

AMENDED IN ASSEMBLY MAY 23, 2014

AMENDED IN ASSEMBLY APRIL 10, 2014

AMENDED IN ASSEMBLY MARCH 27, 2014

CALIFORNIA LEGISLATURE—2013–14 REGULAR SESSION

ASSEMBLY BILL

No. 2332

**Introduced by Assembly Member Wieckowski
(Coauthors: Assembly Members Alejo, *Bocanegra*, Chau, Dickinson,
Garcia, Muratsuchi, Rendon, Skinner, Stone, and Williams)**

February 21, 2014

An act to add Section 71621 to the Government Code, relating to courts.

LEGISLATIVE COUNSEL'S DIGEST

AB 2332, as amended, Wieckowski. Courts: personal services contracts.

The Trial Court Employment Protection and Governance Act establishes a trial court employee personnel system that provides authority to hire trial court personnel, regulates the classification and compensation of trial court employees, labor relations, and personnel files, and requires each trial court to establish a system of employment selection and advancement and an employment protection system.

Existing law authorizes state agencies to use personal services contracts to achieve cost savings if specified standards are satisfied, including, among other things, the contract does not cause the displacement of civil service employees and the contract is awarded through a publicized, competitive bidding process. The State Personnel Board is required to review a proposed contract upon the request of an employee organization for compliance with those standards.

This bill would establish specified standards if a trial court intends to enter into a new contract, or renew or extend an existing contract, for any services that are currently or customarily performed by that trial court's ~~employees or for court reporter services~~ employees. Among other things, the bill would require the trial court to clearly demonstrate that the contract will result in actual overall cost savings to the trial court for the duration of the entire contract as compared with the trial court's actual costs of providing the same services. The bill would require a contract for services in excess of \$100,000 annually to include specific, measurable performance standards and provisions for audits on performance and cost savings, as specified.

This bill would provide that these standards apply to any contract entered into, renewed, or extended on or after January 1, 2015. The bill would provide that its provisions do not apply to a contract under specified circumstances, including when services are incidental to a contract for the purchase or lease of real or personal property.

This bill would require each trial court to provide a report by February 1, 2015, to the Chairperson of the Joint Legislative Budget Committee and the chairpersons of the Senate Judiciary Committee and the Assembly Judiciary Committee if the trial court entered into a contract between July 1, 2014, and December 31, 2014, inclusive, for services that were provided or are customarily provided by its trial court employees if the contract has a term extending beyond March 31, 2015. This report would be required to include specified information relating to these contracts, including an analysis of whether the contract resulted in the displacement of trial court employees.

The bill would provide that its provisions are severable.

Vote: majority. Appropriation: no. Fiscal committee: yes.
State-mandated local program: no.

The people of the State of California do enact as follows:

- 1 SECTION 1. Section 71621 is added to the Government Code,
- 2 to read:
- 3 71621. (a) If a trial court intends to enter into a new contract,
- 4 or renew or extend an existing contract, for any services that are
- 5 currently or customarily performed by that trial court's employees,
- 6 ~~or for court reporter services~~, all of the following requirements
- 7 shall apply:

1 (1) The trial court shall clearly demonstrate that the contract
2 will result in actual overall cost savings to the trial court for the
3 duration of the entire contract as compared with the trial court's
4 actual costs of providing the same services. In comparing costs,
5 all of the following shall occur:

6 (A) The trial court's additional cost of providing the same
7 services as proposed by the contract shall be included. These
8 additional costs shall include the salaries and benefits of additional
9 staff that would be needed and the cost of additional space,
10 equipment, and materials needed to perform the services.

11 (B) The trial court's indirect overhead costs shall not be included
12 unless those costs can be attributed solely to the function in
13 question and would not exist if that function was not performed
14 by the trial court. For the purposes of this subparagraph, "indirect
15 overhead costs" means the pro rata share of existing administrative
16 salaries and benefits, rent, equipment costs, utilities, and materials.

17 (C) The cost of a contractor providing a service for any
18 continuing trial court costs that would be directly associated with
19 the contracted function shall be included. Continuing trial court
20 costs shall include, but not be limited to, costs for inspection,
21 supervision, and monitoring.

22 (2) The contract shall not be approved solely on the basis that
23 savings will result from lower contractor pay rates or benefits.
24 Contracts shall be eligible for approval if the contractor's wages
25 are at the industry's level and do not undercut trial court pay rates.

26 (3) The contract shall not cause an existing trial court employee
27 to incur a loss of his or her employment or employment seniority,
28 a reduction in wages, benefits, or hours, or an involuntary transfer
29 to a new location requiring a change in residence.

30 (4) The contract shall not be approved if, in light of the services
31 provided by trial courts and the special nature of the judicial
32 function, it would be inconsistent with the public interest to have
33 the services covered by the contract performed by a private entity.

34 (5) The contract shall be awarded through a publicized,
35 competitive bidding process.

36 (6) The contract shall include specific provisions pertaining to
37 the qualifications of the staff that will perform the work under the
38 contract, as well as assurances that the contractor's hiring practices
39 meet applicable nondiscrimination standards.

1 (7) The contract shall provide that it may be terminated at any
2 time by the trial court without penalty if there is a material breach
3 of the contract and notice is provided within 30 days of termination.
4 (8) If the contract is for services in excess of one hundred
5 thousand dollars (\$100,000) annually, all of the following shall
6 occur:
7 (A) The trial court shall require the contractor to disclose all of
8 the following information as part of its bid, application, or answer
9 to a request for proposal:
10 (i) A description of all charges, claims, or complaints filed
11 against the contractor with a federal, state, or local administrative
12 agency during the prior 10 years.
13 (ii) A description of all civil complaints filed against the
14 contractor in a state or federal court during the prior 10 years.
15 (iii) A description of all state or federal criminal complaints or
16 indictments filed against the contractor, or any of its officers,
17 directors, or managers, at any time.
18 (iv) A description of any debarments of the contractor by a
19 public agency or licensing body at any time.
20 (B) The trial court shall include in the contract specific,
21 measurable performance standards and provisions for a
22 performance audit by the trial court, or an independent auditor
23 approved by the trial court, to determine whether the performance
24 standards are being met and whether the contractor is in compliance
25 with applicable laws and regulations. The audit shall be made
26 available to the public upon request within 10 calendar days from
27 receipt of the request. A charge per page, per copy, may be charged
28 representing the direct costs of equipment, supplies, and staff
29 required to duplicate or produce the requested audit. The trial court
30 shall not renew or extend the contract prior to receiving and
31 considering the audit report.
32 (C) The contract shall include provisions for an audit by the
33 trial court, or an independent auditor approved by the trial court,
34 to determine whether and to what extent the anticipated cost
35 savings have actually been realized. The audit shall be made
36 available to the public upon request within 10 calendar days from
37 receipt of the request. A charge per page, per copy, may be charged
38 representing the direct costs of equipment, supplies, and staff
39 required to duplicate or produce the requested audit. The trial court

1 shall not renew or extend the contract before receiving and
2 considering the audit report.

3 (9) The term of the contract shall not be more than five years
4 from the date on which the trial court approves the contract.

5 (b) This section does not preclude a trial court or the Judicial
6 Council from adopting more restrictive rules regarding the
7 contracting of court services.

8 (c) This section does not apply to a contract in any of the
9 following circumstances:

10 (1) The contract is between a trial court and another trial court
11 or a local government entity for services to be performed by
12 employees of the other trial court or employees of the local
13 government entity.

14 (2) The contract is for a new trial court function and the
15 Legislature has specifically mandated or authorized the
16 performance of the services by independent contractors.

17 (3) The services contracted for are of such a highly specialized
18 or technical nature that the necessary expert knowledge, experience,
19 and ability cannot be obtained from the court's trial court
20 employees.

21 (4) The services are incidental to a contract for the purchase or
22 lease of real or personal property. Contracts described in this
23 paragraph, known as "service agreements," shall include, but not
24 be limited to, agreements to service or maintain office equipment
25 or computers that are leased or rented. Contracts described in this
26 paragraph shall not include agreements to operate equipment or
27 computers, except as necessary to service or maintain that
28 equipment.

29 (5) The legislative, administrative, or legal goals and purposes
30 cannot be accomplished through the utilization of trial court
31 employees because of the need to protect against a conflict of
32 interest or to ensure independent and unbiased findings in situations
33 where there is a clear need for an independent, outside perspective.

34 (6) Due to an emergency, a contract is necessary for the
35 immediate preservation of the public health, welfare, or safety.

36 (7) The contractor will conduct training courses for which
37 appropriately qualified trial court employee instructors are not
38 available from the court, provided that permanent instructor
39 positions shall be filled through the process for hiring trial court
40 employees.

1 (8) The services are of such an urgent, temporary, or occasional
2 nature that the delay incumbent in their implementation through
3 the process for hiring trial court employees would frustrate their
4 very purpose. This paragraph shall not apply to the services of
5 official court reporters, except individual official reporters pro
6 tempore may be used by a trial court when the criteria of this
7 paragraph are met.

8 (9) The contract is a personal services contract developed
9 pursuant to rehabilitation programs in accordance with Sections
10 19403 and 19404 of the Welfare and Institutions Code, pursuant
11 to habilitation programs in accordance with Chapter 13
12 (commencing with Section 4850) of Division 4.5 of the Welfare
13 and Institutions Code, or pursuant to a program vendored or
14 contracted through a regional center or the State Department of
15 Developmental Services in accordance with the Lanterman
16 Developmental Disabilities Services Act (Division 4.5
17 (commencing with Section 4500) of the Welfare and Institutions
18 Code), and the contract will not cause an existing trial court
19 employee to incur a loss of his or her employment or employment
20 seniority; a reduction in wages, benefits, or hours; or an involuntary
21 transfer to a new location requiring a change in residence.

22 (10) The contract is for the services of any court interpreter.
23 Contracts for the services of any court interpreter, and restrictions
24 on contracting out interpreter services, shall be governed by the
25 Trial Court Interpreter Employment and Labor Relations Act
26 (Chapter 7.5 (commencing with Section 71800)) and any
27 memorandum of understanding or agreement entered into pursuant
28 to that act, or by the other provisions of this chapter, the Trial Court
29 Employment Protection and Governance Act, and any
30 memorandum of understanding or agreement entered into pursuant
31 to that act, as applicable.

32 SEC. 2. Section 71621 of the Government Code, as added by
33 Section 1 of this act, shall apply to any contract entered into,
34 renewed, or extended on or after January 1, 2015.

35 SEC. 3. (a) Each trial court shall provide a report by no later
36 than February 1, 2015, to the chairperson of the Joint Legislative
37 Budget Committee and the chairpersons of the Senate Judiciary
38 Committee and Assembly Judiciary Committee if the trial court
39 entered into a contract between July 1, 2014, and December 31,
40 2014, inclusive, for services that were provided or are customarily

1 provided by its trial court employees and that contract has a term
2 extending beyond March 31, 2015. The report shall provide all of
3 the following information for each of these contracts:

4 (1) A copy of the contract.
5 (2) An analysis of whether the contract would have been
6 permissible under the standards set forth in Section 71621 of the
7 Government Code, as added by Section 1 of this act.

8 (3) An analysis of whether the contract resulted in the
9 displacement of trial court employees.

10 (4) An analysis of whether the contract involves the use of
11 contractors to perform the type of services that were customarily
12 performed by trial court employees.

13 (b) It is the intent of the Legislature to consider the reduction
14 of future budget appropriations to each trial court by the amount
15 of any contract analyzed pursuant to subdivision (a) if the
16 Legislature concludes that the contract would not have been
17 permissible under the standards provided in Section 71621 of the
18 Government Code, as added by Section 1 of this act.

19 SEC. 4. The provisions of this act are severable. If any
20 provision of this act or its application is held invalid, that invalidity
21 shall not affect other provisions or applications that can be given
22 effect without the invalid provision or application.