

# PERALTA COMMUNITY COLLEGE DISTRICT

## Board of Trustees Agenda Report

For the Trustee Meeting Date of: December 11, 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 and Chancellor involving specific personnel and employee relations matters under the administrative responsibility of the District's Vice Chancellor for Human Resources. The District is requesting an increase to the contract of \$25,000 for a total contract not to exceed \$50,000 for fiscal year ending June 30, 2013.

**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 over 41 years of experience advising educational institutions on all matters related to personnel and employer/employee relations. He has provided legal advice to Chief Human Resources Officers, Superintendent/Presidents and Chancellors to 54 of the 72 California community college districts.

**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

\*\*\*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: 12/5/2012  
Trudy Largent, J.D., Vice Chancellor for Human Resources & Employee Relations

**DOCUMENT PRESENTED BY:**

Prepared by: Trudy Largent Date: 12/5/2012  
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: \_\_\_\_\_  
José M. Ortiz, Chancellor