

# PERALTA COMMUNITY COLLEGE DISTRICT Item No. 23 Board of Trustees Agenda Report

For the Trustee Meeting Date of: February 1, 2011

**ITEM TITLE:** Request Board Authorization to Increase Independent Contractor's Agreement for Legal Services for Larry Frierson, Attorney at Law

Consider Approval of Office of Human Resources and Employee Relations Department's request to increase the annual Independent Contractor's Agreement of Mr. Larry Frierson.

**BOARD ACTION REQUESTED:** District Office of Human Resources and Employee Relations requests Board approval to increase its current independent contractor's agreement for Larry Frierson, Attorney at Law, who currently provides counseling to the District for personnel and employee relations matters reviewed and managed by the District's Vice Chancellor for Human Resources. We are requesting an increase to the contract for \$75,000.

**ITEM SUMMARY:** The Vice Chancellor for Human Resources handles a multitude of issues related to collective bargaining and negotiations. The Law Offices of Larry Frierson has extensive experience with community college districts throughout the state, and is well versed in providing labor relations consulting services and legal advice to Governing Boards, the Chancellor, and management in connection with collective bargaining negotiations, and potential reduction in workforce issues.

**BACKGROUND/ANALYSIS:** The current agreement is \$50,000; with this request, the agreement would increase to an amount not to exceed \$125,000 through fiscal year ending June 30, 2011.

**ALTERNATIVES/OPTIONS:** Not Applicable

**EVALUATION AND RECOMMENDED ACTION:**

**SOURCE OF FUNDS (AND FISCAL/BUDGETARY IMPACT):** The source of funds to accommodate the increased contract would be split from Cost Centers 133 (Employee Relations) and Cost Center 135 (Human Resources). Splitting the funds would not adversely impact the District in that a contractor is needed to provide ongoing legal and other services for the multitude of Equal Employment Opportunity and other cases handled by the Vice Chancellor for Human Resources.

**OTHER DEPARTMENTS IMPACTED BY THIS ACTION (E.G. INFORMATION TECHNOLOGY):**

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

**COMMENTS:** Providing legal professional services assists the District by maintaining equal employment opportunity compliance and the Board mission and goals to "Remain committed to

affirmative action and maintain employment practices that assure a superior and diverse workforce and faculty.”

WHO WILL BE PRESENTING THIS ITEM AT THE BOARD MEETING?

Trudy Largent, Vice Chancellor for Human Resources

DID A BOARD STANDING COMMITTEE RECOMMEND THE ITEM?

YES \_\_\_\_\_ NO  X

IF “YES”, PLEASE INCLUDE THAT INFORMATION IN YOUR SUMMARY.

(\*\*\*\*\*Board contract approval is subject to negotiation and execution by the Chancellor.)

***PLEASE ACQUIRE SIGNATURES IN THIS ORDER:***

**DOCUMENT PREPARED BY:**

Prepared by: \_\_\_\_\_

*Trudy Largent*  
Trudy Largent, J.D., Vice Chancellor for Human Resources

Date: \_\_\_\_\_

*3/10/11*

**DOCUMENT PRESENTED BY:**

Prepared by: \_\_\_\_\_

Trudy Largent, J.D., Vice Chancellor for Human Resources

Date: \_\_\_\_\_

**FINANCE DEPARTMENT REVIEW**

Finance review required       Finance review *not* required

If Finance review is required, determination is:       Approved       Not Approved

If not approved, please give reason: \_\_\_\_\_

Signature: \_\_\_\_\_

*Ron Gerhard*  
*Approved electronically by re*  
Ron Gerhard, Vice Chancellor for Finance and Administration

Date: \_\_\_\_\_

*3/11/11*

**GENERAL COUNSEL (Legality and Format/adherence to Education Codes):**

Legal review required       Legal review *not* required

If Legal review is required, determination is:       Approved       Not Approved

Signature: \_\_\_\_\_

Thuy T. Nguyen, General Counsel

Date: \_\_\_\_\_

**CHANCELLOR'S OFFICE APPROVAL**

Approved, and Place on Agenda

Not Approved, but Place on Agenda

Signature: \_\_\_\_\_

*Wise E. Allen electronically by re*  
Wise Allen, Chancellor

Date: \_\_\_\_\_

*3/11/11*