

- **Board of Directors**
Organization and Personnel Committee

January 10, 2006 Board Meeting

8-7

Subject

Report on ongoing labor negotiations and human resource initiatives; and authorize an increase of \$52,000 in maximum amount payable under contract with Bate, Peterson, Deacon, Zinn and Young for consulting services related to labor and human resources

Description

Bate, Peterson, Deacon, Zinn and Young serve as advisors to Metropolitan on labor and human resource-related issues and provide input on human resource initiatives. The amount paid under the contract currently totals \$404,000. It is estimated that additional cost of services will be approximately \$52,000. Authority to amend this contract to increase the maximum amount payable by \$52,000 to a total of \$456,000 will cover expected expenditures and expenses.

Policy

Metropolitan Water District Administrative Code Section 8121: General Authority of the Chief Executive Officer to Enter Contracts

California Environmental Quality Act (CEQA)

CEQA determination for Option #1:

The proposed action is not defined as a project under CEQA because it involves continuing administrative activities (Section 15378(b)(2) of the State CEQA Guidelines). In addition, the proposed action is not subject to CEQA because it involves other government fiscal activities, which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment (Section 15378(b)(4) of the State CEQA Guidelines).

The CEQA determination is: Determine that the proposed action is not subject to the provisions of CEQA pursuant to Sections 15378(b)(2) and 15378(b)(4) of the State CEQA Guidelines.

CEQA determination for Option #2:

None required

Board Options/Fiscal Impacts

Option #1

Adopt the CEQA determination and approve amendment of contract with Bate, Peterson, Deacon, Zinn and Young to increase maximum amount payable by \$52,000 for a total of \$456,000.

Fiscal Impact: Up to \$52,000 in future invoices

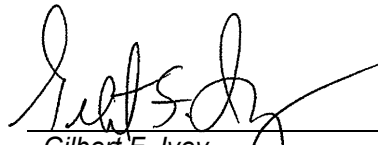
Option #2

Do not amend subject contract.

Fiscal Impact: Unknown

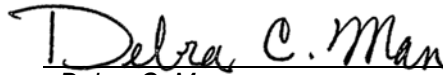
Staff Recommendation

Option #1



Gilbert F. Ivey
Executive Vice President

1/9/2006
Date



Debra C. Man
Interim CEO/General Manager

1/9/2006
Date