



# CITY OF COSTA MESA

## Agenda Report

77 Fair Drive  
Costa Mesa, CA 92626

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**File #:** 24-134

**Meeting Date:** 5/7/2024

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**TITLE:**

**DESIGNATION OF CITY NEGOTIATORS FOR THE COSTA MESA DIVISION MANAGERS' ASSOCIATION (CMDMA) MEET AND CONFER AND AUTHORIZATION TO PROCEED WITH THE FINANCIAL ANALYSIS OF THE CURRENT RESOLUTION PER THE TRANSPARENCY IN LABOR NEGOTIATIONS COUNCIL POLICY**

**DEPARTMENT:** CITY MANAGER'S OFFICE- HUMAN RESOURCES DIVISION

**PRESENTED BY:** KASAMA LEE, HUMAN RESOURCES MANAGER

**CONTACT INFORMATION:** KASAMA LEE, HUMAN RESOURCES MANAGER  
(714) 754-5169

**RECOMMENDATION:**

Staff recommends the City Council:

1. Designate City Manager Lori Ann Farrell Harrison as the City's Principal Negotiator, Deputy City Manager Alma Reyes, Human Resources Manager Kasama Lee, Human Resources Administrator Fanni Acosta and Finance Director Carol Molina as the City's representatives in negotiations with the CMDMA.
2. Authorize staff to have the independent fiscal analysis of the current CMDMA Resolution completed per the requirements of the Transparency in Labor Negotiations Council Policy.

**BACKGROUND:**

Per the Transparency in Labor Negotiations Council Policy, the City Council must designate a Principal Negotiator who "shall have extensive prior experience in negotiating public employee collective bargaining agreements and shall be free from any actual or potential conflict of interest with respect to the bargaining unit." The City shall also be represented by legal counsel whether or not legal counsel is designated as the Principal Negotiator.

The City Council may also designate one more employee(s) to be present during negotiations to assist the Principal Negotiator as the City Council and/or Principal Negotiator deem appropriate.

**ANALYSIS:**

Staff recommends the City Council designate City Manager Lori Ann Farrell Harrison as the City's Principal Negotiator, Deputy City Manager Alma Reyes, Human Resources Manager Kasama Lee, Human Resources Administrator Fanni Acosta and Finance Director Carol Molina as the City's representatives in negotiations with the CMDMA. Staff also recommends that Liebert Cassidy Whitmore partner, Peter Brown, serve as legal counsel during negotiations with CMDMA.

Furthermore, Section 2 Economic Analysis of the policy requires that the Finance Director prepare an economic analysis that must be verified by an independent auditor. Staff recommends that the City Council authorize staff to have the independent fiscal analysis of the current CMDMA resolution completed per the requirements of the policy.

**ALTERNATIVES:**

An alternative is to propose other designated representative(s).

**FISCAL REVIEW:**

The funds for outside legal counsel for negotiations are budgeted in the General Fund in the Human Resources Division's budget.

**LEGAL REVIEW:**

The City Attorney's Office has reviewed the report and approved as to form.

**CITY COUNCIL GOALS AND PRIORITIES:**

This item supports the following City Council Goal:

- Recruit and Retain High Quality Staff

**CONCLUSION:**

Staff recommends the City Council:

1. Designate City Manager Lori Ann Farrell Harrison as the City's Principal Negotiator, Deputy City Manager Alma Reyes, Human Resources Manager Kasama Lee, Human Resources Administrator Fanni Acosta and Finance Director Carol Molina as the City's representatives in negotiations with the CMDMA.
2. Authorize staff to have the independent fiscal analysis of the current CMDMA resolution completed per the requirements of the Transparency in Labor Negotiations Council Policy.