



County of Monterey

Item No.88

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: A 26-301

June 23, 2026

Introduced: 6/11/2026

Current Status: General Government -
Consent

Version: 1

Matter Type: BoS Agreement

- a. Approve and authorize the County Counsel or designee to execute an Agreement between the County of Monterey and Liebert Cassidy Whitmore for legal consulting services during labor negotiations in an amount not to exceed \$150,000 and with the initial term beginning July 1, 2026 through June 30, 2027, including the option to extend the Agreement for up to three additional one-year periods; and
- b. Authorize the County Counsel or designee to execute future Amendments to the Agreement provided they do not increase the not-to-exceed amount by more than \$200,000 per year.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve and authorize the County Counsel or designee to execute an Agreement between the County of Monterey and Liebert Cassidy Whitmore for legal consulting services during labor negotiations in an amount not to exceed \$150,000 and with the initial term beginning July 1, 2026 through June 30, 2027, including the option to extend the Agreement for up to three additional one-year periods; and
- b. Authorize the County Counsel or designee to execute future Amendments to the Agreement provided they do not increase the not-to-exceed amount by more than \$200,000 per year.

SUMMARY:

This Agreement with Liebert Cassidy Whitmore is to provide legal consulting services regarding labor negotiations and general employment law. The County has one (1) bargaining unit whose Memoranda of Understanding (MOU) is set to expire in 2026 and nineteen (19) bargaining units whose MOUs are set to expire in 2027. Approval of this recommendation allows the Human Resources Department to engage Liebert Cassidy Whitmore for assistance during the successor MOU negotiations, as needed. This agreement requires Board approval due to the additional language incorporated into Exhibit B.

DISCUSSION:

The County is requesting to continue to contract for legal services as specialized expertise is needed to support labor with MOU negotiations. These services require experienced legal counsel with specialized knowledge of labor law, collective bargaining, and employment relations. The contracted law firm will provide professional legal advice and representation to assist the Human Resources Department in negotiating with bargaining units, addressing labor relations issues, and ensuring the County's actions comply with applicable laws and contractual obligations. Retaining outside counsel is

appropriate when specialized legal services are necessary to effectively protect the County's interests.

OTHER AGENCY INVOLVEMENT:

The offices of the County Counsel and Auditor-Controller have reviewed the Agreement as to form and fiscal provisions, respectively.

FINANCING:

The cost associated with this Agreement will be covered by the Human Resources Department, Health Department, and Natividad Medical Center with available appropriations in the FY 2026-27 adopted budget.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:

The proposed recommended actions support the Board of Supervisors' Dynamic Organization and Employer of Choice Strategic Plan Goal. These actions demonstrate the County's commitment to providing for the financial health of the County organization by identifying opportunities to manage and reduce costs.

- Well-Being and Quality of Life
- Sustainable Infrastructure for the Present and Future
- Safe and Resilient Communities
- Diverse and Thriving Economy
- Dynamic Organization and Employer of Choice

Prepared by: Amy Rodriguez, Senior Human Resources Analyst, ext. 5373

Approved by: Andreas Pyper, Director of Human Resources, ext. 5043

Attachments:

Agreement between the County and Liebert Cassidy Whitmore