



**TOWN OF LOS GATOS  
COUNCIL AGENDA REPORT**

MEETING DATE: 06/16/2026

ITEM NO: 12

---

DATE: June 16, 2026  
TO: Mayor and Town Council  
FROM: Chris Constantin, Town Manager  
SUBJECT: **Authorize the Town Manager to Execute a Professional Services Agreement with Liebert Cassidy Whitmore (LCW) For a Three-Year Term with a Total Not-To-Exceed Amount of \$120,000**

**RECOMMENDATION:** Authorize the Town Manager to execute a Professional Services Agreement with Liebert Cassidy Whitmore (LCW) for a three-year term with a total not to exceed amount of \$120,000

**FISCAL IMPACT:**

The cost for the three-year agreement is not to exceed \$120,000. Funding for employment relations attorney services is included in the adopted Human Resources budget for Fiscal Year 2026-27. Funding for subsequent fiscal years will be requested through the annual budget process and is subject to Town Council approval.

**STRATEGIC PRIORITY:**

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 a result of a

**PREPARED BY:** Cheryl Parkman  
Human Resources Director

---

Reviewed by: Town Manager, Assistant Town Manager, Town Attorney, and Administrative Services Director

---

PAGE 2 OF 2

SUBJECT: LCW Professional Services Agreement

DATE: June 16, 2026

competitive interview process. The Town utilized LCW's services for salary negotiations in 2020, and the successor MOU negotiations in 2021 and 2024. Throughout the duration of LCW's tenure with the Town, their attorneys have advised and represented the Town on singular personnel and labor matters, as well. During this time, LCW provided valuable negotiations and employee relations legal guidance and has established a good rapport with the Town's bargaining units.

DISCUSSION:

The Town's current contract with LCW will expire on June 30, 2026. A new professional services agreement is needed due to language changes proposed by LCW related to the use of artificial intelligence as a tool for attorneys and e-discovery management software. As this language was not in the original agreement with LCW, the Town opted to set forth the terms in a new professional services agreement to be approved by Council. Please refer to pages 5 and 6 of the agreement attachment for the new language.

LCW provides ongoing legal services related to employee and labor relations issues, and it would be detrimental to the Town if Administrative Services staff lost the continuity of services provided by LCW. The three-year term allows the Town to have stability and strategic alignment with LCW for long-term planning and employment relations issues.

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 a three-year professional services agreement with LCW for an amount not-to-exceed \$120,000.

COORDINATION:

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

ENVIRONMENTAL ASSESSMENT:

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

Attachments:

1. Professional Services Agreement with Liebert Cassidy Whitmore