



Takoma Park City Council Meeting – October 26, 2022 Agenda Item 5

Voting Session

Proposal from Labor Consultant

Recommended Council Action

Consider the ordinance.

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

Draft Ordinance

Introduced by:

CITY OF TAKOMA PARK, MARYLAND

ORDINANCE NO. 2022-

**AUTHORIZING A CONTRACT
WITH COLLABORATIVE STRATEGIES INC**

WHEREAS, 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; and

WHEREAS, the City Council desires to take proactive measures to foster effective decision-making and communications between the City's elected officials, City Management, and Local 3399; and

WHEREAS, 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, with said contract ending without Council knowledge; and

WHEREAS, 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

WHEREAS, staff has received a proposal from Collaborative Strategies, LLC to continue the next phase of its recommended work and concluded that a contract may be entered into as a professional services contract and/or a sole source acquisition given the prior relationship with Collaborative Strategies.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, THAT:

SECTION 1. The City Manager or their designee is authorized to enter into a contract with Collaborative Strategies, LLC for the purpose of continuing to work to foster and strengthen a more collaborative and constructive working relationship between the City of Takoma Park and AFSCME Local 3399.

SECTION 2. The City Manager or their designee is required to notify Council immediately in writing if the contract is terminated and provide the reasons for termination.

SECTION 3. This ordinance shall become effective upon adoption.

THIS ORDINANCE, WHICH IS EFFECTIVE IMMEDIATELY, IS ADOPTED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND, THIS _____ DAY OF OCTOBER, 2022, BY ROLL-CALL VOTE AS FOLLOWS:

AYE:
NAY:
ABSTAIN:
ABSENT:

Attest:

Jessie Carpenter, CMC
City Clerk