

## **EWEB Board Consent Calendar Request**

*For Contract Awards, Renewals, and Increases*

The Board is being asked to approve a Contract with Harrang Long Gary Rudnick, P.C. for Legal Counsel for Human Resources Related Issues.

Board Meeting Date: 7/9/2019

Project Name/Contract #: Legal Counsel for Human Resources Related Services / RFP 030-2019

Primary Contact: Lena Kostopulos Ext.7466

### **Contract Amount:**

Original Contract Amount: \$600,000

Additional \$ Previously Approved: \$0

Invoices over last approval: \$0

Percentage over last approval: 0%

Amount this Request: \$ 600,000.00 (over 5 years estimate)

**Resulting Cumulative Total: \$ 600,000.00 (over 5 years estimate)**

### **Contracting Method:**

Method of Solicitation: Formal Request for Proposals

If applicable, basis for exemption: n/a

Term of Agreement: 5-years

Option to Renew? Yes

Approval for purchases "as needed" for the life of the Contract Yes  No

Proposals/Bids Received (Range): Four Proposals Received (\$265-\$380/hour for Partner Attorney hourly rates)

Selection Basis: Highest Score after evaluating written proposals

Narrative:

### **Operational Requirement and Alignment with Strategic Plan**

EWEB desires to enter into a professional services contract with Harrang Long Gary Rudnick (Harrang Long) to provide guidance and representation in employment, labor related matters and collective bargaining advisement. Harrang Long provides creative, strategic legal advice targeted to EWEB's mission and work environment to ensure the most efficient use of Human Resources, prevent disruptions and to help identify and address issues before they become costly lawsuits. Harrang Long will help maintain a productive and successful work force by assisting Human Resources in managing our policies and procedures and ensuring compliance with federal and state regulations governing labor and employment.

### **Contracted Goods or Services**

Harrang Long Gary Rudnick, P.C. (Harrang Long) has contracted with EWEB as Legal Counsel surrounding employment matters since 1991, affording them a valuable historical perspective with regard to EWEB's labor relations, personnel matters and workforce management practices. During their service to EWEB, they have developed and maintained productive relationships with Human Resources and EWEB Leadership. The firm has considerable breadth and depth of expertise in all employment disciplines and particularly with respect to the public sector, having an impressive history of contractual relationships with numerous public employers who, like EWEB, are subject to the specific complexities of labor and employment law related to this sector.

### **Prior Contract Activities**

Harrang Long is the incumbent service provider and has represented EWEB in Human Resources-related issues since 1991. There have been no complaints with service over the course of the previous contract (2014-present). EWEB has spent an average of \$113,000 with Harrang Long annually since May 2014. Harrang Long offered rates at \$300/hour, an increase less than 2% over the 2014 rates.

**Purchasing Process**

Staff issued a Request for Proposals in May of this year. Four firms responded with written proposals. These proposals were evaluated based on criteria established in the Request for Proposal. Harrang Long was determined to be the highest ranked proposer.

**Bidder/Proposer Information**

Harrang Long Gary Rudnick, P.C.  
Barran Liebman Attorneys, LLP  
Bullard Law  
Local Government Law Group

**Bidder/Proposer Location**

Eugene, OR  
Portland, OR  
Portland, OR  
Eugene, OR

**ACTION REQUESTED:**

Management requests the Board approve a five-year Contract with Harrang Long Gary Rudnick, P.C. for Legal Services for Human Resources Related Issues. Approximately \$130,000 was planned for these services in the Department 2019 budget of \$2.7 Million. Variances will be managed within the budget process and Board policy.