



TOWN OF LOS GATOS
TOWN COUNCIL REPORT

MEETING DATE: 05/18/2021

ITEM NO: 5

DATE: May 12, 2021
TO: Mayor and Town Council
FROM: Robert Schultz, Town Attorney
SUBJECT: Authorize the Town Manager to Execute Agreements with Burke, Williams & Sorensen, Richards Watson & Gershon, and the Renne Public Law Group, for Independent Police Auditor Investigation Services.

RECOMMENDATION:

Staff recommends that the Town Council authorize the Town Manager to execute agreements with Burke, Williams & Sorensen, Richards Watson & Gershon and the Renne Public Law Group, for Independent Police Auditor Investigation Services.

BACKGROUND:

On September 8, 2020, the Town hosted a Community Workshop regarding Police practices and subsequently potential changes were reviewed and discussed with community input at the September 15, 2020 and November 3, 2020 Town Council meetings. At the November 3, 2020 Council meeting, the Los Gatos Town Council unanimously authorized the Town Manager to establish an Independent Police Auditor (IPA) function.

On February 19, 2021, the Town issued a Request for Qualifications (RFQ) for Independent Police Auditor Investigation Services. The RFQ was made available on the Town's website and several firms specializing in conducting workplace investigations were contacted and informed about the RFQ. Five firms submitted qualifications and the submittals were reviewed and evaluated by the Town Attorney and Retired Judge Ladoris Cordell. Each proposal was ranked on specific criteria, including experience conducting workplace investigations, past and present experience with similar clients, pricing, and responses to the required information requested in the RFQ.

PREPARED BY: Robert Schultz
Town Attorney

Reviewed by: Town Manager and Assistant Town Manager

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DISCUSSION:

The Town Attorney and Retired Judge Ladoris Cordell recommend that the Town execute agreements with three of the five firms that submitted proposals for Independent Police Auditor Investigation Services. The firms selected are Burke, Williams & Sorensen (Proposal Attachment 1), Richards Watson & Gershon (Proposal Attachment 2) and the Renne Public Law Group (Proposal Attachment 3). Each of these firms have substantial experience in conducting workplace investigations. The rates of each firm are competitive with other firms and each firm has the best depth of services and experience suited for the Town's needs. The three qualified law firms will serve on a rotating basis to independently investigate complaints submitted by the public or Town employees. The Town Attorney's Office would monitor the legal work and engage each firm on a as needed basis.

The draft agreements with Burke, Williams & Sorensen, Richards Watson & Gershon and the Renne Public Law Group (Attachment 4) are for a 3-year term.

COORDINATION:

This report was coordinated through the Town Manager's Office, the Police Chief's Office, and the Finance Department.

FISCAL IMPACT:

The agreements to be awarded are for a term of three years. Funds are available in the Fiscal Year (FY) 2020/21 Adopted Budget. Funds of \$50,000 are included in the FY 2021/22 budget. Budget authority for subsequent budget years will be requested in each annual budget for Council approval. Future funding is contingent upon Council approval and budget adoption.

CONCLUSION:

Staff recommends that the Town Council authorize the Town Manager to execute agreements with Burke, Williams & Sorensen, Richards Watson & Gershon and the Renne Public Law Group, for Independent Police Auditor Investigation Services.

ATTACHMENTS:

1. Burke, Williams & Sorensen Proposal
2. Richards Watson & Gershon Proposal
3. Renne Public Law Group Proposal
4. Draft Agreements