

PERALTA COMMUNITY COLLEGE DISTRICT Item No. 29  
Board of Trustees Agenda Report

For the Trustee Meeting Date of: September 13, 2011

ITEM TITLE: Request Board Authorization to approve 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 approve the annual Independent Contractor's Agreement of Mr. Larry Frierson.

BOARD ACTION REQUESTED: District Office of Human Resources and Employee Relations requests Board authorization to approve independent contractor's agreement for Larry Frierson, Attorney at Law, for \$280,000. Mr. Frierson will be providing counseling to the District for personnel and employee relations matters reviewed and managed by the District's Vice Chancellor for Human Resources.

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, employee discipline and civil litigations.

BACKGROUND/ANALYSIS: This agreement would not exceed \$280,000 and would expire on June 30, 2012.

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: \_\_\_\_\_ Date: \_\_\_\_\_  
Trudy Largent, J.D., Vice Chancellor for Human Resources

**DOCUMENT PRESENTED BY:**  
Prepared by: Trudy Largent, electronically by re Date: 9/8/11  
Trudy Largent, J.D., Vice Chancellor for Human Resources

**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 electronically by re Date: 9/8/11  
Ron Gerhard, Vice Chancellor for Finance and Administration

**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: \_\_\_\_\_ Date: \_\_\_\_\_  
Thuy T. Nguyen, General Counsel

**CHANCELLOR'S OFFICE APPROVAL**  
 Approved, and Place on Agenda \_\_\_\_\_ Not Approved, but Place on Agenda  
Signature: Wise E. Allen Date: 9/8/11  
Wise Allen, Chancellor

**LAW OFFICES OF LARRY FRIERSON**

3265 Lake County Highway  
Calistoga, CA 94515  
Telephone: 707-942-5801  
Facsimile: 707-942-8157  
Email: [frierson\\_landm@msn.com](mailto:frierson_landm@msn.com)

October 28, 2010

Trudy Largent, J.D.  
Vice Chancellor for Human Resources  
Peralta Community College District  
333 E. 8<sup>th</sup> Street  
Oakland, CA 94606

Re: *Scope of Services*

Dear Dr Largent:

At your request, I have set out below the scope of services I would provide to the District:

**Scope of Services**

Legal counsel will provide legal and consultative services in the area of human resources and labor relations. It will include oral and written advice, and representation in administrative and legal proceedings. Such services and related services will be provided at the request of the Chancellor and/or the Vice Chancellor of Human Services, or his /her designee.

Thank you for your consideration,

Sincerely,

Larry Frierson

**Law Offices of Larry Frierson**

3265 Lake County Highway  
Calistoga, CA 95414  
Telephone: 707-942-5801  
Facsimile: 707-942-8157  
Cell: 415-606-1558  
Email: [frierson\\_landm@msn.com](mailto:frierson_landm@msn.com)

**RESUME OF LARRY FRIERSON**

**Education**

Claremont Mens College, 1961-1963  
University of Oregon, 1963-1965, BA degree  
University of California Berkley, Boalt Hall School of Law, 1965-1968, JD Degree

**Law Practice**

1968-1974 Senior Legal Counsel, California State University System  
1974-1979 First General Counsel, Los Angeles Community College District  
1979-1980 Partner, Paterson and Taggart  
1980-2000 Founding Partner, Liebert, Cassidy & Frierson  
2000-Present Solo attorney in private practice representing California Community College Districts

**Experience**

Forty-one years of providing legal services to colleges and universities  
Provided services to 54 of the 72 community college districts of California  
Have addressed virtually all issues faced by community colleges in a cost effective, competent, and user friendly manner  
Successfully represented Peralta CCD in a federal jury trial (Garmon v. Peralta CCD)  
Served as special counsel to ccd's in the drafting of reform legislation AB 1725

**References Upon Request**