



CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

R-13

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DEBORAH R. MILLS
DIRECTOR

September 23, 2014

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Authorize the City Manager to increase Blanket Purchase Order Agreement No. BPHR14000003 with Liebert Cassidy Whitmore, of Los Angeles, CA by \$140,000 for a total amount not to exceed \$235,000. (Citywide)

DISCUSSION

City Council approval is requested to authorize the City Manager to increase the existing agreement with the consulting firm of Liebert Cassidy Whitmore by adding \$140,000, in order to finalize a comprehensive Citywide audit of the City's compliance with Fair Labor Standards Act (FLSA).

On June 19, 2012, the City Council received a presentation from Management Partners on Potential Government Reform Ideas and Trends. The presentation included a recommendation to bring the City's policies, procedures, and practices in alignment with the Fair Labor Standards Act (FLSA). Due to the scope and complexity entailed, the City chose a knowledgeable firm with substantial experience, expertise, and knowledge in the public sector labor arena, Liebert Cassidy Whitmore, of Los Angeles, CA (not an MBE, WBE, SBE or Local). The firm has conducted similar work with the City of Los Angeles, City of Santa Ana, San Diego County, City of Beverly Hills, City of Tustin, Long Beach Community College District, City of Claremont, City of Irvine, City of Fountain Valley, City of Orange, Orange County Fire Authority, Tulare County, and Indio.

The audit required more time and research than originally anticipated within the initial purchase order amount of \$95,000. The draft audit has been completed, however, authorization is needed to pay the remaining invoices totaling \$140,000. The results of the audit could yield significant financial savings in the areas of overtime, sick time usage, and other areas impacted by the FLSA. The final report will be essential in bringing the City in line with the FLSA and will also serve as a strategic "blue print" for future labor negotiations.

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This matter was reviewed by Deputy City Attorney Gary Anderson and Budget Management Officer Victoria Bell on September 11, 2014.

TIMING CONSIDERATIONS

City Council action is requested on September 23, 2014 to ensure additional funds are added expeditiously.

FISCAL IMPACT

The revised audit cost not to exceed \$235,000 will be absorbed by existing FY14 budget appropriation in the Citywide Activities Department (XC) in the Employee Benefits Funds (IS 391). There is no local job impact associated with this recommendation.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted, ,



DEBORAH R. MILLS
DIRECTOR OF HUMAN RESOURCES

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APPROVED:



PATRICK H. WEST
CITY MANAGER