

**SANTA BARBARA COUNTY  
BOARD AGENDA LETTER**



Clerk of the Board of Supervisors  
105 E. Anapamu Street, Suite 407  
Santa Barbara, CA 93101  
(805) 568-2240

**Agenda Number:**  
**Prepared on:** 4/11/02  
**Department Name:** Human Resources  
**Department No.:** 064  
**Agenda Date:** 4/23/02  
**Placement:** Administrative  
**Estimate Time:**  
**Continued Item:** NO  
**If Yes, date from:**

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**TO:** Board of Supervisors

**FROM:** Ann Goodrich, Human Resources Director  
568-2815

**STAFF CONTACT:** Ann Goodrich  
568-2815

**SUBJECT:** Contract for Labor Relations Services

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**Recommendation(s):**

That the Board of Supervisors:

Execute agreement with Liebert Cassidy Whitmore for negotiation and consulting services pertaining to employee relations matters on an hourly rate as referenced on attachment hereto for the period of February 1, 2002 through January 31, 2003.

**Alignment with Board Strategic Plan:**

The recommendation(s) are primarily aligned with actions required by law or by routine business necessity.

**Executive Summary and Discussion:**

The County contracts with Liebert Cassidy Whitmore for representation and consultation services relating to negotiations with various employee organizations. While the County currently has multi-year collective bargaining agreements with all recognized employee organizations, during the term of the recommended contract we anticipate negotiating over salaries with the Probation Peace Officers Association as well as dealing with the various labor relations matters that arise mid-term.

**Fiscal and Facilities Impacts:**

This agreement provides for services on an hourly basis with no guaranteed minimum or maximum. Based on the anticipated collective bargaining workload, an appropriation of \$20,000.00 for this contract has been included in the Human Resources Department's 2002-03 fiscal year budget request. However, if upcoming negotiations result in binding interest arbitration, additional funds may be need to be reallocated for this

purpose. The hourly rates, which range from \$135 to \$200 per hour for the first three hundred hours and slightly higher thereafter, increased by \$10 per hour this year for the first time since 1996-97.

Attachments