



Contact Information
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Geoff Rothman

Consulting Areas: Human Resources & Labor Relations

Experience

Mr. Rothman provides expert consulting services in the areas of human resources and labor relations. His experience includes labor relations and contract negotiations, classification, compensation, personnel assessment, employee benefits, employment discrimination, training, and strategic and organizational planning. He has testified as a human resources expert before the United States District Court, Northern California and in numerous fact finding and arbitration proceedings.

Some of Mr. Rothman's recent accomplishments include:

- Successfully negotiating collective bargaining agreements on behalf of cities, special districts and non-profit community based organizations
- Successfully coordinating mediation efforts resulting in substantial employee concessions in retirement and health benefit contributions
- Developing collective bargaining strategies and objectives with senior policy makers and elected officials and performing supporting research
- Successfully testifying in several interest arbitration proceedings with regard to the outcomes and meanings of comparability and classification studies
- Developing a comprehensive classification and compensation procedures and techniques instructional program (20 hours), and providing training to city, county and special district human resource analysts
- Conducting numerous comparability studies for such diverse groups as public safety, information technology, management and service and support categories, and which are often utilized to reach wage agreements and support negotiations objectives

- Conducting numerous classification audits both in response to contract requirements and ongoing organizational change

Related Experience

Prior to joining the firm, Mr. Rothman served for ten years as the Employee Relations Director for the City and County of San Francisco. He was the City's chief negotiator for collective bargaining and meet-and-confer proceedings encompassing 28,000 employees under forty-seven (47) separate contracts covering over one hundred (100) bargaining units, including police, fire, nurses, transit workers, building trades, management, professional, technical and service occupations. He also served as the Manager for Classification, Compensation and Labor Relations for the San Francisco Civil Service Commission; Recruitment and Examination Director for the Civil Service Commission; Federal Court appointed consent decree coordinator in the San Francisco Police Department; and led the City's first Affirmative Action initiatives.

For more than 20 years, Mr. Rothman also had his own consulting organization, Geoffrey L. Rothman and Associates, providing consulting services to public sector organizations in the areas of labor relations, classification, compensation, employee selection, and Equal Employment Opportunity.

Education

University of California at Los Angeles (B.A. 1966)

Memberships

International Personnel Management Association Assessment Council (IPMAAC); California Public Employer Labor Relations Association (CALPELRA)

Selected Presentations and Publications

"Deferred Compensation," International Foundation of Employee Benefit Plans, Public Sector Program (2003)

"Organizational Effectiveness," International Foundation of Employee Benefit Plans, Annual Conference (2003)

"Phased Retirement," International Foundation of Employee Benefit Plans, Public Sector Conference, San Francisco (2002)

"Interest Arbitration (SB402)," League of California Cities (2001)

Article, Public Employee Benefits - From Inquiry to Strategy,
International Foundation of Employee Benefit Plans (2000)

"Strategic Planning for Employee Benefits," Western Region IPMA
Annual Conference and International Foundation of Employee Benefit
Plans, Public Sector Program (1999)

"Strategic Planning," International Personnel Management
Association Training Conference and International Foundation of
Employee Benefit Plans Annual Conference (1999)

"Classification and Compensation in the Public Sector," City Clerks
Association of California Annual Institute (1995)

"Family Friendly Employment Programs," Western Region IPMA
Annual Conference (1995)

Training Video, The Other Point of View, moderator and contributor,
Andrew Belling Productions (1985)