



## Takoma Park City Council Meeting – October 19, 2022 Agenda Item 3

### **Work Session**

Proposal from Labor Consultant

### **Recommended Council Action**

Discuss proposal

### **Context with Key Issues**

There have been a number of changes involving the City and its staff in the recent past, including confronting the Covid-19 pandemic, the hiring of a new City Manager, and turnover in the City's Human Resources Department.

The City Council has begun to take proactive measures to foster effective decision-making and communications between the City's elected officials, City Management, and AFSCME Local 3399. The City entered into a professional services contract with a labor relations consultant, Collaborative Strategies, LLC, to help address these issues on or about June 30, 2022.

During the existence of the contract between the City and Collaborative Strategies, LLC, it developed knowledge regarding the nature of the relationships involved and developed recommendations that should be implemented, and the City Council would like to explore the City continuing its relationship with Collaborative Strategies, LLC under a new contract.

To this end, the Council directed the City Manager to request a proposal from Collaborative Strategies, LLC, to aid the City in implementing Collaborative Strategies' recommendations from the first phase of work. The work session will review the proposal.

### **Council Priority**

Engaged, Responsive, Service-Oriented Government

### **Environmental Considerations**

No direct environmental considerations.

### **Fiscal Considerations**

The total cost for both pieces of work proposed is \$8,000 (\$4,500 for proposal 1 and \$3,500 for proposal 2).

### **Racial Equity Considerations**

Given the racial and ethnic composition of the union membership, engaging with the consultant to assist in fostering and strengthening a more collaborative and constructive working relationship between the City and AFSCME Local 3399 would have a positive impact on racial equity in the City.

### **Attachments and Links**

N/A