AGREEMENT FOR SPECIAL SERVICES

This Agreement is entered into between the Palo Verde Community College District, hereinafter referred to as "College," and the law firm of LIEBERT CASSIDY WHITMORE, A Professional Corporation, hereinafter referred to as "Attorney."

WHEREAS College has the need to secure expert training and consulting services to assist College in its relations and negotiations with its employee organizations; and

WHEREAS College has determined that no less than twenty-six (26) colleges in the Southern California area have the same need and have agreed to enter into identical agreements with Attorney; and

WHEREAS Attorney is specially experienced and qualified to perform the special services desired by the College and is willing to perform such services;

NOW, THEREFORE, College and Attorney agree as follows:

Attorney's Services:

During the year beginning July 1, 2015, Attorney will provide the following services to College (and the other aforesaid colleges):

1. Four (4) days of group training workshops covering such employment relations subjects as management rights and obligations, negotiation strategies, employment discrimination and affirmative action, employment relations from the perspective of elected officials, performance evaluation (administering evaluations), grievance and discipline administration for supervisors and managers, planning for and responding to concerted job actions, current court, administrative and legislative developments in personnel administration and employment relations, etc., with the specific subjects covered and lengths of individual workshop presentations to be determined by College and the other said local colleges.

   It is expressly understood that the material used during these presentations, including written handouts and projected power points are provided solely for the contracted workshops. This agreement warrants there will be no future use of Liebert Cassidy Whitmore material in other trainings or formats without the expressed written permission of Liebert Cassidy Whitmore. Any such use will constitute a violation of this agreement and copyright provisions.

2. Availability of Attorney for College to consult by telephone.

3. Providing of a monthly newsletter covering employment relations developments.

Fee:

Attorney will provide these special services to College for a fee of Three Thousand Four Hundred Dollars ($3,400.00) payable in one payment prior to August 1, 2015. The fee, if paid after August 1, 2015 will be $3,500.00.

Said fee will cover Attorney's time in providing said training and consultative services and the development and printing of written materials provided to attendees at the training programs.

Additional Services:

Attorney shall, as and when requested by College, make itself available to College to provide representational, litigation, and other employment relations services. The College will be billed for the actual time such representation services are rendered, including reasonable travel time, plus any necessary costs and expenses authorized by the College.

The range of hourly rates for Attorney time is from One Hundred Ninety to Two Hundred Ninety-Five Dollars ($190.00 - $295.00) per hour for attorney staff and from Seventy-Five to One Hundred Fifty Dollars ($75.00 - $150.00) per hour for services provided by paraprofessional and litigation support staff. Attorneys, paraprofessional and litigation support staff bill their time in minimum units of one-tenth of an hour. Attorney reviews its hourly rates in an annual basis and if appropriate, adjusts them effective July 1.

Independent Contractor:

It is understood and agreed that Attorney is and shall remain an independent contractor under this Agreement.

Term:

The term of this Agreement is twelve (12) months commencing July 1, 2015. The term may be extended for additional periods of time by the written consent of the parties.

Condition Precedent:

It is understood and agreed that the parties' aforesaid rights and obligations are contingent on no less than twenty-six (26) local college employers entering into a substantially identical Agreement with Attorney on or about July 1, 2015.

Dated: 6/5/15

LIEBERT CASSIDY WHITMORE
A Professional Corporation

By _____

Dated: 7-9-15

PALO VERDE COMMUNITY COLLEGE DISTRICT

By _____