



Office of the City
Manager

CONSENT CALENDAR
February 11, 2020

To: Honorable Mayor and Members of the City Council
 From: Dee Williams-Ridley, City Manager
 Submitted by: LaTanya Bellow, Director of Human Resources
 Subject: Contract No. 9649 Amendment: Sloan Sakai LLP for Continued Chief Labor Negotiator Services

RECOMMENDATION

Adopt a Resolution authorizing the City Manager to execute an amendment to Contract No. 9649 increasing the contract amount by \$235,000 with Sloan Sakai LLP for Chief Labor Negotiator services, for a revised total contract amount not to exceed \$450,000.

FISCAL IMPACTS OF RECOMMENDATION

The contract amendment with Sloan Sakai LLP for Chief Labor Negotiator services will add \$235,000 to the existing contract through end of the year 2020. Funding for the additional funds is available in the Fiscal Year budget under the General Fund for Human Resources Personnel 011-34-343-000-0000-000-412-612990. The City of Berkeley recently approved a carryover adjustment of \$70,000 and an appropriation of \$450,000 for labor negotiations in the First Amendment to the FY 2020 Annual Appropriations Ordinance.

Current Contract Amount	\$215,000
Proposed Increase (this amendment)	\$235,000
Total New Contract Amount	\$450,000

CURRENT SITUATION AND ITS EFFECTS

Under the direction of the City Council and the City Manager, the Human Resources Department is responsible for labor relations activities including serving as the City's Chief Spokesperson for collective bargaining, preparing contract language, researching and analyzing union proposals, analyzing survey data, costing proposals, and preparing presentations to the City Council. The City Attorney's Office provides consultation to the Human Resources Department in the collective bargaining process. Staff negotiates successor Memoranda of Understanding / Memorandum Agreements (MOU/MA) with the labor organizations pursuant to the labor-management provisions

of the Meyers-Milias Brown Act. There are seven (7) labor organizations representing the majority of City staff:

Labor Organization	Term of MOU
Service Employees International Union, Local 1021 Maintenance and Clerical Chapters	June 2018 – June 2020
Service Employees International Union, Local 1021 Community Services & Part-Time Recreation Leaders Association	October 2018 – June 2020
International Brotherhood of Electrical Workers, Local 1245	October 2018 – June 2020
Berkeley Police Association	June 2017 – June 2020
Berkeley Fire Fighters Association Local 1227 I.A.F.F.	June 2017 – June 2020
Berkeley Chief Fire Officers Association Local 1227 I.A.F.F.	June 2018 – June 2020
Public Employees Union Local 1	October 2018 – June 2020

Due to workload and staffing changes in the Human Resources Department, the City entered into contract with the law firm of Sloan Sakai LLP for the services of Dania Torres-Wong, an experienced labor negotiator with various other local public agencies.

BACKGROUND

Sloan Sakai LLP was selected through a competitive bidding process. Since May 2015, Ms. Torres-Wong has served as Lead Negotiator for the City with both Service Employees International Union Local 1021 Maintenance and Clerical Chapters (SEIU Local 1021MC) as well as with the Service Employees International Union Local 1021 Community Services and Part-Time Recreation Leaders Association (SEIU Local 1021CSU/PTRLA). Her services include meeting with the City Manager and other staff to analyze and prepare the City's proposals and to analyze union proposals. In addition, Ms. Torres-Wong will meet in closed session with the Mayor and Council. Ms. Torres-Wong is an effective negotiator and established good professional relationships with both labor and management representatives and was instrumental in negotiating a fair and equitable agreement with SEIU Local 1021.

Currently, Sloan Sakai LLP's contract with the City expires on December 31, 2020 and is close to reaching the total limit of \$215,000. This contract amendment will allow the City to continue to utilize Ms. Torres-Wong's services as Chief Spokesperson in MOU /MA negotiations with SEIU Local 1021 M&C and CSU/PTRLA throughout the 2020 negotiations period.

ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental effects or opportunities associated with the

subject of this report.

RATIONALE FOR RECOMMENDATION

Sloan Sakai LLP offers the City a professional and cost-effective solution to the City's labor relations requirements.

ALTERNATIVE ACTIONS CONSIDERED

Conduct collective bargaining with existing staff, which would negatively impact the Human Resources Department's ability to meet other service demands given that all of the City's labor contracts expire at the same time.

CONTACT PERSON

LaTanya Bellow, Director of Human Resources, Human Resources Department, 981-6807

Attachments

1: Resolution

RESOLUTION NO. ##,###-N.S.

CONTRACT NO. 9649 AMENDMENT: SLOAN SAKAI LLP FOR CHIEF LABOR
NEGOTIATOR SERVICES

WHEREAS, the City is required by law to meet and confer in good faith with labor organizations representing City staff in an attempt to reach agreement on successor Memoranda of Understanding; and

WHEREAS, on May 22, 2014, the City entered into a contract with Renne Sloan Holtzman Sakai LLP (Contract No. 9649) for attorney Dania Torres-Wong to perform Chief Labor Negotiator services in the City's negotiations with the Service Employees International Union Local 1021 Maintenance and Clerical Chapter; and Service Employees International Union Local 1021 Community Services and Part-Time Recreation Leaders Association; and

WHEREAS, Sloan Sakai LLP was selected through a competitive bidding process; and

WHEREAS, Ms. Torres-Wong has been the City's Chief Labor Negotiator since the City and SEIU Local 1021 began meet and confer in May 2015; and

WHEREAS, the City is close to reaching its contract limit of \$215,000 and unless contract amount is increased, the City would be without the services of a Chief Labor Negotiator; and

WHEREAS, funding for this amendment is available in the current year budget in budget code General Fund for Human Resources Personnel 011-34-343-000-0000-000-412-612990.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager is authorized to execute an amendment to Contract No. 9649 with Sloan Sakai LLP for Chief Labor Negotiator services to increase the amount by \$235,000, for a total not to exceed \$450,000. A record signature copy of said contract and any amendments to be on file in the Office of the City Clerk.