizing the City Manager to execute an Agreement with Renne Sloan Holtzman & Sakai, LLP, for labor consulting services in connection to labor matters for a contract amount not to exceed \$424,500, and a contract term beginning January 1, 2018, and ending December 31, 2020.

## OUTCOME

Execution of the Agreement with Renne Sloan Holtzman & Sakai, LLP, will allow the City Manager's Office to enter in agreement for labor consulting services through December 31, 2020, for a contract amount not to exceed \$424,500.

## BACKGROUND

On September 18, 2017, the City conducted a Request for Proposal (RFP) for labor consulting services. The scope of services includes, but is not limited to, the developing of labor negotiating strategies and the inclusion of the consultant as a member of the City's negotiating team and possible assignment as a lead negotiator. Renne Sloan Holtzman & Sakai, LLP was the sole submission received and met all of the qualifications outlined in the RFP. Additionally, Renne Sloan Holtzman & Sakai, LLP has extensive experience with police and fire labor negotiations, public sector labor law, and interest arbitration proceedings and has provided negotiation and legal services to the City since 2005. The RFP award was granted to Renne Sloan Holtzman & Sakai, LLP on November 1, 2017.

### **ANALYSIS**

Renne Sloan Holtzman & Sakai, LLP will be assisting the City with upcoming labor negotiations with ten of the City's eleven bargaining units, which are anticipated to begin in early 2018. Additionally, they will be assisting the City with ongoing labor matters as needed. Renne Sloan Holtzman & Sakai LLP's experience with labor matters including their specialized services, and experience are essential for the successful completion of the upcoming labor relations matters referenced above. Additionally, during the term of this contract, Renne Sloan Holtzman & Sakai, LLP is expected to assist the City with negotiations with the San Jose Police Officers' Association (SJPOA) over a successor Memorandum of Agreement which are anticipated to begin in the Spring of 2020.

### **EVALUATION AND FOLLOW-UP**

There is no anticipated Council follow-up at this time.

### **PUBLIC OUTREACH/INTEREST**

This item will be posted on the City's website for the December 12, 2017, City Council Agenda.

### **COORDINATION**

This memorandum has been coordinated with the City Attorney's Office and the Budget Office.

### **COMMISSION RECOMMENDATION/INPUT**

This agreement does not have any associated City Commission recommendation or input.

### **COST SUMMARY/IMPLICATIONS**

No additional funding is required for approval of the agreement. This agreement will be funded by the Labor/Employee Relations Consultant Funding appropriation in the General Fund. There is a prior year encumbrance in the appropriation that will be liquidated and re-encumbered for this agreement.

### **BUDGET REFERENCE**

The table below identifies the fund and appropriation to fund the agreement recommended as part of this memo.

HONORABLE MAYOR AND CITY COUNCIL

November 29, 2017

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Fund #	Appn #	Appn. Name	Total Appn	Amt. for Contract	2017-2018 Adopted Operating Budget Page	Last Budget Action (Date, Ord. No.)
<b>Agreement Costs</b>			<b>\$424,500</b>			
<b>Remaining Funding Available</b>						
001	3769	Labor/Employee Relations Consultant Funding	\$115,000*	\$424,500	913	06/20/2017, Ord. No. 29962
<b>Total Current Funding Available</b>			<b>\$115,000*</b>	<b>\$424,500</b>		

\* In this appropriation, there is currently a prior year encumbrance of \$426,676. Of this amount, \$424,500 will be liquidated and re-encumbered for this agreement.

**CEQA**

Not a Project, File No. PP17-003, Agreements/Contracts (New or Amended) resulting in no physical changes to the environment. (City Manager)



Jennifer Schembri  
Director of Employee Relations

For questions please contact Jennifer Schembri, Director of Employee Relations, at (408) 535-8154.