



Date: April 8, 2021
To: KPPCSD Board of Directors
From: Marti Brown, General Manager
Subject: Contract for Labor Negotiations Consulting

Recommendation:

Approve budget authority of a not-to-exceed amount of \$10,000 to hire Patrick Clark, Labor Negotiator; and authorize the General Manager, or her designee, to execute a contract with Mr. Clark for labor negotiations with the Kensington Police Officers Association (KPOA).

Rationale for Recommendation:

The KPOA's Memorandum of Understanding (MOU) is scheduled to expire on July 30, 2021 and a new MOU will need to be negotiated and executed in 2021.

Background:

The KPOA has a current and existing MOU that is scheduled to expire on July 30, 2021. In prior years, labor negotiations have been undertaken after the MOU expired and the KPOA has worked without an active contract for several months. Management wishes to avoid that situation and start and complete labor negotiations prior to expiration of the MOU.

Discussion and Analysis:

As illustrated by Mr. Clark's attached resume, he brings 25 years of public sector labor negotiation experience to his position, as well as tracking and monitoring current labor negotiation trends, best practices and labor law in an effort to inform the negotiation process. On average, Mr. Clark negotiates on behalf of approximately 80 public agencies per year and frequently for smaller jurisdictions including Special Districts.

The District's General Manager most recently worked with Mr. Clark in the City of Marysville to successfully negotiate MOUs with three different bargaining groups resulting in long term savings for the City that totaled \$280,000 per year while maintaining competitive salaries and benefits for bargaining unit members.

Fiscal Impact:

If approved, Mr. Clark's contract would be allocated to Fund Sub-Account 595 (in the Police Department), Legal/Consulting – Police. The adopted FY 2020-21 budget allocated \$25,000 to this line item. Thus far, \$1,844 have been spent. If this contract is approved, there will still be \$13,155 remaining in this line item by the end of the fiscal year, June 30, 2021.

Attachment:

1. Attachment 1: Resume, Patrick Clark Consulting