



**TOWN OF LOS GATOS  
COUNCIL AGENDA REPORT**

MEETING DATE: 08/05/2025

ITEM NO: 12

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DATE: July 25, 2025  
TO: Mayor and Town Council  
FROM: Chris Constantin, Town Manager  
SUBJECT: **Seventh Amendment to a Special Services Agreement with Liebert Cassidy Whitmore (LCW)**

RECOMMENDATION: Authorize the Town Manager to execute a Seventh Amendment (Attachment 1) to a special services agreement with Liebert Cassidy Whitmore.

FISCAL IMPACT:

There is no additional fiscal impact associated with the seventh amendment as there is sufficient funding remaining in the contract to provide services through Fiscal Year (FY) 2025-26. Staff estimates that costs for FY 2025-26 will not exceed \$80,000, which is consistent with the average amount spent per year and is already included in the adopted FY 2025-26 budget.

STRATEGIC PRIORITIES:

This item relates to the Town's strategic priority of prudent financial management as LCW helps the Town with employee relations and labor relations issues to mitigate any significant financial risks associated with those areas.

BACKGROUND:

In 2018, Liebert Cassidy Whitmore (LCW) was selected as a single source provider for labor and employment relations services, and services were continued in 2020 as the result of a competitive interview process. LCW provides valuable negotiations and employee relations legal guidance and has established a good rapport with the Town's bargaining units.

On May 17, 2022, the Town Council authorized the Town Manager to execute a First Amendment to the Special Services Agreement with LCW to extend the term through June 30,

PREPARED BY: Cheryl Parkman  
Human Resources Director

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Reviewed by: Town Manager, Assistant Town Manager, Town Attorney, and Finance Director

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2024 and to increase compensation in the amount of \$15,000 for a total contract amount not to exceed \$180,000.

On September 20, 2022, the Town Council authorized the Town Manager to execute a Second Amendment to the Special Services Agreement with LCW to increase compensation in the amount of \$50,000 for a total contract amount not to exceed \$230,000.

On September 19, 2023, the Town Council authorized the Town Manager to execute a Third Amendment to the Special Services Agreement with LCW to increase compensation in the amount of \$50,000 for a total contract amount not to exceed \$280,000.

On October 17, 2023, the Town Council authorized the Town Manager to execute a Fourth Amendment (Attachment 5) to the Special Services Agreement with LCW to increase compensation in the amount of \$150,000 for a total contract amount not to exceed \$430,000.

On June 18, 2024, the Town Council authorized the Town Manager to execute a Fifth Amendment to the special services agreement with LCW to increase the compensation in the amount of \$120,000 for a total contract not to exceed \$550,000.

On August 6, 2024, the Town Council authorized the Town Manager to execute a Sixth Amendment to the special services agreement with LCW to update the fee schedule for LCW hourly rates.

DISCUSSION:

The current agreement expired on June 30, 2025. The proposed Seventh Amendment would extend the term to June 30, 2026, and update LCW's rates. LCW provides ongoing legal services related to employee and labor relations issues, and it would be detrimental to the Town if the Human Resources staff lost the continuity of services provided by LCW.

CONCLUSION:

LCW has been highly effective in assisting the Town with labor negotiations and employment relations support. Staff recommend that the Town Council authorize the Town Manager to execute the Seventh Amendment to extend the term of the agreement.

COORDINATION:

This memo was coordinated with the Finance Department and the Town Attorney's Office.

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ENVIRONMENTAL ASSESSMENT:

This is not a project defined under CEQA, and no further action is required.

Attachments:

1. Seventh Amendment
2. Combined First Amendment with Original Agreement through Sixth Amendment