

Request to Authorize Increase to Shaw Law Group contract

Organization, Personnel
& Technology Committee
Item 7-13
June 8, 2021



Background

- November 2020: Board direction and authorization
 - Ethics Officer to oversee independent review of allegations of systemic EEO issues and related concerns
 - Initial maximum amount payable - \$200,000
- March 2021: Board authorized increase of maximum amount payable to \$400,000

Elements of Work

- Systemic review and climate assessment including
 - EEO policies and procedures
 - Employee survey
 - Interviews (217)
 - Results and recommendations
- Separate investigations of four EEO complaints

Remaining Work

- Systemic review and climate assessment
 - Document review
 - Preparation of report
 - Presentation at special OP&T Committee meeting – July 22
- Separate investigations of four EEO complaints
 - Interviews
 - Preparation of reports

Board Options

- Option 1

- Authorize an increase in the maximum amount payable under contract with Shaw Law Group by \$150,000 to an amount not to exceed \$550,000 to complete an independent review of allegations of systemic Equal Employment Opportunity related discrimination, harassment, and retaliation, and related concerns.

- Option 2

- Do not authorize increase in maximum amount payable under this contract.

Staff Recommendation

- Option #1

