

AGREEMENT FOR SPECIAL SERVICES

This Agreement is entered into between the CITY OF REDLANDS, A Municipal Corporation, hereinafter referred to as "City," and the law firm of LIEBERT CASSIDY WHITMORE, A Professional Corporation, hereinafter referred to as "Attorney."

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

WHEREAS City has determined that no less than sixteen (16) public agencies in the East Inland Empire 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 City and is willing to perform such services;

NOW, THEREFORE, City and Attorney agree as follows:

Attorney's Services:

During the year beginning July 1, 2008, Attorney will provide the following services to City (and the other aforesaid public agencies):

1. Five (5) 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 City and the other said local agencies.

It is expressly understood that the material used during these presentations, including written handouts and projected powerpoints 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 City to consult by telephone.
3. Providing of a monthly newsletter covering employment relations developments.

Fee:

Attorney will provide these special services to City for a fee of Two Thousand Seven Hundred Fifty Four Dollars (\$2,754.00), payable in one payment prior to August 1, 2008. The fee, if paid after August 1, 2008 will be \$2,854.00.

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 City, make itself available to City to provide representational, litigation, and other employment relations services. The City 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 City.

The range of hourly rates for Attorney time is from One Hundred Sixty to Two Hundred Ninety Dollars (\$160.00 - \$290.00) per hour for attorney staff and from One Hundred to One Hundred Thirty Dollars (\$100.00 - \$130.00) per hour for services provided by paraprofessional staff. Attorneys and paraprofessional staff bill their time in minimum units of one-tenth of an hour. Communications advice (telephone, voice-mail, e-mail) is billed in a minimum increment of three-tenths (.30) of an hour.

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, 2008. 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 sixteen (16) local agency employers entering into a substantially identical Agreement with Attorney on or about July 1, 2008.

Dated: 6-2-08

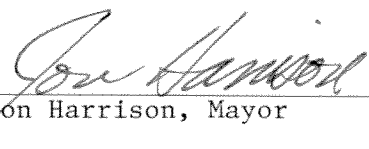
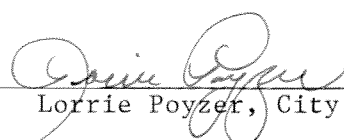
LIEBERT CASSIDY WHITMORE
A Professional Corporation

By 

Dated: 6/12/08

CITY OF REDLANDS
A Municipal Corporation

Attest:

By  
Jon Harrison, Mayor Lorrie Poyzer, City Clerk

LIEBERT CASSIDY WHITMORE

A PROFESSIONAL LAW CORPORATION
6033 W. Century Boulevard, Suite 500
Los Angeles, California 90045
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www.lcwlegal.com

May 27, 2008

Joni Miller 
Personnel Services Technician
City of Redlands
PO Box 3005
Redlands, CA 92373

Re: *East Inland Empire Employment Relations Consortium*

Dear Ms. Miller:

We are looking forward to another successful year with the East Inland Empire Employment Relations Consortium. The consortium committee has selected a wide variety of topics for your managers and supervisors. We are pleased to provide the consortium with five full days of training, our monthly Client Update, and telephone consultation. There is an agency fee of \$35 for each attendee at the workshops to cover the cost of the refreshments provided during the training. We will continue to conduct the workshops at Sierra Lakes Golf Course in Fontana.

The workshops chosen for the upcoming training are listed on the enclosed planning meeting notes. We will send a detailed schedule of the workshops in the next few weeks.

Enclosed is an Agreement for Special Services. Please execute and return a copy to our office. Contracts are being sent now so that those agencies that wish to pay all, or part, of the enclosed invoice during the current fiscal year may do so.

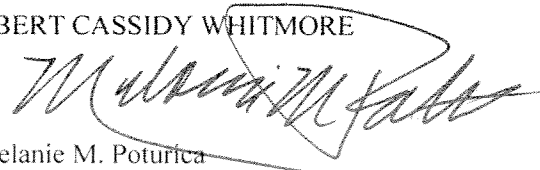
Some members have requested information regarding our customized training. We provide training outside of the consortium on a variety of topics, all of which can be customized to include your policies and procedures. Our current rates for individual training are from \$1,600 to \$2,000 for a three hour, half-day presentation and \$2,500 - \$3,000 for a six hour, full-day presentation. The rates vary depending on who the presenter is. We are willing to provide this customized training for an individual agency or a group of agencies so that the rate can be pro-rated.

If you have any questions about the consortium or our other training programs, please contact Cynthia Weldon, Director of Training & Marketing at (310) 981-2055 or cweldon@lcwlegal.com.

We thank you for your membership and we look forward to another successful training year.

Sincerely,

LIEBERT CASSIDY WHITMORE

BY: 

Melanie M. Poturica
Managing Partner

Enclosure