



# Memorandum

**TO:** HONORABLE MAYOR  
AND CITY COUNCIL

**FROM:** RICHARD DOYLE  
City Attorney

**SUBJECT:** First Amendment to Renne  
Sloan Holtzman & Sakai LLP  
Legal Services Agreement

**DATE:** May 21, 2012

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## RECOMMENDATION

It is recommended:

The City Council adopt a resolution authorizing the City Attorney to negotiate and execute a first amendment to the agreement with Renne Sloan Holtzman & Sakai LLP for legal services in connection with labor relations matters, modifying the scope of services to provide additional legal services and advice, and increasing compensation by \$300,000 for a total amount not to exceed \$550,000, subject to appropriation of funds as recommended separately on the June 5, 2012 City Council Agenda.

## OUTCOME

Execution of the first amendment to the agreement with Renne Sloan Holtzman & Sakai, LLP will allow this law firm to continue to provide legal services related to implementation of Council's directions regarding labor relations and pension reform.

## BACKGROUND

On July 21, 2011, the City Attorney executed an agreement with the law firm of Renne Sloan Holtzman & Sakai, LLP for a term ending December 31, 2013, in a total amount not to exceed \$250,000, to provide legal services for a wide array of labor relations and employment matters. The scope of services includes, but is not limited to, the pension ballot measure, compensation and retirement benefits for future employees, modifications to current employees' compensation and benefits, interpretation or application of written labor agreements, and litigation involving any of these issues.

## ANALYSIS

The City Attorney's Office released a Request for Qualifications in September 2010 to develop a pool of law firms that could provide advisory counsel and legal services on labor relations matters for all employee units in the City of San Jose.

May 21, 2012

**Subject: Legal Services Agreement**

Page 2

Renne Sloan Holtzman & Sakai was one of the law firms selected during this RFQ process due to the firm's extensive experience with police and fire labor negotiations, public sector labor law, and interest arbitration proceedings. The firm has provided negotiation and legal services to the City since January of 2005 in contract negotiations with the SJPOA, IAFF and OE#3.

Renne Sloan is currently providing legal services to the City for implementation of the Council's direction regarding labor relations and pension reform. Their continued participation is essential for continuity and successful completion of pending labor relations and possibly arbitration matters. Additional funding in the amount of \$300,000 is necessary in order to execute this amendment to the contract.

**PUBLIC OUTREACH**

This memorandum is posted on the City's website for the June 5, 2012 Council Agenda.

**COORDINATION**

This memorandum has been coordinated with the City Manager's Office.

**BUDGET REFERENCE**

The table below identifies the fund and appropriation proposed to fund the contract recommended as part of this memorandum.

Fund #	Appn #	Appn. Name	Total Appn	2011-2012 Adopted Operating Budget Page	Last Budget Action (Date, Ord. No.)
001	8325	Fiscal Reform Plan Implementation Reserve	\$2,100,000	N/A	02/14/2012, Ord. No. 29036

HONORABLE MAYOR AND CITY COUNCIL

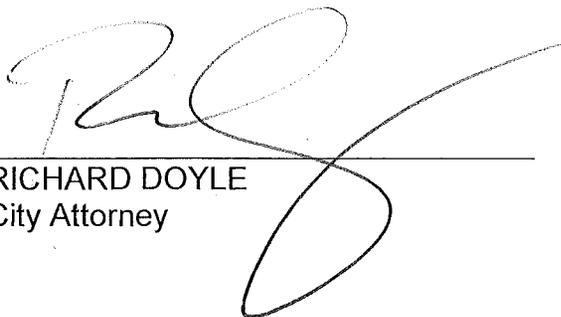
May 21, 2012

**Subject: Legal Services Agreement**

Page 3

**CEQA**

Not a Project; File No. PP10-066(e), Services that involve no physical changes to the environment.



RICHARD DOYLE  
City Attorney

c: Debra Figone

For questions please contact Ed Moran, Assistant City Attorney,  
at (408) 535-1920.