

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

For the Trustee Meeting Date of: June 12, 2012

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

Consider Approval of the Office of Human Resources and Employee Relations 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 provides legal advice for the District for personnel and employee relations matters under the administrative responsibilities of the District's Vice Chancellor for Human Resources. The District is requesting an increase to the contract of \$100,000 or for a total contract of \$240,000.

**ITEM SUMMARY:** The Vice Chancellor for Human Resources and Employee Relations responds to a multitude of issues with potential legal impact to the District related to personnel, employee relations, and collective bargaining. The Law Offices of Larry Frierson has 41 years of experience advising educational institutions on all matters related to personnel and employer/employee relations. He has provided legal advice to the Chief Human Resources Officer, Superintendent/Presidents and Chancellors of 54 of the 72 California community college districts.

**BACKGROUND/ANALYSIS:** On November 15, 2012, the Board authorized a contract for \$140,000. However, this contract will soon approach the Board approved limit; therefore, the Vice Chancellor for Human Resources & Employee Relations requests an increase to the agreement for an additional amount of \$100,000 or a contract amount not to exceed \$240,000 through fiscal year ending 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 from Cost Centers 133 (Employee Relations). Funding for this contractor 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 and Employee Relations

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  Date:  6/5/2012   
Trudy Largent, J.D., Vice Chancellor for Human Resources & Employee Relations

**DOCUMENT PRESENTED BY:**

Prepared by:  Trudy Largent  Date:  6/5/2012   
Trudy Largent, J.D., Vice Chancellor for Human Resources & Employee Relations

**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: \_\_\_\_\_ Date: \_\_\_\_\_  
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: \_\_\_\_\_ Date: \_\_\_\_\_  
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)

May 28, 2012

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 employee relations. It will include oral and written advice, and representation in administrative and legal proceedings within the administrative responsibilities of the Vice Chancellor for Human Resources and Employee Relations. Such services and related services will be provided at the request of the Chancellor and/or the Vice Chancellor of Human Resources and Employee Relations, or his /her designee.

Thank you for your consideration,

Sincerely,

Larry Frierson

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YES \_\_\_\_\_ NO       X      

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Trudy Largent, Vice Chancellor for Human Resources and Employee Relations

DID A BOARD STANDING COMMITTEE RECOMMEND THE ITEM?  
YES \_\_\_\_\_ NO   X  

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**DOCUMENT PREPARED BY:**

Prepared by:   Trudy Largent   Date:   6/5/2012    
Trudy Largent, J.D., Vice Chancellor for Human Resources & Employee Relations

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Prepared by:   Trudy Largent   Date:   6/5/2012    
Trudy Largent, J.D., Vice Chancellor for Human Resources & Employee Relations

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Finance review required                       Finance review *not* required  
If Finance review is required, determination is:     Approved                       Not Approved  
If not approved, please give reason: \_\_\_\_\_  
Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
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: \_\_\_\_\_ Date: \_\_\_\_\_  
Wise Allen, Chancellor

**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

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## Larry James Frierson

*Are you Larry James Frierson?  
 Claim and update your profile.*

**Legal Experience:** 43 years

3265 Lake County Hwy  
 Calistoga, CA 94515  
 (707) 942-5801

**Law School:** UC Berkeley School of Law Boalt Hall

[Contact This Attorney](#)

**Jurisdictions:** California

### Education

School	Focus	Degree	Year
Univ of Oregon		Undergraduate Degree	
UC Berkeley School of Law Boalt Hall		Law Degree	

### Professional Affiliations

Position	Years
Member, California State Bar	1969-Current

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[Rohnert Park Lawyers](#)  
[Lake County Attorneys](#)

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