



STAFF REPORT

Meeting Type: Board of Directors
Title: Legal Services Agreement Amendment with Best, Best & Krieger for Employment and Labor Law Services
From: Molly MacLean, General Counsel
Through: Ben Horenstein, General Manager
Meeting Date: July 1, 2025

TYPE OF ITEM: X Action Information

RECOMMENDATION: Approve an amendment in an amount not to exceed \$200,000 to the Legal Services Agreement with Best, Best & Krieger for the continuation of Employment and Labor Law Services

SUMMARY: The District has benefited from employment and labor law services of Best, Best & Krieger provided primarily by Stacey Sheston, since the issuance of a Request for Qualifications in 2021. The General Counsel's Office is recommending that the legal services agreement be further amended to add additional funds in an amount not to exceed \$200,000 to allow for the continuation of these services.

DISCUSSION: In January 2021, the District issued a Request for Qualifications for Labor and Employment Counsel and received several proposals, all of which were evaluated. The District conducted interviews of the finalists by a panel consisting of the District General Counsel, Staff Attorney and Human Resources Manager. Following the interview process, Best, Best & Krieger was selected as the preferred proposal, and the District entered into a Legal Services Agreement with the firm. The firm of Best, Best & Krieger (BBK), primarily through its partner Stacey Sheston, has provided efficient, effective and timely employment and labor law services to the District for the past several years.

The initial legal services agreement with BBK was entered into March 1, 2021 for an amount not to exceed \$50,000. This amount was augmented in a first amendment by \$40,000, and then again, by an additional \$150,000 when the Board of Directors approved an amendment in January 2023. The legal services agreement was further amended in February 2025 by an additional not to exceed amount of \$50,000 for total of \$290,000 over the course of around four and half years. The current request would authorize additional funds not to exceed \$200,000, which would be utilized on an as needed basis to include ongoing litigation support services. It is anticipated that these funds would cover services for approximately the next two years, depending on the level of services needed.

ENVIRONMENTAL REVIEW: Not Applicable.

FISCAL IMPACT: Funding for these services will be included in the District General Counsel's Office budget in fiscal years 2026 and 2027.

ATTACHMENT(S): None.

DEPARTMENT OR DIVISION	DIVISION MANAGER	APPROVED
General Counsel's Office	 Molly MacLean General Counsel	 Ben Horenstein General Manager