

Agenda Date: October 20, 2016  
Agenda Placement: Admin.  
Estimated Time: N/A  
Continued Item: No

## Board Agenda Item

TO: Air Pollution Control District Board

FROM: Aeron Arlin Genet, Air Pollution Control Officer

CONTACT: Kristina Aguilar, Administrative Manager (961-8813)

SUBJECT: Membership in Liebert, Cassidy & Whitmore Consortium

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### RECOMMENDATION:

Approve and authorize the Chair to execute an agreement for Special Services with the law firm of Liebert, Cassidy & Whitmore for a 9-month term beginning October 20, 2016 and ending June 30, 2017.

### DISCUSSION:

Liebert, Cassidy & Whitmore, a Los Angeles based law firm specializing in public sector labor law, provides the opportunity for public agencies to join together by means of a consortium to enable the provision of specialized training and consulting services in a cost-effective manner.

The attached agreement for Special Services will allow District managers, supervisors and team leaders to participate in four and one-half days (4.5) days of group training workshops covering such employment relations subjects as management rights and obligations, negotiation strategies, employment discrimination and workplace bullying, succession planning, performance evaluations (administering evaluations), grievance and discipline actions, current court rulings, administrative and legislative developments in personnel administration and employment relations. The Agreement also provides for a monthly newsletter covering employment relations developments and the availability of attorneys to consult by telephone.

With your approval of this Agreement, the District will join approximately 24 other public agencies as a member of the Ventura/Santa Barbara Consortium enabling us to take advantage of a cost-effective method for receiving specialized training. The funds for this effort are budgeted in the current fiscal year.

**FISCAL IMPACT:**

The fiscal impact to enter into this agreement is a prorated annual fee of \$3,167 and the membership cost was included in the FY 2016-17 budget that your Board approved at the June 16, 2016 board meeting.

**ATTACHMENT:**

Agreement for Special Services