



Agenda Item

Orange City Council

Item #: 3.7.

5/12/2026

File #: 26-0262

TO: Honorable Mayor and Members of the City Council

THRU: Jarad Hildenbrand, City Manager

FROM: Monica Espinoza, Human Resources Director

1. SUBJECT

Second Amendment to Agreement with Liebert Cassidy Whitmore, A Professional Law Corporation to provide legal services relating to labor negotiations

2. SUMMARY

The City currently has an Attorney Services Agreement with Liebert Cassidy Whitmore to provide legal services for labor negotiations, with a First Amendment to the Attorney Services Agreement for an amount not to exceed \$60,000, which will soon be expended. To date, \$53,154 has been spent.

The proposed Second Amendment to the Attorney Services Agreement will increase the not to exceed amount by \$30,000 for a total amount not to exceed \$90,000.

3. RECOMMENDED ACTION

Approve the second amendment to agreement with Liebert Cassidy Whitmore, A Professional Law Corporation for finalization of labor negotiations; and authorize the Mayor and the City Clerk to execute on behalf of the City.

4. FISCAL IMPACT

The expense for the Second Amendment to Attorney Services Agreement is \$30,000 and will be funded through 100-1401-55102 Legal Services.

5. STRATEGIC PLAN GOALS

Goal 4: Improve Employee Retention and Recruitment

6. DISCUSSION AND BACKGROUND

The City of Orange retained Liebert Cassidy Whitmore (LCW), a law firm specializing in public sector labor and employment law, to provide legal services related to collective bargaining and labor negotiations. LCW has extensive experience supporting California municipalities in complex labor matters, including negotiations with employee bargaining units, impasse procedures, and contract administration.

Recently, the City faced labor relations challenges with two (2) of the represented bargaining groups that led to impasse, mediation, and strike-related activity that required additional legal guidance and strategic support. These circumstances increased the need for specialized legal services, including

advising on the City's legal obligations during a strike, ensuring compliance with applicable labor laws, and mitigating potential liability. The legal and strategic complexities associated with strike conditions required the need for additional legal service support beyond the original scope of the Agreement.

7. ATTACHMENTS

- Second Amendment to the Attorney Services Agreement with Liebert Cassidy Whitmore, A Professional Law Corporation