



Legal and Claims Committee

Authorize and Fund Additional Counsel Position

Item 7-6

October 14, 2025

Request for Additional Counsel

Subject

Authorize and fund additional counsel position in the Office of the General Counsel

Purpose

Request authorization for the creation and funding of an additional counsel position

Increased Workload

Current Pending Employment Matters

- Litigation
 - 11 pending cases in litigation
- Pre-litigation claims
 - 3 open matters
- Hearing Officer Appeals
 - 12 open matters
- Public Employment Relations Board (PERB)
 - 10 active cases
- Negotiations
 - Multiple re-openers in MOU negotiations

Outside Counsel Costs

Cost to Resolve Cases Increasing

- Firm rates have increased
- Due to internal workload – increased reliance on outside counsel
- Cases more complex:
 - Multiple allegations – may span decades
 - More discovery/motion work

Actions to Reduce Outside Counsel Costs

Additional Counsel Advantage

- An additional attorney will allow more work to be completed in-house

Fiscal Impact

- Fiscal Impact

Senior Deputy General Counsel

Salary range: \$212,534 - \$278,387

Burdened rate range (salary plus benefits):
\$377,866.16 - \$494,972.44

Deputy General Counsel

Salary range: \$186,077 - \$242,882

Burdened rate range (salary plus benefits):
\$330,844.55 - \$431,843.48

Board Options

- Option #1
Authorize and fund additional counsel position in the Office of the General Counsel
- Option #2
Do not authorize and fund additional counsel position in the Office of the General Counsel

Staff Recommendation

- Option #1

