COUNTY OF HUMBOLDT

For the meeting of: 7/8/2025

File #: 25-849

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

Vote Requirement: Majority

SUBJECT:

Legal Services Agreement with Liebert Cassidy Whitmore Regarding the Provision of Professional Legal Services Related to Representation of the County of Humboldt in Labor Negotiations, Administrative Proceedings and other Employment-Related Matters in an Amount Not to Exceed $225,000 for the Period of July 1, 2025 through June 30, 2026

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve, and authorize the Chair of the Board to execute, the attached legal services agreement with Liebert Cassidy Whitmore regarding the provision of professional legal services related to representation of the County of Humboldt in labor negotiations, administrative proceedings and other employment-related matters in an amount not to exceed $225,000 for the period of July 1, 2025 through June 30, 2026; and
2. Authorize the Human Resources Director, or a designee thereof, to execute any and all subsequent amendments to the attached legal services agreement with Liebert Cassidy Whitmore, after review and approval by County Counsel, Risk Management and the County Administrative Office; and
3. Direct the Clerk of the Board to return one fully executed original copy of the attached legal services agreement with Liebert Cassidy Whitmore to the Human Resources Department for further processing.

STRATEGIC PLAN:

The recommended actions support the following areas of the Board of Supervisors' Strategic Plan:

Area of Focus: Workforce & Operational Excellence
Strategic Plan Category: 9999 - Core Services/Other

DISCUSSION:

The County of Humboldt has retained the employment law firm of Liebert Cassidy Whitmore for the provision of professional legal services related to labor negotiations, administrative hearings and other employment-related matters for many years. The County of

Humboldt is also a member of Liebert Cassidy Whitmore's training consortium, which provides ongoing staff training and development on employment law issues.

The attached legal services agreement will allow Liebert Cassidy Whitmore to continue representing the County of Humboldt in labor negotiations, administrative hearings and other employment-related matters for the period of July 1, 2025 through June 30, 2026. It should be noted that the attached legal services agreement with Liebert Cassidy Whitmore comes to Board after the start date thereof due to inadvertent delays that occurred during the contract development process.

Accordingly, the Humboldt County Human Resources Department recommends that the Board approve, and authorize the Chair of the Board to execute, the attached legal services agreement with Liebert Cassidy Whitmore regarding the provision of professional legal services related to representation of the County of Humboldt in labor negotiations, administrative proceedings and other employment-related matters for the period of July 1, 2025 through June 30, 2026. Staff also recommend that the Board authorize the Human Resources Director, or a designee thereof, to execute any and all subsequent amendments to the attached legal services agreement with Liebert Cassidy Whitmore, after review and approval by County Counsel, Risk Management and the County Administrative Office, in order to avoid any unnecessary delays in the provision of needed legal services.

SOURCE OF FUNDING:
Liability fund (3524-354-682140 and 671127) Non-General Fund Departments Revenue & Contributions and General Fund County Department Charges,

FINANCIAL IMPACT:

Expenditures (3524-354)	**FY25-26 Adopted**
Budgeted Expenses	$225,000
Total Expenditures	**$225,000**
Funding Sources (3524-354)	**FY25-26 Adopted**
Charges for Services	$225,000
Total Funding Sources	**$225,000**

The attached legal services agreement with Liebert Cassidy Whitmore has a maximum amount payable of $225,000 for the period of July 1, 2025 through June 30, 2026. However, in the event local, state or federal funding is reduced or eliminated, the County of Humboldt may reduce the above-referenced maximum amount payable or terminate the attached legal services agreement with Liebert Cassidy Whitmore in its entirety.

Expenditure appropriations related to the attached legal services agreement with Liebert Cassidy Whitmore have been included in the adopted fiscal year 2025-2026 budget for Liability Fund budget unit 3524-354. Funding for the attached legal services agreement with Liebert Cassidy Whitmore is available through Non-General Fund Departments Revenue & Contributions and General Fund County Department Charges.

STAFFING IMPACT:
Approval of the attached legal services agreement with Liebert Cassidy Whitmore will not impact current staffing levels.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board may choose not to approve attached legal services agreement with Liebert Cassidy Whitmore regarding the provision of professional legal services related to the representation of the County of Humboldt in labor negotiations, administrative proceedings and other employment-related matters. However, this alternative is not recommended as Liebert Cassidy Whitmore is currently assisting the County of Humboldt in several matters with the scope of the attached legal services agreement.

ATTACHMENTS:

1. Legal Services Agreement with Liebert Cassidy Whitmore Regarding the Provision of Professional Legal Services Related to Representation of the County of Humboldt in Labor Negotiations, Administrative Proceedings and other Employment-Related Matters

PREVIOUS ACTION/REFERRAL:

Meeting of: 7/2/24
File No.: 24-1029