

## AGREEMENT FOR SPECIAL SERVICES

This Agreement is entered into between the Santa Barbara County Air Pollution Control District, hereinafter referred to as "Agency," and the law firm of LIEBERT CASSIDY WHITMORE, A Professional Corporation, hereinafter referred to as "Attorney."

WHEREAS Agency has the need to secure expert training and consulting services to assist Agency in its workforce management and employee relations; and

WHEREAS Agency has determined that no less than twenty-five (25) public agencies in the Ventura/Santa Barbara 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 Agency and is willing to perform such services;

NOW, THEREFORE, Agency and Attorney agree as follows:

### Attorney's Services:

During the period beginning October 20, 2016 through June 30, 2017, Attorney will provide the following services to Agency (and the other aforesaid public agencies):

1. Four and one half 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 Agency and the other said local agencies.

It is expressly understood that the material used during these presentations, including written handouts and projected power points 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 Agency to consult by telephone. Consortium calls cover questions that the attorney can answer quickly with little research. They do not include the review of documents, in depth research, written responses (like an opinion letter) or advice on on-going legal matters. The caller will be informed if the question exceeds the scope of consortium calls.
3. Providing of a monthly newsletter covering employment relations developments.

### Fee:

Attorney will provide these special services to Agency for a fee of Three Thousand One Hundred Sixty-Six Dollars and Fifty Cents (\$3,166.50) payable in one payment prior to November 30, 2016. The fee, if paid after November 30, 2016 will be \$3,266.50.

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.

**Independent Contractor:**

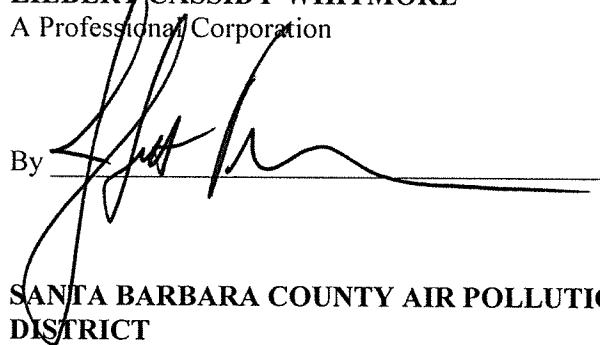
It is understood and agreed that Attorney is and shall remain an independent contractor under this Agreement.

**Term:**

The term of this Agreement is October 20, 2016 through June 30, 2017. The term may be extended for additional periods of time by the written consent of the parties.

Dated: 9/21/16

**LIEBERT CASSIDY WHITMORE**  
A Professional Corporation

By 

Dated: \_\_\_\_\_

**SANTA BARBARA COUNTY AIR POLLUTION CONTROL DISTRICT**

By \_\_\_\_\_

ATTEST:

AERON ARLIN GENET  
CLERK OF THE BOARD

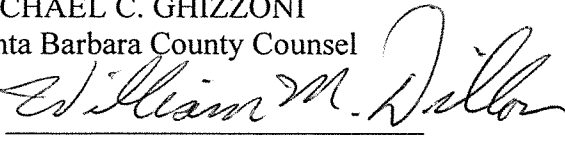
BY \_\_\_\_\_  
Deputy

Liebert, Cassidy & Whitmore Consortium  
Special Services Agreement October 20, 2016

This Special Services Agreement is by and between Liebert, Cassidy & Whitmore and the Santa Barbara County Air Pollution Control District.

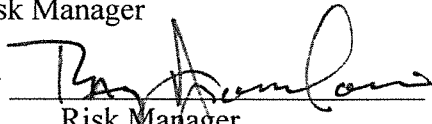
**APPROVED AS TO FORM:**

MICHAEL C. GHIZZONI  
Santa Barbara County Counsel

By   
Deputy

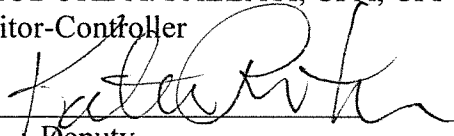
**APPROVED AS TO FORM:**

RAY AROMATORIO  
Risk Manager

By   
Risk Manager

**APPROVED AS TO FORM:**

THEODORE A. FALLATI, CPA, CPFO  
Auditor-Controller

By   
Deputy