

ITEM 13
INCORRECT REDUCTION CLAIM
PROPOSED DECISION

Government Code sections 3540-3549.9

Statutes 1975, Chapter 961; Statutes 1991, Chapter 1213

Collective Bargaining and Collective Bargaining Agreement Disclosure

Fiscal Years 2001-2002, 2002-2003, and 2003-2004

08-4425-I-15

Contra Costa Community College District, Claimant

TABLE OF CONTENTS

Exhibit A

Incorrect Reduction Claim (IRC) filed July 18, 2008..... 2

Exhibit B

Draft Proposed Decision issued September 26, 2014..... 706

Exhibit C

State Controller's Office, Division of Audits, Comments on the Draft Proposed Decision filed
October 17, 2014..... 725

Exhibit D

Supporting Documents.....730

Test Claim Statement of Decision, 97-TC-08

SixTen and Associates Mandate Reimbursement Services

KEITH B. PETERSEN, MPA, JD, President
E-Mail: Kbpsixten@aol.com

San Diego
5252 Balboa Avenue, Suite 900
San Diego, CA 92117
Telephone: (858) 514-8605
Fax: (858) 514-8645

Sacramento
3841 North Freeway Blvd., Suite 170
Sacramento, CA 95834
Telephone: (916) 565-6104
Fax: (916) 564-6103

July 18, 2008

RECEIVED

JUL 22 2008

**COMMISSION ON
STATE MANDATES**

Paula Higashi, Executive Director
Commission on State Mandates
980 Ninth Street, Suite 300
Sacramento, CA 95814

Re: Incorrect Reduction Claim
Collective Bargaining
Fiscal Years: 2001-02, 2002-03, 2003-04

Dear Ms. Higashi:

Enclosed is the original and two copies of the above referenced incorrect reduction claim for Contra Costa Community College District.

SixTen and Associates has been appointed by the District as its representative for this matter and all interested parties should direct their inquiries to me, with a copy as follows:

Mark J. Zacovic
Interim Vice Chancellor,
Districtwide Administrative Services
500 Court Street
Martinez, CA 94553-6537

Sincerely,



Keith B. Petersen

C: Mark J. Zacovic,
Contra Costa Community College District

COMMISSION ON STATE MANDATES

08-4425-I-15

1. INCORRECT REDUCTION CLAIM TITLE

961/75 Collective Bargaining

2. CLAIMANT INFORMATION

Contra Costa Community College District

Mark J. Zacovic
Interim Vice Chancellor,
Districtwide Administrative Services
500 Court Street
Martinez, CA 94553-6537
Voice: 925-229-1000 x.1290
Fax: 925-370-7512
E-Mail: mzacovic@4cd.net

3. CLAIMANT REPRESENTATIVE INFORMATION

Claimant designates the following person to act as its sole representative in this incorrect reduction claim. All correspondence and communications regarding this claim shall be forwarded to this representative. Any change in representation must be authorized by the claimant in writing, and sent to the Commission on State Mandates.

Keith B. Petersen, President
SixTen and Associates
3841 North Freeway Blvd., Suite 170
Sacramento, CA 95834
Voice: (916) 565-6104
Fax: (916) 564-6103
E-mail: Kbpsixten@aol.com

For CSM Use RECEIVED
Filing Date:

JUL 22 2008

COMMISSION ON STATE MANDATES

IRC #:

4. IDENTIFICATION OF STATUTES OR EXECUTIVE ORDERS

Statutes of 1975, Chapter 961
Statutes of 1991, Chapter 1213

5. AMOUNT OF INCORRECT REDUCTION

Table with 2 columns: Fiscal Year, Amount of Reduction. Rows include 2001-02 (\$276,645), 2002-03 (\$102,985), 2003-04 (\$114,934), and TOTAL (\$494,564).

6. NOTICE OF INTENT TO CONSOLIDATE

Yes, this claim is being filed with the intent to consolidate on behalf of other claimants.

Sections 7-13 are attached as follows:

- 7. Written Detailed Narrative: Pages 1 to 25
8. Controller's Payment Notices: Exhibit A
9. Parameters and Guidelines: Exhibit B
10. Claiming Instructions: Exhibit C
11. Controller's Audit Report: Exhibit D
12. Entrance Conference Letter: Exhibit E
13. Annual Reimbursement Claims: Exhibit F

14. CLAIM CERTIFICATION

This claim alleges an incorrect reduction of a reimbursement claim filed with the State Controller's Office pursuant to Government Code section 17561. This incorrect reduction claim is filed pursuant to Government Code section 17551, subdivision (d). I hereby declare, under penalty of perjury under the laws of the State of California, that the information in this incorrect reduction claim submission is true and complete to the best of my own knowledge or information or belief.

Mark J. Zacovic
Interim Vice Chancellor,
Districtwide Administrative Services

Signature: [Handwritten Signature] Date: 7/15/2008

1 Claim Prepared by:
2 Keith B. Petersen
3 SixTen and Associates
4 3841 North Freeway Blvd., Suite 170
5 Sacramento, California 95834
6 Voice: (916) 565-6104
7 Fax: (916) 564-6103
8 E-mail: kpbsixten@aol.com

9
10 BEFORE THE
11 COMMISSION ON STATE MANDATES
12 STATE OF CALIFORNIA

12	INCORRECT REDUCTION CLAIM OF:)	No. CSM _____
13)	
14)	Chapter 961, Statutes of 1975
15)	Chapter 1213, Statutes of 1991
16	CONTRA COSTA)	
17	Community College District)	<u>Collective Bargaining</u>
18)	
19)	Annual Reimbursement Claims:
20	Claimant.)	
21)	Fiscal Year 2001-02
22)	Fiscal Year 2002-03
23)	Fiscal Year 2003-04

24 INCORRECT REDUCTION CLAIM FILING

25 PART I. AUTHORITY FOR THE CLAIM

26 The Commission on State Mandates has the authority pursuant to Government
27 Code Section 17551(d) “. . . to hear and decide upon a claim by a local agency or
28 school district, filed on or after January 1, 1985, that the Controller has incorrectly
29 reduced payments to the local agency or school district pursuant to paragraph (2) of
30 subdivision (d) of Section 17561.” Contra Costa Community College District (hereafter
31 “District” or “Claimant”) is a school district as defined in Government Code Section

**Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining**

1 17519.¹ Title 2, CCR, Section 1185 (a), requires the claimant to file an incorrect
2 reduction claim with the Commission.

3 This incorrect reduction claim is timely filed. Title 2, CCR, Section 1185 (b),
4 requires incorrect reduction claims to be filed no later than three years following the
5 date of the Controller's remittance advice notifying the claimant of a reduction. A
6 Controller's final audit report dated July 19, 2007, has been issued. The audit report
7 constitutes a demand for repayment and an adjudication of the claim. On August 1,
8 2007, the Controller issued three "results of review" letters reporting the audit results for
9 the FY 2001-02, FY 2002-03, and FY 2003-04 claims, demanding payment of amounts
10 due to the state. Copies of the Controller's letters are attached as Exhibit "A."

11 **PART II. SUMMARY OF THE CLAIM**

12 The Controller conducted a field audit of the District's annual reimbursement
13 claims for the actual costs of complying with the legislatively mandated Collective
14 Bargaining program (Chapter 961, Statutes of 1975 and Chapter 1213, Statutes of
15 1991), for the period July 1, 2001 through June 30, 2004. As a result of the audit, the
16 Controller determined that \$494,564 of the claimed costs were unallowable:

17 /

18 /

¹ Government Code Section 17519, added by Chapter 1459, Statutes of 1984,
Section 1:

"School district' means any school district, community college district, or county
superintendent of schools."

**Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining**

<u>Fiscal Year</u>	<u>Amount Claimed</u>	<u>Audit Adjustment</u>	<u>SCO Payments</u>	<u>Amount Due <State> District</u>
2001-02	\$351,901	\$276,645	\$351,901	<\$276,645>
2002-03	\$258,965	\$102,985	\$258,965	<\$102,985>
2003-04	<u>\$263,937</u>	<u>\$114,934</u>	<u>\$ 0</u>	<u>\$149,003</u>
Totals	\$874,803	\$494,564	\$610,866	<\$230,627>

The report states that District has been paid \$610,866 for these claims and concludes that the amount of \$230,627 must be paid to the State.

PART III. PREVIOUS INCORRECT REDUCTION CLAIMS

The District has not filed any previous incorrect reduction claims for this mandate program. The District is not aware of any other incorrect reduction claims having been adjudicated on the specific issues or subject matter raised by this incorrect reduction claim.

PART IV. BASIS FOR REIMBURSEMENT

1. Mandate Legislation

Chapter 961, Statutes of 1975 (the "Rodda Act") established Chapter 10.7, Division 4, of Title 1 of the Government Code (commencing with Section 3540), and repealed Article 5, Chapter 1, of Division 10 of the Education Code (the "Winton Act"). The Rodda Act established the Public Employees Relations Board (PERB) and required public school employers to meet and negotiate with their employees regarding terms and conditions of employment, including wages and hours of employment. The provisions relating to the creation, certain duties of, and appropriations for the Public

**Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining**

1 Employment Relations Board were operative on January 1, 1976. The provisions
2 relating to employees' organizational rights, the representative rights of employee
3 organizations, the recognition of exclusive representatives, and related procedures
4 were operative on April 1 and July 1, 1976.

5 Chapter 1213, Statutes of 1991, added Government Code section 3547.5, which
6 requires school districts to publicly disclose major provisions of a collective bargaining
7 agreement after negotiations but before the agreement becomes binding.

8 **2. Test Claim**

9 The State Board of Control, the predecessor agency to the Commission on State
10 Mandates, determined that the Rodda Act constituted a reimbursable state mandate at
11 its meeting of July 17, 1978. It found that public school employers had new duties, not
12 previously required by the Winton Act, to meet and negotiate in good faith for binding
13 contracts with employee group representatives. Subsequent action of the Board of
14 Control recognized that compliance with the regulations of the Public Employment
15 Relations Board is included within the scope of the mandate to the extent that the
16 regulations implement the provisions of the Rodda Act and its amendments.

17 On March 26, 1998, the Commission on State Mandates determined that
18 Chapter 1213, Statutes of 1991, resulted in a new program or higher level of service by
19 requiring school districts to publicly disclose major provisions of a collective bargaining
20 agreement after negotiations and before the agreement becomes binding.

21 /

**Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining**

1 **3. Parameters and Guidelines**

2 On October 22, 1980, the original parameters and guidelines for Collective
3 Bargaining were adopted. Those parameters and guidelines were amended seven
4 times between August 19, 1981 and July 22, 1993. The parameters and guidelines for
5 Collective Bargaining Agreement Disclosure were adopted on August 20, 1998 and
6 consolidated with the Collective Bargaining parameters and guidelines. The
7 consolidated parameters and guidelines were amended on January 27, 2000. This is
8 believed to be the version extant at the time the claims that are the subject of this
9 incorrect reduction claim were filed. A copy of those parameters and guidelines is
10 attached as Exhibit "B" and in relevant part provide:

- 11 **"G. 3. Negotiations: Reimbursable functions include--receipt of exclusive**
12 **representative's initial contract proposal, holding of public hearings,**
13 **providing a reasonable number of copies of the employer's proposed**
14 **contract to the public, development and presentation of the initial district**
15 **contract proposal, negotiation of the contract, reproduction and**
16 **distribution of the final contract agreement.**
17 **a. Show the costs of salaries and benefits for employer**
18 **representatives participating in negotiations. Contracted services**
19 **will be reimbursed. . . .**
20 **b. Show the costs of salaries and benefits for employer**
21 **representatives and employees participating in negotiation planning**
22 **sessions. Contracted services for employer representatives will be**
23 **reimbursed. . . .**
24 **c. Indicate the cost of substitutes for release time of exclusive**
25 **bargaining unit representatives during negotiations. Give the job**
26 **classification of the bargaining unit representative that required a**
27 **substitute and dates the substitute worked. . . .**
28 **d. Reasonable costs of reproduction for a copy of the initial contract**
29 **proposal and final contract, which is applicable and distributed to**
30 **each employer representative (i.e. supervisory, management,**
31 **confidential) and a reasonable number of copies for public**
32 **information will be reimbursed. Provide detail of costs and/or**

**Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining**

1 include invoices. Costs for copies of a final contract provided to
2 collective bargaining unit members are not reimbursable.

3 6. Contract administration and adjudication of contract disputes either by
4 arbitration or litigation. Reimbursable functions include grievances and
5 administration and enforcement of the contract.

6 a. Salaries and benefits of employer personnel involved in
7 adjudication of contract disputes. Contracted services will be
8 reimbursed. . . .

9 7. Unfair labor practice adjudication process and public notice complaints.

10 a. Show the actual costs for salaries and benefits of employer
11 representatives. Services contracted by the public school
12 employer are reimbursable. . . .

13 **H. Supporting Data for Claims—Report Format for Submission of Claim**

14 3. **Salary and Employee’s Benefits:** Show the classification of the employees
15 involved, amount of time spent, and their hourly rate. The worksheet used
16 to compute the hourly salary rate must be submitted with your claim.
17 Benefits are reimbursable. Actual benefit percent must be itemized. If no
18 itemization is submitted, 21 percent must be used for computation of
19 claim costs. Identify the classification of employees committed to
20 functions required under the Winton Act and those required by Chapter
21 961, Statutes of 1975.

22 4. **Services and Supplies:** Only expenditures which can be identified as a
23 direct cost as a result of the mandate can be claimed.

24 5. **Professional and Consultant Services:** Separately show the name
25 of professionals or consultants, specify the functions the
26 consultants performed relative to the mandate, length of
27 appointment, and the itemized costs for such services. Invoices
28 must be submitted as supporting documentation with your claim.
29 The maximum reimbursable fee for contracted services is \$135 per
30 hour. Annual retainer fees shall be no greater than \$135 per hour.
31 Reasonable expenses will also be paid as identified on the monthly
32 billings of consultants. However, travel expenses for consultants
33 and experts (including attorneys) hired by the claimant shall not be
34 reimbursed in an amount higher than that received by State
35 employees, as established under Title 2, Div. 2, Section 700ff,
36 CAC.”

1 4. Claiming Instructions

2 The Controller has periodically issued or revised claiming instructions for the
3 Collective Bargaining claim. The statements of reimbursable components in the
4 claiming instructions, for the purposes and scope of this incorrect reduction claim, have
5 been consistent with the parameters and guidelines. The April 2000 claiming
6 instructions are believed to be substantially similar to the version extant at the time the
7 claims that are the subject of this incorrect reduction claim were filed. A copy of the
8 April 2000 revision of the claiming instructions is attached as Exhibit "C." However,
9 because the Controller's claim forms and instructions were not adopted as regulations,
10 they have no force of law and have no effect on the outcome of this incorrect reduction
11 claim.

12 PART V. STATE CONTROLLER CLAIM ADJUDICATION

13 The Controller conducted an audit of the District's annual reimbursement claims
14 for Fiscal Years 2001-02, 2002-03, and 2003-04. The final audit report, dated July 19,
15 2007, concluded that 57% of the District's costs claimed were unallowable. A copy of
16 the final audit report is attached as Exhibit "D."

17 PART VI. CLAIMANT'S RESPONSE TO THE STATE CONTROLLER

18 The Controller transmitted a copy of its draft audit report by letter dated May 30,
19 2007. The District then responded to the proposed adjustments set forth in the draft
20 audit report by letter dated June 12, 2007. A copy of this letter is included in Exhibit
21 "D," the final audit report. The Controller then issued the final audit report, dated July

1 19, 2007, which revised Finding 1 and reduced the total adjustment by \$9,336 in
2 comparison to the draft audit report.

3 **PART VII. STATEMENT OF THE ISSUES**

4 **Finding 1- Unallowable salary and benefit costs**

5 Finding 1 eliminates \$268,835 as unallowable salary and benefits costs and
6 \$88,503 in related indirect costs, for a total of \$357,338. The "direct cost disallowed" of
7 \$268,835 consists of two amounts: \$185,461 disallowed due to lack of "adequate
8 supporting documentation"; and \$83,374 as "unallowable" costs claimed. It seems that
9 the District's documentation methods, which the auditor believes are insufficient to
10 support \$185,461 in unsupported costs, are to the contrary sufficient for the auditor to
11 conclude for a fact that \$83,374 of the costs are not allowable for reimbursement,
12 rather than merely unsupported. Note that none of the adjustments were made
13 because the costs claimed were excessive or unreasonable.

14 **UNSUPPORTED STAFF TIME**

15 The audit report asserts that \$185,461 was disallowed because the "district did
16 not provide source documents (e.g., individual activity log sheets, meeting sign-in
17 sheets, and/or actual time records) to validate certain employee hours charged." The
18 entire basis for this finding is the quantity and quality of District documentation.
19 However, the audit generally makes no factual findings as to how the disallowed
20 activities are not related to collective bargaining negotiations and administration. To the
21 contrary, it only states that there is no documentation in support of the District's

1 position. The audit report asserts that it is the duty of the claimant to provide
2 documentation or prove otherwise.

3 In support of the conclusion that the costs were unsupported, the audit report
4 states that the parameters and guidelines:

5 - require "the claimant to show the classification of the employees involved, the
6 amount of time spent, and their hourly rates." That is a correct restatement of
7 parameters and guidelines component H3, which the District fully complied with
8 in the preparation of the annual reimbursement claims. The audit report does not
9 state that the District failed to do this and it is certainly not a valid basis for an
10 adjustment based on lack of source documentation.

11 - require "that the claimant must support the level of costs claimed and that the
12 claimant will only be reimbursed for the increased costs incurred." This is the
13 requirement to categorize current year costs between historical Winton costs
14 (G1-G3) and reimbursable increased Rodda costs (G4-G7), to which the District
15 fully complied in the preparation of the annual claims. The audit report does not
16 state that the District failed to do this and it is not a valid basis for an adjustment
17 based on lack of source documentation.

18 - require "the claimant to show the cost of salaries and benefits for employer
19 representatives and employees participating in negotiation planning sessions."

20 This is a correct statement of component G 3. b. The audit report does not

21 state that the District failed to do this and it is not a valid basis for an adjustment

Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining

- 1 based on lack of source documentation.
- 2 - include as reimbursable activities contract administration and adjudication of
- 3 contract disputes by arbitration or litigation. This is a correct statement of
- 4 component G 6, but is not determinative of any of the alleged unsupported costs.
- 5 - state that "contract interpretations at staff meetings and personal development
- 6 and information programs are not reimbursable." This is a correct statement of
- 7 component G 6. c, but it is not determinative of any of the alleged unsupported
- 8 costs.
- 9 - allow training sessions for contract administration and interpretation of the
- 10 negotiated contract as reimbursable (but not at staff meetings) and not allow
- 11 reimbursement for personal development programs. This is a correct statement
- 12 of component G 6. c, but is not determinative of any of the alleged unsupported
- 13 costs.

14 The audit report does not cite any other factual or legal reason to eliminate the

15 claimed costs.

16 Published Claiming Standards

17 There are three distinct sources of standards for annual mandate reimbursement

18 claims to which claimants and the Controller must comply.

19 **The Audit Standard:** The entirety of the findings comprise adjustments that result from

20 what the Controller perceives to be inadequate source documentation. The Controller

21 does not assert that the claimed costs were excessive or unreasonable, which is the

Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining

1 only statutory mandated cost audit standard (Government Code Section 17561(d) (2)).

2 It would therefore appear that the entire findings are based upon the wrong standard for
3 review.

4 **Claim Reporting Standard:** The Controller concluded that the District did not comply
5 with the parameters and guidelines for reporting costs. For the reporting of employee
6 time, the parameters and guidelines require that the claim “[s]how the costs of salaries
7 and benefits for employer representatives”; “[i]ndicate the cost of substitutes for release
8 time”; and “[s]how the classification of the employees involved, amount of time spent,
9 and their hourly rate.” The District complied with this requirement by providing this
10 information on the forms provided by the Controller’s claiming instructions for this
11 purpose.

12 **Audit Documentation Standard:** The Controller concluded that the District did not
13 comply with the parameters and guidelines for providing documentation for the audit.
14 In fact, the parameters and guidelines do not specify any documentation requirements
15 for “auditing purposes.” Rather, the parameters and guidelines essentially require
16 claimants to “show” or “indicate” the costs claimed. Therefore, there are no published
17 or enforceable audit documentation standards for mandate reimbursement in general or
18 specifically for the Collective Bargaining mandate. Notwithstanding, the documentation
19 included in the claim and provided during the audit by the District was sufficient to
20 evidence the validity of the claimed costs, to trace the employee time reported to the
21 activities performed, to determine whether the claimed costs were excessive or

**Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining**

1 unreasonable, and to determine whether the activities were related to the mandate.

2 The costs claimed really existed, and are therefore "actual" costs. The claimed costs
3 were valid costs incurred to implement this mandate.

4 **The Controller's Practice**

5 The Controller has had the statutory duty to pay and audit mandate
6 reimbursement claims for about twenty years. During this time, no documentation
7 standards have been adopted or published that comply with the Administrative
8 Procedures Act. Since the Controller standards are not published for state mandate
9 reimbursement purposes, claimants are not on notice and are unable to comply. Since
10 these standards are applied post-facto, the Controller has changed their interpretation
11 of compliance as the Controller's policy changes.² In the absence of any law or
12 regulation, the Controller staff has unilaterally borrowed standards from elsewhere or
13 created their own standards. The audit report cites generally accepted auditing
14 standards and the "Yellow Book," but without explanation as to how these unadopted
15 and unrelated standards apply to state mandated cost accounting, compliance audits,

² Unpublished changes to cost accounting methods

The Controller changes its rules and policies without notice to claimants. For example, although not a subject of this audit, the Controller has changed its FAM-29 method for computing indirect cost rates twice in the past two years, both changes retroactive, without notice other than as audit findings. See these audit reports:

Santee School District-Collective Bargaining (revised)
Norwalk-La Mirada Unified School District- Collective Bargaining (revised)
Los Rios Community College District- Collective Bargaining Health Fee Elimination
Sierra Joint Community College District -Collective Bargaining

1 or the subject matter jurisdiction of state mandate reimbursement as a matter of law or
2 fact.

3 Essentially, the Controller never stated how the District documentation was
4 insufficient in terms of the parameters and guidelines requirements, incompetent in
5 terms of the personnel preparing the forms, or irrelevant in terms of the activity time
6 claimed. Therefore, the audit report has not stated a relevant basis to make these
7 adjustments for source documentation. If the Controller wishes to disallow the cost of
8 an activity claimed, the Controller has the burden of identifying the unallowable activity
9 and asserting a legal basis for concluding that the activity is not reimbursable. The
10 audit report does comply with these professional audit standards.

11 **UNALLOWABLE ACTIVITIES CLAIMED**

12 The audit report asserts that \$83,374 in activity costs are not reimbursable under
13 the parameters and guidelines. Specifically:

14 A. The audit report disallowed \$64,618 in claimed negotiation costs consisting of
15 three parts:

- 16 1. Claimed negotiation costs of \$53,759, because the scope of planning was
17 “routine information-sharing meetings at which various district issues are
18 discussed.” The audit report concludes, without citing facts or law, that
19 these discussions are not planning for the purposes of negotiations. In the
20 audit report, the Controller clarified that it disallowed these costs because
21 the “. . . district did not address the portion of the finding related to time

**Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining**

1 spent in excess of the 30 minutes at each meeting, totaling 378.2 hours.

2 The meeting agenda included such topics as DGC reports, district
3 management council reports, management staff development, open
4 forums, management evaluation training sessions, and collective
5 bargaining.” The audit report does not further indicate how the content of
6 the meetings is unrelated to negotiation issues.

- 7 2. Claimed negotiations costs of \$10,859 for the revision of the District’s
8 payroll system. The Controller concurred “ . . . that salaries and benefits
9 are by far the major topic of any labor contract.” However, the Controller
10 disallowed the cost because the Parameters and Guidelines do not
11 specifically identify updating the payroll system as a reimbursable activity.
12 The audit report does not provide any other reason for why this cost is not
13 reimbursable.

- 14 B. The audit report disallowed \$18,756 in claimed contract administration costs
15 consisting of six parts:

- 16 1. Claimed contract administration costs of \$9,106 for preparation and
17 attendance at business directors meetings, because the “district did not
18 indicate how discussions on the fiscal impact of ongoing labor
19 negotiations or district income estimates constitutes the reimbursable
20 activity of administering or enforcing the negotiated contract.” Districts
21 have to fund the results of collective bargaining agreements, therefore

**Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining**

1 determining the fiscal impact of the contract terms is essential. The
2 Controller concurs " . . . that determining the fiscal impact of the terms of
3 negotiated collective bargaining agreements is essential to district
4 accounting activities." However, the Controller disallowed the costs
5 because the parameters and guidelines do not specifically identify the
6 activity as reimbursable.

7 2. Claimed contract administration costs of \$2,939 for District staff
8 attendance at benefit cost containment meetings, management council
9 meetings, and executive staff meetings. The Controller disallowed the
10 costs because "[v]arious agenda items included operational budget
11 issues, fundraising decisions, retirement dinners, district facilities, and
12 student enrollment, *as well as topics related to collective bargaining*
13 *issues.*" [emphasis added] The audit report does not provide any further
14 explanation as to why these costs are not reimbursable.

15 3. Claimed contract administration costs of \$1,895 for "various personnel-
16 related issues that were primarily discrimination complaints" The dispute
17 resolution process for Title 5 is operated according to the grievance
18 procedure and is thus reimbursable. In the final audit report, the
19 Controller reduced the adjustment of \$2,515 in the draft audit report by
20 \$620 (because faculty sabbatical leave is a contractual right subject to the
21 grievance procedure) and did not address the remaining disallowed costs.

**Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining**

- 1 4. Claimed contract administration costs of \$2,389 for staff attendance at
2 cabinet budget meetings, because the “district did not indicate how
3 discussions at cabinet budget meetings constitute the reimbursable
4 activity of administering or enforcing the negotiated contract.” The audit
5 report does not explain why the subject matter of the cabinet budget
6 meetings is not a reimbursable activity.
- 7 5. Claimed contract administration costs of \$2,427 for activities performed by
8 the Director of Payroll Services during FY 2003-04 that “do not appear to
9 be collective bargaining-related.” The AB 2700 legislation cited relates to
10 creditable years of service for faculty, which is appropriate subject matter
11 for collective bargaining. The health benefits activities cited are an
12 appropriate subject for collective bargaining. In the final audit report, the
13 Controller asserts, “[t]hese activities appear to be routine management
14 functions” and that the District “. . . did not address time claimed for
15 STRS training, discussion of procedures and program changes for full-
16 time equivalent law, or cost distribution for union members.” The audit
17 report does not explain why these activities are not reimbursable.

Finding 2 - Unallowable Contract Services

19 Finding 2 disallows \$137,226 in unallowable contract services for legal services.
20 The audit report simply asserts that these contracted services “are not reimbursable
21 under” the parameters and guidelines. In support of the conclusion that the contract

Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining

1 services are unallowable, the audit report also cites the parameters and guidelines for
2 the proposition that “the claimant must support the level of cost claimed” which is a
3 documentation standard and not a statement of reimbursable activities.

4 The audit generally makes no factual findings as to how the disallowed activities
5 are not related to collective bargaining negotiations and administration, but merely
6 asserts their findings as conclusions of law and states that there is no District
7 documentation in support of a conclusion to the contrary. The parameters and
8 guidelines require, for claiming purposes, that the claimant “show the name of
9 professionals or consultants, specify the functions the consultants performed relative to
10 the mandates, length of appointment, and the itemized costs for such services.
11 Invoices must be submitted as supporting documentation with your claim.” The source
12 documentation for legal services is the legal billings from the law firm. The billings were
13 provided by the District with the annual claims and which meet the requirements of the
14 parameters and guidelines. The audit report even indicates that the supporting
15 documentation was sufficient to make a determination on the subject matter of the
16 services billed. The District complied with the parameters and guidelines.

17 The amounts disallowed consists of three parts:

18 A. Grievances

19 Attorney billings totaling \$136,354 were disallowed for certain grievance activities
20 because supporting documentation indicated the purpose of the activities were
21 personnel-related. In order to determine whether “certain” grievance activities are

**Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining**

1 reimbursable, the auditor must determine whether the subject matter of the grievance is
2 a contractual right or a dispute resolved pursuant to procedures required in the
3 collectively bargained employee contract. The audit report enumerates the subject
4 matter of the services to include student complaints against staff, employee
5 discrimination complaints, misconduct allegations, and a variety of other causes for
6 employer-employee dispute resolution. If the collective bargaining contract provides
7 these rights and the dispute resolution procedures to enforce these rights, the activity is
8 a grievance activity.

9 The audit report states that the Controller relied on the representations of a
10 “Senior Human Resources Representative” as to “the nature of the various grievance
11 cases.” The audit report states that the information was discussed at the exit
12 conference at which time the District “did not refute the ability of this employee to
13 ascertain whether a particular grievance was or was not collective bargaining-related”
14 and that the District did not “direct our auditor to another district employee who would
15 be more knowledgeable on this issue.” And, finally the audit report chastises the
16 District for not provide any documentation after the exit conference and issuance of the
17 draft audit report that would indicate that the Controller’s information was in error. The
18 Controller is in error as to the significance of the “representations” of the human
19 resources staff. The District staff identified the subject matter of the activity, but was in
20 no position to make a conclusion as to whether these activities are reimbursable.
21 Further, the District had no need to provide more information later since the dispute

**Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining**

1 was about the conclusions derived from the documentation, and not the information
2 itself.

3 The fact is that there is no information that would change the Controller's
4 institutional and unique perception of the Rodda Act and the collective bargaining
5 process. For example, the Controller generally disallows time for what is characterized
6 as "informal" grievances when the Rodda Act and the parameters and guidelines make
7 no such distinction. An informal grievance is a term of art in the collective bargaining
8 process and merely differentiates the first step of the entire grievance process
9 compared to later steps which are characterized as "formal" grievances.

10 **B. Negotiations**

11 The audit report disallows \$535 of negotiations preparation activities that "do not
12 appear to be mandate-related." The imprecision of the conclusion is self-evident. The
13 parameters and guidelines (G 3. b) allow for reimbursement of negotiations planning.
14 The audit report does not explain why the discrimination complaint and District
15 computer policy memo are not within the jurisdiction of the collective bargaining
16 contract.

17 **C. Unfair labor practices**

18 The audit report disallows \$337 for time spent by an attorney representing the
19 District at a restraining order hearing, because the District "did not explain how this cost
20 constituted a reimbursable activity under the mandated program." The audit report does
21 not explain why this activity is not with the jurisdiction of the collective bargaining

Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining

1 contract.

2 **Statute of Limitations**

3 FY 2001-02 Annual Reimbursement Claim

4 December 24, 2002 FY 2001-02 claim filed by the District

5 December 31, 2004 FY 2001-02 statute of limitations for audit expires

6 July 19, 2007 Final audit report issued

7 Prior to January 1, 1994, no statute specifically governed the statute of
8 limitations for audits of mandate reimbursement claims. Statutes of 1993, Chapter 906,
9 Section 2, operative January 1, 1994, added Government Code Section 17558.5 to
10 establish for the first time a specific statute of limitations for audit of mandate
11 reimbursement claims:

12 “(a) A reimbursement claim for actual costs filed by a local agency or school
13 district pursuant to this chapter is subject to audit by the Controller no later than
14 four years after the end of the calendar year in which the reimbursement claim is
15 filed or last amended. However, if no funds are appropriated for the program for
16 the fiscal year for which the claim is made, the time for the Controller to initiate
17 an audit shall commence to run from the date of initial payment of the claim.”

18 Thus, there are two standards. A funded claim is “subject to audit” for four years after
19 the end of the calendar year in which the claim was filed. An unfunded claim must have
20 its audit initiated within four years of first payment.

21 Statutes of 1995, Chapter 945, Section 13, operative July 1, 1996, repealed and
22 replaced Section 17558.5, changing only the length of the period of limitations:

23 “(a) A reimbursement claim for actual costs filed by a local agency or school
24 district pursuant to this chapter is subject to audit by the Controller no later than
25 two years after the end of the calendar year in which the reimbursement claim is

**Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining**

1 filed or last amended. However, if no funds are appropriated for the program for
2 the fiscal year for which the claim is made, the time for the Controller to initiate
3 an audit shall commence to run from the date of initial payment of the claim.”

4 The annual reimbursement claim for FY 2001-02 is subject to the two-year
5 statute of limitations established by Chapter 945, Statutes of 1995. The words “initiate
6 an audit” are used only in the second sentence of Section 17558.5, that is, in a situation
7 when no funds are appropriated for the program for the fiscal year for which the claim is
8 made. Then, and only then, is the Controller authorized to “initiate an audit” within two
9 years from the date of initial payment. The claim was funded, and thus subject only to
10 the first sentence of the statute, i.e., the claim was only “subject to audit” through
11 December 2004. The audit for this claim did not occur until several months after the
12 expiration of this statute of limitations. Thus, the audit findings for FY 2001-02 are void.

13 **FY 2002-03 Annual Reimbursement Claim**

14 The FY 2002-03 annual reimbursement claim was filed January 13, 2004.
15 Statutes of 2002, Chapter 1128, Section 14.5, operative January 1, 2003 amended
16 Section 17558.5 to state:

17 “(a) A reimbursement claim for actual costs filed by a local agency or school
18 district pursuant to this chapter is subject to the initiation of an audit by the
19 Controller no later than three years after the ~~end of the calendar year in which~~
20 the date that the actual reimbursement claim is filed or last amended, whichever
21 is later. However, if no funds are appropriated or no payment is made to a
22 claimant for the program for the fiscal year for which the claim is made filed, the
23 time for the Controller to initiate an audit shall commence to run from the date of
24 initial payment of the claim.”

25
26 The annual reimbursement claim for FY 2002-03 is subject to the three-year statute of
27 limitations established by Chapter 1128, Statutes of 2002 which requires the audit to be

Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining

1 "initiated" within three years of the date the actual claim is filed. The District does not
2 allege expiration of the statute of limitations for audit for this claim. The amendment is
3 pertinent because this is the first time that the factual issue of the date the audit is
4 "initiated" is introduced for mandate programs for which funds are appropriated. This
5 amendment also means that it is impossible for the claimant to know when the statute
6 of limitations will expire at the time the claim is filed, which is contrary to the purpose of
7 a statute of limitations. It allows the Controller's own unilateral delay, or failure to make
8 payments from funds appropriated for the purpose of paying the claims, to control the
9 tolling of the statute of limitations, which is also contrary to the purpose of a statute of
10 limitations.

11 FY 2003-04 Annual Reimbursement Claim

12	January 14, 2005	FY 2003-04 claim filed by the District
13	June 28, 2005	Date of entrance conference letter
14	July 8, 2005	Date of entrance conference
15	July 19, 2007	Final audit report issued

16 Statutes of 2004, Chapter 890, Section 18, operative January 1, 2005 amended

17 Section 17558.5 to state:

18 "(a) A reimbursement claim for actual costs filed by a local agency or school
19 district pursuant to this chapter is subject to the initiation of an audit by the
20 Controller no later than three years after the date that the actual reimbursement
21 claim is filed or last amended, whichever is later. However, if no funds are
22 appropriated or no payment is made to a claimant for the program for the fiscal
23 year for which the claim is filed, the time for the Controller to initiate an audit
24 shall commence to run from the date of initial payment of the claim. In any case,
25 an audit shall be completed not later than two years after the date that the audit

**Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining**

1 Government Code (commencing with Section 3540), represent the actual costs incurred
2 by the District to carry out this program. These costs were properly claimed pursuant to
3 the Commission's parameters and guidelines. Reimbursement of these costs is
4 required under Article XIII B, Section 6 of the California Constitution. The Controller
5 denied reimbursement without any basis in law or fact. The District has met its burden
6 of going forward on this claim by complying with the requirements of Section 1185, Title
7 2, California Code of Regulations. Because the Controller has enforced and is seeking
8 to enforce these adjustments without benefit of statute or regulation, the burden of
9 proof is now upon the Controller to establish a legal basis for its actions.

10 The District requests that the Commission make findings of fact and law on each
11 and every adjustment made by the Controller and each and every procedural and
12 jurisdictional issue raised in this claim, and order the Controller to correct its audit report
13 findings therefrom.

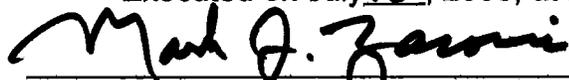
14 /
15 /
16 /
17 /
18 /
19 /
20 /
21 /

Incorrect Reduction Claim of Contra Costa Community College District
961/75 Collective Bargaining

PART IX. CERTIFICATION

By my signature below, I hereby declare, under penalty of perjury under the laws of the State of California, that the information in this incorrect reduction claim submission is true and complete to the best of my own knowledge or information or belief, and that the attached documents are true and correct copies of documents received from or sent by the state agency which originated the document.

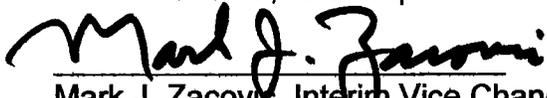
Executed on July 15, 2008, at Martinez, California, by



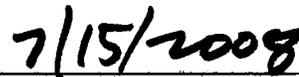
Mark J. Zacovic, Interim Vice Chancellor,
Districtwide Administrative Services
Contra Costa Community College District
500 Court Street
Martinez, CA 94553-6537
Voice: 925-229-1000, x 1290
Fax: 925-370-7512
E-mail: mzacovic@4cd.net

APPOINTMENT OF REPRESENTATIVE

Contra Costa Community College District appoints Keith B. Petersen, SixTen and Associates, as its representative for this incorrect reduction claim.



Mark J. Zacovic, Interim Vice Chancellor
Districtwide Administrative Services
Contra Costa Community College District



Date

Attachments:

- | | |
|-------------|---|
| Exhibit "A" | Controller's payment action letters of August 1, 2007 |
| Exhibit "B" | Parameters and Guidelines as amended January 27, 2000 |
| Exhibit "C" | Controller's Claiming Instructions revised April 2000 |
| Exhibit "D" | Controller's Final Audit Report dated July 19, 2007 |
| Exhibit "E" | Controller's letter dated June 28, 2005 |
| Exhibit "F" | Annual Reimbursement Claims |

Controller's Payment Notices

Exhibit A



JOHN CHIANG
 California State Controller
 Division of Accounting and Reporting
 AUGUST 1, 2007

CC07030
 00232
 2007/08/01

BOARD OF TRUSTEES
 CONTRA COSTA COMM COLL DIST
 CONTRA COSTA COUNTY
 500 COURT ST
 MARTINEZ CA 94553

DEAR CLAIMANT:

RE: COLLECTIVE BARGAINING (CC)

WE HAVE REVIEWED YOUR 2001/2002 FISCAL YEAR REIMBURSEMENT CLAIM FOR THE MANDATED COST PROGRAM REFERENCED ABOVE. THE RESULTS OF OUR REVIEW ARE AS FOLLOWS:

AMOUNT CLAIMED	351,901.00
TOTAL ADJUSTMENTS (DETAILS BELOW)	- 276,645.00
TOTAL PRIOR PAYMENTS (DETAILS BELOW)	-351,901.00
AMOUNT DUE STATE	<u>\$ 276,645.00</u>

PLEASE REMIT A WARRANT IN THE AMOUNT OF \$ 276,645.00 WITHIN 30 DAYS FROM THE DATE OF THIS LETTER, PAYABLE TO THE STATE CONTROLLER'S OFFICE, DIVISION OF ACCOUNTING AND REPORTING, P.O. BOX 942850, SACRAMENTO, CA 94250-5875 WITH A COPY OF THIS LETTER. FAILURE TO REMIT THE AMOUNT DUE WILL RESULT IN OUR OFFICE PROCEEDING TO OFFSET THE AMOUNT FROM THE NEXT PAYMENTS DUE TO YOUR AGENCY FOR STATE MANDATED COST PROGRAMS.

IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT GWENDOLYN CARLOS AT (916) 324-2341 OR IN WRITING AT THE ABOVE ADDRESS.

ADJUSTMENT TO CLAIM:		
FIELD AUDIT FINDINGS	- 276,645.00	
TOTAL ADJUSTMENTS		- 276,645.00
PRIOR PAYMENTS:		
SCHEDULE NO. MA64030A		
PAID 10-25-2006	-351,901.00	
TOTAL PRIOR PAYMENTS		-351,901.00

SINCERELY,

Ginny Brummels
 GINNY BRUMMELS, MANAGER



JOHN CHIANG
 California State Controller
 Division of Accounting and Reporting
 AUGUST 1, 2007

CC07030
 00232
 2007/08/01

BOARD OF TRUSTEES
 CONTRA COSTA COMM COLL DIST
 CONTRA COSTA COUNTY
 500 COURT ST
 MARTINEZ CA 94553

DEAR CLAIMANT:

RE: COLLECTIVE BARGAINING (CC)

WE HAVE REVIEWED YOUR 2002/2003 FISCAL YEAR REIMBURSEMENT CLAIM FOR THE MANDATED COST PROGRAM REFERENCED ABOVE. THE RESULTS OF OUR REVIEW ARE AS FOLLOWS:

AMOUNT CLAIMED		258,965.00
TOTAL ADJUSTMENTS (DETAILS BELOW)	-	102,985.00
TOTAL PRIOR PAYMENTS (DETAILS BELOW)		-258,965.00
AMOUNT DUE STATE	\$	<u>102,985.00</u>

PLEASE REMIT A WARRANT IN THE AMOUNT OF \$ 102,985.00 WITHIN 30 DAYS FROM THE DATE OF THIS LETTER, PAYABLE TO THE STATE CONTROLLER'S OFFICE, DIVISION OF ACCOUNTING AND REPORTING, P.O. BOX 942850, SACRAMENTO, CA 94250-5875 WITH A COPY OF THIS LETTER. FAILURE TO REMIT THE AMOUNT DUE WILL RESULT IN OUR OFFICE PROCEEDING TO OFFSET THE AMOUNT FROM THE NEXT PAYMENTS DUE TO YOUR AGENCY FOR STATE MANDATED COST PROGRAMS.

IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT GWENDOLYN CARLOS AT (916) 324-2341 OR IN WRITING AT THE ABOVE ADDRESS.

ADJUSTMENT TO CLAIM:		
FIELD AUDIT FINDINGS	-	102,985.00
TOTAL ADJUSTMENTS	-	102,985.00
PRIOR PAYMENTS:		
SCHEDULE NO. MA62182A		
PAID 10-30-2006	-258,965.00	
TOTAL PRIOR PAYMENTS		-258,965.00

SINCERELY,

Ginny Brummels
 GINNY BRUMMELS, MANAGER



JOHN CHIANG
 California State Controller
 Division of Accounting and Reporting
 AUGUST 1, 2007

CC07030
 00232
 2007/08/01

BOARD OF TRUSTEES
 CONTRA COSTA COMM COLL DIST
 CONTRA COSTA COUNTY
 500 COURT ST
 MARTINEZ CA 94553

DEAR CLAIMANT:

RE: COLLECTIVE BARGAINING (CC)

WE HAVE REVIEWED YOUR 2003/2004 FISCAL YEAR REIMBURSEMENT CLAIM FOR THE MANDATED COST PROGRAM REFERENCED ABOVE. THE RESULTS OF OUR REVIEW ARE AS FOLLOWS:

AMOUNT CLAIMED 263,937.00

ADJUSTMENT TO CLAIM:

FIELD AUDIT FINDINGS - 114,934.00

TOTAL ADJUSTMENTS - 114,934.00

AMOUNT DUE CLAIMANT \$ 149,003.00

IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT GWENDOLYN L. CARLOS AT (916) 324-2341 OR IN WRITING AT THE STATE CONTROLLER'S OFFICE, DIVISION OF ACCOUNTING AND REPORTING, P.O. BOX 942850, SACRAMENTO, CA 94250-5875. THE PAYMENT WILL BE FORTHCOMING WITHIN 30 DAYS.

SINCERELY,

Ginny Brummels
 GINNY BRUMMELS, MANAGER

BEFORE THE
COMMISSION ON STATE MANDATES
STATE OF CALIFORNIA

IN RE AMENDMENT TO PARAMETERS
AND GUIDELINES ON:

Statutes of 1975, Chapter 961 and
Statutes of 1991, Chapter 1213

Filed on March 4, 1999;

By Santa Ana Unified School District and
Stockton Unified School District,
Co-Claimants.

NO. CSM-98-4425-PGA-12

*Collective Bargaining/Collective Bargaining
Agreement Disclosure*

ADOPTION OF AMENDMENT TO
PARAMETERS AND GUIDELINES
PURSUANT TO GOVERNMENT CODE
SECTION 17557 AND TITLE 2,
CALIFORNIA CODE OF
REGULATIONS, SECTIONS 1183.2.

(Adopted on January 27, 2000)

PARAMETERS AND GUIDELINES AMENDMENT

On January 27, 2000, the Commission on State Mandates adopted the attached Amended Parameters and Guidelines. This Decision shall become effective on January 28, 2000.



Paula Higashi, Executive Director

Adopted: October 22, 1980
Amendments Adopted: 8/19/81
(Amendments applicable only to claims for costs incurred
after June 30, 1981)
Amended: 3/17/83
Amended: 9/29/83
Amended: 12/15/83
Amended: 6/27/85
Amended: 10/20/88
Amended: 7/22/93
Amended: 8/20/98
Amended: 1/27/00
f:\mandates\1998\pga\pga-12\pgfinal.doc
Document Date: December 1, 1999

PROPOSED AMENDMENT
TO
CONSOLIDATED PARAMETERS AND GUIDELINES

Chapter 961, Statutes of 1975
Chapter 12 13, Statutes of 1991

Collective Bargaining
and
Collective Bargaining Agreement Disclosure

An act to repeal Article 5 (commencing with Section 13080) of Chapter 1 of Division 10 of the Education Code, and to add Chapter 10.7 (commencing with Section 3540) to Division 4 of Title 1 of the Government Code, relating to public educational employment relations, and making an appropriation. This bill, which was operative July 1, 1976, repealed the Winton Act and enacted provisions to meet and negotiate, thereby creating a collective bargaining atmosphere for public school employers. Chapter 1213, Statutes of 1991 added section 3547.5 to the Government Code. Government Code section 3547.5 requires school districts to publicly disclose major provisions of a collective bargaining agreement after negotiations, but before the agreement becomes binding.

A. Operative Date of Mandate

The provisions relating to the creation, certain duties of, and appropriations for the Public Employment Relations Board were operative on January 1, 1976. The provisions relating to the organizational rights of employees, the representational rights of employee organizations, the recognition of exclusive representatives, and related procedures were operative on April 1, 1976. The balance of the added provisions were operative on July 1, 1976.

The provisions relating to Collective Bargaining Agreement Disclosure added by Chapter 12 13, Statutes of 199 1 were operative on January 1, 1992. The California Department of Education issued Management Advisory 92-O 1 dated May 15, 1992, to establish the public disclosure format for school district compliance with the test claim statute.

B. Period of Claim

Only costs incurred after January 1, 1978 may be claimed. The initial claim should have included all costs incurred for that portion of the fiscal year from January 1, 1978, to June 30, 1978.

Pursuant to language included in the 1980-81 budget, claims shall no longer be accepted for this period. All subsequent fiscal year claims should be filed with the State Controller's Office for processing.

The test claim on Chapter 12 13, Statutes of 1991 was filed with the Commission on December 29, 1997. Accordingly, the period of reimbursement for the provisions relating to disclosure begins July 1, 1996. Only disclosure costs incurred after July 1, 1996 may be claimed.

C. Mandated Cost

Public school employers have incurred costs by complying with the requirements of Section 3540 through 3549.1 established by Chapter 961, Statutes of 1975. In addition, some costs have been incurred as a result of compliance with regulations promulgated by the Public Employment Relations Board (PERB). Since these activity costs (referred to collectively as "Rodda Act" activities and costs in this document), in many respects, simply implement the original legislation, it is intended that these parameters and guidelines have embodied those regulations or actions taken by PERB prior to December 3 1, 1978.

D. County Superintendent of Schools Filing

If the County Superintendent of Schools files a claim on behalf of more than one school district, the costs of the individual school district must be shown separately.

E. Governing Authority

The costs for salaries and expenses of the governing authority, for example the School Superintendent and Governing Board, are not reimbursable. These are costs of general government as described by the federal guideline entitled "Cost Principles and Procedures for Establishing Cost Allocation Plans and Indirect Cost Rates for Grants and Contracts with the Federal Government," ASMB C-10.

F. Certification

The following certification must accompany all claims:

I DO HEREBY CERTIFY:

THAT Section 1090 to 1096, inclusive, of the Government Code and other applicable provisions of the law have been complied with; and

THAT I am the person authorized by the local agency to file claim for funds with the State of California.

Date

Signature of Authorized Representative

Title

Telephone Number

G. Claim Components (Reimbursable Costs)

Reimbursable activities mandated by Chapter 961, Statutes of 1975 and Chapter 12 13, Statutes of 1991 are grouped into seven components, G1 through G7. The cost of activities grouped in components G1, G2, and G3 are subject to offset by the historic cost of similar Winton Act activities as described in H2.

1. Determination of appropriate bargaining units for representation and determination of the exclusive representatives.
 - a. Unit Determination: Explain the process for determining the composition of the certificated employee council under the Winton Act, and the process for determining appropriate bargaining units including the determination of management, supervisory and confidential employees, under Chapter 961, Statutes of 1975, if such activities were performed during the fiscal year being claimed.
 - b. Determination of the Exclusive Representative: Costs may include receipt and posting of the representation and decertification notices and, if necessary, adjudication of such matters before the PERB .

- c. Show the actual increased costs including salaries and benefits for employer representatives and/or necessary costs for contracted services for the following functions:
- (1) Development of proposed lists for unit determination hearings if done during the fiscal year being claimed. Salaries and benefits must be shown as described in Item H3.
 - (2) Representation of the public school employer at PERB hearings to determine bargaining units and the exclusive representative. Actual preparation time will be reimbursed. Salaries and benefits must be shown as described in Item H3.
 - (3) If contracted services are used for either (a) or (b) above, contract invoices must be submitted with the claim. Contract costs must be shown as described in Item H5.
 - (4) Indicate the cost of substitutes for release time for employer and exclusive bargaining unit witnesses who testify at PERB hearings. The job classification of the witnesses and the date they were absent must also be submitted. Release time for employee witnesses asked to attend the PERB hearing by bargaining units will not be reimbursed.
 - (5) Identify the travel costs for employer representatives to any PERB hearing. Reimbursement shall reflect the rate specified by the regulations governing employees of the local public school employer.
 - (6) Cost of preparation for one transcript per PERB hearing will be reimbursed.
2. Elections and decertification elections of unit representatives are reimbursable in the event the Public Employment Relations Board determines that a question of representation exists and orders an election held by secret ballot.
- a. Submit with your claim any Public Employment Relations Board agreements or orders which state how the election must be held.
 - b. If a precinct voting list was required by PERB, indicate the cost of its development. Salaries and benefits must be shown as described in Item H3.
 - c. The salary and benefits of a school employer representative, if required by PERB for time spent observing the counting of ballots, will be

reimbursed. The representatives' salary must be shown as described in Item H3.

3. Negotiations : Reimbursable functions include -- receipt of exclusive representative's initial contract proposal, holding of public hearings, providing a reasonable number of copies of the employer's proposed contract to the public, development and presentation of the initial district contract proposal, negotiation of the contract, reproduction and distribution of the final contract agreement.
 - a. Show the costs of salaries and benefits for employer representatives participating in negotiations. Contracted services will be reimbursed. Costs for maximum of five public school employer representatives per unit, per negotiation session will be reimbursed. Salaries and benefits must be shown as described on Page 7, Item H3.
 - b. Show the costs of salaries and benefits for employer representatives and employees participating in negotiation planning sessions. Contracted services for employer representatives will be reimbursed. Salaries and benefits must be shown as described in Item H3.
 - c. Indicate the cost of substitutes for release time of exclusive bargaining unit representatives during negotiations. Give the job classification of the bargaining unit representative that required a substitute and dates the substitute worked. Substitute costs for a maximum of five representatives per unit, per negotiation session will be reimbursed. The salaries of union representatives are not reimbursable.
 - d. Reasonable costs of reproduction for a copy of the initial contract proposal and final contract, which is applicable and distributed to each employer representative (i . e . supervisory, management, confidential) and a reasonable number of copies for public information will be reimbursed. Provide detail of costs and/or include invoices. Costs for copies of a final contract provided to collective bargaining unit members are not reimbursable.
 - e. If contract services are used for a. and/or b. above, contract invoices must be submitted. Contract costs must be shown as described in Item H5.
 - f. A list showing the dates of all negotiation sessions held during the fiscal year being claimed must be submitted.

4. Impasse Proceedings

a. Mediation

- (1) Costs for salaries and benefits for employer representative personnel are reimbursable. Contracted services will be reimbursed. Costs for a maximum of five public school employer representatives per mediation session will be reimbursed. Salaries and benefits must be shown as described in Item H3.
- (2) Indicate the costs of substitutes for the release time of exclusive bargaining unit representatives during impasse proceedings. The job classification of the employee witnesses and the date they were absent shall be indicated. Costs for a maximum of five representatives per mediation session will be reimbursed.
- (3) Renting of facilities will be reimbursed.
- (4) Costs of the mediator will not be reimbursed.
- (5) If contract services are used under 1, contract invoices must be submitted with the claim. Contract costs must be shown as described in Item H5.

b. Fact-finding publication of the findings of the fact-finding panel. (To the extent fact-finding was required under the Winton Act during the 1974-75 fiscal year, costs are not reimbursable.)

- (1) All costs of the school employer panel representative shall be reimbursed. Salaries and benefits must be shown as described in Item H3.
- (2) Fifty percent of the costs mutually incurred by the fact-finding panel shall be reimbursed. This may include substitutes for release time of witnesses during fact-finding proceedings, and the rental of facilities required by the panel.
- (3) Special costs imposed on the public school employer for the development of unique data required by a fact-finding panel will be reimbursed. Describe the special costs and explain why this data would not have been required by a fact-finding panel under the Winton Act. Salaries and benefits must be shown as described in Item H3.

5. Collective Bargaining Agreement Disclosure

Disclosure of collective bargaining agreement after negotiation and *before* adoption by governing body, as required by Government Code section 3547 .5 and California State Department of Education Management Advisory 92-01 (or subsequent replacement), attached to the amended Parameters and Guidelines. Procedures or formats which exceed those or which duplicate activities required under any other statute or executive order are not reimbursable under this item.

- a. Prepare the disclosure forms and documents, as specified.
- b. Distribute a copy of the disclosure forms and documents, to board members, along with a copy of the proposed agreement, as specified.
- c. Make a copy of the disclosure forms and documents and of the proposed agreement available to the public, prior to the day of the public meeting, as specified.
- d. Training employer's personnel on preparation of the disclosure forms and documents, as specified.
- e. Supplies and materials necessary to prepare the disclosure forms and documents, as specified.

For 5. a., b., and c., list the date(s) of the public hearing(s) at which the major provisions of the agreement were disclosed in accordance with the requirements of Government Code section 3547.5 and Department of Education Advisory 92-01 (or subsequent replacement).

6. Contract administration and adjudication of contract disputes either by arbitration or litigation. Reimbursable functions include grievances and administration and enforcement of the contract.

- a. Salaries and benefits of employer personnel involved in adjudication of contract disputes. Contracted services will be reimbursed. Salaries and benefits must be shown as described in Item H3.
- b. Indicate substitutes necessary for release time of the representatives of an exclusive bargaining unit during adjudication of contract disputes. The job classification of the employee witnesses and the dates they were absent shall also be indicated.
- c. Reasonable costs incurred for a reasonable number of training sessions held for supervisory and management personnel on contract administration/interpretation of the negotiated contract are reimbursable. Contract interpretations at staff meetings are not reimbursable. Personal development and informational programs, i. e. , classes, conferences, seminars, workshops, and time spent by employees attending such meetings are not reimbursable. Similarly, purchases of books and subscriptions for personal development and information

purposes are not reimbursable. Salaries and benefits must be shown as described in Item H3.

- d. The cost of one transcript per hearing will be reimbursed.
 - e. Reasonable public school employer costs associated with a contract dispute which is litigated are reimbursable, as follows:
 - 1. Reasonable public school employer costs associated with issues of contract disputes which are presented before PERB are reimbursable.
 - 2. Reasonable public school employer cost of litigation as a defendant in the court suit involving contract disputes may be reimbursable.
 - 3. Where the public school employer is the plaintiff in a court suit to appeal a PERB ruling, costs are reimbursable only if the public school employer is the prevailing party (after all appeals, final judgment).
 - 4. No reimbursement is allowed where the public school employer has filed action directly with the courts without first submitting the dispute to PERB, if required.
 - 5. No reimbursement shall be provided for filing of amicus curiae briefs.
 - f. Expert witness fees will be reimbursed if the witness is called by the public school employer.
 - g. Reasonable reproduction costs for copies of a new contract which is required as a result of a dispute will be reimbursed.
 - h. If contract services are used under "a" above, copies of contract invoices must be submitted with your claim. Contract costs must be shown as described in Item H5.
 - i. Public school employer's portion of arbitrators' fees for adjudicating grievances, representing 50 % of costs, will be reimbursed.
7. Unfair labor practice adjudication process and public notice complaints.

- a. Show the actual costs for salaries and benefits of employer representatives. Services contracted by the public school employer are reimbursable. Salaries and benefits must be shown as described in Item H3.
- b. Indicate cost of substitutes for release time for representatives of exclusive bargaining units during adjudication of unfair practice charges.
- c. The cost of one transcript per PERB hearing will be reimbursed.
- d. Reasonable reproduction costs will be reimbursed.
- e. Expert witness fees will be reimbursed if the witness is called by the public school employer.
- f. If contract services are used under "a" above, contract invoices must be submitted. Contract costs must be shown as described in Item H5.
- g. No reimbursement for an appeal of an unfair labor practice decision shall be allowed where the Public Employee Relations Board is the prevailing party.
- h. No reimbursement for filing of amicus curiae briefs shall be allowed.

H. Supporting Data for Claims--Report Format for Submission of Claim.

1. Description of the Activity: Follow the outline of the claim components. Cost must be shown separately by component activity. Supply workload data requested as part of the description to support the level of costs claimed. The selection of appropriate statistics is the responsibility of the claimant.
2. Quantify "Increased" Costs: Public school employers will be reimbursed for the "increased costs" incurred as a result of compliance with the mandate.
 - a. For component activities G1 , G2, and G3 :
 1. Determination of the "increased costs" for each of these three components requires the costs of current year Rodda Act activities to be offset [reduced] by the cost of the base-year Winton Act activities. The Winton Act base-year is generally fiscal year 1974-75.

Winton Act base-year costs are adjusted by the Implicit Price Deflator prior to offset against the current year Rodda Act costs for these three components. The Implicit Price Deflator shall be listed in the annual claiming instructions of the State Controller.

2. The cost of a claimant's current year Rodda Act activities are offset [reduced] by the cost of the base-year Winton Act activities either: by matching each component, when claimants can provide sufficient documentation to segregate each component of the Winton Act base-year activity costs; or, by combining all three components when claimants cannot satisfactorily segregate each component of Winton Act base-year costs.

b. For component activities G4, G6, and G7:

All allowable activity costs for these three Rodda Act components are "increased costs" since there were no similar activities required by the Winton Act; therefore, there is no Winton Act base-year offset to be calculated.

<u>BASE YEAR</u>	<u>ADJUSTMENT</u>
1974-1975	1.490 1979-80 FY
"	1.560 1980-81 FY
"	1.697 1981-82 FY
"	1.777 1982-83 FY
"	1.884 1983-84 FY

3. Salary and Employees' Benefits: Show the classification of the employees involved, amount of time spent, and their hourly rate. The worksheet used to compute the hourly salary rate must be submitted with your claim. Benefits are reimbursable. Actual benefit percent must be itemized. If no itemization is submitted, 21 percent must be used for computation of claim costs. Identify the classification of employees committed to functions required under the Winton Act and those required by Chapter 961, Statutes of 1975.
4. Services and Supplies : Only expenditures which can be identified as a direct cost as a result of the mandate can be claimed.
5. Professional and Consultant Services: Separately show the name of professionals or consultants, specify the functions the consultants performed relative to the mandate, length of appointment, and the itemized costs for such services. Invoices must be submitted as supporting documentation with your claim. The maximum reimbursable fee for contracted services is ~~\$100~~ \$135 per hour. Annual retainer fees shall be no greater than ~~\$100~~ \$135 per hour. Reasonable expenses will also be paid as identified on the monthly billings of consultants. However, travel expenses for consultants and experts (including attorneys) hired by the claimant shall not be reimbursed in an amount higher than that received by State employees, as established under Title 2, Div. 2, Section 700ff, CAC.

6. Allowable Overhead Cost: School districts must use the Form J-380 (or subsequent replacement) non-restrictive indirect cost rate provisionally approved by the California Department of Education.

County Offices of Education must use the Form J-580 (or subsequent replacement) non-restrictive indirect cost rate provisionally approved by the California Department of Education.

Community College Districts must use one of the following three alternatives:

- . A Federally-approved rate based on OMB Circular A-2 1;
- * The State Controller's FAM-29C which uses the CCFS-3 11; or
- . Seven percent (7%).

Claiming Instructions

Exhibit C

Collective Bargaining

1. Summary of Chapters 961/75 and 1213/91

The Rodda Act repealed Education Code Article 5 (commencing with § 13080), of Chapter 1 of Division 10 and added Chapter 10.7 (commencing with § 3540) to Division 4 of Title 1 of the Government Code, relating to public educational employment relations.

The Rodda Act, which became operative July 1, 1976, repealed the Winton Act and enacted provisions requiring the employer and employee to meet and negotiate, thereby creating a collective bargaining atmosphere for public school employers. It also established the Public Employment Relations Board (PERB). PERB is responsible for issuing formal interpretations and rulings regarding collective bargaining under the Rodda Act.

Government Code Section 3547.5 as added by Chapter 1213, Statutes of 1991, requires school districts to publicly disclose major provisions of a collective bargaining agreement after negotiations but before the agreement becomes binding.

On July 17, 1978, the Commission on State Mandates (COSM), (formerly Board of Control) determined that Chapter 961, Statutes of 1975, resulted in state mandated costs that are reimbursable pursuant to Part 7 (commencing with Government Code § 17500) of Division 4 of Title 2.

On August 20, 1998, COSM determined that Chapter 1213, Statutes of 1991, resulted in state mandated costs that are reimbursable pursuant to Part 7 (commencing with Government Code § 17500) of Division 4 of Title 2.

2. Eligible Claimants

Any school district (K-12), county office of education, or community college district that incurs increased costs as a direct result of this mandate is eligible to claim reimbursement of these costs.

3. Appropriations

These claiming instructions are issued following the adoption of the amended parameters and guidelines by COSM. To determine if this program is funded in subsequent fiscal years, refer to the schedule "Appropriation for State Mandated Cost Programs" in the *Annual Claiming Instructions for State Mandated Costs* issued in October of each year to county superintendents of schools and superintendents of schools.

4. Types of Claims

A. Reimbursement and Estimated Claims

A claimant may file a reimbursement and/or an estimated claim. A reimbursement claim details the costs actually incurred for a prior year. An estimated claim shows the costs to be incurred for the current fiscal year.

B. Minimum Claim

Section 17564(a) of the Government Code provides that no claim shall be filed pursuant to Section 17561 unless such a claim exceeds \$200 per program per fiscal year. However, any county superintendent of schools, as fiscal agent for the school districts, may submit a combined claim in excess of \$200 on behalf of districts within the county even if an individual district's claim does not exceed \$200. A combined claim must show the individual claim costs for each district. Once a combined claim is filed, all subsequent fiscal years relating to the same mandate must be filed in a combined form. The county superintendent receives the reimbursement payment and is responsible for disbursing funds to each participating school district. A school district may

withdraw from the combined claim form by providing a written notice of its intent to file a separate claim to the county superintendent of schools and the State Controller's Office at least 180 days prior to the deadline for filing the claim.

5. Filing Deadline

- A. Initial Claims- -County offices of education and school districts that submitted 1998-99 fiscal year claims for professional and consultant services at the \$100 per hour rate may amend their claims to be reimbursed at the \$135 per hour rate.

Pursuant to Government Code Section 17561, Subdivision (d)(1)(A), initial claims must be filed within 120 days from the issuance date of claiming instructions. Accordingly:

- (1) Amended reimbursement claims for the 1998-99 fiscal year must be filed with the State Controller's Office and postmarked by August 3, 2000. If the amended reimbursement claim is filed after the deadline of August 3, 2000, the approved amount of the difference between the \$100 and \$135 rate change must be reduced by a late penalty of 10%, not to exceed \$1,000. Claims filed more than one year after the deadline will not be accepted.
- (2) An amended 1999-00 estimated claim for professional and consultant services at the \$135 per hour rate may be filed with the State Controller's Office and postmarked by August 3, 2000. Timely filed amended estimated claims will be paid before late claims.

B. Annually Thereafter

Refer to the item "Reimbursable State Mandated Cost Programs" contained in the cover letter for mandated cost programs issued annually in October that identifies the fiscal years for which claims may be filed. If an "x" is shown for the program listed under "19__/19__ Reimbursement Claim" and/or "19__/20__ Estimated Claim," claims may be filed as follows:

- (1) An estimated claim filed with the State Controller's Office must be postmarked by January 15 of the fiscal year in which costs will be incurred. Timely filed estimated claims will be paid before late claims.

After having received payment for an estimated claim, the claimant must file a reimbursement claim by January 15 of the following fiscal year. If the school district fails to file a reimbursement claim, monies received for the estimated claim must be returned to the State. If no estimated claim was filed, the school district may file a reimbursement claim detailing the actual costs incurred for the fiscal year, provided there was an appropriation for the program for that fiscal year. For information regarding appropriations for reimbursement claims, refer to the "Appropriation for State Mandated Cost Programs" in the previous fiscal year's annual claiming instructions.

- (2) A reimbursement claim detailing the actual costs must be filed with the State Controller's Office and postmarked by January 15 following the fiscal year in which costs will be incurred. If the claim is filed after the deadline but by January 15 of the succeeding fiscal year, the approved claim must be reduced by a late penalty of 10%, not to exceed \$1,000. Claims filed more than one year after the deadline will not be accepted.

6. Reimbursable Activities

The objective of the reporting forms is to determine the Rodda Act costs incurred during the current year and compare them with the adjusted costs incurred in the base year under the Winton Act. The first three claim components listed below apply to both the Winton Act and Rodda Act. Components D through F, which apply to the Rodda Act, represent activities that were not required under the Winton Act.

A. Determining Bargaining Units and Exclusive Representation

The cost of determining appropriate bargaining units, exclusive representation and representatives are reimbursable. Activities determined to be eligible reimbursements for this component are as follows:

(1) Bargaining Unit Lists

Development of proposed lists for the bargaining unit determination hearings.

(a) Contract services necessary for development of proposed lists.

(b) Salaries and benefits of district employees and related costs necessary to develop proposed lists.

(2) PERB Hearings

Representation costs for the school employer at PERB hearings held to determine the bargaining units and their exclusive representative.

(a) Salaries and benefits of district employees used to prepare for and represent employer at hearings.

(b) Contract services used to prepare for and represent the employer at hearings.

(3) Substitutes

The cost of hiring substitutes to replace the employer and exclusive bargaining unit witnesses required testifying at PERB hearings. The claimant must include with the claim, a list of teacher witnesses, their job classifications, and the date they were required to testify.

The cost of substitute release time for employee witnesses asked to attend PERB hearings by bargaining units, but not required to testify, is not eligible for reimbursement in this component.

(4) Travel

Travel Expenses incurred by district employer representatives required to attend PERB hearings. Reimbursement shall reflect the rate specified by the regulations governing employees of the local school district. However, the reimbursement cannot exceed the rate adopted by the Board of Control for state employees.

(5) Transcript

The cost of preparing one transcript per PERB hearing is reimbursable.

B. Election of Unit Representation

The cost of elections and decertification elections of unit representatives is reimbursable in the event PERB determines that a question of representation exists and orders an election held by secret ballot. The claimant must include with the claim, any PERB agreements or orders that state how the election must be held.

Activities eligible for reimbursement for this component are as follows:

(1) Precinct Voting List

The salaries, benefits, and related cost of developing and preparing a precinct list, if required by PERB.

(2) Ballot Tally Observers

The salary and benefits of a school employer representative, if required by PERB to observe the ballot count.

C. Cost of Negotiations

Costs associated with receipt of the exclusive representative's initial contract proposal, holding public hearings, providing a reasonable number of copies of the employer's contract proposal to the public, development and presentation of the initial district contract proposal, negotiation of the contract, reproduction and distribution of the final contract agreement. The claimant must include with the claim, a listing of the dates of all negotiation sessions held during the fiscal year of claim.

Activities determined to be eligible for reimbursement of this component are as follows:

(1) Representative's Contract Proposal

The employer's cost of analyzing the exclusive representative's initial contract proposal.

- (a) Salaries and benefits for public school employer representatives and supporting personnel participating in planning sessions and related contract services.

(2) Public Hearings

The cost of holding public hearings related to the contract negotiations.

(3) Public Distribution of Proposed Contract

The cost of providing a reasonable number of copies of the district's proposed contract to the public.

- (a) Reproduction of copies of the initial contract proposal for the district's supervisory, management, and confidential representatives are reimbursable.
- (b) A reasonable number of copies of the initial contract for distribution to the public is reimbursable.

(4) District Contract Proposal

The cost of employer salaries and benefits necessary for development and presentation of the initial district proposal and related contract services.

(5) Negotiation

The cost of negotiating a contract with the employee representatives.

- (a) Salaries and benefits for district employer representatives participating in negotiations and related contract services. Reimbursable costs for a maximum of five school district representatives per unit per negotiating session will be reimbursed.
- (b) Substitutes hired so that exclusive bargaining unit representatives can attend negotiations. List the job classification of the bargaining unit representative who required a substitute. List the dates and time the substitute worked. Substitute costs for a maximum of five representatives per unit negotiating per session are reimbursable.

(6) Public Distribution of Final Contract

The cost of reproduction of the contract and distribution of the final contract agreement.

- (a) Reproduction of copies of the initial contract for distribution to the district's supervisory, management, and confidential employee representatives.
- (b) A reasonable number of copies of the final contract for purposes of public information.

The following costs are not eligible for reimbursement of this component:

- (c) The cost of copies of the final contract provided to the collective bargaining unit members.
- (d) The salaries of union representatives.

D. Impasse Proceedings

The cost of impasse proceedings is reimbursable. Activities determined to be reimbursable for this component are as follows:

(1) Mediation

Representation costs for the school employer at mediation sessions are reimbursable.

- (a) Salaries and benefits for district employees to prepare and represent the employer at the sessions. Cost for a maximum of five public school employer representatives per mediation session will be reimbursed.
- (b) Contract services used to prepare for and represent the employer at the sessions.
- (c) The cost of substitutes hired to allow exclusive bargaining unit representatives to attend impasse proceedings. List the job classification of the employee witnesses and the dates and time of their attendance at mediation sessions. Reimbursement to a public school district employer is limited to the cost of hiring a maximum of five substitutes to replace five representatives so they can attend a mediation session.
- (d) The cost of renting facilities for the sessions.
- (e) The cost of the mediator is not eligible for reimbursement.

(2) Fact Finding

The cost of development and publication of the findings of the panel.

- (a) All the costs of the district employer representative serving on the fact-finding panel.
- (b) Fifty percent of the cost of the fact-finding panel mutually incurred by the employer representative and the employee bargaining unit representative. This may include the cost of teacher substitutes so that witnesses can attend fact-finding proceedings and the rental of facilities required to conduct the fact-finding hearing.
- (c) Special costs imposed on the district for the development of unique data required by a fact-finding panel. Describe the special costs and explain why this data would not have been required by a fact-finding panel under the Winton Act.

E. Collective Bargaining Agreement Disclosure

Disclosure of collective bargaining agreement *after* the negotiation and *before* adoption by the governing body, as required by Government Code Section 3547.5 and California State Department of Education Management Advisory 92-01 (or subsequent replacement).

- (1) Prepare the disclosure forms and documents.
- (2) Distribute a copy of the disclosure forms and documents to board members with a copy of the proposed agreement.
- (3) Make a copy of the disclosure forms and documents and the proposed agreement available to the public, prior to the day of the public meeting.
- (4) Train employer's personnel to prepare the disclosure forms and documents.
- (5) Materials and supplies necessary to prepare the disclosure forms and documents.

For items (1) through (3) above, list the date(s) of the public hearing(s) at which the major provisions of the agreement were disclosed in accordance with the requirements of Government Code Section 3547.5 and the Department of Education Advisory 92-01 (or subsequent replacement).

Procedures or formats that exceed those or duplicate activities required under any other statute or executive orders are not reimbursable under this component.

F. Contract Administration

The cost of contract administration and adjudication of contract disputes either by arbitration or litigation is reimbursable.

Activities determined to be reimbursable for this component are as follows:

(1) Training Sessions

Reasonable costs incurred for a reasonable number of training sessions held for supervisory and management personnel regarding contract administration and interpretation of the negotiated contract.

(2) Grievances

(a) Salaries and benefits of public school personnel involved in adjudication of contract disputes along with related contract services.

(b) Substitutes hired so that representative of an exclusive bargaining unit can attend adjudication hearings regarding contract disputes. List the job classifications of the employee witnesses and the dates and time they were required to attend adjudication hearings.

(c) The cost of one transcript per hearing is reimbursable.

(3) Contract Disputes Presented Before PERB

(a) Public school employer costs regarding contract disputes that are presented before PERB.

(b) Litigation costs incurred by a public school employer as a defendant in a court suit involving contract disputes may be reimbursable. (See (4) "Appeal of PERB Ruling," below, if claimant is the plaintiff).

(c) Expert witness fees if the witness is called by the public school employer.

(d) Reasonable reproduction costs for copies of a new contract that is required as a result of a dispute.

(e) A public school employer's portion of an arbitrator's fees (50% of costs) for adjudicating grievances.

(4) Appeal of PERB Ruling

Reasonable claimant costs associated with a contract dispute are reimbursable when the claimant is the plaintiff in a court suit to appeal a PERB ruling and the claimant is the prevailing party.

(a) The costs incurred become eligible for reimbursement in the fiscal year in which the appeal process has been exhausted.

(b) The claimant must include with the claim a copy of the court's ruling.

(c) If the claim includes costs associated with more than one appeal, the costs associated with each appeal must be shown separately.

No reimbursement is allowed where the public school employer has filed action directly with the courts without first submitting the dispute to PERB, if required.

No reimbursement shall be provided for filing of a brief with the court by a person who is not party to a litigation (i.e., amicus curiae).

The following costs are not eligible for reimbursement of this component:

(d) Contract interpretations conducted at staff meetings.

- (e) Personal development and informational programs (i.e., classes, conferences, seminars, workshops) and time spent by employees attending such meetings.
- (f) Labor/management non-adversarial training sessions
- (g) Purchase of books and subscriptions for personal development and information purposes.

G. Unfair Labor Practice Charges

The cost of unfair labor practice adjudication process and public notice complaints are reimbursable.

Activities determined to be reimbursable for this component are as follows:

(1) Unfair Labor Practice Presented to PERB

- (a) Salaries and benefits of public school district representatives and related contract services.
- (b) The cost of substitutes hired to replace representatives of an exclusive bargaining unit required to attend adjudication hearings regarding unfair labor practice charges.
- (c) The cost of a transcript for each PERB hearing.
- (d) Reasonable reproduction costs.
- (e) Expert witness fees if the witness is called by the public school district.

(2) Appeal of a PERB Ruling

Claimant costs associated with the appeal of a PERB unfair labor practice decision are reimbursable if the claimant is the prevailing party.

- (a) The costs incurred become eligible for reimbursement in the fiscal year in which the appeal process has been exhausted.
- (b) The claim must include a copy of the court's ruling.
- (c) If the claim includes costs associated with more than one appeal, the costs associated with each appeal must be shown separately.

The following costs are not eligible for reimbursement of this component:

- (d) Appeal of an unfair labor practice if PERB is the prevailing party.
- (e) The filing of a brief with the court by a person who is not party to the litigation (i.e., amicus curiae).

7. Reimbursement Limitations

A. Fringe Benefits

The actual fringe benefit costs may be claimed if supported by an itemized list of the costs, such as for: Retirement, social security, health and dental insurance, workers' compensation, etc.. If no itemization is submitted, twenty one percent of direct salary may be used for computing the fringe benefit costs.

B. Contract Services

The contract services guidelines in 8.A.(3) shall prevail, except that the reimbursable fee for collective bargaining contract services will not exceed \$135 per hour. Additionally, annual retainer fees shall be based on a fee not greater than \$135 per hour. The claims that are based on annual retainers shall contain a certification that the fee is no greater than \$135 per hour. Reasonable expenses will also be paid if identified on the monthly billings of consultants. However, travel expenses for consultants and experts (including attorneys) hired by the claimant shall not be

reimbursed in an amount higher than that received by state employees as established under Title 2, Division 2, Section 700ff, California Code of Regulations.

C. Travel Expenses

Reimbursement of business and travel expenses is limited to an amount and type of that which can be claimed by state employees. Refer to Appendix B, State of California, Travel Expense Guidelines, for current per diem rates.

D. Other Revenue Sources

Any offsetting savings or reimbursement the claimant received from any source including, but not limited to, service fees collected, federal funds, and other state funds as a direct result of this mandate shall be identified and deducted so only net local cost is claimed.

E. Governing Authority

Salaries and expenses of the governing authority e.g. the Board of Trustees and Superintendent of Schools, are not reimbursable as a direct cost. These are costs of general government as described by the federal guideline "Cost Principles and Procedures for Establishing Cost Allocation Plans and Indirect Cost Rates for Grants and Contracts with the Federal Government," ASMB C-10.

F. Quantify "Increased" Costs

Determination of increased costs for each of these components requires the cost of current year Rodda Act activities to be offset (reduced) by the cost of the base year Winton Act activities. The Winton Act base year is generally fiscal year 1974-75.

Winton Act base year costs are adjusted by the Implicit Price Deflator (IPD) prior to offset against the current year Rodda Act costs for claim components, 6.A., 6.B., and 6.C. The IPD shall be listed in the annual claiming instructions.

Base Year	Adjustment	
1974-75	1.490	1979-80 FY
1974-75	1.560	1980-81 FY
1974-75	1.697	1981-82 FY
1974-75	1.777	1982-83 FY

The cost of a claimant's current year Rodda Act activities are offset (reduced) by the cost of the base year Winton Act activities either by matching each component when claimants can provide sufficient documentation to segregate each component of the Winton Act base year activity costs or, by combining all three components when claimant cannot satisfactorily segregate each component of the Winton Act base year costs.

All allowable activity costs for Rodda Act components, 6.D., 6.E., 6.F., and 6.G., are increased costs since there were no similar activities required by the Winton Act; therefore no Winton Act base year offset is to be calculated.

8. Claiming Forms and Instructions

The diagram "Illustration of Claim Forms" provides a graphic presentation of forms required to be filed with a claim. A claimant may submit a computer generated report in substitution for forms CB-1 and CB-2 provided the format of the report and data fields contained within the report are identical to the claim forms included in this program. The claim forms provided for this program can be duplicated

and used by the claimant to file estimated or reimbursement claims. The State Controller's Office will revise the manual and claim forms as necessary.

A. Form CB-2, Component/Activity Cost Detail

This form is used to segregate the detailed costs by claim component. A separate form CB-2 must be completed for each cost component being claimed. Costs reported on this form must be supported as follows:

(1) Salaries and Benefits

Identify the employee(s) and/or show the classification of each employee(s) involved. Describe the mandated functions performed by each employee and specify the actual time spent, the productive hourly rate, and related fringe benefits.

Reimbursement of personnel services includes compensation paid for salaries, wages, and employee fringe benefits. Employee fringe benefits include regular compensation paid to an employee during periods of authorized absences (e.g. annual leave, sick leave) and the employer's contribution to social security, pension plans, insurance, and workers' compensation insurance. Fringe benefits are eligible for reimbursement when distributed equitably to all job activities that the employee performs.

Source documents required to be maintained by the claimant may include, but are not limited to, employee time records that show the employee's actual time spent on this mandate. The worksheet used to compute the hourly salary rate must be submitted with your claim. Actual benefit percent must be itemized. If no itemization is submitted, twenty one percent (21%) must be used for computation of claim costs. Identify the classification of employees committed to functions required under the Winton Act and those required by Chapter 961, Statutes of 1975.

(2) Materials and Supplies

Only expenditures that can be identified as a direct result of this mandate may be claimed. List the cost of materials consumed or expended specifically for the purpose of this mandate. The cost of materials and supplies that are not used exclusively for the mandate is limited to the pro rata portion used to comply with this mandate. Purchases shall be claimed at the actual price after deducting cash discounts, rebates, and allowances received by the claimant. Supplies that are withdrawn from inventory shall be charged based on a recognized method of costing, consistently applied.

Source documents required to be maintained by the claimant may include, but are not limited to, invoices, receipts, purchase orders, and other documents evidencing the validity of the expenditures.

(3) Contract Services

Show the name(s) of professionals or consultants separately, specify the functions performed relative to the mandate, length of appointment, and the itemized costs of such services. Invoices must be submitted as supporting documentation with the claim. The maximum reimbursable fee for contract services is \$135 per hour. Annual retainer fees shall be no greater than \$135 per hour. Reasonable expenses will also be paid as identified on the monthly billings of consultants.

Source documents required to be maintained by the claimant may include, but are not limited to, contracts, invoices, and other documents evidencing the validity of the expenditures.

(4) Travel

Travel expenses for mileage, per diem, lodging, and other employee entitlements are reimbursable in accordance with the rules of the local jurisdiction. Give the name(s) of the traveler(s), purpose of travel, inclusive dates, destination points, and costs.

Source documents may include, but are not limited to, employee travel expense claims, receipts and other documents evidencing the travel expenses.

For audit purposes all supporting documents must be retained for a period of two years after the end of the calendar year in which the reimbursement claim was filed or last amended, whichever is later. Such documents shall be made available to the State Controller's Office on request.

B. Form CB-1, Claim Summary

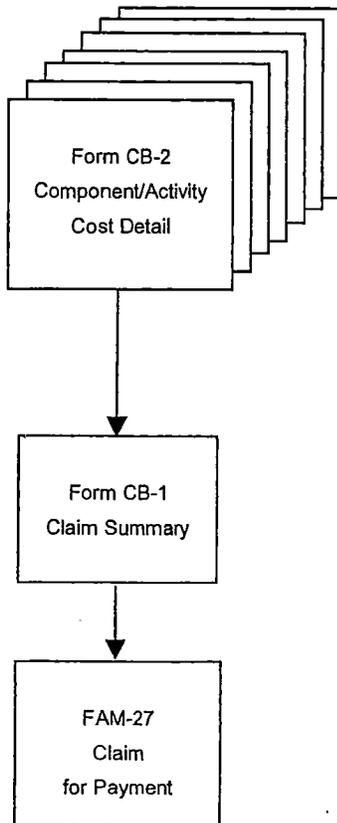
This form is used to summarize direct costs by cost component and compute allowable indirect costs for the mandate. The direct costs summarized on this form are derived from form CB-2 and carried forward to form FAM-27.

School districts and county offices of education may compute the amount of indirect costs utilizing the State Department of Education's Annual Program Cost Data Report J-380 or J-580 rate, as applicable. Community college districts must use one of the following three alternatives: A federally approved rate based on OMB Circular A-21; the State Controller's FAM-29C that utilizes CCFS-311.

C. Form FAM-27, Claim for Payment

This form contains a certification that must be signed by an authorized officer of the school district. All applicable information from form CB-1 must be carried forward to this form in order for the State Controller's Office to process the claim for payment.

Illustration of Forms



Form CB-2, Component/Activity Cost Detail

Complete a separate form CB-2 for each cost component claimed.

A. Determining Bargaining Units and Exclusive Representation

- (1) Bargaining Unit Lists
- (2) PERB Hearings
- (3) Substitutes
- (4) Travel Costs
- (5) Transcripts

B. Election of Unit Representation

- (1) Precinct Voting List
- (2) Ballot Tally Observers

C. Cost of Negotiations

- (1) Representative's Contract Proposal
- (2) Public Hearings
- (3) Public Distribution of Proposed Contract
- (4) District Contract Proposal
- (5) Negotiation
- (6) Public Distribution of Final Contract

D. Impasse Proceedings

- (1) Mediation
- (2) Fact Finding

E. Collective Bargaining Agreement Disclosure

- (1) Prepare Disclosure Forms and Documents
- (2) Distribute Forms and Documents
- (3) Copy Forms and Documents
- (4) Train Employer's Personnel
- (5) Purchase Necessary Supplies

F. Contract Administration

- (1) Training Sessions
- (2) Grievances
- (3) Contract Disputes Presented to PERB
- (4) Appeal of a PERB Ruling

G. Unfair Labor Practice Charges

- (1) Unfair Labor Practice Presented to PERB
- (2) Appeal of a PERB Ruling

CLAIM FOR PAYMENT			For State Controller Use Only		Program	
Pursuant to Government Code Section 17561			(19) Program Number 00232		232	
COLLECTIVE BARGAINING			(20) Date Filed ____/____/____			
			(21) LRS Input ____/____/____			
L A B E L H E R E	(01) Claimant Identification Number		Reimbursement Claim Data			
	(02) Claimant Name		(22) CB-1, (03)(1)(e)			
	County of Location		(23) CB-1, (03)(2)(e)			
	Street Address or P.O. Box		(24) CB-1, (03)(3)(e)			
	City		(25) CB-1, (03)(4)(e)			
	Suite					
	State					
	Zip Code					
	Type of Claim		Estimated Claim		Reimbursement Claim	
			(03) Estimated <input type="checkbox"/>		(09) Reimbursement <input type="checkbox"/>	
		(04) Combined <input type="checkbox"/>		(10) Combined <input type="checkbox"/>		
		(05) Amended <input type="checkbox"/>		(11) Amended <input type="checkbox"/>		
(26) CB-1, (03)(5)(e)						
(27) CB-1, (03)(6)(e)						
(28) CB-1, (03)(7)(e)						
(29) CB-1, (04)(d)						
Fiscal Year of Cost		(06) 20__/20__		(12) 20__/20__		
(30) CB-1, (04)(e)						
Total Claimed Amount		(07)		(13)		
(31) CB-1, (05)(e)						
Less: 10% Late Penalty, not to exceed \$1,000		(14)		(32) CB-1, (07)		
Less: Prior Claim Payment Received		(15)		(33) CB-1, (12)		
Net Claimed Amount		(16)		(34)		
Due from State		(08)		(17)		
(35)						
Due to State		(18)		(36)		
(37) CERTIFICATION OF CLAIM						
<p>In accordance with the provisions of Government Code Section 17561, I certify that I am the officer authorized by the school district to file mandated cost claims with the State of California for this program, and certify under penalty of perjury that I have not violated any of the provisions of Government Code Sections 1090 to 1098, inclusive.</p> <p>I further certify that there was no application other than from the claimant, nor any grant or payment received, for reimbursement of costs claimed herein, and such costs are for a new program or increased level of services of an existing program. All offsetting savings and reimbursements set forth in the Parameters and Guidelines are identified, and all costs claimed are supported by source documentation currently maintained by the claimant.</p> <p>The amounts for this Estimated Claim and/or Reimbursement Claim are hereby claimed from the State for payment of estimated and/or actual costs set forth on the attached statements. I certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct.</p>						
Signature of Authorized Officer				Date		
_____				_____		
_____				_____		
Type or Print Name				Title		
(38) Name of Contact Person for Claim				Telephone Number () - Ext.		
_____				_____		
E-Mail Address				_____		
_____				_____		

Program 232	COLLECTIVE BARGAINING Certification Claim Form Instructions	FORM FAM-27
-----------------------	--	------------------------------

- (01) Enter the payee number assigned by the State Controller's Office.
- (02) Enter your Official Name, County of Location, Street or P. O. Box address, City, State, and Zip Code.
- (03) If filing an estimated claim, enter an "X" in the box on line (03) Estimated.
- (04) If filing a combined estimated claim on behalf of districts within the county, enter an "X" in the box on line (04) Combined.
- (05) If filing an amended estimated claim, enter an "X" in the box on line (05) Amended. Leave boxes (03) and (04) blank.
- (06) Enter the fiscal year in which costs are to be incurred.
- (07) Enter the amount of the estimated claim. If the estimate exceeds the previous year's actual costs by more than 10%, complete form CB-1 and enter the amount from line (16).
- (08) Enter the same amount as shown on line (07).
- (09) If filing a reimbursement claim, enter an "X" in the box on line (09) Reimbursement.
- (10) If filing a combined reimbursement claim on behalf of districts within the county, enter an "X" in the box on line (10) Combined.
- (11) If filing an amended reimbursement claim, enter an "X" in the box on line (11) Amended.
- (12) Enter the fiscal year for which actual costs are being claimed. If actual costs for more than one fiscal year are being claimed, complete a separate form FAM-27 for each fiscal year.
- (13) Enter the amount of the reimbursement claim from form CB-1, line (16). The total claimed amount must be a minimum of \$1,000.
- (14) Reimbursement claims must be filed by January 15 of the following fiscal year in which costs are incurred or the claims shall be reduced by a late penalty. Enter zero if the claim was timely filed, otherwise, enter the product of multiplying line (13) by the factor 0.10 (10% penalty), or \$1,000, whichever is less.
- (15) If filing an actual reimbursement claim and an estimated claim was previously filed for the same fiscal year, enter the amount received for the claim. Otherwise, enter a zero.
- (16) Enter the result of subtracting line (14) and line (15) from line (13).
- (17) If line (16), Net Claimed Amount, is positive, enter that amount on line (17), Due from State.
- (18) If line (16), Net Claimed Amount, is negative, enter that amount on line (18), Due to State.
- (19) to (21) Leave blank.
- (22) to (36) Reimbursement Claim Data. Bring forward the cost information as specified on the left-hand column of lines (22) through (36) for the reimbursement claim, e.g., CB-1, (03)(01)(e), means the information is located on form CB-1, block (03), line (1), column (e). Enter the information on the same line but in the right-hand column. Cost information should be rounded to the nearest dollar, i.e., no cents. Indirect costs percentage should be shown as a whole number and without the percent symbol, i.e., 35.19% should be shown as 35. Completion of this data block will expedite the payment process.
- (37) Read the statement "Certification of Claim." If it is true, the claim must be dated, signed by the agency's authorized officer, and must include the person's name and title, typed or printed. Claims cannot be paid unless accompanied by an original signed certification. (To expedite the payment process, please sign the form FAM-27 with blue ink, and attach a copy of the form FAM-27 to the top of the claim package.)
- (38) Enter the name, telephone number, and e-mail address of the person to contact if additional information is required.

Claims should be rounded to the nearest dollar. Submit a signed original and a copy of form FAM-27, Claim for Payment, and all other forms and supporting documents. (To expedite the payment process, please sign the form in blue ink, and attach a copy of the form FAM-27 to the top of the claim package.) Use the following mailing addresses:

Address, if delivered by U.S. Postal Service:

OFFICE OF THE STATE CONTROLLER
 ATTN: Local Reimbursements Section
 Division of Accounting and Reporting
 P.O. Box 942850
 Sacramento, CA 94250

Address, if delivered by other delivery service:

OFFICE OF THE STATE CONTROLLER
 ATTN: Local Reimbursements Section
 Division of Accounting and Reporting
 3301 C Street, Suite 500
 Sacramento, CA 95816

PROGRAM 232	MANDATED COSTS COLLECTIVE BARGAINING DETERMINING WINTON ACT COSTS	FORM CB-1.1
(01) Claimant	(02) Fiscal Year	20___/20___

NOTE: Beginning with the 1992-93 claims, a community college has the option of using Method A or Method B for this segment of the claim to determine increased costs due to the Rodda Act.

Method A: Community college districts have been using this method in previous fiscal years to determine increased costs. The community college district reduces the current Rodda Act costs by the total 1974-75 Winton Act (base year) cost adjusted by annual changes in the implicit price deflator. Rodda Act costs in excess of the adjusted Winton Act costs are claimable. If a community college district chooses to continue with this method, do not complete form CB-1.1.

Method B: This method is new. It may be advantageous for a community college district to use this method if the district can provide cost documentation for each 1974-75 Winton Act cost component listed below. The Rodda Act has the three similar matching cost components. Under each matched component, report only the amount of Winton Act costs adjusted by changes in the implicit price deflator for which current Rodda Act costs exist. Examples: (1) If the Rodda Act costs exceed the adjusted Winton Act costs for the component, all Winton Act costs of the component must be reported for purposes of reducing the Rodda Act costs. (2) If the adjusted Winton Act costs exceed current Rodda Act costs for the component, residual Winton Act costs do not have to be applied against current Rodda Act costs of other components. If Method B is chosen, the claimant must complete the following:

- (01) Enter the name of the claimant.
- (02) Enter the fiscal year for which costs are being filed.
- (03) Complete the following:
 - (a) Enter in column (a) the current Rodda Act costs for each of the three cost components, if any.
 - (b) Enter in column (b) the amount of the 1974-75 Winton Act costs applicable to each of the three components. The total on line (4) column (b) should be the same as shown on form CB-1, line (5)(e).
 - (c) Enter in column (c) the product of multiplying the 1974-75 Winton Act cost component in column (b) by the implicit price deflator specified for the fiscal year of the claim.
 - (d) Enter in each row, column (d), the lesser amount of column (a) or column (c). Total column (d) and forward the amount to form CB-1, line (06).

Similar Cost Components of the Rodda Act and Winton Act	(a) Current Rodda Act Costs	(b) 1974-75 Winton Act Costs Applied	(c) 1974-75 Winton Act Costs Adjusted by IPD	(d) Winton Act Costs to be Applied
1. Determination of Bargaining and Exclusive Representation	\$	\$	\$	\$
2. Election of Unit Representation				
3. Meet and Confer (Cost of Negotiations)				
4. Totals	\$	\$	\$	\$

Program 232	MANDATED COSTS COLLECTIVE BARGAINING CLAIM SUMMARY	FORM CB-1
------------------------------	---	----------------------

(01) Claimant	(02) Type of Claim	Fiscal Year
	Reimbursement <input type="checkbox"/>	
	Estimated <input type="checkbox"/>	20__/20__

Rodda Act Direct Costs	Cost Elements				
(03) Reimbursable Components	(a) Salaries and Benefits	(b) Materials and Supplies	(c) Travel and Training	(d) Contract Services	(e) Total
1. Determining Bargaining Units and Exclusive Representation					
2. Election of Unit Representation					
3. Cost of Negotiations					
4. Impasse Proceedings					
5. Collective Bargaining Agreement Disclosure					
6. Contract Administration					
7. Unfair Labor Practice Charges					
(04) Total Rodda Act Direct Costs					

Winton Act Direct Costs					
(05) Base Year, 1974-75 Direct Costs					
(06) Base Year Direct Costs Adjusted by IPD	[Line (05)(e) x 3.219 for 2001-02 F.Y.]				
(07) Increased Direct Costs	[Line (04)(e) - line (06)]				

Indirect Costs					
(08) Total Rodda Act Direct Costs less Contract Services	[Line (04)(e) - line (04)(d)]				
(09) Base Year Costs less Contract Services adjusted by IPD	[Line (05)(e) - line (05)(d)] x 3.219				
(10) Increased Direct Costs less Contract Services	[Line (08) - line (09)]				
(11) Indirect Cost Rate	From J-380, J-580, or FAM-27C				%
(12) Increased Indirect Costs	[Line (10) x line (11)]				
(13) Total Increased Direct and Indirect Costs	[Line (07) + line (12)]				

Cost Reduction					
(14) Less: Offsetting Savings					
(15) Less: Other Reimbursements					
(16) Total Claimed Amount	[Line (13) - (line (14) + line (15))]				

Program 232	COLLECTIVE BARGAINING CLAIM SUMMARY Instructions	FORM CB-1
------------------------------	---	----------------------------

- (01) Enter the name of the claimant.
- (02) Type of Claim. Check a box, Reimbursement or Estimated, to identify the type of claim being filed. Enter the fiscal year for which costs were incurred or are to be incurred.
- Form CB-1 must be filed for a reimbursement claim. Do not complete form CB-1 if you are filing an estimated claim and the estimate does not exceed the previous fiscal year's actual costs by more than 10%. Simply enter the amount of the estimated claim on form FAM-27, line (07). However, if the estimated claim exceeds the previous fiscal year's actual costs by more than 10%, form CB-1 must be completed and a statement attached explaining the increased costs. Without this information the estimated claim will automatically be reduced to 110% of the previous fiscal year's actual costs.
- (03) For each of the reimbursable components, enter the total allowable cost from form CB-2, line (05), columns (d) through (g) onto form CB-1, block (03), lines (1) through (7), columns (a) through (d). Total each line and enter in column (e).
- (04) Add columns (03)(d) and (e) for Cost Elements, and enter the totals on this line.
- (05) Method A. Enter the 1974-75 Winton Act (base year) costs on line (05)(e). Enter on line (05)(d) any contract service costs included in line (05)(e).
- Method B. Enter the amount from form CB-1.1, line (04)(b) onto line (05)(e). Enter on line (05)(d) any contract service costs included in line (05)(e).
- (06) Method A. Multiply the base year cost on line (05)(e) by the implicit price deflator (IPD). The 2001-02 IPD is 3.219.
- Method B. Enter the amount from form CB-1.1, line (04)(d).
- (07) Subtract the Base Year Direct Costs Adjusted by the IPD, line (06), from Total Rodda Act Direct Cost, line (04)(e).
- (08) Subtract Total Contract Services, line (04)(d), from Total Rodda Act Direct Costs, line (04)(e).
- (09) Subtract Base Year Contract Services, line (05)(d), from Base Year, 1974-75 Direct Costs, line (05)(e), and multiply the remainder by the IPD.
- (10) Subtract Base Year Costs less Contract Services adjusted by the IPD, line (09), from Total Rodda Act Direct Costs less Contract Services, line (08).
- (11) Enter the indirect cost rate. School districts (K-12) may compute the amount of indirect costs to claim by multiplying their total direct costs by the State Department of Education forms J-380 or J-580 rate applicable to the fiscal year of costs. Community college districts may use the federally approved OMB A-21 rate, or the rate computed using form FAM-29C.
- (12) Multiply Incremental Direct Costs less Contract Services, line (10), by Indirect Cost Rate, line (11).
- (13) Enter the sum of Incremental Costs, line (07), and Incremental Indirect Costs, line (12).
- (14) Less: Offsetting Savings. If applicable, enter the total savings experienced by the claimant as a direct result of this mandate. Submit a detailed schedule of savings with the claim.
- (15) Less: Other Reimbursements. If applicable, enter the amount of other reimbursements received from any source including, but not limited to, service fees collected, federal funds, and other state funds, which reimbursed any portion of the mandated cost program. Submit a schedule detailing the reimbursement sources and amounts.
- (16) Total Claimed Amount. Subtract the sum of Offsetting Savings, line (14), and Other Reimbursements, line (15), from Total Direct and Indirect Costs, line (13). Enter the remainder on this line and carry the amount forward to form FAM-27, line (13) for the Reimbursement Claim.

PROGRAM 232	MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
------------------------------	--	----------------------------

(01) Claimant	(02) Fiscal Year Costs Were Incurred
---------------	--------------------------------------

(03) Reimbursable Components: Check only **one** box per form to identify the component being claimed.

<input type="checkbox"/> Determining Bargaining Units and Exclusive Representation	<input type="checkbox"/> Collective Bargaining Agreement Disclosure
<input type="checkbox"/> Election of Unit Representation	<input type="checkbox"/> Contract Administration
<input type="checkbox"/> Cost of Negotiations	<input type="checkbox"/> Unfair Labor Practice Charges
<input type="checkbox"/> Impasse Proceedings	

(04) Description of Expenses: Complete columns (a) through (g)		Object Accounts				
(a) Employee Names, Job Classifications, Functions Performed and Description of Expenses	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel	(g) Contract Services

(05) Total <input style="width: 30px;" type="text"/>	Subtotal <input style="width: 30px;" type="text"/>	Page: ___ of ___
--	--	------------------

PROGRAM 232	COLLECTIVE BARGAINING Component/Activity Cost Detail Instructions	FORM CB-2
---	--	----------------------------

- (01) Enter the name of the claimant.
- (02) Fiscal Year. Enter the fiscal year costs were incurred.
- (03) Reimbursable Components. Check the box that indicates the cost component being claimed. Check only one box per form. A separate form CB-2 shall be prepared for each component that applies.
- (04) Description of Expenses. The following table identifies the type of information required to support reimbursable costs. To detail costs for the component activity box "checked" in block (03), enter the employee name(s), position title(s), a brief description of the activities performed, actual time spent by each employee, productive hourly rate(s), fringe benefit(s), materials and supplies used, travel, and contract services. **The descriptions required in column (4)(a) must be of sufficient detail to explain the cost of activities or items being claimed.** For audit purposes, all supporting documents must be retained by the claimant for a period of not less than three years after the end of the calendar year in which the reimbursement claim was filed or last amended, whichever is later. Such documents shall be made available to the State Controller's Office on request.

Object/ Sub object Accounts	Columns							Submit these supporting documents with the claim
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	
Salaries	Employee Name	Hourly Rate	Hours Worked	Salaries = Hourly Rate x Hours Worked				
Benefits	Title Activities	Benefit Rate	Hours Worked	Benefits = Benefit Rate x Salaries				
Materials and Supplies	Description of Supplies Used	Unit Cost	Quantity Used		Cost = Unit Cost x Quantity Used			
Travel	Purpose of Trip Name and Title Departure and Return Date	Per Diem Rate Mileage Rate Travel Cost	Days Miles Travel Mode			Total Travel Cost = Rate x Days or Miles		
Contract Services	Name of Contractor Specific Tasks Performed	Hourly Rate	Hours Worked Inclusive Dates of Service				Cost = Hourly Rate x Hours Worked	

- (05) Total line (04), columns (d), (e), (f), and (g) and enter the sum on this line. Check the appropriate box to indicate if the amount is a total or subtotal. If more than one form is needed to detail the component costs, number each page. Enter totals from line (05), columns (d), (e), (f), and (g) to form CB-1, block (03), columns (a), (b), (c), and (d) in the appropriate row.

CONTRA COSTA COMMUNITY COLLEGE DISTRICT

Audit Report

COLLECTIVE BARGAINING PROGRAM

Chapter 961, Statutes of 1975,
and Chapter 1213, Statutes of 1991

July 1, 2001, through June 30, 2004



JOHN CHIANG
California State Controller

July 2007



JOHN CHIANG
California State Controller

July 19, 2007

Doug Roberts, Vice Chancellor
Finance and Administration
Contra Costa Community College District
500 Court Street
Martinez, CA 94553

Dear Mr. Roberts:

The State Controller's Office audited the costs claimed by Contra Costa Community College District for the legislatively mandated Collective Bargaining Program (Chapter 961, Statutes of 1975, and Chapter 1213, Statutes of 1991) for the period of July 1, 2001, through June 30, 2004.

The district claimed \$874,803 for the mandated program. Our audit disclosed that \$380,239 is allowable and \$494,564 is unallowable. The unallowable costs occurred because the district claimed costs that were not supported by source documents and claimed costs that were ineligible for reimbursement. The State paid the district \$610,866. The State will offset \$230,627 from other mandated program payments due the district. Alternatively, the district may remit this amount to the State.

If you disagree with the audit findings, you may file an Incorrect Reduction Claim (IRC) with the Commission on State Mandates (CSM). The IRC must be filed within three years following the date that we notify you of a claim reduction. You may obtain IRC information at CSM's Web site, at www.csm.ca.gov (Guidebook link); you may obtain IRC forms by telephone, at (916) 323-3562, or by e-mail, at csminfo@csm.ca.gov.

If you have any questions, please contact Jim L. Spano, Chief, Mandated Cost Audits Bureau, at (916) 323-5849.

Sincerely,

Original signed by

JEFFREY V. BROWNFIELD
Chief, Division of Audits

JVB/wm:vb

cc: Marty Rubio, Specialist
Fiscal Accountability Section
California Community Colleges Chancellor's Office
Jeannie Oropeza, Program Budget Manager
Education Systems Unit
Department of Finance

Contents

Audit Report

Summary	1
Background	1
Objective, Scope, and Methodology.....	2
Conclusion	2
Views of Responsible Officials.....	3
Restricted Use	3
Schedule 1—Summary of Program Costs.....	4
Findings and Recommendations	6
Attachment—District’s Response to Draft Audit Report	

Audit Report

Summary

The State Controller's Office (SCO) audited the costs claimed by the Contra Costa Community College District for the legislatively mandated Collective Bargaining Program (Chapter 961, Statutes of 1975, and Chapter 1213, Statutes of 1991) for the period of July 1, 2001, through June 30, 2004. The last day of fieldwork was July 25, 2006.

The district claimed \$874,803 for the mandated program. Our audit disclosed that \$380,239 is allowable and \$494,564 is unallowable. The unallowable costs occurred because the district claimed costs that were not supported by source documents and claimed costs that were ineligible for reimbursement. The State paid the district \$610,866. The State will offset \$230,627 from other mandated program payments due the district. Alternatively, the district may remit this amount to the State.

Background

In 1975, the State enacted the Rodda Act (Chapter 961, Statutes of 1975), requiring the employer and employee to meet and negotiate, thereby creating a collective bargaining atmosphere for public school employers. The legislation created the Public Employment Relations Board to issue formal interpretation and rulings regarding collective bargaining under the Act. In addition, the legislative established organizational rights of employee organizations, and recognized exclusive representatives relating to collective bargaining. On July 17, 1978, the Board of Control (now the Commission on State Mandates) ruled that the Rodda Act imposed a reimbursable state mandate upon school districts reimbursable under Government Code section 17561.

In 1991, the State enacted Chapter 1213, Statutes of 1991, which requires that school districts publicly disclose major provisions of collective bargaining efforts before the agreement becomes binding. On August 20, 1998, the Commission on State Mandates (CSM) ruled that this legislation also imposed a state mandate upon school districts reimbursable under Government Code section 17561. Costs of publicly disclosing major provisions of collective bargaining agreements that districts incurred after July 1, 1996, are allowable.

Claimants are allowed to claim increased costs. For components G1 through G3, increased costs represent the difference between the current-year Rodda Act activities and the base-year Winton Act activities (generally, fiscal year 1974-75), as adjusted by the implicit price deflator. For components G4 through G7, increased costs represent actual costs incurred.

The seven reimbursable components are as follows.

- G1—Determining bargaining units and exclusive representative
- G2—Election of unit representative
- G3—Costs of negotiations
- G4—Impasse proceedings
- G5—Collective bargaining agreement disclosure
- G6—Contract administration
- G7—Unfair labor practice charges

Parameters and Guidelines, adopted by the CSM on October 22, 1980 (and last amended on August 20, 1998), establishes the state mandate and defines criteria for reimbursement. In compliance with Government Code section 17558, the SCO issues claiming instructions for each mandate requiring state reimbursement to assist school districts and local agencies in claiming reimbursable costs.

Objective, Scope, and Methodology

We conducted the audit to determine whether costs claimed represent increased costs resulting from the Collective Bargaining Program for the period of July 1, 2001, through June 30, 2004.

Our audit scope included, but was not limited to, determining whether costs claimed were supported by appropriate source documents, were not funded by another source, and were not unreasonable and/or excessive.

We conducted the audit according to *Government Auditing Standards*, issued by the Comptroller General of the United States, and under the authority of Government Code sections 12410, 17558.5, and 17561. We did not audit the district's financial statements. We limited our audit scope to planning and performing audit procedures necessary to obtain reasonable assurance that costs claimed were allowable for reimbursement. Accordingly, we examined transactions, on a test basis, to determine whether the costs claimed were supported.

We limited our review of the district's internal controls to gaining an understanding of the transaction flow and claim preparation process as necessary to develop appropriate auditing procedures.

We asked the district's representative to submit a written representation letter regarding the district's accounting procedures, financial records, and mandated cost claiming procedures as recommended by *Government Auditing Standards*. However, the district declined our request.

Conclusion

Our audit disclosed instances of noncompliance with the requirements outlined above. These instances are described in the accompanying Summary of Program Costs (Schedule 1) and in the Findings and Recommendations section of this report.

For the audit period, Contra Costa Community College District claimed \$874,803 for costs of the Collective Bargaining Program. Our audit disclosed that \$380,239 is allowable and \$494,564 is unallowable.

For the fiscal year (FY) 2001-02 claim, the State paid the district \$351,901. Our audit disclosed that \$75,256 is allowable. The State will offset \$276,645 from other mandated program payments due the district. Alternatively, the district may remit this amount to the State.

For the FY 2002-03 claim, the State paid the district \$258,965. Our audit disclosed that \$155,980 is allowable. The State will offset \$102,985 from other mandated program payments due the district. Alternatively, the district may remit this amount to the State.

For the FY 2003-04 claim, the State made no payment to the district. Our audit disclosed that \$149,003 is allowable. The State will pay allowable costs claimed that exceed the amount paid, totaling \$149,003, contingent upon available appropriations.

**Views of
Responsible
Official**

We issued a draft audit report on May 30, 2007. Doug Roberts, Vice Chancellor, responded by letter dated June 12, 2007 (Attachment), disagreeing with the audit results. This final audit report includes the district's response.

Based on our review of the district's response, we reduced the adjustment for Finding 1 by \$9,336, from \$366,674 to \$357,338.

Restricted Use

This report is solely for the information and use of Contra Costa Community College District, the California Community Colleges Chancellor's Office, the California Department of Finance, and the SCO; it is not intended to be and should not be used by anyone other than these specified parties. This restriction is not intended to limit distribution of this report, which is a matter of public record.

Original signed by

JEFFREY V. BROWNFIELD
Chief, Division of Audits

Schedule 1— Summary of Program Costs July 1, 2001, through June 30, 2004

Cost Elements	Actual Costs Claimed	Allowable per Audit	Audit Adjustment	Reference ¹
<u>July 1, 2001, through June 30, 2002</u>				
Component activities G1 through G3:				
Salaries and benefits	\$ 159,935	\$ 40,599	\$ (119,336)	Finding 1
Contracted services	7,820	7,820	—	
Subtotals	167,755	48,419	(119,336)	
Less adjusted base-year direct costs	(12,371)	(12,371)	—	
Total increased direct costs G4 through G7	155,384	36,048	(119,336)	
Component activities G4 through G7:				
Salaries and benefits	87,907	12,598	(75,309)	Finding 1
Contracted services	27,293	9,156	(18,137)	Finding 1
Total increased direct costs G4 through G7	115,200	21,754	(93,446)	
Total increased direct costs G1 through G7	270,584	57,802	(212,782)	
Indirect costs	81,317	17,454	(63,863)	Finding 1
Total program costs	\$ 351,901	75,256	\$ (276,645)	
Less amount paid by the State		(351,901)		
Allowable costs claimed in excess of (less than) amount paid			\$ (276,645)	
<u>July 1, 2002, through June 30, 2003</u>				
Component activities G1 through G3:				
Salaries and benefits	\$ 93,416	\$ 57,271	\$ (36,145)	Finding 1
Contracted services	9,862	9,833	(29)	
Subtotals	103,278	67,104	(36,174)	
Less adjusted base-year direct costs	(12,648)	(12,648)	—	
Total increased direct costs G4 through G7	90,630	54,456	(36,174)	
Component activities G4 through G7:				
Salaries and benefits	58,898	45,264	(13,634)	Finding 1
Contracted services	59,737	22,803	(36,934)	Finding 1
Total increased direct costs G4 through G7	118,635	68,067	(50,568)	
Total increased direct costs G1 through G7	209,265	122,523	(86,742)	
Indirect costs	49,700	33,457	(16,243)	Finding 1
Total program costs	\$ 258,965	155,980	\$ (102,985)	
Less amount paid by the State		(258,965)		
Allowable costs claimed in excess of (less than) amount paid			\$ (102,985)	

Schedule 1 (continued)

Cost Elements	Actual Costs Claimed	Allowable per Audit	Audit Adjustment	Reference ¹
<u>July 1, 2003, through June 30, 2004</u>				
Component activities G1 through G3:				
Salaries and benefits	\$ 39,101	\$ 30,818	\$ (8,511)	Finding 1
Contracted services	43,820	43,314	(506)	Finding 2
Subtotals	82,921	74,132	(9,017)	
Less adjusted base-year direct costs	(13,109)	(13,109)	—	
Total increased direct costs G4 through G7	69,812	61,023	(9,017)	
Component activities G4 through G7:				
Salaries and benefits	18,239	2,111	(16,128)	Finding 1
Contracted services	156,161	74,541	(81,620)	Finding 2
Total increased direct costs G4 through G7	174,400	76,652	(97,748)	
Total increased direct costs G1 through G7	244,212	137,675	(106,537)	
Indirect costs	19,725	11,328	(8,397)	Finding 1
Total program costs	\$ 263,937	149,003	\$ (114,934)	
Less amount paid by the State		—		
Allowable costs claimed in excess of (less than) amount paid		\$ 149,003		
<u>Summary: July 1, 2001, through June 30, 2004</u>				
Total increased direct costs G1 through G7	\$ 724,061	\$ 318,000	\$ (406,061)	Findings 1, 2
Indirect costs	150,742	62,239	(88,503)	Finding 1
Total program costs	\$ 874,803	380,239	\$ (494,564)	
Less amount paid by the State		(610,866)		
Allowable costs claimed in excess of (less than) amount paid		\$ (230,627)		

¹ See the Findings and Recommendations section.

Findings and Recommendations

**FINDING 1—
Unallowable salary
and benefit costs**

The district claimed unallowable salary and benefit costs totaling \$268,835 for the audit period. The related indirect costs, based on the claimed indirect cost rate for each fiscal year, total \$88,503. The audit adjustments resulted from the following issues.

Unsupported Hours Claimed

The district claimed costs for various employees that were not documented with adequate supporting documentation. As a result, the district overstated salary and benefit costs by \$185,461 for the audit period. The district claimed unsupported mandate-related costs because it did not provide source documents (e.g., individual activity log sheets, meeting sign-in sheets, and/or actual time records) to validate certain employee hours charged. In most cases, costs could not be traced to any supporting documentation.

The following table summarizes the audit adjustments that resulted from unsupported hours claimed.

	Fiscal Year			Total
	2001-02	2002-03	2003-04	
Salaries and benefits:				
Components G1-G3	\$ (92,444)	\$ (3,376)	\$ (3,326)	\$ (99,146)
Components G4-G7	(73,511)	(5,831)	(6,973)	(86,315)
Audit adjustment	<u>\$ (165,955)</u>	<u>\$ (9,207)</u>	<u>\$ (10,299)</u>	<u>\$ (185,461)</u>

Unallowable Activities Claimed

The district claimed costs for various activities that are not reimbursable under *Parameters and Guidelines*. As a result, the district overstated salary and benefit costs by \$83,374 for the audit period. The district claimed unallowable mandate-related costs during the audit period as follows.

- The district claimed \$64,618 under the cost category of Negotiations for the following ineligible activities:
 - Negotiation preparation for district staff attendance at seven management council meetings, totaling \$53,759.

Meeting agendas revealed that these are routine information-sharing meetings at which various district issues are discussed. Included in each agenda were approximately 30 minutes spent “updating the group on the progress of collective bargaining with Local 1 and United Faculty.” Sharing information with district staff about pending labor negotiations does not constitute the reimbursable activity of “employer representatives and employees participating in negotiation planning sessions.” In addition, the entire amount of time spent by employees at these meetings (444.2 hours) was claimed instead of just the 30 minutes (66 total hours) at each meeting spent sharing information about labor negotiations.

- Negotiations for the district's Advanced Technical Expert to spend 399.4 hours revising the district's payroll system, totaling \$10,859.
- The district claimed \$18,756 under the cost category of Contract Administration for the following ineligible activities:
 - District staff preparation (7.5 hours) and attendance (105.25 hours) at business directors' meetings, totaling \$9,106.

Meeting agendas revealed that these meetings were routine information-sharing meetings at which various district issues such as ongoing labor negotiations, district income estimates, enrollment reports, bond planning, sales tax issues, and student salary schedules were discussed. Collective bargaining information related to the fiscal impact of negotiations was shared at the meetings as well. The district did not indicate how discussions on the fiscal impact of ongoing labor negotiations or district income estimates constitutes the reimbursable activity of administering or enforcing the negotiated contract.

- District staff attendance at benefit cost containment meetings, management council meetings, and executive staff meetings (45.2 hours), and preparation of the agenda for the contract review committee (2.4 hours), totaling \$2,939.

The district did not explain why these meetings constituted the reimbursable activity of administering or enforcing the negotiated contract and were not simply routine management functions.

- Various district staff performing various activities related to grievance adjudication during FY 2002-03 and FY 2003-04 for issues that were personnel-related (not related to a violation of the terms and conditions of a union contract provision), totaling \$1,895 for 25.15 hours.

We noted non-reimbursable activities for discrimination complaints filed under the provisions of Title V of the *California Code of Regulations*.

- District staff attendance at cabinet budget meetings, totaling \$2,389 for 26 hours.

The district did not indicate how discussions at cabinet budget meetings constitute the reimbursable activity of administering or enforcing the negotiated contract.

- The Director of Payroll Services performing activities during FY 2003-04 that do not appear to be collective bargaining-related, totaling \$2,427 for 30.6 hours.

Activities noted included preparation for a STRS training meeting, training on AB 2700 full-time equivalent law, discussion of procedures and program changes for full-time equivalent law, cost distribution for union members, and review of a management manual regarding health benefits. The district did not indicate how these activities constitute the reimbursable activity of administering or enforcing the negotiated contract.

The following table summarizes the audit adjustments that resulted from costs claimed for ineligible activities.

	Fiscal Year			Total
	2001-02	2002-03	2003-04	
Salaries and benefits:				
Component G1-G3	\$ (26,892)	\$ (32,769)	\$ (4,957)	\$ (64,618)
Component G4-G7	—	—	—	—
Audit adjustment	\$ (26,892)	\$ (32,769)	\$ (4,957)	\$ (64,618)

Following is a summary breakdown of the audit adjustment for unsupported and unallowable salary and benefit costs, and related indirect costs.

	Fiscal Year			Total
	2001-02	2002-03	2003-04	
Components G1-G3:				
Unsupported hours,				
G3—Cost of negotiations:				
Cost of negotiations	\$ (24,710)	\$ (533)	\$ (2,322)	\$ (27,565)
Negotiations preparation	(53,854)	(1,241)	(1,004)	(56,099)
Final contract	(5,572)	—	—	(5,572)
Initial contract	(826)	—	—	(826)
Negotiations subject committee	(1,337)	(1,602)	—	(2,939)
Reclassification studies	(4,595)	—	—	(4,595)
District's proposal	(1,550)	—	—	(1,550)
Total unsupported hours	(92,444)	(3,376)	(3,326)	(99,146)
Unallowable activities,				
G3—Cost of negotiations:				
Negotiations preparation	(26,892)	(26,867)	(4,957)	(58,716)
Cost of negotiations	—	(5,902)	—	(5,902)
Total unallowable activities	(26,892)	(32,769)	(4,957)	(64,618)
Total components G1-G3	(119,336)	(36,145)	(8,283)	(163,764)
Components G4-G7:				
Unsupported hours,				
G4—Impasse proceedings:				
Fact finding	(5,549)	—	—	(5,549)
Mediation	(4,512)	—	—	(4,512)
Subtotal	(10,061)	—	—	(10,061)
G6—Contract administration:				
Contract administration	—	(3,999)	(309)	(4,308)
Contract admin committee	(10,932)	—	—	(10,932)
Contract interpretation	(1,652)	(655)	(1,735)	(4,042)
Grievances	(34,819)	(1,177)	(2,399)	(38,395)
Grievance arbitration	—	—	(237)	(237)
Title V complaints	(1,077)	—	(2,293)	(3,370)
Training	(14,970)	—	—	(14,970)
Subtotal	(63,450)	(5,831)	(6,973)	(76,254)
Total unsupported hours	(73,511)	(5,831)	(6,973)	(86,315)
Unallowable activities,				
G6—Contract administration				
Contract administration	—	—	(2,594)	(2,594)
Contract admin committee	—	(6,850)	(5,618)	(12,468)
Contract interpretation	(1,798)	—	—	(1,798)
Title V complaints	—	—	(401)	(401)
Grievances	—	(953)	(542)	(1,495)
Total unallowable activities	(1,798)	(7,803)	(9,155)	(18,756)

	Fiscal Year			Total
	2001-02	2002-03	2003-04	
Total components G4-G7	(75,309)	(13,634)	(16,128)	(105,071)
Total components G1-G7	(194,645)	(49,779)	(24,411)	(268,835)
Related indirect costs	(63,863)	(16,243)	(8,397)	(88,503)
Total audit adjustment	<u>\$ (258,508)</u>	<u>\$ (66,022)</u>	<u>\$ (32,808)</u>	<u>\$ (357,338)</u>

Parameters and Guidelines requires the claimant to show the classification of the employees involved, the amount of time spent, and their hourly rates.

Parameters and Guidelines states that the claimant must support the level of costs claimed and that the claimant will only be reimbursed for the increased costs incurred.

Parameters and Guidelines (Section G3(b)) requires the claimant to show the cost of salaries and benefits for employer representatives and employees participating in negotiation planning sessions.

Parameters and Guidelines (Section G(6)) notes that reimbursable activities include contract administration and adjudication of contract disputes either by arbitration or litigation.

Parameters and Guidelines states that contract interpretations at staff meetings and personal development and informational programs are not reimbursable.

Parameters and Guidelines states that training sessions held for supervisory and management personnel on contract administration/interpretation of the negotiated contract are reimbursable. Contract interpretations at staff meetings are not reimbursable. Personal development and informational programs—i.e., classes, conferences, seminars, workshops, and time spent by employees attending such meetings—are not reimbursable.

Recommendation

We recommend that the district ensure that claimed costs include only eligible costs and that claimed costs are based on actual costs that are properly supported. Supporting documentation should identify the mandated functions performed and support the actual number of hours devoted to each function.

District's Response

Finding 1 eliminates \$275,870 as unallowable salary and benefits costs with \$90,804 in related indirect costs, for a total of \$366,674. The "direct cost disallowed" of \$275,870 consists of two amounts: \$185,461 disallowed due to lack of "adequate supporting documentation"; and \$90,409 as "unallowable" costs claimed. It seems that the District's documentation methods, which the auditor believes are *insufficient* to support \$185,461 in unsupported costs, are to the contrary *sufficient* for the auditor to conclude for a fact that \$90,409 of the costs are not allowable for reimbursement, rather than merely unsupported.

Note that none of the adjustments were made because the costs claimed were excessive or unreasonable.

Unsupported Hours Claimed

The audit report asserts that \$185,461 was disallowed because the "district did not provide source documents (e.g., individual activity log sheets, meeting sign-in sheets, and/or actual time records) to validate certain employee hours charged." The entire basis for this finding is the quantity and quality of District documentation.

First, in support of the conclusion that the costs were unsupported, the audit report states that the parameters and guidelines require "the claimant to show the classification of the employees involved, the amount of time spent, and their hourly rates." That is a correct restatement of parameters and guidelines component H3, to which the District fully complied in the preparation of the annual reimbursement claims. The audit report does not state that the District failed to do this and it is certainly not a valid reason for an adjustment based on lack of source documentation.

Second, in support of the conclusion that the costs were unsupported, the audit report states that the parameters and guidelines require "that the claimant must support the level of costs claimed and that the claimant will only be reimbursement for the increased costs incurred." This is the requirement to categorize current year costs between historical Winton costs (G1-G3) and reimbursable increased Rodda costs (G4 - G7), to which the District fully complied in the preparation of the annual claims. The audit report does not state that the District failed to do this and it is not a valid reason for an adjustment based on lack of source documentation.

The audit report does not cite any other factual or legal reason to eliminate the claimed costs. Therefore, the audit report has not stated a relevant basis to make these adjustments for source documentation. In fact, the parameters and guidelines essentially require claimants to "show" or "indicate" the costs claimed and do not require as a specific condition of reimbursement that claimants provide the "individual activity log sheets or time records" the audit report has established after the fact as an audit requirement. Instead, the parameters and guidelines specify a "worksheet" supporting the calculation of hourly rates and benefits.

Unallowable Activities Claimed

The audit report asserts that \$90,409 in activity costs are not reimbursable under the parameters and guidelines. Specifically:

- A. The audit report disallowed \$65,205 in claimed negotiation costs consisting of three parts:
 1. Claimed negotiation costs of \$53,759, because the scope of planning was "routine information-sharing at which various district issues are discussed" and the venue was the district management council. The audit report concludes, without citing facts or law, that these discussions are not *planning* for the purposes of negotiations. The audit report does not indicate how the content of the meetings is unrelated to negotiation issues.

2. Claimed negotiations costs of \$10,859 for the revision of the District's payroll system. The audit report does not state why this is not reimbursable. Salaries and benefits are by far the major topic of any labor contract and specified subject matter by the Rodda Act.
 3. Claimed negotiations costs of \$587 for more than five major employer representatives to attend negotiation sessions on January 23, 2002, and March 18, 2004. The audit report does not state how many district personnel, including the labor negotiator and clerical personnel, were present at the sessions, or whether the persons disallowed were the lowest paid personnel in attendance.
- B. The audit report disallowed \$25,204 in claimed contract administration costs consisting of six parts:
1. Claimed contract administration costs of \$9,106 for preparation and attendance at business directors meetings, because the "District did not indicate how discussions on the fiscal impact of ongoing labor negotiations or district income estimates constitutes the reimbursable activity of administering or enforcing the negotiated contract." Since districts have to fund the results of collective bargaining agreements, determining the fiscal impact of the contract terms is essential.
 2. Claimed contract administration costs of \$5,828 for the Director of Human Resources to perform various activities related to grievance adjudication during FY 2002-03 that "did not relate to time associated with a filed grievance alleging a violation of the terms and conditions of a union contract provision." The aggregation of the 66.6 hours disallowed cannot be discerned from the information provided at the exit conference or in the audit report, or why this work was not related to grievance adjudication. Further, the audit report needs to clarify the distinction it implies exists between "filed" grievances as compared to "unfiled" grievances, if any.
 3. Claimed contract administration costs of \$2,939 for District staff attendance at benefit cost containment meetings, management council meetings, and executive staff meetings. These costs were disallowed because the "District did not explain why these meetings constituted the reimbursable activity of administering or enforcing the negotiated contract and were not simply routine management functions." The audit report does not explain why they are not a reimbursable activity.
 4. Claimed contract administration costs of \$2,515 for "various activities related to grievance adjudication during FY 2002-03 and FY 2003-04 for the issues that were personnel-related (not related to a violation of the terms and conditions of a union contract provision)." The audit report specifically cites employee sabbatical leave and discrimination complaints as "personnel-related issues." Any collectively bargained right can be grieved and since the faculty sabbatical leave is a contractual right, it is subject to the grievance procedure, whether the procedure is characterized as a grievance or otherwise. The dispute resolution process for Title 5 is operated according to the grievance procedure and is thus reimbursable.

5. Claimed contract administration costs of \$2,389 for staff attendance at cabinet budget meetings, because the "District did not indicate how discussions at cabinet budget meetings constitute the reimbursable activity of administering or enforcing the negotiated contract." The audit report does not explain why the subject matter of the cabinet budget meetings is not a reimbursable activity.
6. Claimed contract administration costs of \$2,427 for activities performed by the Director of Payroll Services during FY 2003-04 that "do not appear to be collective-bargaining related." The audit report does not explain why these activities are not reimbursable. The AB 2700 legislation cited relates to creditable years of service for faculty, which is appropriate subject matter for collective bargaining. The health benefits activities cited are an appropriate subject for collective bargaining.

SCO's Comments

In light of the district's comments, we reduced the adjustments by \$9,336, from \$366,674 to \$357,338.

Unsupported Hours Claimed

Finding 1 notes that \$185,461 is unallowable because the district did not provide adequate documentation to support claimed costs. As noted in the finding, some of these costs could not be traced to any supporting documentation. This finding amount represents 40% of the district's claim for salaries and benefits during the audit period. The remaining 60% was supported with documentation created in the "usual course" of the district's business activities.

Government Code section 17561(d)(2) provides that the Controller may audit the records of any local agency or school district to verify the actual amount of the mandated costs and may reduce any claim that the Controller determines is excessive or unreasonable. Further, Government Code section 17558.5 states that a reimbursement mandate claim for "actual costs" filed by a local agency or school district is subject to the initiation of an audit by the Controller. The SCO performs audits in accordance with the *Government Auditing Standards* issued by the Comptroller General of the United States. The performance audit fieldwork standards require an auditor to obtain sufficient, competent, and relevant evidence to afford a reasonable basis for the auditors' findings and conclusions. Showing only employee classifications, time spent, and hourly rates does not support actual costs incurred.

The following comments relate to the district's specific responses regarding unallowable activities claimed; the comments are presented in the same order as those of the district.

A.1. The report does indeed state why the content of the meetings is not reimbursable. The district did not address the portion of the finding related to time spent in excess of the 30 minutes at each meeting, totaling 378.2 hours. The meeting agenda included such topics as DGC reports, district management council reports, management staff development,

open forums, management evaluation training sessions, and collective bargaining. The district did not explain how these costs relate to negotiation planning sessions.

A.2. We concur that salaries and benefits are by far the major topic of any labor contract. However, *Parameters and Guidelines* does not identify updating the district's payroll system (based upon changes to salary and benefit rates that may or may not occur as a result of allowable collective bargaining negotiation activities) as a reimbursable activity.

A.3. We reviewed the attendees at the meetings and determined that only five employer representatives were claimed. Consequently, we eliminated this adjustment totaling \$587.

B.1. We concur that determining the fiscal impact of the terms of negotiated collective bargaining agreements is essential to district accounting activities. However, *Parameters and Guidelines* does not identify this activity as an increased cost that the district was required to incur as a result of this mandate.

B.2. We reviewed the various activities claimed under grievance adjudication for FY 2002-03 and determined that the cost could have related to grievance adjudication. Consequently, we eliminated this adjustment totaling \$5,828.

B.3. The district did not explain how the attendance at various meetings and preparation of the agenda for the contract review committee relate to administering and enforcing the negotiated contract. Various agenda items included operational budget issues, fundraising decisions, retirement dinners, district facilities, and student enrollment, as well as topics related to collective bargaining issues.

B.4. The audit finding of \$2,515 consisted of \$1,895 claimed for various personnel-related issues that were primarily discrimination complaints and \$620 related to faculty sabbatical leave that could have related to a grievance. Consequently, we reduced the audit adjustment by \$620, from \$2,515 to \$1,895.

B.5. As explained in the finding, the district did not explain how attendance at budget cabinet meetings related to increased costs of administering and enforcing the negotiated contract that were incurred as a result of this mandate.

B.6. Time claimed for AB 2700 legislation relates to training, and time claimed for health benefits relates to the district's review of the health benefits section of the district's management manual. As explained in the finding, the district did not explain how these costs related to increased costs of administering and enforcing the negotiated contract that were incurred as a result of this mandate. These activities appear to be routine management functions. Further, the district did not address time claimed for STRS training, discussion of procedures and program changes for full-time equivalent law, or cost distribution for union members.

**FINDING 2—
Unallowable
contracted services**

The district claimed \$137,226 under contracted services for various activities that are not reimbursable under *Parameters and Guidelines*. The district claimed unallowable mandate-related costs during the audit period as follows.

- The district claimed costs for attorney billings totaling \$136,354 for certain grievance activities. The supporting documentation indicated that the purpose of these activities was personnel-related rather than collective bargaining-related. In addition, the district’s Senior Human Resources Representative commented that many of the grievance cases claimed were not related to collective bargaining activities. We also noted various other costs claimed for items that do not appear to be mandate-related. Personnel-related items noted on attorney invoices, in the district’s grievance files, and according to the recollection of the district’s Senior Human Resources Representative (for those grievance cases that had no grievance files) included student discrimination complaints, student suspension, investigation of an unlawful discrimination complaint, discipline issues, fitness-for-duty issues, reprimands for misconduct, hostile work environment caused by other employees, unprofessional conduct, complaints filed by academic senate, tax-sheltered annuity agreements, incorporation of auxiliary, district computer policies and procedures, preparation of FRISK contract administration manuals, and discrimination procedure analysis preparation.
- The district claimed \$535 under cost of negotiations for negotiation-preparation activities that do not appear to be mandate-related. Of that amount, \$506 was claimed for a discrimination complaint and \$29 was claimed for work on a district computer use equipment memoranda.
- The district claimed \$337 under the cost category of unfair labor practice charge for time spent by an attorney representing the district at a restraining order hearing. The district did not explain how this cost constituted a reimbursable activity under the mandated program.

The following table summarizes the audit adjustment that resulted from the unallowable activities claimed.

	Fiscal Year			Total
	2001-02	2002-03	2003-04	
Salaries and benefits:				
Component G1-G3	\$ —	\$ (29)	\$ (506)	\$ (535)
Component G4-G7	(18,137)	(36,934)	(81,620)	(136,691)
Audit adjustment	\$ (18,137)	\$ (36,963)	\$ (82,126)	\$ (137,226)

Parameters and Guidelines states that the claimant must support the level of costs claimed and that the claimant will be reimbursed for the increased costs incurred as a result of compliance with the mandate.

Recommendation

We recommend that the district ensure that claimed costs include only eligible costs and that claimed costs are based on actual costs that are properly supported.

District's Response

Finding 2 disallows \$137,226 in unallowable contract services for legal services. The amount disallowed consists of three parts:

- A. Attorney billings totaling \$136,354 were disallowed for certain grievance activities because supporting documentation indicated the purpose of the activities were personnel-related. In order to determine whether "certain" grievance activities are reimbursable, the auditor must determine whether the subject matter of the grievance is a contractual right or a dispute resolved pursuant to procedures required in the collectively bargained employee contract. The audit report does not make these factual determinations, nor are the alleged representations of senior human resources staff determinative of the ultimate reimbursement issues.
- B. Negotiation-preparation activities of \$535 that "do not appear to be mandate-related." The audit report does not explain why they are not a reimbursable activity.
- C. Unfair labor practice charge activities of \$337 for time spent by an attorney representing the District at a restraining order hearing, because the District "did not explain how this cost constituted a reimbursable activity under the mandated program." The audit report does not explain why this is not a reimbursable activity.

SCO's Comment

The finding and recommendation remain unchanged.

A. Personnel actions are not reimbursable activities. During the course of the audit, the SCO auditor discussed with the district's Senior Human Resources Representative the nature of the various grievance cases that were claimed by the district during the audit period. We relied on the representations of this district employee as to which grievance cases involved collective bargaining issues (i.e., violation of the negotiated contract) or personnel-related issues. This information was presented to the district at the audit exit conference. The district did not refute the ability of this employee to ascertain whether a particular grievance was or was not collective bargaining-related, nor did the district direct our auditor to another district employee who would be more knowledgeable on this issue. During the time that passed between the audit exit conference and the issuance of the draft audit report, the district did not provide any additional documentation to indicate that our information was in error.

B. *Parameters and Guidelines* does not identify negotiation preparation activities as reimbursable. The district did not explain how the claimed activities were increased costs related to a reimbursable mandated activity.

C. The district did not explain how time spent by an attorney representing the district at a restraining order hearing constituted increased costs incurred related to unfair labor practices as a result of this mandate. The district did not provide any evidence that unfair labor practice charges were filed against the district during the audit period.

**Attachment—
District's Response to
Draft Audit Report**

Governing Board

Jo Ann Cookman, *President*
Tomi Van de Broeke, *Vice President*
Sheila A. Grilli, *Secretary*
John T. Nejedly
Dr. Anthony L. Gordon



Chancellor
Helea Benjamin

College Presidents
Contra Costa College - McKinley Williams
Diablo Valley College - Diane Scott-Summers, Interim
Los Medanos College - Peter Garcia

CERTIFIED MAIL - RETURN RECEIPT REQUESTED

June 12, 2007

Mr. Jim L. Spano, Chief
Mandated Costs Audits Bureau
California State Controller
Division of Audits
P.O. Box 942850
Sacramento, CA 94250-5874

Re: Contra Costa Community College District
Chapter 961, Statutes of 1975
Collective Bargaining
Fiscal Years 2001-02, 2002-2003, and 2003-04

Dear Mr. Spano:

This letter is the response of Contra Costa Community College District to the letter of Jeffrey V. Brownfield, dated May 30, 2007, and received by the District on June 5, 2007, which transmits a draft copy of your audit report of the District's Collective Bargaining annual reimbursement claims, for the period of July 1, 2001, through June 30, 2004.

The Audit Report Amounts

The draft audit report fails to adequately disclose the amounts adjusted by reason or fiscal year. Sometimes this information can be reconciled to detail information provided at the exit conference, but not in the case of this audit.

First, the total amount adjusted for the three fiscal years reported in the draft audit report is about \$16,000 less than the information reported at the exit conference of July 25, 2006. No additional detail information has been provided to support the draft audit amounts. Therefore, while it can be determined that some component amounts were changed, the specific amounts changed and reasons for the changes are not known.

Contra Costa Community College District
300 Court Street, Martinez, California 94553
(925) 229-1000 fax: (925) 370-2019 www.ccd.net

Second, the audit report narrative summarizes reasons for adjustment by category and reason for all years audited. However, the amounts by reason cannot be traced to any of the detail cost schedules by year provided at the exit conference which are organized by component. Nor do the exit conference materials provide three-year aggregate data by reason code.

Third, the recapitulation on page 8 of the draft audit report of amounts disallowed is organized differently from previous information provided at the exit conference and cannot be reconciled to the detail provided at the exit conference.

Fourth, the amounts summarized by reason in Finding 1 of the draft audit report narrative cannot be reconciled with the summary of adjustment amounts on page 8.

These deficiencies hinder a complete evaluation of the statement of findings.

Finding 1 Unallowable salary and benefit costs

Finding 1 eliminates \$275,870 as unallowable salary and benefits costs with \$90,804 in related indirect costs, for a total of \$366,674. The "direct cost disallowed" of \$275,870 consists of two amounts: \$185,461 disallowed due to lack of "adequate supporting documentation"; and \$90,409 as "unallowable" costs claimed. It seems that the District's documentation methods, which the auditor believes are *insufficient* to support \$185,461 in unsupported costs, are to the contrary *sufficient* for the auditor to conclude for a fact that \$90,409 of the costs are not allowable for reimbursement, rather than merely unsupported.

Note that none of the adjustments were made because the costs claimed were excessive or unreasonable.

Unsupported Hours Claimed

The audit report asserts that \$185,461 was disallowed because the "district did not provide source documents (e.g., individual activity log sheets, meeting sign-in sheets, and/or actual time records) to validate certain employee hours charged." The entire basis for this finding is the quantity and quality of District documentation.

First, in support of the conclusion that the costs were unsupported, the audit report states that the parameters and guidelines require "the claimant to show the classification of the employees involved, the amount of time spent, and their hourly rates." That is a correct restatement of parameters and guidelines component H3, to which the District fully complied in the preparation of the annual reimbursement claims. The audit report does not state that the District failed to do this and it is certainly not a valid reason for an adjustment based on lack of source documentation.

Second, in support of the conclusion that the costs were unsupported, the audit report states that the parameters and guidelines require "that the claimant must support the level of costs claimed and that the claimant will only be reimbursement for the increased costs incurred." This is the requirement to categorize current year costs between historical Winton costs (G1-G3) and reimbursable increased Rodda costs (G4 - G7), to which the District fully complied in the preparation of the annual claims. The audit report does not state that the District failed to do this and it is not a valid reason for an adjustment based on lack of source documentation.

The audit report does not cite any other factual or legal reason to eliminate the claimed costs. Therefore, the audit report has not stated a relevant basis to make these adjustments for source documentation. In fact, the parameters and guidelines essentially require claimants to "show" or "indicate" the costs claimed and do not require as a specific condition of reimbursement that claimants provide the "individual activity log sheets or time records" the audit report has established after the fact as an audit requirement. Instead, the parameters and guidelines specify a "worksheet" supporting the calculation of hourly rates and benefits.

Unallowable Activities Claimed

The audit report asserts that \$90,409 in activity costs are not reimbursable under the parameters and guidelines. Specifically:

- A. The audit report disallowed \$65,205 in claimed negotiation costs consisting of three parts:
1. Claimed negotiation costs of \$53,759, because the scope of planning was "routine information-sharing at which various district issues are discussed" and the venue was the district management council. The audit report concludes, without citing facts or law, that these discussions are not *planning* for the purposes of negotiations. The audit report does not indicate how the content of the meetings is unrelated to negotiation issues.
 2. Claimed negotiations costs of \$10,859 for the revision of the District's payroll system. The audit report does not state why this is not reimbursable. Salaries and benefits are by far the major topic of any labor contract and specified subject matter by the Rodda Act.
 3. Claimed negotiations costs of \$587 for more than five employer representatives to attend negotiation sessions on January 23, 2002, and March 18, 2004. The audit report does not state how many district personnel, including the labor negotiator and clerical personnel, were present at the sessions, or whether the persons disallowed were the lowest paid personnel in attendance.

- B. The audit report disallowed \$25,204 in claimed contract administration costs consisting of six parts:
1. Claimed contract administration costs of \$9,106 for preparation and attendance at business directors meetings, because the "District did not indicate how discussions on the fiscal impact of ongoing labor negotiations or district income estimates constitutes the reimbursable activity of administering or enforcing the negotiated contract." Since districts have to fund the results of collective bargaining agreements, determining the fiscal impact of the contract terms is essential.
 2. Claimed contract administration costs of \$5,828 for the Director of Human Resources to perform various activities related to grievance adjudication during FY 2002-03 that "did not relate to time associated with a filed grievance alleging a violation of the terms and conditions of a union contract provision." The aggregation of the 66.6 hours disallowed cannot be discerned from the information provided at the exit conference or in the audit report, or why this work was not related to grievance adjudication. Further, the audit report needs to clarify the distinction it implies exists between "filed" grievances as compared to "unfiled" grievances, if any.
 3. Claimed contract administration costs of \$2,939 for District staff attendance at benefit cost containment meetings, management council meetings, and executive staff meetings. These costs were disallowed because the "District did not explain why these meetings constituted the reimbursable activity of administering or enforcing the negotiated contract and were not simply routine management functions." The audit report does not explain why they are not a reimbursable activity.
 4. Claimed contract administration costs of \$2,515 for "various activities related to grievance adjudication during FY 2002-03 and FY 2003-04 for the issues that were personnel-related (not related to a violation of the terms and conditions of a union contract provision)." The audit report specifically cites employee sabbatical leave and discrimination complaints as "personnel-related issues." Any collectively bargained right can be grieved and since the faculty sabbatical leave is a contractual right, it is subject to the grievance procedure, whether the procedure is characterized as a grievance or otherwise. The dispute resolution process for Title 5 is operated according to the grievance procedure and is thus reimbursable.
 5. Claimed contract administration costs of \$2,389 for staff attendance at cabinet budget meetings, because the "District did not indicate how discussions at cabinet budget meetings constitute the reimbursable activity of administering or enforcing the negotiated contract." The audit

report does not explain why the subject matter of the cabinet budget meetings is not a reimbursable activity.

6. Claimed contract administration costs of \$2,427 for activities performed by the Director of Payroll Services during FY 2003-04 that "do not appear to be collective bargaining-related." The audit report does not explain why these activities are not reimbursable. The AB 2700 legislation cited relates to creditable years of service for faculty, which is appropriate subject matter for collective bargaining. The health benefits activities cited are an appropriate subject for collective bargaining.

Finding 2 Unallowable contracted services

Finding 2 disallows \$137,226 in unallowable contract services for legal services. The amount disallowed consists of three parts:

- A. Attorney billings totaling \$136,354 were disallowed for certain grievance activities because supporting documentation indicated the purpose of the activities were personnel-related. In order to determine whether "certain" grievance activities are reimbursable, the auditor must determine whether the subject matter of the grievance is a contractual right or a dispute resolved pursuant to procedures required in the collectively bargained employee contract. The audit report does not make these factual determinations, nor are the alleged representations of senior human resources staff determinative of the ultimate reimbursement issues.
- B. Negotiation-preparation activities of \$535 that "do not appear to be mandate-related." The audit report does not explain why they are not a reimbursable activity.
- C. Unfair labor practice charge activities of \$337 for time spent by an attorney representing the District at a restraining order hearing, because the District "did not explain how this cost constituted a reimbursable activity under the mandated program." The audit report does not explain why this is not a reimbursable activity.

Statute of Limitations

This was not an audit finding. The District's FY 2001-02 claim was submitted to the Controller's Office on December 24, 2002. Pursuant to Government Code Section 17558.5, this claim is subject to audit only until December 31, 2004. The draft audit report is dated May 30, 2007. Therefore, audit or adjustment of the claim for FY 2001-02 is barred by the statute of limitations.

Public Records Request

The District requests that the Controller provide the District any and all written instructions, memorandums, or other writings in effect and applicable during the claiming period which defines the type of source documentation required, timing of the date of the preparation of employee time records, and the prohibition of declarations as unacceptable documentation.

Government Code section 6253, subdivision (c), requires the state agency which is the subject of the request, within 10 days from receipt of a request for a copy of records, to determine whether the request, in whole or in part, seeks copies of disclosable public records in your possession and promptly notify the requesting party of that determination and the reasons therefor. Also, as required, when so notifying the District, please state the estimated date and time when the records will be made available.

Sincerely,



Doug Roberts, CPA
Interim Vice Chancellor, Finance and Administration

**State Controller's Office
Division of Audits
Post Office Box 942850
Sacramento, California 94250-5874**

<http://www.sco.ca.gov>

Entrance Conference Letter

Exhibit E



JUL - 5 2005

STEVE WESTLY
California State Controller

June 28, 2005

Doug Roberts, Vice Chancellor
Finance and Administration
Contra Costa Community College District
500 Court Street
Martinez, CA 94553

Dear Mr. Roberts:

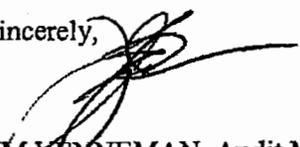
This letter confirms that Mary Khoshmashrab, Auditor-in-Charge with the State Controller's Office, has scheduled an audit of the Contra Costa Community College District's legislatively mandated Collective Bargaining Program costs claims filed for fiscal year (FY) 2001-02, FY 2002-03, and FY 2003-04. *Government Code* Section 17558.5 provides the authority for this audit.

An entrance conference is scheduled for Friday, July 8, 2005, at 10 a.m. Audit fieldwork will begin after the entrance conference.

Please furnish working accommodations for the audit staff and provide them with the necessary records (see the Attachment).

If you have any questions, please contact me at (916) 322-9887.

Sincerely,


JIM VENNEMAN, Audit Manager
Compliance Audits Bureau
Division of Audits

JV/ams

Attachment

cc: Jim L. Spano, Chief
Compliance Audits Bureau
Division of Audits
State Controller's Office
Ginny Brummels, Manager
Division of Accounting & Reporting
State Controller's Office
Mary Khoshmashrab, Auditor-In-Charge
Division of Audits
State Controller's Office

5152

MAILING ADDRESS P.O. Box 942850, Sacramento, CA 94250-5874
SACRAMENTO 300 Capitol Mall, Suite 518, Sacramento, CA 95814 (916) 324-8907
LOS ANGELES 600 Corporate Pointe, Suite 1000, Culver City, CA 90230 (310) 342-5656

ATTACHMENT

**CONTRA COSTA COMMUNITY COLLEGE DISTRICT
RECORDS REQUEST FOR COLLECTIVE BARGAINING PROGRAM
FISCAL YEAR 2001-02 FY 2002-03, AND FY 2003-04**

1. Copy of claims filed for the mandated cost programs and related supporting documentation.
2. Organization charts for the district effective during the audit period and currently.
3. Organization charts for the division or units handling the mandated cost programs effective during the audit period and currently, showing employee names and position titles.
4. Chart of Accounts.
5. Walk-through of claim process, including transactions, documentation, data collection, and claims preparation.
6. Worksheets supporting the productive hourly rate used, including support for benefit rates.
7. Employee time sheets or time logs, including substitute teachers' schedules.
8. Access to payroll records showing employee salary and benefits paid.
9. Support for costs claimed to derive the indirect cost rate on form J-380.
10. Access to general ledger accounts supporting disbursements.
11. Supporting documentation for amounts received from other funding sources.
12. Supporting documentation for services and supplies costs claimed.
13. Supporting documentation for travel and training costs claimed.
14. Supporting documentation for contracted services costs claimed.
15. Contracts and agreements with district consultant/attorney.
16. Meeting agendas, minutes, and sign-in records for Collective Bargaining and negotiation meetings.
17. List of grievance issues, by name and case number.
18. List of unions, union members, and union agreements.

Other documentation may be requested.

*Contra Costa Community College District
Legislatively Mandate Collective Bargaining Program
Entrance Conference Package
Audit Period from July 1, 2001 through June 30, 2004
S05-MCC-*

Introduction

The purpose of this meeting is to hold an entrance conference for the Collective Bargaining mandate audit for the period July 1, 2001 through June 30, 2004.

Audit Authority

Government Code (GC) Section 12410 allows the State Controller to administer the fiscal concerns of the State. *GC* Section 17561 allows the State Controller to audit the records of any claimants to verify the actual amount of mandated costs claimed.

Applicable statutes, laws, and regulations

The audit will be performed in accordance with the SCO's interpretation of the *Parameters and Guidelines*.

Background of the Mandate

The Rodda Act repealed Education Code Article 5 (commencing with section 13080), of Chapter 1 of Division 10 and added Chapter 10.7 (commencing with section 3540) to Division 4 of Title 1 of the Government Code, relating to public educational employment relations.

The Rodda Act, which became operative July 1, 1976, repealed the Winton Act and enacted provisions requiring the employer and employee to meet and negotiate, thereby creating a collective bargaining atmosphere for public school employers. It also established the Public Employment Relations Board (PERB). PERB is responsible for issuing formal interpretations and rulings regarding collective bargaining under the act.

Government Code section 3547.5 as added by Chapter 1213, Statutes of 1991, requires school districts to publicly disclose major provisions of a collective bargaining agreement after negotiations, but before the agreement becomes binding.

On July 17, 1978, the Commission on State Mandates (COSM), (formerly Board of Control), determined that Chapter 961, Statutes of 1975, resulted in state mandated costs that are reimbursable pursuant to Part 7 (commencing with Government Code section 17500) of Division 4 of Title 2.

On August 20, 1998, the Commission on State Mandates determined that Chapter 1213, Statutes of 1991, resulted in state mandated costs which are reimbursable pursuant to Part 7 (commencing with Government Code section 17500) of Division 4 of Title 2.

Audit period/universe

The audit period includes claims filed for fiscal years 2001-02 through 2003-04. For the entire audit period, Contra Costa Community College District (CCCCD) claimed \$874,803 and no payments have been disbursed to the district. The activities and costs claimed are as follows:

**Contra Costa Community College District
 Legislatively Mandate Collective Bargaining Program
 Entrance Conference Package
 Audit Period from July 1, 2001 through June 30, 2004
 S05-MCC-**

Fiscal Year	Determine Bargainig Unit	Cost of Negotiation	Impasse Proceed	CB Agreemt Disclos.	Contract Admin.	Unfair Labor Practice	Total Direct Costs	Indirect Costs	Total Costs
2001-02	\$ 26.25	\$167,728.75	\$10,229.72	\$ 0	\$ 104,902.75	\$ 67.50	\$270,584.35	\$ 81,316.79	\$351,901.14
2002-03	48.24	103,229.55	1,088.87	0	110,125.13	7,420.41	209,264.89	49,700.14	258,965.03
2003-04	1,417.92	81,503.09	0	0	143,287.54	31,112.15	244,212.23	19,724.98	263,937.21
Total:	\$ 1,492.41	\$352,460.89	\$11,318.59	\$ 0	\$ 358,315.42	\$38,600.06	\$724,061.47	\$150,741.91	\$874,803.38

Audit Objective:

- Review the costs claimed to determine if they were increased costs resulting from the mandated program.

Scope and methodology

- A review of the internal control structure. Specifically, we request an understanding of the claim process. The walk-through of each phase would include:
 - Identification of mandated transactions, understanding of procedure in-place to capture these costs.
 - Identification of source documents.
 - Claim preparation process.
- Trace the costs claimed to the supporting documentation to determine whether the costs were properly supported.
- Determined if the costs claimed were funded via other sources.

Record Request:

In addition to the records requested at the entrance meeting, and as specified in the audit start letter, auditor may request additional documents through out the audit process.

Protocol

- Contact person for the audit
- Contact person for the program questions
- Potential audit findings will be discussed with district management during the course of the audit and that an exit conference will be held at the end of the fieldwork to discuss the audit findings and recommendations.

Audit Report Process

Exit Conference
 Draft report process
 Response to Draft Report
 Final report

*Contra Costa Community College District
Legislatively Mandate Collective Bargaining Program
Entrance Conference Package
Audit Period from July 1, 2001 through June 30, 2004
S05-MCC-*

Appeal

After the final report has been issued, if CCCCDC still disagrees with the factual accuracy of the report, the district can file an appeal with the Commission on State Mandates.

Questions/concerns

CLAIM FOR PAYMENT
 Pursuant to Government Code Section 17561
 Collective Bargaining

(19) Program Number 00011	Program 011
(20) Date Filed <u> </u> / <u> </u> / <u> </u>	
(21) LRS Input <u> </u> / <u> </u> / <u> </u>	

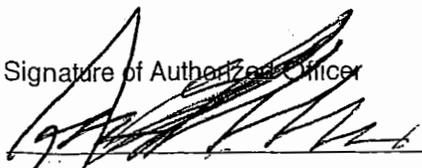
(01) Claimant Identification Number S07030				Reimbursement Claim		
(02) Mailing Address 500 Court Street				(22) CB-1, (03)(1)(e)	\$26.25	
Claimant Name Contra Costa Community College District				(23) CB-1, (03)(2)(e)	\$0.00	
County of Location Contra Costa				(24) CB-1, (03)(3)(e)	\$167,728.75	
Street Address or PO Box				(25) CB-1, (03)(4)(e)	\$10,229.72	
City State Zip Code Martinez CA 94553				(26) CB-1, (03)(5)(e)	\$0.00	
Type of Claim	Estimated Claim		Reimbursement Claim		(27) CB-1, (03)(6)(e)	\$104,902.75
	(03) Estimated		(09) Reimbursement		(28) CB-1, (03)(7)(e)	\$67.50
Fiscal Year of Cost	(06)	2002-2003	(12)	2001-2002	(30) CB-1, (04)(e)	\$282,955.00
Total Claim Amount	(07)	\$387,000	(13)	\$351,901	(31) CB-1, (05)(e)	\$3,843.00
Less: 10% Late Penalty, not to exceed \$1,000			(14)	\$0	(32)	
Less: Estimated Claim Payment Received			(15)	\$0	(33)	
Net Claim Amount			(16)	\$351,901	(34)	
Due from State	(08)	\$387,000	(17)	\$351,901	(35)	
Due to State			(18)	\$0	(36)	
				(18)	\$0	(36)
				(37)		

(38) CERTIFICATION OF CLAIM

In accordance with the provisions of Government Code § 17561, I certify that I am the officer authorized by the local agency to file claims with the State of California for costs mandated by Chapter 961, Statutes of 1975, and certify under penalty of perjury that I have not violated any of the provisions of Government Code § 1090 to 1096, inclusive.

I further certify that there was no application other than from the claimant, nor any grant or payment received, for reimbursement of costs claimed herein; and such costs are for a new program or increased level of services of an existing program mandated by Chapter 961, Statutes of 1975.

The amounts for Estimated Claim and/or Reimbursement Claim are hereby claimed from the State for payment of estimated and/or actual Costs for the mandated program of Chapter 961, Statutes of 1975, set forth on the attached statements.

Signature of Authorized Officer

 John E. Hendrickson
 Type or Print Name

Date
 12-25-02 12-30-04
 Vice Chancellor, Finance & Admin.
 Title

<div style="border: 1px solid black; padding: 5px; display: inline-block;"> Program 011 </div>		Mandated Costs Collective Bargaining Claim Summary				Form CB-1
(01) Claimant Contra Costa Community College District		(02) Type of Claim Reimbursement		Fiscal Year 2001-2002		
Rodda Act Direct Costs		Cost Elements				
(03) Reimbursable Components:		(a) Salaries & Benefits	(b) Materials & Supplies	(c) Travel & Training	(d) Contracted Services	(e) Total
1. Determination of Bargaining Units and Exclusive Representation		\$0.00	\$0.00	0.00	\$26.25	\$26.25
2. Election of Unit Representation		\$0.00	\$0.00	0.00	\$0.00	\$0.00
3. Cost of Negotiations		\$159,934.75	\$0.00	0.00	\$7,794.00	\$167,728.75
4. Impasse Proceedings		\$10,060.97	\$0.00	0.00	\$168.75	\$10,229.72
5. Collective Bargaining Agreement Disclosure		\$0.00	\$0.00	0.00	\$0.00	\$0.00
6. Contract Administration		\$77,845.75	\$0.00	0.00	\$27,057.00	\$104,902.75
7. Unfair Labor Practice Charges		\$0.00	\$0.00	0.00	\$67.50	\$67.50
(04) Total Rodda Act Direct Costs		\$247,841.47	\$0.00	\$0.00	\$35,113.50	\$282,954.97
Winton Act Direct Costs						
(05) Base Year, 1974/75 Direct Costs		0.00	0.00	0.00	3,843.00	3,843.00
(06) Base Year Direct Costs Adjusted by IP		[Line (05)(e) x 3.219] for 2001-2002 f.y.]				12,370.62
(07) Increased Direct Costs		[Line (04)(e) - line (06)]				270,584.35
Indirect Costs						
(08) Total Rodda Act Direct Costs less Contracted Services		[Line (04)(e) - line (04)(d)]				247,841.47
(09) Base Year Costs Less Contracted Services adjusted by IPD		[Line (05)(e) - line (05)(d)] x 3.219]				0.00
(10) Increased Direct Costs less Contracted Services		[Line (08) - line (09)]				247,841.47
(11) Indirect Cost Rat		From J-380, J-580 or FAM-27C				32.81%
(12) Increased Indirect Costs		[Line (10) x line (11)]				81,316.71
(13) Total Direct and Indirect Costs		[Line (07) + line (12)]				351,901.1
Cost Reduction						
(14) Less: Offsetting Savings, if applicable						\$0.0
(15) Less: Other Reimbursements, if applicable						\$0.0
(16) Total Claimed Amount:		100 [Line (13) - {Line (14) + Line (15)}]				351,901.

**COLLEGE OF SANTA COSTA COMMUNITY COLLEGE
CALCULATION OF INDIRECT COST RATE,
FISCAL YEAR
2000-2001**

*for 01/02
claims*

REFERENCE (CCFS 311)	DESCRIPTION	2000-2001
INSTRUCTIONAL ACTIVITY		
	Instructional Costs	
	Instructional Salaries and Benefits	58,779,028
	Instructional Operating Expenses	2,750,448
	Instructional Support Instructional Salaries and Benefits	101,992
	Auxiliary Operations Instructional Salaries and Benefits	666,916
	TOTAL INSTRUCTIONAL COSTS 1	62,298,384
	Non-Instructional Costs	
	Non-Instructional Salaries and Benefits	1,669,510
	Instructional Admin. Salaries and Benefits	5,829,928
	Instructional Admin. Operating Expenses	1,202,763
	Auxiliary Classes Non-Inst. Salaries and Benefits	3,701,096
	Auxiliary Classes Operating Expenses	5,688,625
	TOTAL NON-INSTRUCTIONAL COSTS 2	18,091,922
	TOTAL INSTRUCTIONAL ACTIVITY COSTS 3 (1 + 2)	80,390,306
DIRECT SUPPORT ACTIVITY		
	Direct Support Costs	
	Instructional Support Services Non Inst. Salaries and Benefits	3,395,400
	Instructional Support Services Operating Expenses	253,173
	Admissions and Records	1,895,932
	Counselling and Guidance	2,784,642
	Other Student Services	8,271,275
	TOTAL DIRECT SUPPORT COSTS 4	16,600,422
TOTAL INSTRUCTIONAL ACTIVITY COSTS AND DIRECT SUPPORT COSTS 5 (3 + 4)		96,990,728
	Indirect Support Costs	
	Operation and Maintenance of Plant	10,643,067
	Planning and Policy Making	3,713,179
	General Instructional Support Services	17,467,930
	TOTAL INDIRECT SUPPORT COSTS 6	31,824,176
TOTAL INSTRUCTIONAL ACTIVITY COSTS AND DIRECT SUPPORT COSTS AND TOTAL INDIRECT SUPPORT COSTS (5 + 6) = TOTAL COSTS		128,814,904
SUPPORT COSTS ALLOCATION RATES		
Indirect Support Costs Allocation Rate =	Total Indirect Supports Costs (6) Total Instructional Activity Costs and Direct Support Costs (5)	32.81%
Direct Support Costs Allocation Rate =	Total Direct Support Costs (4) Total Instructional Activity Costs (3)	20.65%
Total Support Cost Allocation		53.46%

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
--	----------------------

(01) Claimant <p style="text-align: center;">Contra Costa Community College District</p>	(02) Fiscal Year Costs Were Incurred <p style="text-align: center;">2001-2002</p>
---	--

(03) Reimbursable Component: Check only one box per form to identify the component being claimed.
Determination of Bargaining Units and Exclusive Representation.

(04) Description of Expenses: Complete columns (a) through (f). Object Accounts

(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Bargaining Unit Lists Atkinson, Andelson, Loya, Rudd & Romo Attorneys	\$105.00	0.25				\$26.25

(05) Total <input checked="" type="checkbox"/> Subtotal <input type="checkbox"/> Page: 1 of 1	\$0.00	\$0.00	0.00	\$26.25
---	--------	--------	------	---------

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL						FORM CB-2	
(01) Claimant Contra Costa Community College District			(02) Fiscal Year Costs Were Incurred 2001-2002				
(03) Reimbursable Component: Check only one box per form to identify the component being claimed. Cost of Negotiations							
(04) Description of Expenses: Complete columns (a) through (f).				Object Accounts			
(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services	
Contract Proposal Atkinson, Andelson, Loya, Rudd & Romo Attorneys	\$105.00	0.50				\$52.50	
District's Proposal Arce, Francisco Vice President	\$82.44	3.00	\$247.32				
Edelstein, Mark College President	\$103.67	3.00	\$311.01				
Fuentes, Ernesto Director of Human Resources	\$82.63	12.00	\$991.56				
Final Contract Fuentes, Ernesto Director of Human Resources	\$82.63	15.00	\$1,239.45				
Marvel, Greg Vice Chancellor, HR	\$89.79	48.25	\$4,332.37				
Initial Contract Fuentes, Ernesto Director of Human Resources	\$82.63	10.00	\$826.30				
Negotiations Atkinson,, Andelson, Loya, Rudd & Romo Attorneys	\$1.00	50.25				\$50.25	
Negotiations Preparation Atkinson, Andelson, Loya, Rudd & Romo Attorneys	\$105.00	1.25				\$131.25	
Atkinson, Andelson, Loya, Rudd & Romo- Attorneys	\$135.00	42.50				\$5,737.50	
(05) Total <input type="checkbox"/>			Subtotal <input checked="" type="checkbox"/>		Page: 1 of		
			\$7,948.01	\$0.00	0.00	\$5,971.50	

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
--	----------------------

(01) Claimant Contra Costa Community College District	(02) Fiscal Year Costs Were Incurred 2001-2002
--	---

(03) Reimbursable Component: Check only one box per form to identify the component being claimed.
Cost of Negotiations

(04) Description of Expenses: Complete columns (a) through (f). Object Accounts

(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Brelie, Lee CAH Division Chair	\$26.29	20.50	\$538.95			
Carr, Helen President	\$110.93	23.00	\$2,551.39			
Cherry, Linda Supervisor	\$53.41	16.20	\$865.24			
Clow, Tim Director, Student Prog. & Svcs	\$74.67	19.70	\$1,471.00			
Floyd, Donna Int. Director/Student Programs	\$66.71	20.50	\$1,367.56			
Franklin, Wendy DSPS Manager	\$45.33	10.60	\$480.50			
Fuentes, Ernesto Director of Human Resources	\$82.63	110.00	\$9,089.30			
Gideon, Gloria Division Chair	\$27.28	17.20	\$469.22			
Hendrickson, John Vice Chancellor- Fin/Admin	\$90.56	3.50	\$316.96			
Hernandez, Frank Senior Dean	\$80.47	13.10	\$1,054.16			
Holman, Sandra Director/Instructional Support	\$74.67	9.90	\$739.23			
Jackson, Shawn Program Manager	\$60.11	17.20	\$1,033.89			
Keating, Mary Director/College Dev.	\$58.24	13.90	\$809.54			
Lamb, Susan Division Chair	\$31.54	20.50	\$646.57			
Leadon, Patricia	\$58.69	13.70	\$804.05			

(05) Total <input type="checkbox"/>	Subtotal <input checked="" type="checkbox"/>	Page: 2 of	104	\$22,237.55	\$0.00	0.00	\$0.00
-------------------------------------	--	------------	------------	-------------	--------	------	--------

**MANDATED COSTS
COLLECTIVE BARGAINING
COMPONENT/ACTIVITY COST DETAIL**

**FORM
CB-2**

(01) Claimant
Contra Costa Community College District

(02) Fiscal Year Costs Were Incurred
2001-2002

(03) Reimbursable Component: Check only one box per form to identify the component being claimed.
Cost of Negotiations

(04) Description of Expenses: Complete columns (a) through (f).

Object Accounts

(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Director/Student Programs						
Maga, Carol Asst. Dean of Instruction	\$80.47	5.80	\$466.73			
Magalong, Mariles Director, Business Services	\$74.67	17.20	\$1,284.32			
Marvel, Greg Vice Chancellor, HR	\$89.79	489.25	\$43,929.76			
Matthews, Michel Director, Student Prog. & Svcs	\$81.24	17.20	\$1,397.33			
McCray, Sandi Sr. H.R. Representative	\$50.54	1.00	\$50.54			
Mead, Terrill Division Chair	\$23.84	20.50	\$488.72			
Moore, Jeanette Director, Admissions & Records	\$82.44	17.20	\$1,417.97			
Olson, Dave Police Service Lieutenant	\$59.20	16.50	\$976.80			
Packard, Roseanne Director of Nursing	\$56.12	9.90	\$555.59			
Poe, Darlene Custodial Manager	\$43.16	6.40	\$276.22			
Schwied (Lawrence), Lynda Asst. Dean HS	\$80.47	15.70	\$1,263.38			
Tabussi, Stephen Director of Marketing	\$52.64	2.50	\$131.60			
Taylor, Jim Buildings & Grounds Mgr.	\$65.06	7.30	\$474.94			
Tran-Colvin, Phung Supervisor	\$42.30	3.30	\$139.59			
(05) Total <input type="checkbox"/>	Subtotal <input checked="" type="checkbox"/>	Page: 3 of	\$53,657.54	\$0.00	0.00	\$0.00

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL						FORM CB-2
(01) Claimant Contra Costa Community College District			(02) Fiscal Year Costs Were Incurred 2001-2002			
(03) Reimbursable Component: Check only one box per form to identify the component being claimed. Cost of Negotiations						
(04) Description of Expenses: Complete columns (a) through (f).				Object Accounts		
(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Wade, John Athletic Director	\$55.35	20.50	\$1,134.68			
Walsh, Janis Bookstore Mgr	\$61.19	17.40	\$1,064.71			
Watkins, Randy Sr. Dean	\$71.09	16.40	\$1,165.88			
Weston, Ron Division Chair/Social Sci.	\$26.29	20.50	\$538.95			
Williams, McKinley Dean of College	\$88.84	19.70	\$1,750.15			
Negotiations Subject Committee						
Frank, Dan Sr. HR Representative	\$48.17	1.50	\$72.26			
Hendrickson, John Vice Chancellor- Fin/Admin	\$90.56	1.50	\$135.84			
Huff, Gene Principal HR Representative	\$58.48	1.50	\$87.72			
Marvel, Greg Vice Chancellor, HR	\$89.79	0.50	\$44.90			
Roberts, Doug Comptroller	\$74.67	1.50	\$112.01			
Rosales, Linda Director/Payroll	\$74.67	1.50	\$112.01			
Negotiations-At Table						
Cutler, Bruce Director, Business Services	\$77.35	63.80	\$4,934.93			
Fuentes, Ernesto Director of Human Resources	\$82.63	74.30	\$6,139.41			
(05) Total <input type="checkbox"/>			Subtotal <input checked="" type="checkbox"/>		Page: 4 of	
			\$17,433.00	\$0.00	0.00	\$0.00

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL				FORM CB-2		
(01) Claimant Contra Costa Community College District			(02) Fiscal Year Costs Were Incurred 2001-2002			
(03) Reimbursable Component: Check only one box per form to identify the component being claimed. Cost of Negotiations						
(04) Description of Expenses: Complete columns (a) through (f).				Object Accounts		
(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Killings, Denise Executive Asst.	\$39.76	5.00	\$198.80			
Livingston, Richard Senior Dean	\$86.61	39.50	\$3,421.10			
Maga, Carol Asst. Dean of Instruction	\$80.47	25.50	\$2,051.99			
Marvel, Greg Vice Chancellor, HR	\$89.79	413.00	\$37,083.27			
McCray, Sandi Sr. H.R. Representative	\$50.54	61.30	\$3,098.10			
Moore, Jeanette Director, Admissions & Records	\$82.44	45.00	\$3,709.80			
Roberts, Doug Comptroller	\$74.67	23.50	\$1,754.75			
Shell, Stacy HR Representative	\$35.36	5.00	\$176.80			
Shimada, Juanita HR Representative	\$38.99	5.00	\$194.95			
White, Robbie District HR Secretary	\$32.83	5.00	\$164.15			
Williams, Penny Admin. Secretary	\$29.11	81.80	\$2,381.20			
Public Hearings - Certificated Atkinson, Andelson, Loya, Rudd & Romo- Attorneys	\$135.00	2.00				\$270.00
Reclassification studies Fuentes, Ernesto Director of Human Resources	\$82.63	48.00	\$3,966.24			
(05) Total <input type="checkbox"/> Subtotal <input checked="" type="checkbox"/> Page: 5 of			\$64,340.55	\$0.00	0.00	\$270.00

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL					FORM CB-2	
(01) Claimant Contra Costa Community College District			(02) Fiscal Year Costs Were Incurred 2001-2002			
(03) Reimbursable Component: Check only one box per form to identify the component being claimed. Cost of Negotiations						
(04) Description of Expenses: Complete columns (a) through (f).				Object Accounts		
(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Marvel, Greg Vice Chancellor, HR	\$89.79	7.00	\$628.53			
Subject Committee						
Atkinson, Andelson, Loya, Rudd & Romo Attorneys	\$105.00	11.25				\$1,181.25
Atkinson, Andelson, Loya, Rudd & Romo- Attorneys	\$135.00	2.75				\$371.25
Itzko, Charlie Payroll/Technical Expert	\$25.00	30.40	\$760.00			
McCray, Sandi Sr. H.R. Representative	\$50.54	0.25	\$12.64			
(05) Total <input type="checkbox"/> Subtotal <input checked="" type="checkbox"/> Page: 6 of			\$5,367.40	\$0.00	0.00	\$1,552.50

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL						FORM CB-2
(01) Claimant Contra Costa Community College District			(02) Fiscal Year Costs Were Incurred 2001-2002			
(03) Reimbursable Component: Check only one box per form to identify the component being claimed. Impasse Proceedings						
(04) Description of Expenses: Complete columns (a) through (f).				Object Accounts		
(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Factfinding						
Atkinson, Andelson, Loya, Rudd & Romo- Attorneys	\$135.00	0.50				\$67.50
Marvel, Greg Vice Chancellor, HR	\$89.79	61.80	\$5,549.02			
Mediation						
Atkinson, Andelson, Loya, Rudd & Romo- Attorneys	\$135.00	0.75				\$101.25
Marvel, Greg Vice Chancellor, HR	\$89.79	50.25	\$4,511.95			
(05) Total <input checked="" type="checkbox"/> Subtotal <input type="checkbox"/> Page: 1 of 1			109	\$10,060.97	\$0.00	0.00 \$168.75

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
--	----------------------

(01) Claimant Contra Costa Community College District	(02) Fiscal Year Costs Were Incurred 2001-2002
--	---

(03) Reimbursable Component: Check only one box per form to identify the component being claimed.
Contract Administration

(04) Description of Expenses: Complete columns (a) through (f).	Object Accounts					
(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Contract Administration Committee						
Marvel, Greg Vice Chancellor, HR	\$89.79	121.75	\$10,931.93			
Contract Interpretation						
Atkinson, Andelson, Loya, Rudd & Romo Attorneys	\$105.00	14.75				\$1,548.75
Atkinson, Andelson, Loya, Rudd & Romo- Attorneys	\$135.00	31.75				\$4,286.25
Cutler, Bruce Director, Business Services	\$77.35	3.60	\$278.46			
Dogan, Ozzie Central Services	\$64.29	0.30	\$19.29			
Hendrickson, John Vice Chancellor- Fin/Admin	\$90.56	7.60	\$688.26			
Killings, Denise Executive Asst.	\$39.76	3.00	\$119.28			
Leivas, Chris Director/Business Svcs.	\$79.26	3.10	\$245.71			
Littman, Les Director/Purchasing	\$64.29	2.90	\$186.44			
Magalong, Mariles Director, Business Services	\$74.67	1.90	\$141.87			
Marvel, Greg Vice Chancellor, HR	\$89.79	8.80	\$790.15			
McCray, Sandi Sr. H.R. Representative	\$50.54	0.75	\$37.91			
Roberts, Doug Comptroller	\$74.67	2.80	\$209.08			

(05) Total <input type="checkbox"/> Subtotal <input checked="" type="checkbox"/> Page: 1 of	110	\$13,648.37	\$0.00	0.00	\$5,835.00
---	------------	-------------	--------	------	------------

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL						FORM CB-2
(01) Claimant Contra Costa Community College District			(02) Fiscal Year Costs Were Incurred 2001-2002			
(03) Reimbursable Component: Check only one box per form to identify the component being claimed. Contract Administration						
(04) Description of Expenses: Complete columns (a) through (f).				Object Accounts		
(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Rosales, Linda Director/Payroll	\$74.67	7.30	\$545.09			
Strangfeld, Ken Chief Accountant	\$55.35	3.40	\$188.19			
Grievances						
Arce, Francisco Vice President	\$82.44	0.50	\$41.22			
Atkinson, Andelson, Loya, Rudd & Romo- Attorneys	\$135.00	20.95				\$2,828.25
Couser, Richard Chief/District Police	\$60.66	0.50	\$30.33			
Fuentes, Ernesto Director of Human Resources	\$82.63	49.00	\$4,048.87			
Marvel, Greg Vice Chancellor, HR	\$89.79	278.80	\$25,033.45			
McCray, Sandi Sr. H.R. Representative	\$50.54	1.05	\$53.07			
Tenure Grievance						
Marvel, Greg Vice Chancellor, HR	\$89.79	62.50	\$5,611.88			
Title 5 Complaints						
Atkinson, Andelson, Loya, Rudd & Romo- Attorneys	\$135.00	136.25				\$18,393.75
Fuentes, Ernesto Director of Human Resources	\$82.63	12.00	\$991.56			
McCray, Sandi Sr. H.R. Representative	\$50.54	1.70	\$85.92			
(05) Total <input type="checkbox"/> Subtotal <input checked="" type="checkbox"/> Page: 2 of			\$36,838.65	\$0.00	0.00	\$21,222.00

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL				FORM CB-2		
(01) Claimant Contra Costa Community College District			(02) Fiscal Year Costs Were Incurred 2001-2002			
(03) Reimbursable Component: Check only one box per form to identify the component being claimed. Contract Administration						
(04) Description of Expenses: Complete columns (a) through (f).				Object Accounts		
(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Training Session						
Armstrong, Terry Sr. Dean	\$69.35	3.00	\$208.05			
Brelie, Lee CAH Division Chair	\$26.29	4.00	\$105.16			
Campen, Anton Buildings & Grounds	\$62.74	3.00	\$188.22			
Carr, Helen President	\$110.93	1.00	\$110.93			
Clow, Tim Director, Student Prog. & Svcs	\$74.67	4.00	\$298.68			
Cutler, Bruce Director, Business Services	\$77.35	6.50	\$502.78			
Dalrymple, William Asst. Comptroller	\$56.12	3.00	\$168.36			
Dogan, Ozzie Central Services	\$64.29	3.00	\$192.87			
Flags, Jackie Admin Analyst	\$44.43	3.00	\$133.29			
Floyd, Donna Int. Director/Student Programs	\$66.71	4.00	\$266.84			
Franklin, Wendy DSPS Manager	\$45.33	1.00	\$45.33			
Fuentes, Ernesto Director of Human Resources	\$82.63	85.00	\$7,023.55			
Garcia, Peter Vice President	\$91.06	3.00	\$273.18			
Gideon, Gloria Division Chair	\$27.28	1.00	\$27.28			
(05) Total <input type="checkbox"/> Subtotal <input checked="" type="checkbox"/> Page: 3 of			\$9,544.52	\$0.00	0.00	\$0.00

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL				FORM CB-2		
(01) Claimant Contra Costa Community College District			(02) Fiscal Year Costs Were Incurred 2001-2002			
(03) Reimbursable Component: Check only one box per form to identify the component being claimed. Contract Administration						
(04) Description of Expenses: Complete columns (a) through (f).				Object Accounts		
(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Hendrickson, John Vice Chancellor- Fin/Admin	\$90.56	3.00	\$271.68			
Henry, Dan Executive Dean	\$91.06	3.00	\$273.18			
Hernandez, Frank Senior Dean	\$80.47	4.00	\$321.88			
Holman, Sandra Director/Instructional Support	\$74.67	4.00	\$298.68			
Jackson, Shawn Program Manager	\$60.11	1.00	\$60.11			
Keating, Mary Director/College Dev.	\$58.24	3.00	\$174.72			
Killings, Denise Executive Asst.	\$39.76	3.50	\$139.16			
Lamb, Susan Division Chair	\$31.54	1.00	\$31.54			
Leadon, Patricia Director/Student Programs	\$58.69	1.00	\$58.69			
Leivas, Chris Director/Business Svcs.	\$79.26	6.00	\$475.56			
Littman, Les Director/Purchasing	\$64.29	3.00	\$192.87			
Livingston, Richard Senior Dean	\$86.61	3.00	\$259.83			
Magalong, Mariles Director, Business Services	\$74.67	7.50	\$560.03			
Magnaghi, Mary Anne Executive Asst.	\$42.74	3.00	\$128.22			
(05) Total <input type="checkbox"/> Subtotal <input checked="" type="checkbox"/> Page: 4 of			\$3,273.43	\$0.00	0.00	\$0.00

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
--	----------------------

(01) Claimant <p style="text-align: center;">Contra Costa Community College District</p>	(02) Fiscal Year Costs Were Incurred <p style="text-align: center;">2001-2002</p>
---	--

(03) Reimbursable Component: Check only one box per form to identify the component being claimed.
Contract Administration

(04) Description of Expenses: Complete columns (a) through (f).			Object Accounts			
(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Marvel, Greg Vice Chancellor, HR	\$89.79	92.00	\$8,260.68			
Matthews, Michel Director, Student Prog. & Svcs	\$81.24	4.00	\$324.96			
McCray, Sandi Sr. H.R. Representative	\$50.54	6.50	\$328.51			
McDonald, Bill Bookstore Mgr	\$52.24	3.00	\$156.72			
Mead, Terrill Division Chair	\$23.84	1.00	\$23.84			
Moore, Jeanette Director, Admissions & Records	\$82.44	4.00	\$329.76			
Newman, Gail Director/Admis. & Records	\$74.67	3.00	\$224.01			
Olson, Dave Police Service Lieutenant	\$59.20	1.00	\$59.20			
Packard, Roseanne Director of Nursing	\$56.12	1.00	\$56.12			
Perrotta, Cam Custodian Manager	\$63.45	3.00	\$190.35			
Poe, Darlene Custodial Manager	\$43.16	1.00	\$43.16			
Poschman, Jennifer Div. Chair/Speech Instructor	\$28.14	3.00	\$84.42			
Roberts, Doug Comptroller	\$74.67	3.00	\$224.01			
Rodriguez, Gilbert Math/Science Division Chair	\$27.06	3.00	\$81.18			
Rodriguez, Raul	\$103.67	3.00	\$311.01			

(05) Total <input type="checkbox"/>	Subtotal <input checked="" type="checkbox"/>	Page: 5 of	\$10,697.93	\$0.00	0.00	\$0.00
-------------------------------------	--	------------	-------------	--------	------	--------

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
--	----------------------

(01) Claimant Contra Costa Community College District	(02) Fiscal Year Costs Were Incurred 2001-2002
--	---

(03) Reimbursable Component: Check only one box per form to identify the component being claimed.
Contract Administration

(04) Description of Expenses: Complete columns (a) through (f). Object Accounts

(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
College President						
Rosales, Linda Director/Payroll	\$74.67	3.00	\$224.01			
Schwied (Lawrence), Lynda Asst. Dean HS	\$80.47	4.00	\$321.88			
Scott-Summers, Diane Dean of Student Services	\$96.41	3.00	\$289.23			
Seaberry, Ben Dean of Technology	\$74.67	3.00	\$224.01			
Shell, Stacy HR Representative	\$35.36	3.50	\$123.76			
Shimada, Juanita HR Representative	\$38.99	3.50	\$136.47			
Shoaff, Terry Vice President	\$94.12	3.00	\$282.36			
Skapura, Bob SR Dean	\$80.47	3.00	\$241.41			
Skeen, Esther Police Services Lieutenant	\$60.66	3.00	\$181.98			
Strangfeld, Ken Chief Accountant	\$55.35	3.00	\$166.05			
Summers, Cheryl Sr. Executive Asst.	\$47.41	3.00	\$142.23			
Taylor, Jim Buildings & Grounds Mgr.	\$65.06	4.00	\$260.24			
Torres, Felipe Director, Special Prog. Svcs.	\$78.50	3.00	\$235.50			
Valenzuela, Eileen Principal Admin Analyst	\$59.82	3.00	\$179.46			

(05) Total <input type="checkbox"/>	Subtotal <input checked="" type="checkbox"/>	Page: 6 of	\$3,319.60	\$0.00	0.00	\$0.00
-------------------------------------	--	------------	------------	--------	------	--------

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
--	----------------------

(01) Claimant <p style="text-align: center;">Contra Costa Community College District</p>	(02) Fiscal Year Costs Were Incurred <p style="text-align: center;">2001-2002</p>
---	--

(03) Reimbursable Component: Check only one box per form to identify the component being claimed.
Contract Administration

(04) Description of Expenses: Complete columns (a) through (f). Object Accounts

(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Wade, John Athletic Director	\$55.35	1.00	\$55.35			
Walsh, Janis Bookstore Mgr	\$61.19	4.00	\$244.76			
Walton-Woodson, Catherine Counseling Ofc. Supervisor	\$32.32	3.00	\$96.96			
Watkins, Randy Sr. Dean	\$71.09	3.00	\$213.27			
Weston, Ron Division Chair/Social Sci.	\$26.29	3.00	\$78.87			
White, Robbie District HR Secretary	\$32.83	3.50	\$114.91			
Williams, McKinley Dean of College	\$88.84	3.00	\$266.52			

(05) Total <input type="checkbox"/>	Subtotal <input checked="" type="checkbox"/>	Page: 7 of	116	\$1,250.10	\$0.00	0.00	\$0.00
-------------------------------------	--	------------	------------	------------	--------	------	--------

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL						FORM CB-2
(01) Claimant Contra Costa Community College District			(02) Fiscal Year Costs Were Incurred 2001-2002			
(03) Reimbursable Component: Check only one box per form to identify the component being claimed. Unfair Labor Practice Charges						
(04) Description of Expenses: Complete columns (a) through (f).				Object Accounts		
(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Unfair Labor Disputes Atkinson, Andelson, Loya, Rudd & Romo- Attorneys	\$135.00	0.50				\$67.50
(05) Total <input checked="" type="checkbox"/> Subtotal <input type="checkbox"/> Page: 1 of 1			117	\$0.00	\$0.00	0.00 \$67.50

**Contra Costa Community College District
Collective Bargaining
by Name**

Arce, Francisco - Vice President Salaried Employee	\$82.44
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
8/20/01	3.00	\$247.32	\$0.00	\$0.00	Cost of Negotiations District's Proposal
		Development of contract proposal.			
1/1/02	0.50	\$41.22	\$0.00	\$0.00	Contract Administration Grievances
		Preparation for conference re: Tenure grievance with attorneys: Atkinson, Andelson...			
	<u>3.50</u>	<u>\$288.54</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Armstrong, Terry - Sr. Dean Salaried Employee	\$69.35
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$208.05	\$0.00	\$0.00	Contract Administration Training Session
		Training on the contract			
	<u>3.00</u>	<u>\$208.05</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Atkinson, Andelson, Loya, Rudd & Romo - Attorneys Contracted Service	\$105.00
---	----------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	0.25	\$0.00	\$0.00	\$26.25	Determination of Bargainin Bargaining Unit Lists
		Professional legal services for establishing bargaining unit lists.			
1/1/02	1.25	\$0.00	\$0.00	\$131.25	Cost of Negotiations Negotiations Preparation
		Planning and/or preparation for negotiations.			
1/1/02	14.75	\$0.00	\$0.00	\$1,548.75	Contract Administration Contract Interpretation
		Professional legal services for contract interpretation/administration.			
1/1/02	11.25	\$0.00	\$0.00	\$1,181.25	Cost of Negotiations Subject Committee
		Professional legal services for negotiations subject committee.			
1/1/02	0.50	\$0.00	\$0.00	\$52.50	Cost of Negotiations Contract Proposal
		Professional services for analysis of contract proposal.			
	<u>28.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$2,940.00</u>	

Atkinson, Andelson, Loya, Rudd & Romo - - Attorneys Contracted Service	\$135.00
---	----------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	31.75	\$0.00	\$0.00	\$4,286.25	Contract Administration Contract Interpretation
		Professional legal services for contract interpretation			
1/1/02	2.00	\$0.00	\$0.00	\$270.00	Cost of Negotiations Public Hearings - Certificated
		Time spent by attorney in public hearings relating to negotiations			
1/1/02	2.75	\$0.00	\$0.00	\$371.25	Cost of Negotiations Subject Committee

**Contra Costa Community College District
Collective Bargaining
by Name**

1/1/02	Professional legal services for negotiations subject committee	8.10	\$0.00	\$0.00	\$1,093.50	Contract Administration	Grievances
1/1/02	Professional services for grievance adjudication.	0.50	\$0.00	\$0.00	\$67.50	Impasse Proceedings	Factfinding
1/1/02	Time spent by attorney in fact finding in impasse proceedings	12.85	\$0.00	\$0.00	\$1,734.75	Contract Administration	Grievances
1/1/02	Professional services for tenure grievance adjudication.	136.25	\$0.00	\$0.00	\$18,393.75	Contract Administration	Title 5 Complaints
1/1/02	Time spent by attorney in dealing with Title 5 grievances	0.50	\$0.00	\$0.00	\$67.50	Unfair Labor Practice Char	Unfair Labor Disputes
1/1/02	Professional legal services for preparation for PERB hearing.	42.50	\$0.00	\$0.00	\$5,737.50	Cost of Negotiations	Negotiations Preparation
1/1/02	Professional services for negotiation planning and preparation.	0.75	\$0.00	\$0.00	\$101.25	Impasse Proceedings	Mediation
	Professional services for mediation planning and preparation.						
		<u>237.95</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$32,123.25</u>		

Atkinson,, Andelson, Loya, Rudd & Romo - Attorneys Contracted Service	\$1.00
--	--------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted</u>	<u>Component</u>	<u>Activity</u>
1/1/02	50.25	\$0.00	\$0.00	\$50.25	Cost of Negotiations	Negotiations
					Expenses for collective bargaining services for negotiations.	
	<u>50.25</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$50.25</u>		

Brelie, Lee - CAH Division Chair Salaried Employee	\$26.29
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted</u>	<u>Component</u>	<u>Activity</u>
1/1/02	20.50	\$538.95	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
1/1/02	4.00	\$105.16	\$0.00	\$0.00	Contract Administration	Training Session
					Training on the contract	
	<u>24.50</u>	<u>\$644.11</u>	<u>\$0.00</u>	<u>\$0.00</u>		

Campan, Anton - Buildings & Grounds Salaried Employee	\$62.74
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted</u>	<u>Component</u>	<u>Activity</u>
1/1/02	3.00	\$188.22	\$0.00	\$0.00	Contract Administration	Training Session
					Time spent in training on the contract	
	<u>3.00</u>	<u>\$188.22</u>	<u>\$0.00</u>	<u>\$0.00</u>		

**Contra Costa Community College District
Collective Bargaining
by Name**

Carr, Helen - President Salaried Employee	\$110.93
--	----------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	23.00	\$2,551.39	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Time spent in meetings for negotiations preparation
1/1/02	1.00	\$110.93	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
	<u>24.00</u>	<u>\$2,662.32</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Cherry, Linda - Supervisor Salaried Employee	\$53.41
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	16.20	\$865.24	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Time spent in meetings in preparation for negotiations
	<u>16.20</u>	<u>\$865.24</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Clow, Tim - Director, Student Prog. & Svcs Salaried Employee	\$74.67
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	4.00	\$298.68	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
1/1/02	19.70	\$1,471.00	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Time spent in meetings in preparation for negotiations
	<u>23.70</u>	<u>\$1,769.68</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Couser, Richard - Chief/District Police Salaried Employee	\$60.66
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	0.50	\$30.33	\$0.00	\$0.00 Contract Administration	Grievances
					Meeting with attorneys: Atkinson, Andelson...re: tenure grievance/contract administration.
	<u>0.50</u>	<u>\$30.33</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Cutler, Bruce - Director, Business Services Salaried Employee	\$77.35
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.60	\$278.46	\$0.00	\$0.00 Contract Administration	Contract Interpretation

**Contra Costa Community College District
Collective Bargaining
by Name**

	Time spent in contract interpretation					
1/1/02	6.50	\$502.78	\$0.00	\$0.00	Contract Administration	Training Session
	Time spent in training on the contract					
1/1/02	63.80	\$4,934.93	\$0.00	\$0.00	Cost of Negotiations	Negotiations-At Table
	Time spent in At-table Negotiations					
	<u>73.90</u>	<u>\$5,716.16</u>	<u>\$0.00</u>	<u>\$0.00</u>		

Dalrymple, William - Asst. Comptroller Salaried Employee	\$56.12
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$168.36	\$0.00	\$0.00	Contract Administration Training Session
	Time spent in training on the contract				
	<u>3.00</u>	<u>\$168.36</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Dogan, Ozzie - Central Services Salaried Employee	\$64.29
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	0.30	\$19.29	\$0.00	\$0.00	Contract Administration Contract Interpretation
	Time spent in contract interpretation				
1/1/02	3.00	\$192.87	\$0.00	\$0.00	Contract Administration Training Session
	Time spent in training on the contract				
	<u>3.30</u>	<u>\$212.16</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Edelstein, Mark - College President Salaried Employee	\$103.67
--	----------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
8/20/01	3.00	\$311.01	\$0.00	\$0.00	Cost of Negotiations District's Proposal
	Development of contract proposal.				
	<u>3.00</u>	<u>\$311.01</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Flaggs, Jackie - Admin Analyst Salaried Employee	\$44.43
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$133.29	\$0.00	\$0.00	Contract Administration Training Session
	Time spent in training on the contract				
	<u>3.00</u>	<u>\$133.29</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Contra Costa Community College District
Collective Bargaining
by Name

Floyd, Donna - Int. Director/Student Programs Salaried Employee	\$66.71
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	4.00	\$266.84	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
1/1/02	20.50	\$1,367.56	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations				
	24.50	\$1,634.40	\$0.00	\$0.00	

Frank, Dan - Sr. HR Representative Salaried Employee	\$48.17
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
5/23/02	1.50	\$72.26	\$0.00	\$0.00 Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiations subject committee				
	1.50	\$72.26	\$0.00	\$0.00	

Franklin, Wendy - DSPS Manager Salaried Employee	\$45.33
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	10.60	\$480.50	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations				
1/1/02	1.00	\$45.33	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent training on the contract				
	11.60	\$525.83	\$0.00	\$0.00	

Fuentes, Ernesto - Director of Human Resources Salaried Employee	\$82.63
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	31.00	\$2,561.53	\$0.00	\$0.00 Contract Administration	Grievances
	Time spent in dealing with tenure disputes				
1/1/02	85.00	\$7,023.55	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
1/1/02	74.30	\$6,139.41	\$0.00	\$0.00 Cost of Negotiations	Negotiations-At Table
	Time spent in At Table negotiations				
1/1/02	10.00	\$826.30	\$0.00	\$0.00 Cost of Negotiations	Initial Contract
	Planning/preparation for negotiations.				
1/1/02	18.00	\$1,487.34	\$0.00	\$0.00 Contract Administration	Grievances
	Grievance adjudication.				
1/1/02	110.00	\$9,089.30	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation

**Contra Costa Community College District
Collective Bargaining
by Name**

1/1/02	Planning/preparation for negotiations. 12.00	\$991.56	\$0.00	\$0.00	Cost of Negotiations	District's Proposal
1/1/02	Planning/preparation for negotiations. 48.00	\$3,966.24	\$0.00	\$0.00	Cost of Negotiations	Reclassification studies
1/1/02	Planning/preparation for negotiations. 12.00	\$991.56	\$0.00	\$0.00	Contract Administration	Title 5 Complaints
1/1/02	Title 5 grievances 15.00	\$1,239.45	\$0.00	\$0.00	Cost of Negotiations	Final Contract
	Time spent in preparing contract agreement					
	<u>415.30</u>	<u>\$34,316.24</u>	<u>\$0.00</u>	<u>\$0.00</u>		

Garcia, Peter - Vice President Salaried Employee	\$91.06
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$273.18	\$0.00	\$0.00	Contract Administration Training Session
	Time spent in training on the contract				
	<u>3.00</u>	<u>\$273.18</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Gideon, Gloria - Division Chair Salaried Employee	\$27.28
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	1.00	\$27.28	\$0.00	\$0.00	Contract Administration Training Session
	Time spent in training on the contract				
1/1/02	17.20	\$469.22	\$0.00	\$0.00	Cost of Negotiations Negotiations Preparation
	Time spent in meetings in preparation for negotiations				
	<u>18.20</u>	<u>\$496.50</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Hendrickson, John - Vice Chancellor- Fin/Admin Salaried Employee	\$90.56
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$271.68	\$0.00	\$0.00	Contract Administration Training Session
	Time spent in training on the contract				
1/1/02	3.60	\$326.02	\$0.00	\$0.00	Contract Administration Contract Interpretation
	Time spent in contract interpretation				
3/1/02	1.50	\$135.84	\$0.00	\$0.00	Cost of Negotiations Negotiations Preparation
	Time spent in negotiations preparation				
4/16/02	4.00	\$362.24	\$0.00	\$0.00	Contract Administration Contract Interpretation
	Time spent in contract interpretation				
5/23/02	1.50	\$135.84	\$0.00	\$0.00	Cost of Negotiations Negotiations Subject Commit
	Time spent in negotiations subject committee				
6/17/02	2.00	\$181.12	\$0.00	\$0.00	Cost of Negotiations Negotiations Preparation

**Contra Costa Community College District
Collective Bargaining
by Name**

Time spent in negotiations preparation			
15.60	\$1,412.74	\$0.00	\$0.00

Henry, Dan - Executive Dean Salaried Employee	\$91.06
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$273.18	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
	3.00	\$273.18	\$0.00	\$0.00	

Hernandez, Frank - Senior Dean Salaried Employee	\$80.47
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	13.10	\$1,054.16	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations				
1/1/02	4.00	\$321.88	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
	17.10	\$1,376.04	\$0.00	\$0.00	

Holman, Sandra - Director/Instructional Support Salaried Employee	\$74.67
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	4.00	\$298.68	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
1/1/02	9.90	\$739.23	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations				
	13.90	\$1,037.91	\$0.00	\$0.00	

Huff, Gene - Principal HR Representative Salaried Employee	\$58.48
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
5/23/02	1.50	\$87.72	\$0.00	\$0.00 Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiations subject committee				
	1.50	\$87.72	\$0.00	\$0.00	

Contra Costa Community College District
Collective Bargaining
by Name

Itzko, Charlie - Payroll/Technical Expert Salaried Employee	\$25.00
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	30.40	\$760.00	\$0.00	\$0.00 Cost of Negotiations	Subject Committee
	Time spent in preparation for subject committee negotiations				
	30.40	\$760.00	\$0.00	\$0.00	

Jackson, Shawn - Program Manager Salaried Employee	\$60.11
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	1.00	\$60.11	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
1/1/02	17.20	\$1,033.89	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations				
	18.20	\$1,094.00	\$0.00	\$0.00	

Keating, Mary - Director/College Dev. Salaried Employee	\$58.24
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	13.90	\$809.54	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations				
1/1/02	3.00	\$174.72	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
	16.90	\$984.26	\$0.00	\$0.00	

Killings, Denise - Executive Asst. Salaried Employee	\$39.76
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
3/12/00	3.00	\$119.28	\$0.00	\$0.00 Contract Administration	Contract Interpretation
	Time spent in contract interpretation				
1/1/02	5.00	\$198.80	\$0.00	\$0.00 Cost of Negotiations	Negotiations-At Table
	At- table negotiations				
1/1/02	3.50	\$139.16	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
	11.50	\$457.24	\$0.00	\$0.00	

Contra Costa Community College District
Collective Bargaining
by Name

Lamb, Susan - Division Chair		
Salaried Employee		\$31.54

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	20.50	\$646.57	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Time spent in meetings in preparation for negotiations
1/1/02	1.00	\$31.54	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
	21.50	\$678.11	\$0.00	\$0.00	

Leadon, Patricia - Director/Student Programs		
Salaried Employee		\$58.69

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	13.70	\$804.05	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Time spent in meetings in preparation for negotiations
1/1/02	1.00	\$58.69	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
	14.70	\$862.74	\$0.00	\$0.00	

Leivas, Chris - Director/Business Svcs.		
Salaried Employee		\$79.26

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	6.00	\$475.56	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
1/1/02	3.10	\$245.71	\$0.00	\$0.00 Contract Administration	Contract Interpretation
					Time spent in contract interpretation
	9.10	\$721.27	\$0.00	\$0.00	

Littman, Les - Director/Purchasing		
Salaried Employee		\$64.29

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	2.90	\$186.44	\$0.00	\$0.00 Contract Administration	Contract Interpretation
					Time spent in contract interpretation
1/10/02	3.00	\$192.87	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
	5.90	\$379.31	\$0.00	\$0.00	

**Contra Costa Community College District
Collective Bargaining
by Name**

Livingston, Richard - Senior Dean Salaried Employee	\$86.61
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	39.50	\$3,421.10	\$0.00	\$0.00 Cost of Negotiations	Negotiations-At Table
					At-Table Negotiations
1/1/02	3.00	\$259.83	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
	<u>42.50</u>	<u>\$3,680.93</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Maga, Carol - Asst. Dean of Instruction Salaried Employee	\$80.47
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	25.50	\$2,051.99	\$0.00	\$0.00 Cost of Negotiations	Negotiations-At Table
					Time spent in At table negotiations
1/1/02	5.80	\$466.73	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Planning and/or preparations for negotiations.
	<u>31.30</u>	<u>\$2,518.71</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Magalong, Mariles - Director, Business Services Salaried Employee	\$74.67
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	17.20	\$1,284.32	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Time spent in meetings in preparation for negotiations
1/1/02	7.50	\$560.03	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
1/1/02	1.90	\$141.87	\$0.00	\$0.00 Contract Administration	Contract Interpretation
					Time spent in contract interpretation
	<u>26.60</u>	<u>\$1,986.22</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Magnaghi, Mary Anne - Executive Asst. Salaried Employee	\$42.74
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$128.22	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
	<u>3.00</u>	<u>\$128.22</u>	<u>\$0.00</u>	<u>\$0.00</u>	

**Contra Costa Community College District
Collective Bargaining
by Name**

Marvel, Greg - Vice Chancellor, HR Salaried Employee	\$89.79
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	2.30	\$206.52	\$0.00	\$0.00 Contract Administration	Grievances
					Teleconferences re: grievance with attorneys:Atkinson, Andelson, Loya, Ruud & Romo
1/1/02	276.25	\$24,804.49	\$0.00	\$0.00 Contract Administration	Grievances
					Time spent in dealing with grievance sessions
1/1/02	3.50	\$314.27	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
1/1/02	61.50	\$5,522.09	\$0.00	\$0.00 Impasse Proceedings	Factfinding
					Time spent in preparing for fact finding for Impasse proceedings
1/1/02	62.50	\$5,611.88	\$0.00	\$0.00 Contract Administration	Tenure Grievance
					Time spent in dealing with tenure disputes
1/1/02	0.25	\$22.45	\$0.00	\$0.00 Contract Administration	Grievances
					Teleconference re: tenure grievance with attorneys:Atkinson, Andelson, Loya, Ruud & Romo
1/1/02	48.25	\$4,332.37	\$0.00	\$0.00 Cost of Negotiations	Final Contract
					Time spent preparing the contract agreement
1/1/02	137.80	\$12,373.06	\$0.00	\$0.00 Cost of Negotiations	Negotiations-At Table
					Time spent in At Table negotiations
1/1/02	1.80	\$161.62	\$0.00	\$0.00 Contract Administration	Contract Interpretation
					Time spent in contract interpretation
1/1/02	0.50	\$44.90	\$0.00	\$0.00 Impasse Proceedings	Mediation
					Teleconference re: preparation for mediation with attorneys:Atkinson, Andelson, Loya, Rudd & Romo
1/1/02	275.20	\$24,710.21	\$0.00	\$0.00 Cost of Negotiations	Negotiations-At Table
					At- table negotiations
1/1/02	23.75	\$2,132.51	\$0.00	\$0.00 Impasse Proceedings	Mediation
					Time spent in attending mediation hearings
1/1/02	26.00	\$2,334.54	\$0.00	\$0.00 Impasse Proceedings	Mediation
					Time spent in team meetings relating to Impasse proceedings
1/1/02	4.50	\$404.06	\$0.00	\$0.00 Contract Administration	Contract Interpretation
					Contract interpretation with attorneys:Atkinson, Andelson...
1/1/02	485.15	\$43,561.62	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Time spent in negotiations preparation
1/1/02	4.10	\$368.14	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Preparation for negotiations with attorneys:Atkinson, Andelson, Loya, Rudd & Romo
1/1/02	88.50	\$7,946.42	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
1/1/02	7.00	\$628.53	\$0.00	\$0.00 Cost of Negotiations	Reclassification studies
					Time spent in reclassification studies
1/1/02	0.30	\$26.94	\$0.00	\$0.00 Impasse Proceedings	Factfinding
					Time spent with attorney in fact finding for impasse proceedings
1/1/02	121.75	\$10,931.93	\$0.00	\$0.00 Contract Administration	Contract Administration Com
					Time spent in contract administration committees
1/1/02	0.50	\$44.90	\$0.00	\$0.00 Cost of Negotiations	Negotiations Subject Commit
					Time spent with attorney in negotiations subject committee
3/1/02	2.50	\$224.48	\$0.00	\$0.00 Contract Administration	Contract Interpretation
					Contract interpretation/administration
	<u>633.90</u>	<u>146,707.88</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Contra Costa Community College District
Collective Bargaining
by Name

Matthews, Michel - Director, Student Prog. & Svcs Salaried Employee	\$81.24
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	4.00	\$324.96	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract.				
1/1/02	17.20	\$1,397.33	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations				
	21.20	\$1,722.29	\$0.00	\$0.00	

McCray, Sandi - Sr. H.R. Representative Salaried Employee	\$50.54
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	61.30	\$3,098.10	\$0.00	\$0.00 Cost of Negotiations	Negotiations-At Table
	At- table negotiations				
1/1/02	0.25	\$12.64	\$0.00	\$0.00 Cost of Negotiations	Subject Committee
	Teleconference re: negotiations subject committee with attorneys:Atkinson, Andelson, Loya, Rudd & Romo				
1/1/02	1.00	\$50.54	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Preparation for negotiations with attorneys:Atkinson, Andelson, Loya, Rudd & Romo				
1/1/02	1.70	\$85.92	\$0.00	\$0.00 Contract Administration	Title 5 Complaints
	Time spent with attorney in Title 5 grievances				
1/1/02	1.05	\$53.07	\$0.00	\$0.00 Contract Administration	Grievances
	Teleconference re: tenure grievance/contract admin. with attorneys:Atkinson, Andelson, Loya, Rudd & Romo				
1/1/02	6.50	\$328.51	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
1/1/02	0.75	\$37.91	\$0.00	\$0.00 Contract Administration	Contract Interpretation
	Teleconference re: contract interpretation with attorneys:Atkinson, Andelson, Loya, Rudd & Romo				
	72.55	\$3,666.68	\$0.00	\$0.00	

McDonald, Bill - Bookstore Mgr Salaried Employee	\$52.24
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$156.72	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
	3.00	\$156.72	\$0.00	\$0.00	

**Contra Costa Community College District
Collective Bargaining
by Name**

Mead, Terrill - Division Chair Salaried Employee	\$23.84
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	1.00	\$23.84	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
1/1/02	20.50	\$488.72	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Time spent in meetings in preparation for negotiations
	<u>21.50</u>	<u>\$512.56</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Moore, Jeanette - Director, Admissions & Records Salaried Employee	\$82.44
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	45.00	\$3,709.80	\$0.00	\$0.00 Cost of Negotiations	Negotiations-At Table
					At-Table Negotiations
1/1/02	4.00	\$329.76	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
1/1/02	17.20	\$1,417.97	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Time spent in meetings in preparation for negotiations
	<u>66.20</u>	<u>\$5,457.53</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Newman, Gail - Director/Admis. & Records Salaried Employee	\$74.67
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$224.01	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
	<u>3.00</u>	<u>\$224.01</u>	<u>\$0.00</u>	<u>\$0.00</u>	

No Reported Data,, No Costs - Salaried Employee	\$0.00
--	--------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	0.00	\$0.00	\$0.00	\$0.00 Collective Bargaining Agre	Disclosure Forms and Docum
					Time spent in collective bargaining agreement disclosure
1/1/02	0.00	\$0.00	\$0.00	\$0.00 Election of Unit Represent	Election Planning and Agree
					Time spent in election of unit representation
	<u>0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	

**Contra Costa Community College District
Collective Bargaining
by Name**

Olson, Dave - Police Service Lieutenant Salaried Employee	\$59.20
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	1.00	\$59.20	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
1/1/02	16.50	\$976.80	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Time spent in meetings in preparation for negotiations
	<u>17.50</u>	<u>\$1,036.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Packard, Roseanne - Director of Nursing Salaried Employee	\$56.12
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	9.90	\$555.59	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Time spent in meetings in preparation for negotiations
1/1/02	1.00	\$56.12	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
	<u>10.90</u>	<u>\$611.71</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Perrotta, Cam - Custodian Manager Salaried Employee	\$63.45
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$190.35	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
	<u>3.00</u>	<u>\$190.35</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Poe, Darlene - Custodial Manager Salaried Employee	\$43.16
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	1.00	\$43.16	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
1/1/02	6.40	\$276.22	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Time spent in meetings in preparation for negotiations
	<u>7.40</u>	<u>\$319.38</u>	<u>\$0.00</u>	<u>\$0.00</u>	

**Contra Costa Community College District
Collective Bargaining
by Name**

Poschman, Jennifer - Div. Chair/Speech Instructor Salaried Employee	\$28.14
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$84.42	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
	<u>3.00</u>	<u>\$84.42</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Roberts, Doug - Comptroller Salaried Employee	\$74.67
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	23.50	\$1,754.75	\$0.00	\$0.00 Cost of Negotiations	Negotiations-At Table
	At-Table Negotiations				
1/1/02	2.80	\$209.08	\$0.00	\$0.00 Contract Administration	Contract Interpretation
	Time spent in contract interpretation				
1/1/02	3.00	\$224.01	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
5/23/02	1.50	\$112.01	\$0.00	\$0.00 Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiations subject committee				
	<u>30.80</u>	<u>\$2,299.84</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Rodriguez, Gilbert - Math/Science Division Chair Salaried Employee	\$27.06
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$81.18	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
	<u>3.00</u>	<u>\$81.18</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Rodriguez, Raul - College President Salaried Employee	\$103.67
--	----------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$311.01	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
	<u>3.00</u>	<u>\$311.01</u>	<u>\$0.00</u>	<u>\$0.00</u>	

**Contra Costa Community College District
Collective Bargaining
by Name**

Rosales, Linda - Director/Payroll Salaried Employee	\$74.67
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
10/24/01	1.00	\$74.67	\$0.00	\$0.00 Contract Administration	Contract Interpretation
	Time spent in contract interpretation				
10/30/01	2.00	\$149.34	\$0.00	\$0.00 Contract Administration	Contract Interpretation
	Time spent in contract interpretation				
11/1/01	2.00	\$149.34	\$0.00	\$0.00 Contract Administration	Contract Interpretation
	Time spent in contract interpretation				
11/1/01	1.50	\$112.01	\$0.00	\$0.00 Contract Administration	Contract Interpretation
	Time spent in contract interpretation				
1/1/02	0.80	\$59.74	\$0.00	\$0.00 Contract Administration	Contract Interpretation
	Time spent in contract interpretation				
1/1/02	3.00	\$224.01	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
5/23/02	1.50	\$112.01	\$0.00	\$0.00 Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiations subject committee				
	<u>11.80</u>	<u>\$881.11</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Schwied (Lawrence), Lynda - Asst. Dean HS Salaried Employee	\$80.47
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	4.00	\$321.88	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
1/1/02	15.70	\$1,263.38	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations				
	<u>19.70</u>	<u>\$1,585.26</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Scott-Summers, Diane - Dean of Student Services Salaried Employee	\$96.41
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$289.23	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
	<u>3.00</u>	<u>\$289.23</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Seaberry, Ben - Dean of Technology Salaried Employee	\$74.67
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$224.01	\$0.00	\$0.00 Contract Administration	Training Session

**Contra Costa Community College District
Collective Bargaining
by Name**

Time spent in training on the contract			
3.00	\$224.01	\$0.00	\$0.00

Shell, Stacy - HR Representative Salaried Employee	\$35.36
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.50	\$123.76	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
1/1/02	5.00	\$176.80	\$0.00	\$0.00 Cost of Negotiations	Negotiations-At Table
	At- table negotiations				
	8.50	\$300.56	\$0.00	\$0.00	

Shimada, Juanita - HR Representative Salaried Employee	\$38.99
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.50	\$136.47	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
1/1/02	5.00	\$194.95	\$0.00	\$0.00 Cost of Negotiations	Negotiations-At Table
	At- table negotiations				
	8.50	\$331.42	\$0.00	\$0.00	

Shoaff, Terry - Vice President Salaried Employee	\$94.12
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$282.36	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
	3.00	\$282.36	\$0.00	\$0.00	

Skapura, Bob - SR Dean Salaried Employee	\$80.47
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$241.41	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
	3.00	\$241.41	\$0.00	\$0.00	

**Contra Costa Community College District
Collective Bargaining
by Name**

Skeen, Esther - Police Services Lieutenant Salaried Employee	\$60.66
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$181.98	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
	<u>3.00</u>	<u>\$181.98</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Strangfeld, Ken - Chief Accountant Salaried Employee	\$55.35
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.40	\$188.19	\$0.00	\$0.00 Contract Administration	Contract Interpretation
	Time spent on contract interpretation				
1/1/02	3.00	\$166.05	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
	<u>6.40</u>	<u>\$354.24</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Summers, Cheryl - Sr. Executive Asst. Salaried Employee	\$47.41
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$142.23	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
	<u>3.00</u>	<u>\$142.23</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Tabussi, Stephen - Director of Marketing Salaried Employee	\$52.64
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	2.50	\$131.60	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations				
	<u>2.50</u>	<u>\$131.60</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Taylor, Jim - Buildings & Grounds Mgr. Salaried Employee	\$65.06
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	4.00	\$260.24	\$0.00	\$0.00 Contract Administration	Training Session
	Time spent in training on the contract				
1/1/02	7.30	\$474.94	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation

**Contra Costa Community College District
Collective Bargaining
by Name**

Time spent in meetings in preparation for negotiations
11.30 \$735.18 \$0.00 \$0.00

Torres, Felipe - Director, Special Prog. Svcs. Salaried Employee	\$78.50
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$235.50	\$0.00	\$0.00 Contract Administration	Training Session
	<u>Time spent in training on the contract</u>				
	<u>3.00</u>	<u>\$235.50</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Tran-Colvin, Phung - Supervisor Salaried Employee	\$42.30
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.30	\$139.59	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	<u>Time spent in meetings in preparation for negotiations</u>				
	<u>3.30</u>	<u>\$139.59</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Valenzuela, Eileen - Principal Admin Analyst Salaried Employee	\$59.82
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$179.46	\$0.00	\$0.00 Contract Administration	Training Session
	<u>Time spent in training on the contract</u>				
	<u>3.00</u>	<u>\$179.46</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Wade, John - Athletic Director Salaried Employee	\$55.35
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	1.00	\$55.35	\$0.00	\$0.00 Contract Administration	Training Session
	<u>Time spent in training on the contract</u>				
1/1/02	20.50	\$1,134.68	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	<u>Time spent in meetings in preparation for negotiations</u>				
	<u>21.50</u>	<u>\$1,190.03</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Contra Costa Community College District
Collective Bargaining
by Name

Walsh, Janis - Bookstore Mgr Salaried Employee	\$61.19
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	17.40	\$1,064.71	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Time spent in meetings in preparation for negotiations
1/1/02	4.00	\$244.76	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
	21.40	\$1,309.47	\$0.00	\$0.00	

Walton-Woodson, Catherine - Counseling Ofc. Supervisor Salaried Employee	\$32.32
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$96.96	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
	3.00	\$96.96	\$0.00	\$0.00	

Watkins, Randy - Sr. Dean Salaried Employee	\$71.09
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.00	\$213.27	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
1/1/02	16.40	\$1,165.88	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Time spent in meetings in preparation for negotiations
	19.40	\$1,379.15	\$0.00	\$0.00	

Weston, Ron - Division Chair/Social Sci. Salaried Employee	\$26.29
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	20.50	\$538.95	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Time spent in meetings in preparation for negotiations
1/1/02	3.00	\$78.87	\$0.00	\$0.00 Contract Administration	Training Session
					Time spent in training on the contract
	23.50	\$617.82	\$0.00	\$0.00	

**Contra Costa Community College District
Collective Bargaining
by Name**

White, Robbie - District HR Secretary Salaried Employee	\$32.83
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	3.50	\$114.91	\$0.00	\$0.00 Contract Administration	Training Session
		Time spent in training on the contract			
1/1/02	5.00	\$164.15	\$0.00	\$0.00 Cost of Negotiations	Negotiations-At Table
		At- table negotiations			
	<u>8.50</u>	<u>\$279.06</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Williams, McKinley - Dean of College Salaried Employee	\$88.84
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	19.70	\$1,750.15	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
		Time spent in meetings in preparation for negotiations			
1/1/02	3.00	\$266.52	\$0.00	\$0.00 Contract Administration	Training Session
		Time spent in training on the contract			
	<u>22.70</u>	<u>\$2,016.67</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Williams, Penny - Admin. Secretary Salaried Employee	\$29.11
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/02	81.80	\$2,381.20	\$0.00	\$0.00 Cost of Negotiations	Negotiations-At Table
		Note taking at At table negotiations			
	<u>81.80</u>	<u>\$2,381.20</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Contra Costa Community College District
 Collective Bargaining
 FY 2001-2002
 Summary of Reimbursable legal Services
 Atkinson, Andelson, Loya, Rudd Romo

Billing Date	Service Date	Employee Contact	Employee Time	Comp 1	Comp 3					Comp 4		Comp 6				Comp 7
				Barg Unit	Negotiations					Impasse		Contract Administration				ULP
				BU	KA	PH	NP	NC	Costs	FP	MP	AG	AT5	AGT	AI	UP
7.31.01	7.3														2.00	
	7.5														0.50	
	7.5														0.25	
	7.5														0.25	
	7.5														2.00	
	7.5														0.25	
	7.11														0.75	
	7.16														2.00	
	7.17														0.25	
	7.20														0.25	
	7.20														0.25	
	7.20														0.50	
	7.31	Marvel, Gregg	0.50												0.50	
8.31.01	8.14	Marvel, Gregg	0.50					0.50								
	8.15							0.25						0.75		
	8.15					0.50										
	8.20														3.00	
	8.20														1.00	
	8.21			0.25										0.50		
9.30.01	9.25								0.25							
	9.26								0.75							
	9.26								0.25							
10.31.01	9.28								0.25							
	10.1								1.25							
	10.5								2.00							
	10.8								1.75							
	10.9								1.25							
	10.10								1.00							
	10.12	Marvel, Gregg	0.50						0.50							
	10.2	Marvel, Gregg	0.50					0.50								
	10.2								2.00							
	10.4	Marvel, Gregg	0.25												0.25	
	10.12	Marvel, Gregg	0.25												0.25	
	10.19														0.50	
	Total Attorney Time \$105p/h			0.25	0.50	0.00	1.25	11.25	0.00		0.00	0.00	1.25	0.00	14.75	0.00
11.30.01	11.20							0.25								

Contra Costa Community College District
 Collective Bargaining
 F/Y 2001-2002
 Summary of Reimbursable legal Services
 Atkinson, Andelson, Loya, Rudd Romo

Billing Date	Service Date	Employee Contact	Employee Time	Comp 1 Barg Unit BU	Comp 3 Negotiations					Comp 4 Impasse		Comp 6 Contract Administration				Comp 7 ULP
					KA	PH	NP	NC	Costs	FP	MP	AG	AT5	AGT	AI	UP
	11.20					0.75										
	11.20					0.50										
	11.20					0.50										
	11.21					0.25										
	11.28	McCray, Sandi	0.50												0.50	
	11.28														0.25	
	11.29	Marvel, Gregg	0.25					0.25								
	11.30														1.00	
	11.30														1.00	
	11.13	McCray, Sandi	0.25											0.25		
12.31.01	11.30													0.75		
	11.30													0.75		
	12.10														0.50	
	12.11							0.50								
	12.12														0.50	
	12.13												0.75			
1.31.02	1.7	Couser, Richard	0.50												0.50	
	1.7	Marvel, Gregg	0.30										0.30			
	1.7												0.30			
	1.8													1.75		
	1.9													2.00		
	1.9														0.25	
	1.11															0.25
	1.15	Arce, Francisco	0.50												4.00	
	1.16														0.25	
	1.16														0.25	
	1.17														0.25	
	1.17	McCray, Sandi	0.30												0.30	
	1.18															0.25
	1.21														0.75	
	1.23														0.50	
	1.24														1.00	
	1.25														0.30	
	1.30														0.25	
2.28.02	2.1	Marvel, Gregg	0.25												0.25	
	2.2															1.00

Contra Costa Community College District
Collective Bargaining
F/Y 2001-2002
Summary of Reimbursable legal Services
Atkinson, Andelson, Loya, Rudd Romo

Billing Date	Service Date	Employee Contact	Employee Time	Comp 1	Comp 3					Comp 4		Comp 6				Comp 7
				Barg Unit	Negotiations					Impasse		Contract Administration				ULP
				BU	KA	PH	NP	NC	Costs	FP	MP	AG	AT5	AGT	AI	UP
	2.3														1.50	
	2.4														1.00	
	2.5	Marvel, Gregg	0.25												0.25	
	2.7	McCray, Sandi	0.25				0.25									
	2.11						1.00									
	2.12											0.25				
	2.12	Marvel, Gregg	0.50								0.50					
	2.12										0.25					
	2.21	Marvel, Gregg	0.50									0.50				
	2.27	Marvel, Gregg	0.25				0.25									
	2.27						0.25									
	2.28	Marvel, Gregg	0.30				0.50									
	2.28						0.25									
	2.28						0.25									
	2.28						1.25									
	2.27												0.50			
	2.27												0.25			
	2.27												0.75			
	2.28												1.00			
3.31.02	3.4						1.00									
	3.5	Marvel, Gregg	0.25									0.25				
	3.5						0.50									
	3.6						0.75									
	3.6						0.50									
	3.8						0.50									
	3.21	Marvel, Gregg	0.30							0.50						
	3.22						1.75									
	3.25						4.25		\$ 50.25							
	3.29														1.50	
	3.29														1.50	
	3.1	McCray, Sandi	0.60										26.75			
4.30.02	4.1														0.50	
	4.2														3.00	
	4.2	McCray, Sandi	0.50												0.50	
	4.3														0.50	
	4.3														1.75	

Contra Costa Community College District
Collective Bargaining
FY 2001-2002
Summary of Reimbursable legal Services
Atkinson, Andelson, Loya, Rudd Romo

Billing Date	Service Date	Employee Contact	Employee Time	Comp 1 Barg Unit BU	Comp 3 Negotiations					Comp 4 Impasse		Comp 6 Contract Administration				Comp 7 ULP	
					KA	PH	NP	NC	Costs	FP	MP	AG	AT5	AGT	AI	UP	
	4.3															2.00	
	4.3							3.00									
	4.4	McCray, Sandi	0.25											0.25			
	4.9	McCray, Sandi	0.25						0.25								
	4.9													0.25			
	4.10	Marvel, Gregg	0.75					0.75									
	4.10															0.25	
	4.10													0.50			
	4.15	Marvel, Gregg	0.50					0.50									
	4.15	Marvel, Gregg	0.30					5.25									
	4.15	Marvel, Gregg	0.25					0.25									
		McCray, Sandi	0.25														
	4.15							1.50									
	4.16							0.50									
	4.16							0.25									
	4.19												0.25				
	4.19							0.50									
	4.24							0.50									
	4.24	McCray, Sandi	0.25					0.25									
	4.29							1.25									
	4.1	McCray, Sandi	0.90											59.75			
5.31.02	5.1							2.00									
	5.3															0.75	
	5.3							0.25									
	5.3	McCray, Sandi	0.25					0.25									
	5.3							0.25									
	5.6							1.25									
	5.6							0.50									
	5.6							0.75									
	5.7	McCray, Sandi	0.25											0.25			
	5.10															0.25	
	5.23							0.25									
	5.31															0.25	
	5.31	Marvel, Gregg	0.25										0.25				
	5.31												0.25				
	5.1												0.25				

Contra Costa Community College District
 Collective Bargaining
 F/Y 2001-2002
 Summary of Reimbursable legal Services
 Atkinson, Andelson, Loya, Rudd Romo

Billing Date	Service Date	Employee Contact	Employee Time	Comp 1	Comp 3					Comp 4		Comp 6				Comp 7
				Barg Unit	Negotiations					Impasse		Contract Administration				ULP
				BU	KA	PH	NP	NC	Costs	FP	MP	AG	AT5	AGT	AI	UP
	5.1												0.25			
	5.1												0.25			
	5.1												0.25			
	5.1												0.25			
	5.1												0.25			
	5.1												0.25			
	5.1												0.25			
	5.1												0.25			
	5.3												0.25			
	5.3												0.25			
	5.3												0.25			
	5.3												1.00			
	5.6												1.75			
	5.6												0.25			
	5.6												2.50			
	5.7												0.50			
	5.7												0.25			
	5.15												0.50			
	5.16												1.00			
	5.16												0.50			
	5.17												0.25			
	5.20												0.25			
	5.20												0.25			
	5.20												0.50			
	5.21												0.25			
	5.21												0.25			
	5.21												0.50			
	5.22												0.50			
	5.22												1.00			
	5.24												0.25			
	5.24												1.00			
	5.28												0.50			
	5.28												0.75			
	5.29												0.25			
	5.29												3.50			
	5.31												0.75			
	5.31												2.50			

Contra Costa Community College District
 Collective Bargaining
 F/Y 2001-2002
 Summary of Reimbursable legal Services
 Atkinson, Andelson, Loya, Rudd Romo

Billing Date	Service Date	Employee Contact	Employee Time	Comp 1	Comp 3					Comp 4		Comp 6				Comp 7
				Barg Unit	Negotiations					Impasse		Contract Administration				ULP
				BU	KA	PH	NP	NC	Costs	FP	MP	AG	AT5	AGT	AI	UP
	5.7							0.50								
	5.7							0.25								
	5.8							0.50								
	5.8							0.25								
	5.9							0.25								
	5.9							0.50								
	5.9							0.25								
6.30.02	6.4	Marvel, Gregg	3.25												3.25	
	6.5														3.50	
	6.6														6.00	
	6.6							1.00								
	6.7	Marvel, Gregg	0.50									0.50				
	6.7	Marvel, Gregg	0.50									0.50				
	6.7											4.00				
	6.10							1.50								
	6.11	McCray, Sandi	0.25												0.25	
	6.11							1.50								
	6.11							2.00								
	6.17														0.50	
	6.17							0.25								
	6.17														0.25	
	6.17															0.50
	6.21							0.25								
	6.25														0.75	
	6.28														0.25	
	6.28	Marvel, Gregg	0.50					0.50								
	6.28							0.25								
	6.30							1.00								
	6.3												0.25			
	6.3												0.25			
	6.4												0.25			
	6.4												0.25			
	6.4												0.25			
	6.5												0.25			
	6.5												4.75			
	6.5												0.25			

Contra Costa Community College District
 Collective Bargaining
 FY 2001-2002
 Summary of Reimbursable legal Services
 Atkinson, Andelson, Loya, Rudd Romo

Billing Date	Service Date	Employee Contact	Employee Time	Comp 1	Comp 3					Comp 4		Comp 6				Comp 7
				Barg Unit	Negotiations					Impasse		Contract Administration				ULP
				BU	KA	PH	NP	NC	Costs	FP	MP	AG	AT5	AGT	AI	UP
	6.7												0.25			
	6.11												0.50			
	6.11												0.25			
	6.13												0.50			
	6.17												0.25			
	6.17												3.25			
	6.18												3.25			
	6.19												0.50			
	6.21												0.50			
	6.24												0.25			
	6.24												0.25			
	6.25												0.25			
Total Attorney Time @ \$135P/H				0.00	0.00	2.00	42.50	2.75	50.25	0.50	0.75	8.10	136.25	12.85	31.75	0.50
Total Attorney Time \$105p/h				0.25	0.50	0.00	1.25	11.25	0.00	0.00	0.00	0.00	1.25	0.00	14.75	0.00
Total Attorney Time :				0.25	0.50	2.00	43.75	14.00	50.25	0.50	0.75	8.10	137.50	12.85	46.50	0.50
Total Staff Time:				18.50												
NOTE: Attorney time up to 10.31.01 charged at \$105 p/h. From 11.1.01 charged at \$135 p/h																
KEY:																
BU	Bargaining Unit				MP	Prep for Mediation										
KA	Contract Analysis				AG	Grievance										
PH	Public Hearings				AGT	Tenure Grievance										
NP	Prep for Negs				AI	Interpretation										
NC	Negs Committee				UP	PERB - ULP										

Contra Costa Community College District
Collective Bargaining
F/Y 2001-2002
Summary of District Time w/ Attorneys
Atkinson, Andelson, Loya, Rudd Romo

Billing	Service	Employee	Employee	Component 3		Comp 4		Comp 6			
				Negotiations		Impasse		Contract Administration			
Date	Date	Contact	Time	NP	NC	FP	MP	AG	AGT	AT5	AI
7.31.01	7.31	Marvel, Gregg	0.50								0.50
8.31.01	8.14	Marvel, Gregg	0.50	0.50							
10.1.01	10.2	Marvel, Gregg	0.50	0.50							
	10.4	Marvel, Gregg	0.25								0.25
	10.12	Marvel, Gregg	0.25								0.25
	10.12	Marvel, Gregg	0.50		0.50						
	11.13	McCray, Sandi	0.25							0.25	
	11.28	McCray, Sandi	0.50						0.50		
	11.29	Marvel, Gregg	0.25	0.25							
1.31.02	1.7	Couser, Richard	0.50						0.50		
	1.7	Marvel, Gregg	0.30					0.30			
	1.15	Arce, Francisco	0.50						0.50		
	1.17	McCray, Sandi	0.30						0.30		
2.28.02	2.1	Marvel, Gregg	0.25						0.25		
	2.5	Marvel, Gregg	0.25								0.25
	2.7	McCray, Sandi	0.25	0.25							
	2.12	Marvel, Gregg	0.50				0.50				
	2.21	Marvel, Gregg	0.50					0.50			
	2.27	Marvel, Gregg	0.25	0.25							
	2.28	Marvel, Gregg	0.30	0.30							
3.31.02	3.1	McCray, Sandi	0.30							0.30	
	3.5	Marvel, Gregg	0.25					0.25			
	3.21	Marvel, Gregg	0.30			0.30					
4.30.02	4.1	McCray, Sandi	0.90							0.90	
	4.2	McCray, Sandi	0.50								0.50
	4.4	McCray, Sandi	0.25							0.25	
	4.9	McCray, Sandi	0.25		0.25						
	4.10	Marvel, Gregg	0.75	0.75							
	4.15	Marvel, Gregg	0.50	0.50							
	4.15	Marvel, Gregg	0.30	0.30							

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2001
 INVOICE NO. 200477
 CLIENT NO. 005142
 PML
 PAGE: 1

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

ENCLOSED PLEASE FIND STATEMENT DATED JULY 31, 2001 ITEMIZING CURRENT PROFESSIONAL SERVICES AND DISBURSEMENTS.

MATTER/DESCRIPTION	FEES	DISB	TOTAL
GENERAL LEGAL ADVICE	3,360.00	0.00	3,360.00
INCORPORATION OF AUXILIARY	1,443.75	0.00	1,443.75
MISCELLANEOUS DISBURSEMENTS	0.00	383.40	383.40
TOTAL CURRENT BILLING:			5,187.15

GENERAL LEGAL ADVICE

06/29/01	TELEPHONE G. MARVEL RE-AGREEMENT TO SETTLE POLICE ACADEMY GRIEVANCE	PJL	0.50	72.50
06/29/01	TELEPHONE G. MARVEL RE INSTRUCTOR/STUDENT CHILD ON THEATRE SET	PJL	0.25	36.25
07/02/01	CORRESPONDENCE CLIENT; PREPARE SETTLEMENT AGREEMENT RE LOS MEDANOS COLLEGE SCENARIO OBSERVERS	PJL	3.00	315.00
07/02/01	PREPARE RELEASE FORM RE LOS MEDANOS COLLEGE SCENARIO OBSERVERS	PJL	0.50	75.00
07/03/01	PREPARE AGREEMENT RE REGIONAL TRAINING INSTITUTE	PJL	2.50	262.50
07/03/01	LEGAL RESEARCH RE OVERTIME RIGHTS OF CLASSIFIED EMPLOYEES	EBH	2.00	210.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2001
 INVOICE NO. 200477
 CLIENT NO. 005142
 PML
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

07/05/01	TELEPHONE G. MARVEL; CORRESPONDENCE G. MARVEL RE SETTLEMENT AGREEMENT	PJL	0.25	26.25
07/05/01	LEGAL RESEARCH RE CLASSIFIED EMPLOYEES AS PART-TIME INSTRUCTORS	PJL	0.50	52.50
07/05/01	CONFERENCE OFFICE RE OVERTIME FOR CLASSIFIED EMPLOYEES WORKING AS INSTRUCTORS	EBH	0.25	26.25
07/05/01	TELEPHONE CONFERENCE L. JOHNSON OF MERCED COMMUNITY COLLEGE DISTRICT RE OTHER DISTRICTS' PRACTICE OF PAYING OVERTIME	EBH	0.25	26.25
07/05/01	LEGAL RESEARCH RE PAYMENT OF OVERTIME TO CLASSIFIED EMPLOYEES ALSO WORKING AS INSTRUCTORS	EBH	2.00	210.00
07/05/01	TELEPHONE J. ENRIGHT OF FOOTHILL-DEANZA COMMUNITY COLLEGE DISTRICT RE OTHER DISTRICTS' PRACTICE IN HIRING CLASSIFIED EMPLOYEES AS INSTRUCTORS AND PAYMENT OF OVERTIME	EBH	0.25	26.25
07/10/01	TELEPHONE J. HENDRICKSON RE SMALL CLAIMS MATTER	PJL	0.25	26.25
07/10/01	OBTAIN DOCUMENTS RE SMALL CLAIMS MATTER	PJL	0.50	52.50
07/11/01	CONFERENCE OFFICE RE OVERTIME PAYMENTS TO CLASSIFIED EMPLOYEES WORKING AS INSTRUCTORS	EBH	0.75	78.75
07/13/01	CORRESPONDENCE S. LUCAS WITH COPY OF DISMISSAL	GBT	0.50	52.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2001
 INVOICE NO. 200477
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

07/16/01	CORRESPONDENCE G. MARVEL RE OVERTIME FOR CLASSIFIED EMPLOYEES WORKING AS INSTRUCTORS	EBH	2.00	210.00
07/17/01	REVIEW TRANS OCEAN LEASE AND DOCUMENTS	PJL	1.50	157.50
07/17/01	TELEPHONE L. LITTMAN RE TRANS OCEAN LEASE DOCUMENTS	PJL	0.25	26.25
07/17/01	TELEPHONE L. LITTMAN RE TRANS OCEAN LEASE	PJL	0.25	26.25
07/17/01	CORRESPONDENCE G. MARVEL RE OVERTIME REQUIREMENTS FOR CLASSIFIED EMPLOYEES WORKING AS INSTRUCTORS	EBH	0.25	26.25
07/17/01	REVIEW AND ANALYZE FILE MATERIALS RE MOORE AND CHILDREN'S SMALL CLAIMS COURT ACTION	SVU	0.75	78.75
07/17/01	LEGAL RESEARCH RE SMALL CLAIMS RULES	SVU	1.00	105.00
07/17/01	TELEPHONE J. HENDRICKSON RE MOORE SMALL CLAIMS ACTION	SVU	0.25	26.25
07/18/01	CORRESPONDENCE CLIENT RE PROCEDURE FOR DISCIPLINE	PJL	0.50	0.00
07/18/01	CONFERENCE OFFICE RE DEFENSE OF SMALL CLAIMS HARASSMENT CHARGE	MLS	0.25	26.25
07/18/01	LEGAL RESEARCH RE SMALL CLAIMS SEPARATE RULES FOR FILING OF POINTS AND AUTHORITIES AND DECLARATION OPPOSING MOORE'S CLAIM	SVU	0.50	52.50
07/19/01	PREPARE OPINION OF COUNSEL RE TRANS OCEAN LEASE	PJL	0.50	52.50

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2001
 INVOICE NO. 200477
 CLIENT NO. 005142
 PML
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

07/19/01	TELEPHONE G. MARVEL RE ENFORCEABILITY OF FLSA	PJL	0.50	52.50
07/20/01	CORRESPONDENCE CLIENT RE OVERTIME FOR PART-TIME TEACHING CLASSIFIED PERSONNEL	PJL	0.25	26.25
07/20/01	CONFERENCE OFFICE RE OVERTIME FOR CLASSIFIED EMPLOYEES WORKING AS INSTRUCTORS	EBH	0.25	26.25
07/20/01	CORRESPONDENCE G. MARVEL RE CLASSIFIED EMPLOYEES WORKING AS INSTRUCTORS	EBH	0.50	52.50
07/20/01	PREPARE MEMORANDUM OF POINTS AND AUTHORITIES RE MOORE SMALL CLAIMS ACTION	SVU	3.00	315.00
07/20/01	PREPARE HENDRICKSON DECLARATION IN SUPPORT OF POINTS AND AUTHORITIES IN MOORE SMALL CLAIMS ACTION	SVU	1.00	105.00
07/23/01	LEGAL RESEARCH; PREPARE SCRIPT FOR SMALL CLAIMS ACTION	PJL	0.25	26.25
07/23/01	TELEPHONE J. HENDRICKSON RE MOORE MATTER	SVU	0.25	26.25
07/24/01	PREPARE EMPLOYEE DEFENSE RE SMALL CLAIMS ACTION	PJL	0.25	26.25
07/24/01	TELEPHONE D. FRANK RE ADA QUESTION	PJL	0.25	26.25
07/24/01	LEGAL RESEARCH; PREPARE FILE MEMO RE ACCOMMODATION OF CLERICAL EMPLOYEE SUFFERING FROM PERFUME ALLERGY	PJL	1.00	105.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2001
 INVOICE NO. 200477
 CLIENT NO. 005142
 PML
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

07/24/01	REVISE POINTS AND AUTHORITIES AND DECLARATION RE MOORE SMALL CLAIMS ACTION	SVU	0.50	52.50
07/25/01	TELEPHONE D. FRANK RE REASONABLE ACCOMMODATION FOR EMPLOYEE ALLERGY	PJL	0.25	26.25
07/25/01	TELEPHONE J. HENDRICKSON RE MOORE SMALL CLAIMS ACTION	SVU	0.25	26.25
07/25/01	REVISE POINTS AND AUTHORITIES AND DECLARATION RE MOORE SMALL CLAIMS ACTION	SVU	0.50	52.50
07/25/01	TELEPHONE J. HENDRICKSON RE MOORE SMALL CLAIMS ACTION	SVU	0.25	26.25
07/31/01	TELEPHONE G. MARVEL RE CLASSIFIED EMPLOYEES SERVING AS PART-TIME FACULTY	PJL	0.50	52.50

CURRENT FEES: \$ 3,360.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEAREY, ELIZABETH B.	EBH	105/hr.	8.50	892.50
LUCEY, PETER J.	PJL	105/hr.	14.50	1,522.50
SACKS, MARLEEN L.	MLS	105/hr.	0.25	26.25
TABAK, G B.	GBT	105/hr.	0.50	52.50
UZELAC, SUZANNE V.	SVU	105/hr.	8.25	866.25

FEE SUMMARY TOTAL 3,360.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

AUGUST 31, 2001
 INVOICE NO. 201714
 CLIENT NO. 005142
 PML
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

08/13/01	TELEPHONE G. MARVEL RE SALARY PLACEMENT FOR FORMER ADMINISTRATORS	PJL	0.50	52.50
08/14/01	TELEPHONE G. MARVEL RE UNITED FACULTY NEGOTIATIONS TACTICS	PJL	0.50	52.50
08/15/01	CONFERENCE OFFICE RE SAMPLE CONTRACT DOCUMENTS OF EVALUATION	EBH	0.25	26.25
08/15/01	CORRESPONDENCE G. MARVEL RE SAMPLE CERTIFICATED CONTRACT PROVISIONS FOR EVALUATION	EBH	0.50	52.50
08/15/01	TELEPHONE J. COURTNEY RE NOTICE OF SPECIAL MEETING OF THE REGIONAL TRAINING INSTITUTE BOARD	EBH	0.25	26.25
08/15/01	CORRESPONDENCE J. COURTNEY RE NOTICE OF SPECIAL MEETING OF THE REGIONAL TRAINING INSTITUTE BOARD	EBH	0.50	52.50
08/15/01	LEGAL RESEARCH RE REQUIREMENTS FOR NOTICE OF SPECIAL MEETING	EBH	0.25	26.25
08/16/01	REVIEW CORRESPONDENCE; TELEPHONE J. HENDRICKSON RE KONIGSBERG PROPERTY LEASE	PJL	0.50	52.50
08/16/01	TELEPHONE M. MASON CONTRA COSTA COUNTY COUNSEL RE APPROVAL BY BOARD OF SUPERVISORS OF CONFLICT OF INTEREST CODE	EBH	0.25	26.25
08/16/01	PREPARE CONFLICT OF INTEREST MATERIALS FOR REGIONAL TRAINING INSTITUTE	EBH	1.00	105.00
08/20/01	TELEPHONE J. HENDRICKSON RE RESOLUTIONS TO CONTRA COSTA AUTHORITY JPA	PJL	0.25	26.25

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

AUGUST 31, 2001
 INVOICE NO. 201714
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

08/20/01	CORRESPONDENCE CLIENT RE OVERTIME REQUIREMENTS FOR PART-TIME FACULTY SERVICE	PJL	3.00	315.00
08/20/01	LEGAL RESEARCH; CONFERENCE OFFICE RE OVERTIME FOR PART-TIME EMPLOYEES	PJL	1.00	105.00
08/20/01	TELEPHONE J. COURTNEY RE CONFLICT OF INTEREST DISCLOSURE STATEMENTS FOR REGIONAL TRAINING INSTITUTE	EBH	0.25	26.25
08/20/01	TELEPHONE J. HENDRICKSON RE REGIONAL TRAINING INSTITUTE CONFLICT OF INTEREST REQUIREMENTS	EBH	0.25	26.25
08/20/01	TELEPHONE CONTRA COSTA COUNTY BOARD OF SUPERVISORS OFFICE RE CONFLICT OF INTEREST REQUIREMENTS FOR REGIONAL TRAINING INSTITUTE	EBH	0.25	26.25
08/20/01	LEGAL RESEARCH RE CONFLICT OF INTEREST FILING REQUIREMENTS FOR REGIONAL TRAINING INSTITUTE	EBH	0.50	52.50
08/21/01	CORRESPONDENCE G. MARVEL RE APPLICATION OF FLSA TO PART-TIME FACULTY	PJL	0.25	26.25
08/21/01	LEGAL RESEARCH; CONFERENCE OFFICE RE MEETING BY AUXILIARY ORGANIZATION	PJL	0.50	52.50
08/21/01	REVIEW CORRESPONDENCE RE ANNUAL REVIEW OF BOARD POLICIES	PJL	0.25	26.25
08/21/01	PREPARE RELEASE FOR FINE ART OWNER	SVU	0.50	52.50
08/21/01	TELEPHONE CLIENT RE RELEASE FOR FINE ART OWNER	SVU	0.25	26.25

ATI DN, ANDELSON, LOYA, RUUD & P
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Handwritten initials

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

AUGUST 31, 2001
 INVOICE NO. 201714
 CLIENT NO. 005142
 PML
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

FEE SUMMARY TOTAL 3,491.25

TOTAL MATTER BILLING 3,491.25

DISCRIMINATION COMPLAINTS

08/15/01	TELEPHONE G. MORA RE CONTRA COSTA COLLEGE CUSTODIANS' DISCRIMINATION COMPLAINT	GBT	0.75	78.75
08/21/01	TELEPHONE S. MCCRAY RE MORA DISCRIMINATION COMPLAINT	GBT	0.50	52.50

TS

CURRENT FEES: \$ 131.25

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
TABAK, G B.	GBT	105/hr.	1.25	131.25

FEE SUMMARY TOTAL 131.25

TOTAL MATTER BILLING 131.25

RETIREEES

08/07/01	CORRESPONDENCE CLIENT RE DECISION ON RETIREEES' LAWSUIT	PJL	0.25	26.25
----------	---	-----	------	-------

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2001
 INVOICE NO. 204587
 CLIENT NO. 005142
 PML
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

09/28/01 REVIEW CORRESPONDENCE RE PORT OF JHH 0.75 78.75
 REDWOOD CITY; TELEPHONE J. HENDRICKSON'S
 OFFICE

CURRENT FEES: \$ 8,820.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
CALDERON, NICHOLAS T.	NTC	105/hr.	10.00	1,050.00
GOLUBA, TODD A.	TAG	105/hr.	0.25	26.25
HEAREY, ELIZABETH B.	EBH	105/hr.	5.25	551.25
HEIN, JANICE J.	JHH	105/hr.	5.25	551.25
LUCEY, PETER J.	PJL	105/hr.	20.25	2,126.25
SACKS, MARLEEN L.	MLS	105/hr.	3.75	393.75
UZELAC, SUZANNE V.	SVU	105/hr.	31.75	3,333.75
WILLIAMS, MARK S.	MSW	105/hr.	7.50	787.50

FEE SUMMARY TOTAL 8,820.00

TOTAL MATTER BILLING 8,820.00

RETIREES

09/25/01 REVIEW CORRESPONDENCE RE STATUS OF PJL 0.25 26.25
 RETIREMENT HEALTH BENEFITS

09/26/01 REVIEW NOTICES TO RETIREES RE HEALTH PJL 0.75 78.75
 BENEFITS

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2001
 INVOICE NO. 204587
 CLIENT NO. 005142
 PML
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

09/26/01 TELEPHONE D. FRANK RE HEALTH BENEFITS P.J.L. 0.25 26.25
 CORRESPONDENCE TO RETIREES

CURRENT FEES: \$ 131.25

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	P.J.L.	105/hr.	1.25	131.25
FEE SUMMARY TOTAL				131.25
TOTAL MATTER BILLING				131.25

INCORPORATION OF AUXILIARY

09/03/01	FURTHER REVIEW/REVISE BYLAWS, MINUTES OF DIRECTORS MEETING	CSA	1.00	105.00
09/04/01	CONFERENCE OFFICE RE EFFECT OF NO CEO RE FILING STATEMENT BY NONPROFIT CORPORATION	DDT	0.25	26.25
09/04/01	REVIEW AND REVISE FORM 2848	DDT	0.25	26.25
09/04/01	TELEPHONE J. HENDRICKSON RE NAMING OF INTERIM EXECUTIVE DIRECTOR	CSA	0.25	26.25
09/04/01	CONFERENCE OFFICE RE OFFICERS OF AUXILIARY ORGANIZATION	CSA	0.25	26.25

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2001
 INVOICE NO. 205090
 CLIENT NO. 005142
 PML
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISBURSEMENTS:

10/03/01	DOCUMENT PREPARATION AND WORD PROCESSING	50.00
	CURRENT DISBURSEMENTS	\$50.00
	TOTAL MATTER BILLING	50.00

GENERAL LEGAL ADVICE

Date		Atty	Hrs.	Amt.
09/28/01	CORRESPONDENCE CLIENT RE CONFLICT OF INTEREST	PJL	1.00	105.00
09/28/01	TELEPHONE CHANCELLOR RE CONFLICT OF INTEREST OPINION	PJL	0.25	26.25
10/01/01	TELEPHONE G. MARVEL RE NEW MANAGEMENT CLASSIFICATIONS AND NEGOTIATIONS FOR ADMINISTRATOR'S SALARY RETURNING TO CLASSROOM	PJL	0.75	78.75
10/01/01	PREPARE FILE MEMO RE SALARY PLACEMENT FOR ADMINISTRATORS	PJL	0.25	26.25
10/01/01	REVISE MEMORANDUM RE POTENTIAL CONFLICT OF INTEREST FOR DATATEL CONTRACT	SVU	1.50	157.50
10/02/01	LEGAL RESEARCH RE CONTRA COSTA COLLEGE INCUBATOR AGREEMENT	PJL	0.25	26.25
10/02/01	TELEPHONE G. MARVEL RE COLLECTIVE BARGAINING AGREEMENT LANGUAGE	PJL	0.50	52.50

ATKINSON, ANDELSON, LOYA, RUUD & MO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2001
 INVOICE NO. 205090
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty	Hrs.	Amt.
10/02/01	TELEPHONE G. MARVEL RE MODIFICATION TO AFFIRMATIVE ACTION POLICY	PJL	0.25	26.25
10/02/01	LEGAL RESEARCH RE REQUEST FOR FAIR POLITICAL PRACTICES COMMISSION OPINION ON CONFLICT OF INTEREST CODE	PJL	0.25	26.25
10/02/01	REVIEW CASE RE EMPLOYEE RIGHT TO REPRESENTATION	PJL	0.75	78.75
10/02/01	CORRESPONDENCE CLIENT RE TERMINATION OF MEDICAL BENEFITS FOR RETIREES' FAILURE TO ENROLL IN MEDICARE A	PJL	2.00	210.00
10/02/01	CONFERENCE OFFICE RE REQUEST FOR OPINION TO CALIFORNIA ATTORNEY GENERAL	EBH	0.25	26.25
10/02/01	TELEPHONE J. HENDRICKSON RE PROPOSED CORRESPONDENCE TO FAIR POLITICAL PRACTICES COMMISSION	EBH	0.25	26.25
10/02/01	TELEPHONE M. STEIDEL RE DIABLO VALLEY COLLEGE MULTIMEDIA AGREEMENT	MLS	0.50	52.50
10/02/01	PREPARE BIOSCIENCE INCUBATOR LEASE AGREEMENT	MSW	4.00	420.00
10/02/01	REVISE CORRESPONDENCE BOARD RE POTENTIAL CONFLICT OF INTEREST FOR DATATEL CONTRACT	SVU	1.50	157.50
10/03/01	TELEPHONE J. HENDRICKSON RE EDUCATION CENTER JPA, REGIONAL TRAINING INSTITUTE AND CONTRACT WITH MAYTAG	EBH	0.50	52.50

ATKINSON, ANDELSON, LOYA, RUUD & RUMMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2001
 INVOICE NO. 205090
 CLIENT NO. 005142
 PML
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty	Hrs.	Amt.
10/03/01	TELEPHONE J. HENDRICKSON'S OFFICE RE PORT OF REDWOOD CITY	JJH	0.25	26.25
10/03/01	PREPARE REVISIONS TO LEASE AGREEMENT RE BIOSCIENCE INCUBATOR	MSW	1.00	105.00
10/04/01	TELEPHONE D. FRANK RE WORKERS' COMPENSATION CLAIM	PJL	0.25	26.25
10/04/01	TELEPHONE G. MARVEL, D. FRANK AND E. FUENTES RE STATUS OF TEMPORARY INSTRUCTOR OVER 60% RULE	PJL	0.25	26.25
10/04/01	TELEPHONE M. STEIDEL AND L. MONTGOMERY RE DIABLO VALLEY COLLEGE MULTIMEDIA AGREEMENT	MLS	0.25	26.25
10/05/01	REVIEW CORRESPONDENCE RE C. ROSE AGREEMENT	PJL	0.25	26.25
10/05/01	TELEPHONE M. COHEN RE ON-GOING INVESTIGATION OF WORKERS' COMPENSATION FRAUD	PJL	0.25	26.25
10/05/01	CORRESPONDENCE CLIENT RE POTENTIAL CONFLICT OF INTEREST MATTER	PJL	0.75	78.75
10/05/01	PREPARE BIOSCIENCE INCUBATOR AGREEMENT	MSW	1.00	105.00
10/05/01	PREPARE BIOSCIENCE INCUBATOR GROUP LEASE AGREEMENT	MSW	1.00	105.00
10/05/01	PREPARE BIOSCIENCE INCUBATOR AGREEMENT; PREPARE FILE MEMO	MSW	1.50	157.50

ATKINSON, ANDELSON, LOYA, RUUD & MO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2001
 INVOICE NO. 205090
 CLIENT NO. 005142
 PML
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date	Description	Atty	Hrs.	Amt.
10/11/01	LEGAL RESEARCH RE OPINION ON DISTRIBUTION OF MATERIALS ON CAMPUS	PJL	0.25	26.25
10/11/01	REVIEW INCUBATOR LEASE AGREEMENT	CDQ	0.50	52.50
10/11/01	LEGAL RESEARCH RE LEGAL LIMITATIONS ON INDIVIDUAL'S DISTRIBUTION OF MATERIALS ON CAMPUS AND LIMITATIONS ON COMMUNITY COLLEGE DISTRICT'S ABILITY TO LIMIT INDIVIDUAL'S DISTRIBUTION OF MATERIALS ON CAMPUS	SVU	6.20	651.00
10/12/01	CORRESPONDENCE CLIENT RE ROSE AGREEMENT; TELEPHONE CLIENT RE ROSE AGREEMENT	PJL	0.25	26.25
10/12/01	TELEPHONE E. FUENTES RE RELEASE OF ADMINISTRATOR MID-YEAR	PJL	0.25	26.25
10/12/01	TELEPHONE <u>G. MARVEL</u> RE EMPLOYMENT OF CATEGORICALLY FUNDED EMPLOYEES	PJL	0.25	26.25
10/12/01	LEGAL RESEARCH RE RIGHTS AND LIMITATIONS ON AN INDIVIDUAL'S ABILITY TO DISTRIBUTE ITEMS ON A COMMUNITY COLLEGE CAMPUS	SVU	4.00	420.00
10/12/01	PREPARE OPINION OF COUNSEL RE RIGHTS AND LIMITATIONS ON AN INDIVIDUAL'S ABILITY TO DISTRIBUTE ITEMS ON A COMMUNITY COLLEGE CAMPUS	SVU	2.50	262.50
10/15/01	TELEPHONE S. MCCRAY RE DFEH COMPLAINT RESPONSE	PJL	0.25	26.25

ATKINSON, ANDELSON, LOYA, RUUD & RUMMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
COLLEGE DISTRICT
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

OCTOBER 31, 2001
INVOICE NO. 205090
CLIENT NO. 005142
PML
PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty	Hrs.	Amt.
10/17/01	LEGAL RESEARCH RE COMMUNITY COLLEGE CAMPUS AS PUBLIC FORUM	SVU	1.00	105.00
10/18/01	REVIEW CORRESPONDENCE RE ORANGE COUNTY REGISTER PUBLIC RECORDS ACT REQUEST	PJL	0.25	26.25
10/18/01	REVIEW MEMORANDUM OF UNDERSTANDING; TELEPHONE J. HENDRICKSON	MSW	0.50	52.50
10/18/01	LEGAL RESEARCH RE COMMUNITY COLLEGES RIGHTS/OBLIGATIONS REGARDING PUPILS AND NON-PUPILS ABILITY TO DISSEMINATE INFORMATION ON CAMPUS	SVU	4.50	472.50
10/19/01	REVIEW AND REVISE DOCUMENTS RE HUGHES DISMISSAL	PJL	1.00	105.00
10/19/01	CORRESPONDENCE CLIENT RE CHARGES AGAINST M. RYMER-ACOSTA	PJL	1.50	157.50
10/19/01	LEGAL RESEARCH RE RYMER-ACOSTA HEARING RIGHTS AS SECOND YEAR ADMINISTRATOR	PJL	0.50	52.50
10/19/01	TELEPHONE CONFERENCE PJL AND LEGAL RESEARCH RE MID-YEAR TERMINATION OF ACADEMIC MANAGER	WSK	0.50	52.50
10/22/01	CORRESPONDENCE CLIENT RE RYMER-ACOSTA CHARGES	PJL	0.25	26.25
10/22/01	CONFERENCES OFFICE RE INCUBATOR LEASE	EBH	0.75	78.75
10/22/01	CORRESPONDENCE OFFICE RE INCUBATOR AGREEMENT	MSW	0.25	26.25

AT. ON, ANDELSON, LOYA, RUUD & 1 b
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2001
 INVOICE NO. 205090
 CLIENT NO. 005142
 PML
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

TOTAL MATTER BILLING 11,077.25

RETIREEES

Date		Atty	Hrs.	Amt.
09/28/01	REVIEW CORRESPONDENCE RE REQUIREMENT OF RETIREES TO JOIN MEDICARE A	PJL	0.25	26.25
10/01/01	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE NOTICE TO RETIREES	PJL	1.25	131.25
10/03/01	LEGAL RESEARCH RE FEDERAL AGE DISCRIMINATION STATUTE	GBT	0.25	26.25
10/05/01	CORRESPONDENCE CLIENT; LEGAL RESEARCH RE RETIREES' RECEIPT OF MEDICARE BENEFITS	PJL	2.00	210.00
10/08/01	PREPARE ADVISORY CORRESPONDENCE ON RETIREE BENEFITS AND ENROLLMENT IN MEDICARE A	PJL	1.75	183.75
10/09/01	CORRESPONDENCE CLIENT RE TERMINATION OF RETIREE BENEFITS FOR NONENROLLMENT IN MEDICARE A	PJL	1.25	131.25
10/10/01	CORRESPONDENCE CLIENT RE TERMINATION OF RETIREE HEALTH COVERAGE FOR FAILURE TO ENROLL IN MEDICARE A	PJL	1.00	105.00
10/12/01	TELEPHONE G. MARVEL RE RETIREES' MEDICARE A BENEFITS	PJL	0.50	52.50

CURRENT FEES: \$ 866.25

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2001
 INVOICE NO. 206323
 CLIENT NO. 005142
 PML
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
10/31/01	TELEPHONE K. IMHOFF; E-MAIL J. HENDRICKSON; REVISE MEMORANDUM OF UNDERSTANDING RE INCUBATOR	MSW	0.50	75.00
10/31/01	PREPARE RESOLUTION; REVISE AGREEMENT; TRANSMITTAL TO J. HENDRICKSON RE INCUBATOR	MSW	1.50	225.00
10/31/01	TELEPHONE CONFERENCE K. IMHOFF RE INCUBATOR GROUP, TELEPHONE J. HENDRICKSON RE INCUBATOR PROJECT	MSW	0.50	75.00
11/01/01	TELEPHONE K. IMHOFF RE INCUBATOR AGREEMENT	MSW	0.25	37.50
11/01/01	TELEPHONE J. HENDRICKSON RE INCUBATOR AGREEMENT	MSW	0.25	37.50
11/01/01	REVIEW REVISED MEMORANDUM OF UNDERSTANDING; CORRESPONDENCE J. HENDRICKSON	MSW	0.50	75.00
11/01/01	REVIEW TITLE IX DOCUMENTS PROVIDED BY C. LEIVAS FOR S. REID'S PUBLIC DOCUMENT REQUEST	SVU	2.00	300.00
11/01/01	CORRESPONDENCE S. REID RE DIRECT COPY COSTS FOR TITLE IX DOCUMENT REQUEST	SVU	0.50	75.00
11/02/01	REVIEW CORRESPONDENCE; LEGAL RESEARCH RE M. FASSLER CORRESPONDENCE ON MANAGEMENT REORGANIZATION	PJL	0.75	112.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2001
 INVOICE NO. 206323
 CLIENT NO. 005142
 PML
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
11/17/01	CORRESPONDENCE CLIENT RE MANAGEMENT REORGANIZATION	PJL	1.50	225.00
11/19/01	CORRESPONDENCE CLIENT RE R. BLACK CORRESPONDENCE ON REORGANIZATION PLAN	PJL	4.25	637.50
11/19/01	LEGAL RESEARCH; CONFERENCE OFFICE RE INVESTIGATION OF ALLEGED PLAGIARISM BY INSTRUCTOR	PJL	0.25	37.50
11/19/01	TELEPHONE H. CARR RE INVESTIGATION OF POSSIBLE PLAGIARISM	PJL	0.25	37.50
11/19/01	TELEPHONE B. WILLIAMS FAIR POLITICAL PRACTICES COMMISSION RE REQUEST FOR OPINION ON REGIONAL TRAINING INSTITUTE	EBH	0.50	75.00
11/19/01	LEGAL RESEARCH RE HASCAL PLAGIARISM CHARGE	MLS	0.25	37.50
11/19/01	CONFERENCE OFFICE RE EADE AND HASCAL INVESTIGATION STATUS	MLS	0.25	37.50
11/20/01	CONFERENCE OFFICE RE NEGOTIATIONS AND BROWN ACT	PML	0.25	37.50
11/20/01	TELEPHONE S. MCCRAY RE BOARD AGENDA TO APPROVE TENTATIVE AGREEMENT FOR REVISIONS OF COLLECTIVE BARGAINING AGREEMENT	EBH	0.75	112.50
11/20/01	CORRESPONDENCE S. MCCRAY RE AGENDA FOR APPROVAL OF TENTATIVE AGREEMENT ON COLLECTIVE BARGAINING AGREEMENT	EBH	0.50	75.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2001
 INVOICE NO. 206323
 CLIENT NO. 005142
 PML
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
11/20/01	CONFERENCE OFFICE RE SOFTWARE SALES AGREEMENT	EBH	0.25	37.50
11/20/01	LEGAL RESEARCH RE AGENDA REQUIREMENTS TO APPROVE TENTATIVE COLLECTIVE BARGAINING AGREEMENT	EBH	0.50	75.00
11/20/01	TELEPHONE F. BARATTA RE LICENSE AGREEMENT; LEGAL RESEARCH RE LICENSE AGREEMENT FOR COPYRIGHT	JJH	3.50	525.00
11/20/01	LEGAL RESEARCH RE DISTRICT OBTAINING AND LICENSING COPYRIGHT SYSTEM	WWM	0.50	75.00
11/20/01	LEGAL RESEARCH RE SOFTWARE LICENSE	JWD	1.00	150.00
11/20/01	CONFERENCE OFFICE RE SOFTWARE LICENSE	JWD	0.25	37.50
11/21/01	TELEPHONE S. MCCRAY RE AGENDA ITEM TO APPROVE TENTATIVE COLLECTIVE BARGAINING AGREEMENT	EBH	0.25	37.50
11/26/01	LEGAL RESEARCH RE LICENSING AGREEMENT; PREPARE LICENSING AGREEMENT	JJH	1.50	225.00
11/26/01	REVIEW MATERIALS RE HASCAL PLAGIARISM CHARGE	MLS	0.25	37.50
11/28/01	REVIEW CORRESPONDENCE RE OSTERELLO/ACADEMIC SENATE COMPLAINT RE SHARED GOVERNANCE	PJL	0.25	37.50
11/28/01	TELEPHONE CHANCELLOR RE REORGANIZATION OF ADMINISTRATIVE STAFF AND CORRESPONDENCE FROM ACADEMIC SENATE	PJL	0.25	37.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2001
 INVOICE NO. 206323
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
11/28/01	TELEPHONE L. CERRUTTI RE PROCESS FOR ADOPTION OF DISTRICT POLICY	PJL	0.25	37.50
11/28/01	LEGAL RESEARCH RE ROLE OF ACADEMIC SENATE IN POLICY ADOPTION	PJL	0.50	75.00
11/28/01	TELEPHONE S. MCCRAY RE KIRSCHBAUM EMPLOYMENT STATUS	EBH	0.50	75.00
11/28/01	CONFERENCE OFFICE RE KIRSCHBAUM NONREELECTION	EBH	0.25	37.50
11/29/01	REVIEW PROPOSED CHANGES TO DISTRICT POLICY	PJL	0.50	75.00
11/29/01	TELEPHONE G. MARVEL RE DISCIPLINARY ACTION AGAINST FOURTH YEAR DIABLO VALLEY COLLEGE INSTRUCTOR	PJL	0.25	37.50
11/29/01	TELEPHONE G. MARVEL RE CLASSIFIED BARGAINING ISSUE	PJL	0.25	37.50
11/29/01	TELEPHONE CONFERENCE J. OSGOOD, E. FUENTES, G. MARVEL AND S. MCCRAY RE ACOSTA	PJL	0.75	112.50
11/29/01	TELEPHONE J. HENDRICKSON RE STATUS OF PENDING ISSUES AND RESPONSE IN ACOSTA	PJL	0.25	37.50
11/29/01	TELEPHONE J. OSGOOD RE PREPARATION OF MATERIALS IN ACOSTA	PJL	0.25	37.50
11/29/01	LEGAL RESEARCH RE ALLEGED PLAGIARISM BY CONTRA COSTA COLLEGE INSTRUCTOR	PJL	0.75	112.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2001
 INVOICE NO. 206323
 CLIENT NO. 005142
 PML
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
11/29/01	LEGAL RESEARCH RE COPYRIGHT; REVIEW CORRESPONDENCE FROM F. BARATTA	JJH	0.25	37.50
11/30/01	PREPARE FILE MEMO RE FILE BUILDING FOR FOURTH YEAR DIABLO VALLEY COLLEGE INSTRUCTOR	PJL	0.25	37.50
11/30/01	TELEPHONE S. MCCRAY RE ACOSTA SUPPORTING DOCUMENTS	PJL	0.25	37.50
11/30/01	TELEPHONE H. CARR RE PROGRESS ON HASKELL INVESTIGATION	PJL	0.25	37.50
11/30/01	LEGAL RESEARCH RE LICENSE AGREEMENT AND COPYRIGHT; PREPARE LICENSE AGREEMENT; TELEPHONE F. BARATTA; CONFERENCE OFFICE RE LICENSE AGREEMENT	JJH	5.25	787.50
11/30/01	CONFERENCE OFFICE RE ACOSTA LIBERTY INTEREST HEARING	MLS	0.25	37.50
11/30/01	TELEPHONE E. FUENTES RE KIRSCHBAUM STATUS; REVIEW FILE; CONFERENCE OFFICE RE STATUS; LEGAL RESEARCH RE LEGAL REQUIREMENTS FOR TERMINATION	MLS	1.00	150.00
11/30/01	CORRESPONDENCE E. FUENTES RE KIRSCHBAUM TERMINATION	MLS	1.00	150.00

CURRENT FEES: \$ 11,812.50

FEE SUMMARY

168

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2001
 INVOICE NO. 206323
 CLIENT NO. 005142
 PML
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

NAME	INT	RATE	HOURS	AMOUNT
DIETRICH, JOHN W.	JWD	150/hr.	1.25	187.50
HEAREY, ELIZABETH B.	EBH	150/hr.	7.75	1,162.50
HEIN, JANICE J.	JJH	150/hr.	11.00	1,650.00
KINSLER, WARREN S.	WSK	150/hr.	0.50	75.00
LOYA, PAUL M.	PML	150/hr.	0.25	37.50
LUCEY, PETER J.	PJL	150/hr.	37.25	5,587.50
MILLER, WINLOCK W.	WWM	150/hr.	0.50	75.00
SACKS, MARLEEN L.	MLS	150/hr.	10.00	1,500.00
UZELAC, SUZANNE V.	SVU	150/hr.	5.50	825.00
WILLIAMS, MARK S.	MSW	150/hr.	4.75	712.50

FEE SUMMARY TOTAL 11,812.50

TOTAL MATTER BILLING 11,812.50

DISCRIMINATION COMPLAINTS

Date	Atty.	Hrs.	Amt.
11/13/01	GBT	0.25	37.50

CURRENT FEES: \$ 37.50

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
TABAK, G B.	GBT	150/hr.	0.25	37.50

FEE SUMMARY TOTAL 37.50

PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
7871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
COLLEGE DISTRICT
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

DECEMBER 31, 2001
INVOICE NO. 208818
CLIENT NO. 005142
PML
PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
11/30/01	LEGAL RESEARCH RE PROCEDURES FOR TERMINATING FOURTH YEAR CONTRACT INSTRUCTOR	PJL	0.75	112.50
11/30/01	CORRESPONDENCE CLIENT RE TERMINATION OF INSTRUCTOR	PJL	0.75	112.50
12/03/01	LEGAL RESEARCH; CONFERENCE OFFICE RE SOFTWARE LICENSING AGREEMENT	PJL	0.25	37.50
12/03/01	LEGAL RESEARCH RE REIMER/ACOSTA PROCEDURAL ISSUES FOR DISMISSAL	PJL	0.25	37.50
12/03/01	LEGAL RESEARCH RE IMPACT OF FAIR POLITICAL PRACTICES COMMISSION OPINION ON BUSINESS INSTITUTE	PJL	0.50	75.00
12/03/01	TELEPHONE S. MCCRAY RE REFUSAL OF EMPLOYEE TO TAKE TUBERCULOSIS TEST	PJL	0.25	37.50
12/03/01	CORRESPONDENCE CLIENT; LEGAL RESEARCH RE FASSLER CORRESPONDENCE	PJL	2.00	300.00
12/03/01	REVIEW CORRESPONDENCE FROM W. WILLIAMS FAIR POLITICAL PRACTICES COMMISSION RE REGIONAL TRAINING INSTITUTE'S DUTY TO ADOPT A CONFLICT OF INTEREST CODE AND REPORTING REQUIREMENTS	EBH	0.50	75.00
12/03/01	CONFERENCE OFFICE RE REGIONAL TRAINING INSTITUTE'S CONFLICT OF INTEREST CODE AND REPORTING REQUIREMENTS	EBH	0.25	37.50

TWA

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2001
 INVOICE NO. 208818
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
12/03/01	CONFERENCE OFFICE RE SOFTWARE LICENSING AGREEMENT AND POTENTIAL PATENT APPLICATION	EBH	0.25	37.50
12/03/01	TELEPHONE J. HENDRICKSON RE AMENDMENT OF CONFLICT OF INTEREST CODE TO INCLUDE REGIONAL TRAINING INSTITUTE	EBH	0.25	37.50
12/03/01	TELEPHONE M. MASON CONTRA COSTA COUNTY COUNSEL RE REVIEW OF AMENDED CONFLICT OF INTEREST CODE TO INCLUDE REGIONAL TRAINING INSTITUTE	EBH	0.50	75.00
12/03/01	LEGAL RESEARCH RE INTELLECTUAL PROPERTY RIGHTS; CONFERENCE OFFICE	JJH	1.25	187.50
12/03/01	REVIEW RYMER-ACOSTA INVESTIGATIVE FILES	MLS	1.00	150.00
12/04/01	CORRESPONDENCE J. HENDRICKSON RE LICENSING AGREEMENT; PREPARE LICENSING AGREEMENT	JJH	2.25	337.50
12/04/01	REVIEW RYMER-ACOSTA STATEMENT OF CHARGES	MLS	0.25	37.50
12/04/01	TELEPHONE G. MARVEL RE HASCAL AND RYMER-ACOSTA STATUS; CORRESPONDENCE G. MARVEL RE HASCAL INTERVIEW	MLS	1.00	150.00
12/05/01	REVIEW BLACK AND OSTARELLO CORRESPONDENCE; CORRESPONDENCE RE ACADEMIC SENATE PROTEST TO MANAGEMENT REORGANIZATION	PJL	1.50	225.00

AT.) SON, ANDELSON, LOYA, RUUD & MO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2001
 INVOICE NO. 208818
 CLIENT NO. 005142
 PML
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
12/10/01	CORRESPONDENCE J. HENDRICKSEN RE LICENSING AGREEMENT	JJH	0.25	37.50
12/10/01	CORRESPONDENCE G. MARVEL RE HASCAL INVESTIGATION; CORRESPONDENCE G. MARVEL RE KIRSCHBAUM CONTRACT LANGUAGE; TELEPHONE E. FUENTES RE ACOSTA HEARING	MLS	1.00 1.5	150.00
12/10/01	REVISE CORRESPONDENCE CLIENT RE CONFLICTS OF INTEREST IN LIGHT OF ADDITIONAL FACTS PROVIDED BY CLIENT	SVU	2.75	412.50
12/11/01	FINALIZE CORRESPONDENCE RE REORGANIZATION OF MANAGEMENT STAFF	PJL	0.50	75.00
12/12/01	CORRESPONDENCE J. HENDRICKSON WITH ATTACHED PROPOSED NOTICE OF AMENDMENT OF CONFLICT OF INTEREST CODE, PROPOSED AMENDMENT, PROPOSED MEMORANDUM TO BOARD AND CORRESPONDENCE TO CHIEF CLERK CONTRA COSTA COUNTY BOARD OF SUPERVISORS	EBH	3.00	450.00
12/12/01	PREPARE FOR AND ATTEND LIBERTY INTEREST HEARING RE RYMER-ACOSTA; CONFERENCE E. FUENTES RE KIRSCHBAUM AND HUGHES STATUS	MLS	3.00 1.5	450.00
12/13/01	LEGAL RESEARCH RE SALARY PLACEMENT GRIEVANCE FOR FORMER ADMINISTRATORS	PJL	0.25	37.50
12/13/01	LEGAL RESEARCH RE COPYRIGHT PROTECTION FOR NEW SOFTWARE	PJL	0.25	37.50

A1 SON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2001
 INVOICE NO. 208818
 CLIENT NO. 005142
 PML
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
12/13/01	TELEPHONE E. FUENTES RE COPYRIGHT RELEASE AND HUGHES DISMISSAL; TELEPHONE E. FUENTES RE UF GRIEVANCE FOR SALARY PLACEMENT; REVIEW CORRESPONDENCE FROM E. FUENTES RE SALARY PLACEMENT GRIEVANCE; CONFERENCE OFFICE RE RYMER-ACOSTA LIBERTY INTEREST HEARING; REVIEW HUGHES FILE	MLS	1.75	262.50
12/14/01	TELEPHONE J. HENDRICKSON RE CAMPAIGN COMMITTEE PARTICIPATION BY BOARD MEMBER	PJL	0.25	37.50
12/14/01	TELEPHONE CHIEF COUSER; PREPARE FILE MEMO RE CARRYING CONCEALED WEAPON	PJL	0.50	75.00
12/14/01	TELEPHONE F. BARATTA RE REVIEW OF TRUSTEE AREA CHANGES FOR BIENNIAL CENSUS	PJL	0.25	37.50
12/14/01	LEGAL RESEARCH RE TRUSTEE AREA BOUNDARY CHANGES	PJL	0.50	75.00
12/14/01	TELEPHONE G. MARVEL RE HASCAL AND HUGHES INVESTIGATION	MLS	0.50	75.00
12/14/01	CONFERENCE CLIENT RE HUGHES MATTER	SVU	0.25	37.50
12/17/01	CORRESPONDENCE J. HENDRICKSON RE CONFLICT OF INTEREST CODE AMENDMENTS	EBH	0.50	75.00
12/18/01	TELEPHONE K. OGDEN RE LANGUAGE FROM DATA PROCESSING POLICY	PJL	0.25	37.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2002
 INVOICE NO. 210111
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date	Atty.	Hrs.	Amt.
01/07/02	JJH	3.25	487.50
01/07/02	MLS	4.25	637.50
01/07/02	MLS	0.50	75.00
01/07/02	MLS	0.75	112.50
01/07/02	SVU	3.00	450.00
01/07/02	SVU	2.00	300.00
01/08/02	PJL	0.25	37.50
01/08/02	PJL	1.00	150.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2002
 INVOICE NO: 210111
 CLIENT NO. 005142
 PML
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
01/08/02	TELEPHONE J. COURTNEY RE APPEAL PROCEDURES FOR STUDENT SUSPENSION (S. ZAZAI)	EBH	0.75	112.50
01/08/02	TELEPHONE R. RODRIGUEZ RE PROCEDURES FOR STUDENT SUSPENSION APPEAL (S. ZAZAI)	EBH	0.50	75.00
01/08/02	REVIEW DOCUMENTS RE APPEAL OF STUDENT SUSPENSION (S. ZAZAI)	EBH	1.00	150.00
01/08/02	LEGAL RESEARCH RE REQUIREMENTS FOR STUDENT SUSPENSION APPEAL (S. ZAZAI)	EBH	1.50	225.00
01/08/02	CONFERENCE OFFICE RE REQUIREMENTS FOR APPEAL OF STUDENT SUSPENSION (S. ZAZAI)	EBH	0.25	37.50
01/08/02	CORRESPONDENCE C. SPENCE RE REQUIREMENTS FOR APPEAL OF STUDENT SUSPENSION (S. ZAZAI)	EBH	2.00	300.00
01/08/02	TELEPHONE C. GROSS RE COPYRIGHT; CORRESPONDENCE C. GROSS RE DESIGN	JJH	1.00	150.00
01/08/02	REVIEW CORRESPONDENCE FROM G. MARVEL RE HUGHES DISMISSAL HEARING	MLS	0.25	37.50
01/08/02	CORRESPONDENCE E. FUENTES RE LYBARGER USE IMMUNITY AND JOB REFERENCE REQUIREMENTS	MLS	0.75	112.50
01/08/02	REVIEW DISCRIMINATION AND HARASSMENT POLICIES; CORRESPONDENCE L. CERRUTI RE POLICIES	MLS	1.75	262.50
01/09/02	CORRESPONDENCE CLIENT; TELEPHONE CHANCELLOR RE MODIFICATION OF POLICIES	PJL	2.00	300.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2002
 INVOICE NO. 210111
 CLIENT NO. 005142
 PML
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
01/09/02	REVIEW APPEAL OF SUSPENSION ORDER LOS MEDANOS COLLEGE	PJL	0.50	75.00
01/09/02	TELEPHONE L. CERRUTTI RE BOARD POLICY CHANGES	PJL	0.50	75.00
01/09/02	TELEPHONE R. RODRIGUEZ RE SUSPENSION APPEAL (S. ZAZAI)	EBH	0.25	37.50
01/09/02	CORRESPONDENCE R. RODRIGUEZ RE SUSPENSION APPEAL (S. ZAZAI)	EBH	0.50	75.00
01/09/02	TELEPHONE C. SPENCE RE SUSPENSION APPEAL (S. ZAZAI)	EBH	0.75	112.50
01/09/02	CORRESPONDENCE C. SPENCE RE SUSPENSION APPEAL (S. ZAZAI)	EBH	2.00	300.00
01/09/02	CONFERENCE OFFICE RE SUSPENSION APPEAL (S. ZAZAI)	EBH	0.50	75.00
01/09/02	TELEPHONE H. STERN RE HUGHES RETIREMENT	MLS	0.25	37.50
01/09/02	TELEPHONE E. FUENTES RE KIRSCHBAUM MEETING	MLS	0.25	37.50
01/09/02	CONFERENCE OFFICE RE STUDENT SUSPENSION FOR SEXUAL HARASSMENT	MLS	0.25	37.50
01/09/02	TELEPHONE H. STERN AND E. FUENTES RE HUGHES RETIREMENT	MLS	1.00	150.00
01/09/02	REVIEW CORRESPONDENCE FROM F. BARRATA RE WARD EQUALIZATION; LEGAL RESEARCH; CORRESPONDENCE F. BARRATA	MLS	1.00	150.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2002
 INVOICE NO. 210111
 CLIENT NO. 005142
 PML
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
01/09/02	TELEPHONE E. FUENTES RE PAYROLL AFFIDAVIT FOR J. OSGOOD	MLS	0.25	37.50
01/10/02	LEGAL RESEARCH; CONFERENCE OFFICE RE APPEAL OF STUDENT SUSPENSION AT LOS MEDANOS COLLEGE	PJL	0.25	37.50
01/10/02	CONFERENCE OFFICE RE STUDENT SUSPENSION APPEAL (S. ZAZAI)	EBH	0.50	75.00
01/10/02	TELEPHONE R. RODRIGUEZ RE PROPOSED CORRESPONDENCE TO S. ZAZAI	EBH	0.25	37.50
01/10/02	CORRESPONDENCE C. SPENCE WITH RELATED DOCUMENTS FOR STUDENT SUSPENSION (S. ZAZAI)	EBH	4.50	675.00
01/10/02	CORRESPONDENCE J. OSGOOD RE PAYPAL AFFIDAVIT	MLS	0.75	112.50
01/10/02	TELEPHONE G. MARVEL RE HUGHES RETIREMENT	MLS	0.25	37.50
01/11/02	TELEPHONE D. FRANK RE EXCLUDING STUDENT FOR MENTAL ILLNESS; LEGAL RESEARCH	MLS	0.50	75.00
01/11/02	CORRESPONDENCE H. STERN RE HUGHES RETIREMENT	MLS	0.50	75.00
01/11/02	TELEPHONE D. FRANK RE HUGHES SICK LEAVE ACCUMULATION	MLS	0.25	37.50
01/11/02	TELEPHONE S. MCCRAY RE HUGHES STATUS	MLS	0.25	37.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2002
 INVOICE NO. 210111
 CLIENT NO. 005142
 PML
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
01/15/02	PREPARE FOR AND ATTEND CONFERENCE WITH F. ARCE AND E. FUENTES RE KIRSCHBAUM TENURE	MLS	4.00	600.00
01/16/02	TELEPHONE S. MCCRAY RE PERSON CONVICTED OF DRUG OFFENSE	PJL	0.25	37.50
01/16/02	LEGAL RESEARCH RE KIRSCHBAUM POSSIBLE RELEASE	PJL	0.25	37.50
01/16/02	REVISE BOARD POLICIES RE SHARED GOVERNANCE; CORRESPONDENCE CLIENT RE BOARD POLICIES	PJL	2.00	300.00
01/16/02	REVIEW CORRESPONDENCE FROM H. STERN RE HUGHES DISMISSAL HEARING	MLS	0.25	37.50
01/16/02	CONFERENCE OFFICE RE KIRSCHBAUM TENURE	MLS	0.25	37.50
01/16/02	TELEPHONE J. OSGOOD RE IT INVESTIGATION	MLS	0.25	37.50
01/17/02	REVISE POLICIES AND PROCEDURES RE SHARED GOVERNANCE	PJL	0.50	75.00
01/17/02	TELEPHONE C. GROSS RE PATENT, COPYRIGHT AND LICENSE AGREEMENT	JJH	0.50	75.00
01/17/02	TELEPHONE E. FUENTES RE HASCAL INVESTIGATION AND KIRSCHBAUM TENURE STATUS	MLS	0.25	37.50
01/17/02	TELEPHONE E. FUENTES RE HUGHES DISMISSAL HEARING	MLS	0.50	75.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2002
 INVOICE NO. 210111
 CLIENT NO. 005142
 PML
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date	Atty.	Hrs.	Amt.
01/17/02	MLS	0.50	75.00
TELEPHONE S. MCCRAY RE REVISIONS TO SEXUAL HARASSMENT POLICY; TELEPHONE S. COFFEE RE KIRSCHBAUM FILES			
01/17/02	MLS	0.50	75.00
TELEPHONE H. CARR RE HASCAL INVESTIGATION			
01/17/02	MLS	1.00	150.00
TELEPHONE D. FRANK AND S. LIEBER RE DOUGHERTY MEDICAL ACCOMMODATION; CORRESPONDENCE D. FRANK			
01/17/02	SVU	0.25	37.50
CONFERENCE CLIENT RE REVIEW OF EVIDENCE TO SUPPORT SHOWING OF GOOD CAUSE			
01/17/02	SVU	2.50	375.00
REVIEW J. STEVENSON FILE RE WHETHER GOOD CAUSE EXISTS FOR DENIAL OF REQUEST FOR AUTHORIZATION TO CARRY A CONCEALED WEAPON			
01/18/02	MLS	0.25	37.50
TELEPHONE E. FUENTES RE HUGHES SICK LEAVE			
01/18/02	MLS	0.50	75.00
CORRESPONDENCE H. STERN RE HUGHES DISMISSAL HEARING AND STATUS			
01/18/02	MLS	0.25	37.50
PREPARE FOR HUGHES DISMISSAL HEARING			
01/20/02	PJL	4.75	712.50
REVIEW AND REVISE GOVERNING BOARD POLICIES			
01/21/02	PJL	6.50	975.00
REVIEW AND REVISE BOARD POLICIES			
01/21/02	MLS	0.75	112.50
REVIEW KIRSCHBAUM FILES			
01/21/02	GBT	0.50	75.00
LEGAL RESEARCH RE 403(B) PLANS			

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2002
 INVOICE NO. 210111
 CLIENT NO. 005142
 PML
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
01/22/02	CONFERENCE J. COURTNEY AND L. CERRUTI RE CLOSED SESSION BROWN ACT FOR PROVISIONS TO POLICIES AND PROCEDURES	PJL	0.75	112.50
01/22/02	REVIEW CORRESPONDENCE FROM M. WILLIAMS RE COPYRIGHT RELEASE	MLS	0.25	37.50
01/23/02	TELEPHONE L. CERUTTI RE BOARD POLICY REVIEW	PJL	0.25	37.50
01/23/02	REVIEW CORRESPONDENCE FROM A. ALATORRE RE STUDENT SUSPENSION (S. ZAZAI)	EBH	0.25	37.50
01/23/02	TELEPHONE A. ALATORRE RE STUDENT SUSPENSION (S. ZAZAI)	EBH	0.25	37.50
01/23/02	PREPARE FOR HUGHES DISMISSAL HEARING; REVIEW KIRSCHBAUM FILES; REVIEW FACULTY EVALUATION GUIDELINES; LEGAL RESEARCH RE POLICE OFFICER BILL OF RIGHTS; PREPARE HASCAL STATEMENT OF CHARGES; LEGAL RESEARCH RE HASCAL TERMINATION STANDARDS; CORRESPONDENCE H. CARR; REVIEW COMPACT DISC COPYRIGHT RELEASE; CORRESPONDENCE M. WILLIAMS	MLS	3.50	825.00
01/24/02	CONFERENCE OFFICE RE HUGHES DISMISSAL HEARING	MLS	0.25	37.50
01/24/02	CORRESPONDENCE E. FUENTES RE KIRSCHBAUM TENURE STATUS	MLS	1.00	150.00
01/24/02	PREPARE FOR HUGHES DISMISSAL HEARING; PREPARE PROPOSED TESTIMONY; CORRESPONDENCE R. COUSER	MLS	2.75	412.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2002
 INVOICE NO. 210111
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date	Atty.	Hrs.	Amt.
01/24/02	MLS	3.00	450.00
01/25/02	MLS	0.25	37.50
01/25/02	MLS	4.00	600.00
01/28/02	JJH	1.25	187.50
01/29/02	PJL	0.25	37.50
01/29/02	PJL	0.25	37.50
01/29/02	MLS	0.25	37.50
01/30/02	MLS	0.50	75.00
01/30/02	MLS	0.25	37.50
01/30/02	MLS	1.25	187.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 28, 2002
 INVOICE NO. 211272
 CLIENT NO. 005142
 PML
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
01/30/02	LEGAL RESEARCH RE POSSIBLE RELEASE OF FOURTH YEAR INSTRUCTOR	PJL	0.50	75.00
01/30/02	REVIEW STUDENT SERVICES POLICY (FOUNTS)	PJL	0.25	37.50
02/01/02	CONFERENCE J. HENDRICKSON AND E. BUGG RE RTI FORM EDUCATION CONTRACT; PREPARE FILE MEMO	PJL	1.50	225.00
02/01/02	CORRESPONDENCE CLIENT RE REVIEW OF STUDENT SERVICES AND CURRICULUM AND INSTRUCTION POLICIES	PJL	4.00	600.00
02/01/02	TELEPHONE E. FUENTES AND G. MARVEL RE HASCAL DISCIPLINE AND KIRSCHBAUM TENURE; CONFERENCE OFFICE	MLS	0.50	75.00
02/02/02	CORRESPONDENCE CLIENT; REVIEW AND REVISE STUDENT SERVICES AND CURRICULUM AND INSTRUCTION POLICIES	PJL	1.00	600.00
02/03/02	CORRESPONDENCE CLIENT; REVIEW AND REVISE STUDENT SERVICES AND CURRICULUM AND INSTRUCTION POLICIES	PJL	1.50	750.00
02/03/02	REVIEW REGIONAL TRAINING INSTITUTE CONTRACT WITH INDEPENDENT CONTRACTORS FOR TEACHING SERVICES; CORRESPONDENCE CLIENT RE SUGGESTED REVISIONS OF CONTRACT	SVU	2.75	412.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 28, 2002
 INVOICE NO. 211272
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
02/04/02	CORRESPONDENCE CLIENT; REVIEW AND REVISE STUDENT SERVICES AND CURRICULUM AND INSTRUCTION POLICIES	PJL	4.25 1.0	637.50
02/04/02	TELEPHONE L. CERRUTI RE POLICY REVIEW	PJL	0.25	37.50
02/04/02	REVIEW AND REVISE RTI FORM AGREEMENTS	PJL	0.50	75.00
02/04/02	LEGAL RESEARCH; CONFERENCE OFFICE RE ISSUANCE OF CONCEALED WEAPONS PERMIT TO FORMER OFFICER	PJL	0.25	37.50
02/04/02	TELEPHONE D. FRANK RE TERMINATING EMPLOYEE ON WORKERS' COMPENSATION FOR EXCESSIVE ABSENTEEISM; CORRESPONDENCE D. FRANK	MLS	1.25	187.50
02/04/02	CONFERENCE CLIENT RE REGIONAL TRAINING INSTITUTE CONTRACT WITH INDEPENDENT CONTRACTORS	SVU	0.25	37.50
02/04/02	REVIEW REGIONAL TRAINING INSTITUTE WITH INDEPENDENT CONTRACTORS	SVU	2.50	375.00
02/04/02	PREPARE CORRESPONDENCE RE REVISIONS TO REGIONAL TRAINING INSTITUTE'S CONTRACT WITH INDEPENDENT CONTRACTORS	SVU	0.50	75.00
02/04/02	CONFERENCE CLIENT RE WHETHER CONTENTS OF PERSONNEL FILE MAY BE USED TO PROVE GOOD CAUSE TO DENY AUTHORIZATION TO CARRY CONCEALED WEAPON	SVU	0.25	37.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 28, 2002
 INVOICE NO. 211272
 CLIENT NO. 005142
 PML
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date	Description	Atty.	Hrs.	Amt.
02/05/02	TELEPHONE G. MARVEL RE STATUS OF PART-TIME TEMPORARY EMPLOYEES	PJL	0.25	37.50
02/05/02	CORRESPONDENCE CLIENT RE LAYOFF OF EDUCATIONAL ADMINISTRATORS	PJL	1.25	187.50
02/05/02	CORRESPONDENCE CLIENT; LEGAL RESEARCH RE NONREEMPLOYMENT OF FIRST YEAR CONTRACT EMPLOYEE	PJL	1.25	187.50
02/05/02	TELEPHONE S. MCCRAY AND E. FUENTES RE TERMINATION OF FIRST YEAR CONTRACT EMPLOYEE	PJL	0.25	37.50
02/06/02	TELEPHONE CHANCELLOR RE REVIEW OF ADMINISTRATIVE CONTRACTS	PJL	0.25	37.50
02/06/02	TELEPHONE CHANCELLOR RE ADMINISTRATIVE CONTRACTS	PJL	0.25	37.50
02/06/02	TELEPHONE E. FUENTES RE RELEASE OF LABRINCHA	PJL	0.25	37.50
02/06/02	REVIEW MATERIALS; CORRESPONDENCE CLIENT RE FIRST YEAR CONTRACT INSTRUCTOR DISMISSAL	PJL	2.00	300.00
02/06/02	REVIEW CORRESPONDENCE RE RECEIPT OF UNEMPLOYMENT BENEFITS	PJL	0.25	37.50
02/06/02	TELEPHONE G. MARVEL AND E. FUENTES RE LABRINCHA	PJL	0.50	75.00
02/06/02	REVIEW CORRESPONDENCE FROM J. HENDRICKSON RE COPYRIGHT	JJH	0.50	75.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 28, 2002
 INVOICE NO. 211272
 CLIENT NO. 005142
 PML
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
02/06/02	TELEPHONE CLIENT RE AMENDMENT TO REGIONAL TRAINING INSTITUTE CONTRACT	SVU	0.25	37.50
02/06/02	REVIEW AMENDMENTS TO REGIONAL TRAINING INSTITUTE CONTRACT WITH INDEPENDENT CONTRACTORS	SVU	0.50	75.00
02/07/02	TELEPHONE S. MCCRAY RE LONG-TERM SUBSTITUTES/TEMPORARIES	PJL	0.25	37.50
02/07/02	LEGAL RESEARCH RE INTELLECTUAL PROPERTY RIGHTS TO CLAIM COPYRIGHT	WWM	0.50	75.00
02/07/02	REVIEW CHANGES TO REGIONAL TRAINING INSTITUTE CONTRACT WITH INDEPENDENT CONTRACTORS; CLIENT CORRESPONDENCE	SVU	1.50	225.00
02/08/02	REVIEW AND ANALYZE CONFIDENTIALITY AGREEMENT FOR INTELLECTUAL PROPERTY; CORRESPONDENCE C. GROSS	JJH	0.75	112.50
02/11/02	TELEPHONE S. MCCRAY RE FOURTH YEAR PROBATIONARY INSTRUCTOR	PJL	0.25	37.50
02/11/02	PREPARE RTI INSTRUCTOR CONTRACT	PJL	1.00	150.00
02/11/02	CORRESPONDENCE J. HENDRICKSON RE RESEARCH DATA WAREHOUSE	JJH	0.50	75.00
02/11/02	FINAL REVIEW OF REGIONAL TRAINING INSTITUTE CONTRACT WITH INDIVIDUAL AND CORPORATE INDEPENDENT CONTRACTORS	SVU	0.75	112.50
02/12/02	TELEPHONE OPPOSING COUNSEL RE J. STEVENSON CONCEALED WEAPON PERMIT	PJL	0.25	37.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 . (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 28, 2002
 INVOICE NO. 211272
 CLIENT NO. 005142
 PML
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
02/12/02	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE UNEMPLOYMENT INSURANCE NOTICE OF ELIGIBILITY	PJL	2.00	300.00
02/12/02	TELEPHONE E. FUENTES RE SELECTION OF ARBITRATOR IN SALARY PLACEMENT GRIEVANCE	PJL	0.25	37.50
02/12/02	TELEPHONE G. MARVEL RE NEGOTIATIONS ON IMPASSE	PJL	0.50	75.00
02/12/02	CONFERENCE OFFICE RE SELECTION OF ARBITRATOR FOR SALARY PLACEMENT GRIEVANCE; LEGAL RESEARCH	MLS	0.25	37.50
02/12/02	TELEPHONE E. FUENTES RE HASCAL STATEMENT OF CHARGES	MLS	0.50	75.00
02/12/02	LEGAL RESEARCH RE PROCEDURE OF PENAL CODE SECTION 1027.1 HEARING	SVU	0.50	75.00
02/12/02	REVISE CORRESPONDENCE RE POTENTIAL CONFLICT OF INTEREST ON DATATEL CONTRACT	SVU	0.75	112.50
02/13/02	CORRESPONDENCE CLIENT; LEGAL RESEARCH RE FIFTEENTH ADVISORY ON PROPOSITION 209	PJL	2.00	300.00
02/13/02	TELEPHONE S. MCCRAY RE ATTACHMENTS FOR NONREELECTION NOTICE; LEGAL RESEARCH	MLS	0.25	37.50
02/14/02	TELEPHONE E. FUENTES RE BROWN ACT CLOSED SESSION REPORTING REQUIREMENTS	PJL	0.25	37.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 28, 2002
 INVOICE NO. 211272
 CLIENT NO. 005142
 PML
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date	Atty.	Hrs.	Amt.
02/19/02	SVU	0.25	37.50
TELEPHONE CHIEF COUSER RE GOOD CAUSE IN STEVENSON MATTER			
02/20/02	PJL	0.50	75.00
TELEPHONE G. MARVEL RE TERMS OF SETTLEMENT IN HASCAL			
02/20/02	EBH	0.25	37.50
TELEPHONE J. COURTNEY RE STATUS OF S. ZAZAI STUDENT SUSPENSION APPEAL			
02/20/02	JJH	1.25	187.50
TELEPHONE C. GROSS RE INTELLECTUAL PROPERTY; CORRESPONDENCE F. BARATTA RE LICENSING AGREEMENT; REVIEW AND ANALYZE AGREEMENT			
02/20/02	SVU	0.25	37.50
CONFERENCE CHIEF COUSER RE GOOD CAUSE FOR J. STEVENSON MATTER			
02/20/02	SVU	0.25	37.50
TELEPHONE OPPOSING COUNSEL RE PANEL MEMBERS			
02/21/02	PJL	0.25	37.50
LEGAL RESEARCH RE AGREEMENT FOR RESIGNATION IN HASCAL			
02/21/02	PJL	0.50	75.00
TELEPHONE E. FUENTES AND G. MARVEL RE GRIEVANCE ON <u>MANAGEMENT RETREAT RIGHTS</u>			
02/21/02	PJL	0.25	37.50
CORRESPONDENCE RE BROWN ACT MANAGEMENT REORGANIZATION			
02/21/02	MLS	2.00	300.00
LEGAL RESEARCH RE HASCAL SETTLEMENT AGREEMENT; PREPARE AGREEMENT; CONFERENCE OFFICE			

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 28, 2002
 INVOICE NO. 211272
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
02/27/02	TELEPHONE G. MARVEL RE ISSUANCE OF NOTICES TO DIVISION CHAIRS RE END OF TERM	MLS	0.25	37.50
02/27/02	LEGAL RESEARCH RE NEGOTIATIONS AND INTELLECTUAL PROPERTY	SLK	0.50 ^{1.25}	75.00
02/28/02	TELEPHONE G. MARVEL RE NEGOTIATIONS IMPOSITION OF LAST BEST AND FINAL OFFER; LEGAL RESEARCH	PJL	0.50	75.00
02/28/02	CORRESPONDENCE CLIENT RE IMPOSITION OF LAST BEST AND FINAL OFFER	PJL	0.25	37.50
02/28/02	CONFERENCE OFFICE RE LEGAL RESEARCH RE LAST BEST OFFER IN CERTIFICATED NEGOTIATIONS	TAG	0.25	37.50
02/28/02	LEGAL RESEARCH; MEMO G. MARVEL RE LAST BEST OFFER IN FACULTY NEGOTIATIONS	TAG	1.25	187.50
02/28/02	CONFERENCE OPPOSING COUNSEL RE STEVENSON MATTER	SVU	0.50	75.00

Handwritten signature

CURRENT FEES: \$ 11,250.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
GOLUBA, TODD A.	TAG	150/hr.	1.75	262.50
HEAREY, ELIZABETH B.	EBH	150/hr.	0.25	37.50
HEIN, JANICE J.	JJH	150/hr.	5.25	787.50
KAPLAN, SUSAN L.	SLK	150/hr.	0.50	75.00

188

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 28, 2002
 INVOICE NO. 211272
 CLIENT NO. 005142
 PML
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

LUCEY, PETER J.	PJL	150/hr.	46.75	7,012.50
MILLER, WINLOCK W.	WWM	150/hr.	0.50	75.00
SACKS, MARLEEN L.	MLS	150/hr.	6.25	937.50
UZELAC, SUZANNE V.	SVU	150/hr.	13.75	2,062.50

FEE SUMMARY TOTAL 11,250.00

TOTAL MATTER BILLING 11,250.00

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
02/27/02	PREPARE FILE; REVIEW DOCUMENTS; CONFERENCE OFFICE RE MAZUMDER	PJL	0.50	75.00
02/27/02	TELEPHONE S. MCCRAY RE MAZUMDER DISCRIMINATION COMPLAINT	PJL	0.25	37.50
02/27/02	REVIEW MAZUMDER DISCRIMINATION COMPLAINT; TELEPHONE AND CORRESPONDENCE R. MAZUMDER RE APPOINTMENT	GBT	0.75	112.50
02/28/02	TELEPHONE S: MCCRAY RE MAZUMBER DISCRIMINATION COMPLAINT; REVIEW DOCUMENTS	GBT	1.00	150.00

CURRENT FEES: \$ 375.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
------	-----	------	-------	--------

A. INSON, ANDELSON, LOYA, RUUD & DMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
COLLEGE DISTRICT
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MARCH 31, 2002
INVOICE NO. 212866
CLIENT NO. 005142
PML
PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
03/01/02	REVIEW CORRESPONDENCE; CONFERENCE OFFICE RE CONNERLY DECISION AND NEW RULES OF RECRUITMENT	PJL	0.50	75.00
03/01/02	TELEPHONE F. BARATTA RE INTELLECTUAL PROPERTY; REVIEW CORRESPONDENCE FROM F. BARATTA; CORRESPONDENCE F. BARATTA	JJH	0.50	75.00
03/01/02	TELEPHONE E. FUENTES RE PROPOSITION 209	MLS	0.25	37.50
03/01/02	REVIEW CORRESPONDENCE FROM E. FUENTES RE REVISING POLICY ON BANDING PURSUANT TO PROPOSITION 209; CONFERENCE OFFICE	MLS	0.25	37.50
03/01/02	REVISE CORRESPONDENCE CLIENT RE DATATEL CONTRACT CONFLICT OF INTEREST	SVU	1.00	150.00
03/04/02	CORRESPONDENCE E. FUENTES RE AFFIRMATIVE ACTION GUIDELINES	PJL	1.75	262.50
03/04/02	CORRESPONDENCE CLIENT RE CONFLICT OF INTEREST ANALYSIS	PJL	0.50	75.00
03/04/02	CONFERENCE OFFICE; REVIEW CORRESPONDENCE RE AFFIRMATIVE ACTION POLICY	PJL	0.25	37.50
03/04/02	REVISE CORRESPONDENCE RE CONFLICTS	SVU	0.50	75.00
03/04/02	LEGAL RESEARCH RE INTELLECTUAL PROPERTY AND MANDATORY SUBJECTS OF BARGAINING	SLK	1.00	150.00

A. ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2002
 INVOICE NO. 212866
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
03/05/02	CORRESPONDENCE CLIENT RE HIRING POLICIES MEMO	PJL	0.50	75.00
03/05/02	REVIEW CORRESPONDENCE RE BOARD AGENDAS ON APPOINTMENT OF DIVISION CHAIRS	PJL	0.25	37.50
03/05/02	TELEPHONE D. FRANK RE RETIREMENT IN TO PERS OF SAFETY MEMBERS	PJL	0.25	37.50
03/05/02	TELEPHONE G. MARVEL RE GRIEVANCE ON DOUBLE LOAD CLASS	PJL	0.25	37.50
03/05/02	LEGAL RESEARCH RE NEGOTIATIONS AND INTELLECTUAL PROPERTY	SLK	0.50	75.00
03/06/02	TELEPHONE G. MARVEL RE SCOPE OF OBLIGATION TO CONSULT WITH FACULTY	PJL	0.25	37.50
03/06/02	REVIEW CORRESPONDENCE; TELEPHONE E. FUENTES RE RULES GOVERNING AFFIRMATIVE ACTION	PJL	0.50	75.00
03/06/02	TELEPHONE G. MARVEL RE SCOPE OF ACADEMIC AND PROFESSIONAL MATTERS	PJL	0.25	37.50
03/06/02	TELEPHONE G. MARVEL RE SCOPE OF ACADEMIC AND PROFESSIONAL MATTERS AND DEFINITION IN TITLE 5	PJL	0.25	37.50
03/06/02	REVIEW EXHIBIT CRITERIA FOR LICENSING AGREEMENT; LEGAL RESEARCH RE DUTY TO BARGAIN	JJH	1.75	187.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2002
 INVOICE NO. 212866
 CLIENT NO. 005142
 PML
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
03/06/02	LEGAL RESEARCH RE INTELLECTUAL PROPERTY POLICY AND DUTY TO BARGAIN	SLK	0.50	75.00
03/07/02	TELEPHONE G. MARVEL RE RELEASE OF DIVISION CHAIRS	PJL	0.25	37.50
03/07/02	TELEPHONE OPPOSING COUNSEL RE STEVENSON MATTER FOR NUMBER OF PROPOSED HEARING PANEL MEMBER	SVU	0.25	37.50
03/07/02	TELEPHONE R. CHAVEZ AS POTENTIAL HEARING PANEL MEMBER (NEUTRAL) FOR STEVENSON MATTER	SVU	0.25	37.50
03/07/02	CONFERENCE R. CHAVEZ RE HIS QUALIFICATIONS TO SERVE ON HEARING PANEL FOR J. STEVENSON MATTER	SVU	0.25	37.50
03/08/02	LEGAL RESEARCH RE SCOPE OF ACADEMIC SENATE AUTHORITY OVER ACADEMIC AND PROFESSIONAL MATTERS	PJL	1.00	150.00
03/08/02	TELEPHONE G. MARVEL RE ACADEMIC SENATE AUTHORITY OVER ACADEMIC AND PROFESSIONAL MATTERS	PJL	0.25	37.50
03/08/02	LEGAL RESEARCH RE DEFINING ACADEMIC AND PROFESSIONAL MATTERS	PJL	0.25	37.50
03/08/02	LEGAL RESEARCH; REVIEW COLLECTIVE BARGAINING AGREEMENTS RE INTELLECTUAL PROPERTY	JJH	0.50	75.00

PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
COLLEGE DISTRICT
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MARCH 31, 2002
INVOICE NO. 212866
CLIENT NO. 005142
PML
PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
03/18/02	REVIEW CLIENT DOCUMENTS TO SUPPORT GOOD CAUSE TO DENY CERTIFICATE TO CARRY A CONCEALED AND LOADED WEAPON IN STEVENSON	SVU	2.00	300.00
03/18/02	PREPARE STATEMENT OF CHARGES RE STEVENSON DENIAL OF CERTIFICATE TO CARRY A CONCEALED AND LOADED WEAPON	SVU	2.50	375.00
03/18/02	TELEPHONE CLIENT RE STEVENSON MATTER	SVU	0.25	37.50
03/19/02	PREPARE RESPONSE TO ACADEMIC SENATE REQUEST FOR LEGAL OPINION	PJL	0.25	37.50
03/19/02	TELEPHONE E. FUENTES RE COUNSELOR REPORTING AND CONFIDENTIALITY REQUIREMENTS	MLS	0.25	37.50
03/19/02	TELEPHONE OPPOSING COUNSEL RE STEVENSON MATTER	SVU	0.25	37.50
03/20/02	REVIEW AND REVISE CLIENT CONTRACT FOR REGIONAL TRAINING INSTITUTE; CORRESPONDENCE CLIENT	JJH	3.25	487.50
03/20/02	LEGAL RESEARCH RE COUNSELORS' DUTIES TO REPORT CHILD ABUSE AND TARASOFF DUTIES	MLS	0.50	75.00
03/21/02	TELEPHONE E. FUENTES RE APPLICATION FOR EMPLOYMENT OF DEAF CUSTODIAN	PJL	0.25	37.50
03/21/02	TELEPHONE G. MARVEL RE POSSIBLE FACT- FINDING AND MEDIATED SETTLEMENT	PJL	0.50	75.00

A. ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
COLLEGE DISTRICT
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MARCH 31, 2002
INVOICE NO. 212866
CLIENT NO. 005142
PML
PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
03/21/02	TELEPHONE OPPOSING COUNSEL RE STATEMENT OF CHARGES FOR STEVENSON MATTER	SVU	0.25	37.50
03/21/02	PREPARE STATEMENT OF CHARGES AGAINST J. STEVENSON	SVU	1.00	150.00
03/22/02	LEGAL RESEARCH RE RESPONSE TO APPLICATION FROM DEAF CUSTODIAN	PJL	0.25	37.50
03/22/02	CORRESPONDENCE CLIENT RE REGIONAL TRAINING INSTITUTE; LEGAL RESEARCH RE DUTY TO BARGAIN INVENTION TRANSFER AGREEMENT; TELEPHONE F. BARATTA	JJH	3.75 1.75	562.50
03/22/02	CONFERENCE OFFICE RE LEGAL RESEARCH ON APPLICABILITY OF TARASOFF TO CAREER GUIDANCE COUNSELORS	TAG	0.25	37.50
03/22/02	TELEPHONE S. MCCRAY RE COUNSELOR REPORTING OBLIGATIONS	MLS	0.25	37.50
03/22/02	TELEPHONE S. MCCRAY RE COUNSELOR MEETING ON REPORTING OBLIGATIONS	MLS	0.25	37.50
03/22/02	LEGAL RESEARCH RE COUNSELOR OBLIGATIONS TO REPORT SUICIDE OR HOMICIDE THREAT	MLS	1.00	150.00
03/22/02	REVISE STEVENSON STATEMENT OF CHARGES	SVU	1.00	150.00
03/22/02	CONFERENCE C. WILKERSON RE INDEMNIFICATION PROVISION	SVU	0.25	37.50
03/25/02	LEGAL RESEARCH RE DUTY TO BARGAIN; CORRESPONDENCE CLIENT	JJH	4.25	637.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2002
 INVOICE NO. 212866
 CLIENT NO. 005142
 PML
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
03/29/02	TELEPHONE OPPOSING COUNSEL RE SCHEDULING STEVENSON HEARING	SVU	0.25	37.50
03/29/02	LEGAL RESEARCH RE WHETHER DISTRICT CAN CREATE TUTORING CENTER SUPERVISOR CLASSIFIED POSITION	SVU	1.50	225.00
03/29/02	CORRESPONDENCE CLIENT RE WHETHER DISTRICT CAN CREATE TUTORING CENTER SUPERVISOR CLASSIFIED POSITION	SVU	1.50	225.00

CURRENT FEES: \$ 10,050.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
GOLUBA, TODD A.	TAG	150/hr.	0.25	37.50
HEIN, JANICE J.	JJH	150/hr.	16.00	2,400.00
KAPLAN, SUSAN L.	SLK	150/hr.	2.50	375.00
KINSLER, WARREN S.	WSK	150/hr.	0.25	37.50
LUCEY, PETER J.	PJL	150/hr.	13.25	1,987.50
SACKS, MARLEEN L.	MLS	150/hr.	5.25	787.50
TABAK, G B.	GBT	150/hr.	6.50	975.00
UZELAC, SUZANNE V.	SVU	150/hr.	23.00	3,450.00

FEE SUMMARY TOTAL 10,050.00

PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

clm

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2002
 INVOICE NO. 212866
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation: Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

TOTAL MATTER BILLING 10,050.00

DISCRIMINATION COMPLAINTS

Date	Atty.	Hrs.	Amt.
03/01/02	GBT	1.00	150.00
03/04/02	GBT	2.50	375.00
03/05/02	GBT	4.00	600.00
03/07/02	GBT	0.50	75.00
03/12/02	GBT	1.25	187.50
03/15/02	GBT	0.25	37.50
03/18/02	GBT	3.50	525.00

PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

alm

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2002
 INVOICE NO. 212866
 CLIENT NO. 005142
 PML
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
03/20/02	CORRESPONDENCE R. MAZUMDER RE INVESTIGATION OF DISCRIMINATION COMPLAINT	GBT	0.50	75.00
03/21/02	TELEPHONE S. MCCRAY AND PICK UP DOCUMENTS RELATED TO MAZUMDER INVESTIGATION	GBT	0.75	112.50
03/22/02	PREPARE FOR INTERVIEWS OF E. COATS, C. MCCAUGHEY, J. DAVIS AND V. BOBETSKY; REVIEW NURSING STANDARDS, STUDENT HANDBOOK AND RELATED DOCUMENTS RE INVESTIGATION OF MAZUMDER DISCRIMINATION COMPLAINT	GBT	5.00	750.00
03/25/02	INTERVIEW E. COATES, C. MCCOUGHEY, D. MCDONALD, J. DAVIS AND V. BOBETSKY AND REVIEW DOCUMENTS RE MAZUMDER DISCRIMINATION COMPLAINT	GBT	7.50	1,125.00

McCray 3 x 2.6 = 7.8

CURRENT FEES: \$ 4,012.50

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
TABAK, G B.	GBT	150/hr.	26.75	4,012.50
FEE SUMMARY TOTAL				4,012.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2002
 INVOICE NO. 212866
 CLIENT NO. 005142
 PML
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

TOTAL MATTER BILLING 4,012.50

INCORPORATION OF AUXILIARY

Date		Atty.	Hrs.	Amt.
03/15/02	CORRESPONDENCE J. HENDRICKSON RE EXEMPTION APPLICATIONS	CSA	0.50	75.00

CURRENT FEES: \$ 75.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
CINDY STROM ARELLANO	CSA	150/hr.	0.50	75.00
FEE SUMMARY TOTAL				75.00

TOTAL MATTER BILLING 75.00

DISBURSEMENTS:

03/05/02	MISCELLANEOUS TRAVEL EXPENSES	63.87
03/15/02	PHOTOCOPIES	13.40
03/29/02	DOCUMENT PREPARATION AND WORD PROCESSING	240.00
03/27/02	LONG DISTANCE AND TELEPHONE TOLLS	2.01
03/22/02	AUTOMATED LEGAL RESEARCH	8.50
03/22/02	AUTOMATED LEGAL RESEARCH	30.00
03/25/02	AUTOMATED LEGAL RESEARCH	4.25
03/25/02	AUTOMATED LEGAL RESEARCH	10.00
03/25/02	AUTOMATED LEGAL RESEARCH	36.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2002
 INVOICE NO. 214403
 CLIENT NO. 005142
 PML
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
04/01/02	REVIEW CORRESPONDENCE FROM E. FUENTES RE LOCAL ONE TRAINING MEETING	MLS	0.25	37.50
04/01/02	TELEPHONE G. MARVEL AND C. SPENCE RE DISCLOSURE OF HUGHES MATERIALS TO PRESS	MLS	0.50	75.00
04/01/02	TELEPHONE S. MCCRAY RE COUNSELOR TRAINING	MLS	0.25	37.50
04/01/02	TELEPHONE G. MARVEL RE CONFIDENTIALITY OF HUGHES MATERIALS	MLS	0.50	75.00
04/01/02	CORRESPONDENCE G. MARVEL RE HUGHES RECORDS RELEASE	MLS	0.50	75.00
04/01/02	REVISE CORRESPONDENCE CLIENT RE LEGALITY OF TUTORING CENTER SUPERVISOR AS CLASSIFIED EMPLOYEE	SVU	0.50	75.00
04/01/02	TELEPHONE CLIENT RE OBTAINING STEVENSON PERSONNEL FILE FOR HEARING ON CERTIFICATE TO CARRY A CONCEALED AND LOADED FIREARM	SVU	0.25	37.50
04/02/02	TELEPHONE G. MARVEL RE SEXUAL HARASSMENT COMPLAINT	PJL	0.50	75.00

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2002
 INVOICE NO. 214403
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date	Atty.	Hrs.	Amt.
04/02/02	PJL	0.25	37.50
04/02/02	EBH	0.50	75.00
04/02/02	EBH	3.00	450.00
04/02/02	EBH	0.50	75.00
04/02/02	MLS	0.25	37.50
04/02/02	MLS	2.50	375.00
04/02/02	SVU	0.50	75.00

A. ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2002
 INVOICE NO. 214403
 CLIENT NO. 005142
 PML
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
04/03/02	TELEPHONE S. MCCRAY RE HIRING OF TEMPORARY TEACHERS FOR CATEGORICALLY FUNDED PROJECT	EBH	0.50	75.00
04/03/02	RESEARCH REQUIREMENTS FOR HIRING TEACHERS UNDER CATEGORICALLY FUNDED PROJECTS	EBH	1.75	262.50
04/03/02	CORRESPONDENCE S. MCCRAY RE EMPLOYMENT OF INSTRUCTORS FOR CATEGORICALLY FUNDED PROJECT	EBH	2.00	300.00
04/03/02	TELEPHONE G. MARVEL RE RESPONSE TO HUGHES PUBLIC RECORDS REQUEST	MLS	0.75	112.50
04/03/02	REVIEW, ANALYZE AND REVISE CLIENT'S AGREEMENT TO FURNISH CLINICAL EXPERIENCE FOR NURSING STUDENTS	SVU	3.00	450.00
04/03/02	TELEPHONE CLIENT RE STEVENSON OBTAINING PERSONNEL FILE AND CONTENTS	SVU	0.25	37.50
04/03/02	CONFERENCE CLIENT RE BASIS FOR DENIAL OF CERTIFICATE TO CARRY A CONCEALED AND LOADED WEAPON FOR J. STEVENSON	SVU	0.50	75.00
04/04/02	TELEPHONE S. MCCRAY RE SEXUAL DISCRIMINATION COMPLAINTS AGAINST G. FRETTER	PJL	0.25	37.50

PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2002
 INVOICE NO. 214403
 CLIENT NO. 005142
 PML
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
04/08/02	CORRESPONDENCE J. HUGHES RE PUBLIC RECORDS REQUEST	MLS	0.25	37.50
04/08/02	PREPARE FOR WORKSHOP RE COUNSELOR REPORTING OBLIGATIONS	MLS	0.25	37.50
04/08/02	TELEPHONE S. MCCRAY RE WORKSHOP FOR COUNSELORS ON REPORTING OBLIGATIONS	MLS	0.25	37.50
04/08/02	REVISE CORRESPONDENCE CLIENT RE ACCOMMODATION OF STUDENT'S REQUEST TO MAKE-UP EXAM DUE TO STUDENT'S OBSERVANCE OF RELIGIOUS HOLIDAY	SVU	0.25	37.50
04/09/02	NC TELEPHONE S. MCCRAY RE RETIREMENT HEALTH BENEFITS PROGRAM	PJL	0.25 ✓	37.50
04/09/02	ATS CONFERENCE OFFICE RE HUGHES DISCRIMINATION COMPLAINT INVESTIGATION	PJL	0.25 ✓	37.50
04/09/02	PREPARE FILE MEMO RE PROUD/HUGHES SEXUAL HARASSMENT CLAIMS	PJL	0.25	37.50
04/09/02	TELEPHONE D. SHANNON RE DEPOSITION OF J. HUGHES	PJL	0.25	37.50
04/09/02	TELEPHONE C. GROSS RE COPYRIGHT ISSUE	JJH	0.50	75.00
04/09/02	CONFERENCE OFFICE RE REQUEST FOR HUGHES RECORDS	MLS	0.25	37.50

McCray 0.25 ✓

ATS

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2002
 INVOICE NO. 214403
 CLIENT NO. 005142
 PML
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date	Description	Atty.	Hrs.	Amt.
04/09/02	PREPARE FOR AND PRESENT WORKSHOP FOR COUNSELORS RE REPORTING OBLIGATIONS	MLS	2.50	375.00
04/09/02	TELEPHONE E. FUENTES RE OVERTIME EXEMPTIONS FOR MANAGERS; LEGAL RESEARCH; CORRESPONDENCE E. FUENTES	MLS	1.00	150.00
04/09/02	TELEPHONE OPPOSING COUNSEL RE STEVENSON DOCUMENTS	SVU	0.25	37.50
04/10/02	TELEPHONE G. MARVEL AND E. FUENTES RE CLASSIFIED EMPLOYEE OVERTIME	PJL	0.75	112.50
04/10/02	TELEPHONE G. MARVEL RE SALES MANAGER POSITION FOR RTI	PJL	0.25	37.50
04/10/02	TELEPHONE S. MCCRAY RE DOCUMENTS ON SEXUAL DISCRIMINATION/HARASSMENT INVESTIGATION IN NAVARRA	PJL	0.25	37.50
04/10/02	TELEPHONE J. NEJEDLY RE COMMENTS BY PLAINTIFF'S ATTORNEY IN PROUD CASE	PJL	0.25	37.50
04/10/02	PREPARE FILE MEMO RE NEJEDLY TELEPHONE CONFERENCE	PJL	0.25	37.50
04/10/02	REVIEW DOCUMENTS FROM S. MCCRAY RE HIRING OF SMATHERS-HIMENEZ	EBH	0.50	75.00

A. ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2002
 INVOICE NO. 214403
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date	Atty.	Hrs.	Amt.
04/10/02	EBH	0.50	75.00
04/10/02	MLS	0.25	37.50
04/10/02	SVU	0.25	37.50
04/10/02	SVU	0.25	37.50
04/10/02	SVU	0.25	37.50
04/11/02	PJL	0.50	75.00
04/11/02	PJL	0.50	75.00
04/11/02	SVU	0.25	37.50
04/12/02	PJL	0.25	37.50
04/15/02	PJL	0.50	75.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2002
 INVOICE NO. 214403
 CLIENT NO. 005142
 PML
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date	Atty.	Hrs.	Amt.
04/15/02	PJL	3.25	787.50
REVIEW QUESTIONS RE EMPLOYEES EXEMPT FROM OVERTIME; REVISE RESPONSES TO QUESTIONS RE OVERTIME EXEMPTION; LEGAL RESEARCH RE OVERTIME EXEMPTION FOR COMMUNITY COLLEGE CLASSIFIED EMPLOYEES; TELEPHONE G. MARVEL RE OVERTIME EXEMPTION			
04/15/02	PJL	0.25	37.50
TELEPHONE S. MCCRAY, D. FUENTES AND G. MARVEL RE OVERTIME EXEMPTION			
04/15/02	PJL	0.25	37.50
TELEPHONE J. HENDRICKSON RE DISPOSAL OF BOND FUNDS			
04/15/02	SVU	0.25	37.50
TELEPHONE CLIENT RE AVAILABILITY FOR STEVENSON HEARING			
04/15/02	SVU	0.25	37.50
TELEPHONE P. SKINNER RE AVAILABILITY FOR STEVENSON HEARING			
04/15/02	SVU	1.50	225.00
REVISE NURSING PROGRAM CONTRACT			
04/16/02	PJL	0.25	37.50
CORRESPONDENCE RE RESPONSE TO HUGHES DEMAND FOR RECORDS			
04/16/02	PJL	0.50	75.00
CORRESPONDENCE CLIENT RE REVIEW OF CLINICAL EXPERIENCE CONTRACT			
04/16/02	PJL	0.25	37.50
TELEPHONE E. FUENTES RE UNITED FACULTY RATIFICATION OF CONTRACT			

PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
COLLEGE DISTRICT
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

APRIL 30, 2002
INVOICE NO. 214403
CLIENT NO. 005142
PML
PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
04/16/02	REVIEW CORRESPONDENCE FROM R. BLACK RE PUBLIC RECORDS REQUEST FOR HUGHES REPORT	MLS	0.25	37.50
04/16/02	TELEPHONE CLIENT RE RESCHEDULING STEVENSON HEARING	SVU	0.25	37.50
04/16/02	CONFERENCE OPPOSING COUNSEL RE AVAILABILITY OF J. STEVENSON AND TWO HEARING PANEL MEMBERS FOR J. STEVENSON HEARING	SVU	0.25	37.50
04/17/02	TELEPHONE J. HENDRICKSON RE RESPONSE TO SUBPOENA	PJL	0.25	37.50
04/17/02	TELEPHONE E. FUENTES RE DISTINGUISHING BETWEEN CONTRACTORS AND EMPLOYEES	MLS	0.25	37.50
04/17/02	CORRESPONDENCE J. OSGOOD RE DEFINITION OF INDEPENDENT CONTRACTOR	MLS	0.50	75.00
04/17/02	LEGAL RESEARCH RE PROUD SUBPOENA OF HUGHES DOCUMENTS	MLS	0.50	75.00
04/17/02	TELEPHONE R. BLACK RE HUGHES SUBPOENA IN PROUD	MLS	0.50	75.00
04/19/02	TELEPHONE G. MARVEL RE PART-TIME INSTRUCTORS GRIEVANCE AT POLICE ACADEMY	PJL	0.25	37.50

A. ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aallr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2002
 INVOICE NO. 214403
 CLIENT NO. 005142
 PML
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
04/19/02	TELEPHONE G. ELLIOT RE HUGHES SUBPOENA	MLS	0.25	37.50
04/19/02	TELEPHONE S. MCCRAY RE RELEASE OF PROBATIONARY CLASSIFIED EMPLOYEE	MLS	0.25	37.50
04/19/02	TELEPHONE T. SENNE RE HUGHES SUBPOENA	MLS	0.25	37.50
04/19/02	REVISE AGREEMENT TO FURNISH CLINICAL EXPERIENCE FOR NURSING STUDENTS	SVU	0.50	75.00
04/23/02	TELEPHONE S. MCCRAY RE PROCEDURE FOR HEARING STUDENT SUSPENSION APPEAL	EBH	0.50	75.00
04/23/02	REVIEW RECORDS OF DISTRICT PROCEDURE FOR STUDENT SUSPENSION	EBH	0.25	37.50
04/23/02	REVIEW CORRESPONDENCE FROM S. MCCRAY RE SOURCES OF CONTINGENT FUNDING FOR NURSING POSITION	EBH	0.25	37.50
04/24/02	LEGAL RESEARCH; REVIEW UNITED FACULTY AGREEMENT RE LOAD BANKING PAYOFF	PJL	0.50	75.00
04/24/02	TELEPHONE S. MCCRAY RE LOAD BANKING POLICY AND PAYOFF UPON PROMOTION	PJL	0.25	37.50
04/24/02	TELEPHONE S. MCCRAY RE PROCEDURE FOR STUDENT SUSPENSION APPROVAL	EBH	0.50	75.00

A. ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2002
 INVOICE NO. 214403
 CLIENT NO. 005142
 PML
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amnt.
04/26/02	CONFERENCE CLIENT RE EXEMPT/NON-EXEMPT EMPLOYEES	PJL	1.00	150.00
04/26/02	REVIEW MATERIALS RE EXEMPT/NON-EXEMPT STATUS	PJL	1.75	262.50
04/29/02	CORRESPONDENCE CLIENT RE HEALTH CENTER FEE AT DIABLO VALLEY COLLEGE	PJL	2.00	300.00
04/29/02	CONFERENCE OFFICE RE HIRING PROCEDURES FOR CATEGORICALLY FUNDED POSITIONS	EBH	0.25	37.50
04/29/02	REVISE CORRESPONDENCE S. MCCRAY RE HIRING INSTRUCTORS IN CATEGORICALLY FUNDED POSITIONS	EBH	2.00	300.00
04/29/02	PREPARE PROPOSED CONTRACT FOR TEMPORARY CERTIFICATED EMPLOYEE SMATHERS-HIMENEZ	EBH	1.25	187.50

CURRENT FEES: \$ 11,662.50

GENERAL LEGAL ADVICE

DISBURSEMENTS:

03/26/02	AUTOMATED LEGAL RESEARCH	108.00
03/27/02	AUTOMATED LEGAL RESEARCH	108.00
03/29/02	AUTOMATED LEGAL RESEARCH	15.00
03/29/02	AUTOMATED LEGAL RESEARCH	108.00

208

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

McCray - total time = 19

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2002
 INVOICE NO. 214403
 CLIENT NO. 005142
 PML
 PAGE: 17

Total 59.75

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date	Description	Atty.	Hrs.	Amt.
04/01/02	LEGAL RESEARCH RE TITLE 5 DISCRIMINATION INVESTIGATIONS IN NEJEDLY	GBT	0.25	37.50
04/03/02	PREPARE STATEMENT OF E. COATES RE INVESTIGATION OF MAZUMDER DISCRIMINATION COMPLAINT	GBT	0.50	75.00
04/04/02	PREPARE STATEMENT AND CORRESPONDENCE E. COATS AND J. DAVIS RE INVESTIGATION OF MAZUMDER DISCRIMINATION COMPLAINT	GBT	4.25	637.50
04/05/02	PREPARE STATEMENT; CORRESPONDENCE J. DAVIS RE MAZUMDER DISCRIMINATION COMPLAINT	GBT	1.00	150.00
04/09/02	REVIEW AND ANALYZE CORRESPONDENCE RE FRETTER MATTER FILE	SVU	3.00	450.00
04/10/02	TELEPHONE G. FRETTER RE INVESTIGATION OF COMPLAINTS	SVU	0.25	37.50
04/10/02	REVIEW AND ANALYZE FRETTER DOCUMENTS RE HER COMPLAINTS	SVU	0.25	37.50
04/11/02	TELEPHONE G. FRETTER RE COMPLAINTS	SVU	0.50	75.00
04/11/02	PREPARE FILE MEMO RE G. FRETTER INITIAL INTERVIEW	SVU	0.50	75.00

ATS

ANDERSON, ANDELSON, LOYA, RUUD & RAYMOND
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2002
 INVOICE NO. 214403
 CLIENT NO. 005142
 PML
 PAGE: 18

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date	Description	Atty.	Hrs.	Amt.
04/11/02	PREPARE INTERVIEW QUESTIONS FOR WITNESSES	GBT	0.75	112.50
04/12/02	REVIEW DOCUMENTS RE COMPLAINT OF G. FRETTER; CONFERENCE OFFICE	PJL	1.25	187.50
04/12/02	TELEPHONE S. MCCRAY RE INFORMATION ON FRETTER HOSTILE ENVIRONMENT CLAIM	PJL	0.25	37.50
04/12/02	TELEPHONE INTERVIEW STUDENTS RE MAZUMDER DISCRIMINATION COMPLAINT	GBT	1.50	225.00
04/15/02	TELEPHONE WITNESS J. BRADLEY RE MAZUMDER DISCRIMINATION COMPLAINT; PREPARE STATEMENT OF V. BOBETSKY	GBT	1.50	225.00
04/16/02	REVIEW V. BOBETSKY STATEMENT RE INVESTIGATION OF MAZUMDER DISCRIMINATION COMPLAINT; TELEPHONE WITNESSES	GBT	1.75	262.50
04/17/02	INTERVIEW STUDENT D. MCDONALD RE MAZUMDER DISCRIMINATION COMPLAINT; INTERVIEW STUDENT J. BRADLEY; PREPARE V. BOBETSKY STATEMENT	GBT	4.75	712.50
04/18/02	CORRESPONDENCE V. BOBETSKY; TELEPHONE WITNESSES RE MAZUMDER DISCRIMINATION COMPLAINT	GBT	1.00	150.00

ATS

ATKINSON, ANDELSON, LOYA, RUUD & POMEROY
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2002
 INVOICE NO. 214403
 CLIENT NO. 005142
 PML
 PAGE: 19

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date	Description	Atty.	Hrs.	Amnt.
04/19/02	REVIEW CORRESPONDENCE; LEGAL RESEARCH RE FRETTER GRIEVANCE	PJL	0.50	75.00
04/19/02	PREPARE OUTLINE OF QUESTIONS FOR G. FRETTER INTERVIEW	SVU	1.00	150.00
04/19/02	TELEPHONE R. MAZUMDER RE INVESTIGATION; PREPARE INVESTIGATION REPORT RE DISCRIMINATION CLAIM	GBT	3.00	450.00
04/22/02	REVIEW INVESTIGATION REPORT RE MAZUMDER DISCRIMINATION COMPLAINT	GBT	4.75	712.50
04/23/02	REVIEW DOCUMENTS; CONFERENCE OFFICE RE FRETTER INVESTIGATION	PJL	1.00	150.00
04/23/02	TELEPHONE G. FRETTER RE UPCOMING INFORMAL INTERVIEW	SVU	0.25	37.50
04/23/02	CONFERENCE OFFICE RE G. FRETTER INVESTIGATION STRATEGY	SVU	0.25	37.50
04/23/02	REVIEW INVESTIGATION REPORT RE MAZUMDER DISCRIMINATION COMPLAINT	GBT	3.50	525.00
04/24/02	LEGAL RESEARCH; CONFERENCE OFFICE RE INTERVIEW WITH G. FRETTER ON ADMINISTRATION OF INTERNAL COMPLAINT	PJL	0.50	75.00

ATS

ATKINSON, ANDELSON, LOYA, RUUD & BOMMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2002
 INVOICE NO. 214403
 CLIENT NO. 005142
 PML
 PAGE: 20

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date	Description	Atty.	Hrs.	Amt.
04/24/02	PREPARE FOR FRETTER INTERVIEW AND REVIEW REMAINING DOCUMENTS	SVU	1.25	187.50
04/24/02	INTERVIEW G. FRETTER RE COMPLAINT	SVU	4.50	675.00
04/24/02	PREPARE INVESTIGATION REPORT RE FRETTER COMPLAINT	SVU	1.00	150.00
04/24/02	REVIEW INVESTIGATION REPORT RE MAZUMDER DISCRIMINATION COMPLAINT	GBT	3.00	450.00
04/25/02	TELEPHONE G. FRETTER RE CONTACT DETAILS FOR INVESTIGATION WITNESSES	SVU	0.25	37.50
04/25/02	TELEPHONE CLIENT RE COMPLAINT FORM FOR G. FRETTER	SVU	0.25	37.50
04/25/02	TELEPHONE D. SULLIVAN SHERIFF'S DEPARTMENT RE INTERVIEW IN FRETTER	SVU	0.25	37.50
04/25/02	TELEPHONE SHERIFF'S DEPARTMENT INTERNAL AFFAIRS RE INTERVIEWS WITH SHERIFF'S DEPARTMENT EMPLOYEES WHO WORK AT PUBLIC SAFETY TRAINING CENTER IN FRETTER	SVU	0.25	37.50
04/25/02	CORRESPONDENCE COUNTY COUNSEL RE INTERVIEWING SHERIFF'S DEPARTMENT PERSONNEL IN FRETTER INVESTIGATION	SVU	0.50	75.00
04/25/02	PREPARE INVESTIGATION REPORT RE FRETTER	SVU	0.50	75.00

ATS

A. ANDERSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2002
 INVOICE NO. 214403
 CLIENT NO. 005142
 PML
 PAGE: 21

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date	Description	Atty.	Hrs.	Amt.
04/25/02	REVIEW INVESTIGATION REPORT RE MAZUMDER DISCRIMINATION COMPLAINT	GBT	0.25	37.50
04/26/02	PREPARE FRETTER REPORT	SVU	2.50	375.00
04/26/02	CORRESPONDENCE R. MAZUMDER RE INVESTIGATION RESULTS	GBT	1.25	187.50
04/27/02	CORRESPONDENCE R. BLACK, V. BOBETSKY, J. DAVIS AND R. MAZUMDER RE MAZUMDER DISCRIMINATION COMPLAINT	GBT	2.00	300.00
04/29/02	REVIEW SUMMARY OF INVESTIGATION REPORT; CORRESPONDENCE COMPLAINANT, STATE CHANCELLOR'S OFFICE, J. DAVIS AND V. BABETSKY RE MAZUMDER COMPLAINT	EBH	1.00	150.00
04/29/02	TELEPHONE S. MCCRAY RE INVESTIGATION OF MAZUMDER DISCRIMINATION COMPLAINT; REVISE INVESTIGATION REPORT	GBT	1.25	187.50
04/30/02	REVIEW AND RETURN VOICE MAIL S. MCCRAY RE FRETTER COMMENTS	PJL	0.25	37.50
04/30/02	REVIEW TRANSCRIPT OF G. FRETTER INTERVIEW	SVU	1.00	150.00
04/30/02	TELEPHONE S. MCCRAY RE MAZUMDER INVESTIGATION; PREPARE FINAL DOCUMENTS	GBT	0.50	75.00

A. ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2002
 INVOICE NO. 215602
 CLIENT NO. 005142
 PML
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
05/01/02	TELEPHONE G. ELLIOT RE PROUD LITIGATION	PJL	0.25	37.50
05/01/02	REVISE MEMORANDUM S. MCCRAY RE TEMPORARY EMPLOYMENT AGREEMENT SMATHERS-HIMENEZ	EBH	2.00	300.00
05/02/02	TELEPHONE J. HENDRICKSON RE PROUD/FRETTER TESTIMONY (NO CHARGE)	PJL	0.25	0.00
05/02/02	CORRESPONDENCE CLIENT RE TEMPORARY EMPLOYEE IN CATEGORICAL PROGRAM	PJL	0.50	75.00
05/02/02	CORRESPONDENCE CLIENT RE TEMPORARY EMPLOYEES	PJL	0.75	112.50
05/03/02	LEGAL RESEARCH RE FACULTY SENATE INVESTIGATION	PJL	0.50	75.00
05/03/02	TELEPHONE G. MARVEL RE RESPONSE TO FACULTY SENATE OBJECTIONS	PJL	0.50	75.00
05/03/02	LEGAL RESEARCH; CONFERENCE OFFICE RE CATEGORICALLY FUNDED TEACHING POSITION	PJL	0.75	112.50
05/03/02	LEGAL RESEARCH RE PROCEDURES FOR STUDENT SUSPENSION	PJL	0.25	37.50
05/03/02	LEGAL RESEARCH RE DEMAND TO CURE AND CORRECT	PJL	0.25	37.50

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2002
 INVOICE NO. 215602
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
05/03/02	PREPARE REQUEST TO CURE AND CORRECT	PJL	0.25	37.50
05/03/02	CONFERENCE OFFICE RE SEXUAL HARASSMENT INVESTIGATION (S. RAMIREZ)	EBH	0.50	75.00
05/03/02	CONFERENCE OFFICE RE EMPLOYMENT OF TEMPORARY EMPLOYEE (SMATHERS-HIMENEZ)	EBH	0.25	37.50
05/03/02	TELEPHONE E. SKIBEN RE MELENDEZ STUDENT SUSPENSION APPEAL	EBH	0.25	37.50
05/03/02	TELEPHONE S. MCCRAY RE SMATHERS-HIMENEZ TEMPORARY EMPLOYMENT CONTRACT	EBH	0.25	37.50
05/03/02	TELEPHONE R. RODRIQUEZ RE MELENDEZ STUDENT SUSPENSION	EBH	0.25	37.50
05/03/02	PREPARE CORRESPONDENCE FROM DISTRICT TO E. MELENDEZ RE BASIS FOR HIS STUDENT SUSPENSION	EBH	0.50	75.00
05/03/02	TELEPHONE S. MCCRAY RE MELENDEZ STUDENT SUSPENSION APPEAL	EBH	0.50	75.00
05/03/02	TELEPHONE S. MCCRAY RE MELENDEZ STUDENT SUSPENSION APPEAL	EBH	0.25	37.50
05/03/02	TELEPHONE R. RODRIGUEZ RE MELENDEZ STUDENT SUSPENSION APPEAL	EBH	0.25	37.50

A. INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2002
 INVOICE NO. 215602
 CLIENT NO. 005142
 PML
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
05/03/02	TELEPHONE OFFICER OLIVIERA RE MELENDEZ STUDENT SUSPENSION APPEAL	EBH	0.25	37.50
05/03/02	TELEPHONE T. SHARPE RE INVESTIGATION OF E. MELENDEZ IN STUDENT SUSPENSION APPEAL	EBH	0.25	37.50
05/03/02	CONFERENCE OFFICE RE CONTRACTS FOR EMPLOYEES HIRED WITH CATEGORICAL FUNDS (SMATHERS-HIMENEZ)	EBH	0.25	37.50
05/03/02	CONFERENCE OFFICE RE STUDENT SEXUAL HARASSMENT INVESTIGATION (RAMIREZ)	EBH	0.25	37.50
05/04/02	CORRESPONDENCE RE BROWN ACT CURE AND CORRECT DEFENSE	PJL	3.00	450.00
05/06/02	REVIEW EXCHANGE OF CORRESPONDENCE BETWEEN HUMAN RESOURCES AND CHANCELLOR'S OFFICE RE OVERTIME	PJL	1.25	187.50
05/06/02	PREPARE FOR CONFERENCE CHANCELLOR RE OVERTIME, CONFIDENTIAL AND AT-WILL EMPLOYEES	PJL	0.50	75.00
05/06/02	CONFERENCE CLIENT CHANCELLOR RE OVERTIME EXEMPTIONS	PJL	0.75	112.50
05/06/02	TELEPHONE S. HOLMAN RE SUSPENSION OF STUDENT E. MELENDEZ	EBH	0.50	75.00

A. ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2002
 INVOICE NO. 215602
 CLIENT NO. 005142
 PML
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date	Atty.	Hrs.	Amt.
05/06/02	EBH	0.25	37.50
05/06/02	EBH	0.25	37.50
05/06/02	EBH	0.25	37.50
05/07/02	PJL	0.25	37.50
05/07/02	EBH	0.25	37.50
05/07/02	EBH	0.25	37.50
05/07/02	EBH	0.25	37.50
05/07/02	EBH	0.25	37.50
05/07/02	MLS	0.25	37.50
05/07/02	MLS	0.25	37.50

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2002
 INVOICE NO. 215602
 CLIENT NO. 005142
 PML
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
05/08/02	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE OVERTIME EXEMPTION FOR CLASSIFIED MANAGEMENT	PJL	4.00	600.00
05/08/02	CONFERENCE OFFICE RE SEXUAL HARASSMENT INVESTIGATION CHARGES AGAINST E. MELENDEZ	EBH	0.50	75.00
05/08/02	TELEPHONE OFFICER OLIVIERA RE SUSPENSION OF E. MELENDEZ	EBH	0.25	37.50
05/08/02	TELEPHONE S. MCCRAY RE SEXUAL HARASSMENT INVESTIGATION IN MELENDEZ	EBH	0.25	37.50
05/08/02	TELEPHONE E. FUENTES RE SUSPENSION APPEAL BY E. MELENDEZ	EBH	0.25	37.50
05/08/02	CONFERENCE CLIENT RE HEARING; LEGAL RESEARCH RE IDENTITY OF INDIVIDUALS THAT SHOULD BE PRESENT FOLLOWING SHOOTING ON CAMPUS IN STEVENSON	SVU	0.25	37.50
05/09/02	CORRESPONDENCE E. FUENTES RE MELENDEZ STUDENT SUSPENSION APPEAL	EBH	0.50	75.00
05/09/02	TELEPHONE E. SKEEN RE REASONS FOR SUSPENSION OF STUDENT E. MELENDEZ	EBH	0.50	75.00
05/09/02	CONFERENCE OFFICE RE INVESTIGATION OF SEXUAL HARASSMENT BY E. MELENDEZ	EBH	0.25	37.50

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2002
 INVOICE NO. 215602
 CLIENT NO. 005142
 PML
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date	Description	Atty.	Hrs.	Amt.
05/21/02	REVIEW OPPOSING COUNSEL RESPONSE RE STEVENSON MATTER ✓	SVU	0.25	37.50
05/21/02	TELEPHONE E. ELLIOT RE SUBPOENA AND TRIAL PREPARATION IN PROUD	GBT	0.25	37.50
05/22/02	CORRESPONDENCE J. OSGOOD RE DRAFT IT SECURITY REPORT	EBH	1.50	225.00
05/22/02	TELEPHONE R. CHAVEZ RE STEVENSON HEARING ✓	SVU	0.25	37.50
05/23/02	TELEPHONE J. HENDRICKSON RE DIVISION CHAIRS AND DISPUTE WITH ACADEMIC SENATE	PJL	0.25	37.50
05/23/02	LEGAL RESEARCH RE RTI LEASE PURCHASE AGREEMENT	PJL	0.25	37.50
05/23/02	TELEPHONE E. BUGG RE AMENDMENT TO CONSULTANT CONTRACT	PJL	0.25	37.50
05/23/02	CONFERENCE OFFICE RE CORRESPONDENCE J. OSGOOD ON DRAFT IT SECURITY REPORT	EBH	0.25	37.50
05/23/02	TELEPHONE CLIENT RE STEVENSON HEARING ✓	SVU	0.25	37.50
05/24/02	CORRESPONDENCE CLIENT RE APPEAL OF LOS MEDANOS STUDENT SUSPENSION	PJL	0.25	37.50

A. LINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2002
 INVOICE NO. 215602
 CLIENT NO. 005142
 PML
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date	Atty.	Hrs.	Amt.
05/29/02	JJH	0.50	0.00
05/30/02	EBH	0.50	75.00
05/31/02	PJL	0.25	37.50
05/31/02	PJL	0.25	0.00
05/31/02	PJL	0.50	0.00
05/31/02	PJL	0.50	75.00
05/31/02	PJL	0.75	112.50
05/31/02	PJL	0.25	37.50
05/31/02	PJL	0.50	0.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2002
 INVOICE NO. 215602
 CLIENT NO. 005142
 PML
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
05/31/02	TELEPHONE G. MARVEL RE INVESTIGATION OF COMPLAINT	PJL	0.25	37.50
05/31/02	TELEPHONE E. FUENTES RE JONES RETALIATION COMPLAINT	MLS	0.25	37.50
05/31/02	PREPARE FOR TESTIMONY RE PROUD	GBT	3.00	450.00

CURRENT FEES: \$ 9,075.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEAREY, ELIZABETH B.	EBH	150/hr.	28.75	4,312.50
HEIN, JANICE J.	JJH	75/hr.	1.00	75.00
LUCEY, PETER J.	PJL	138/hr.	21.25	2,925.00
QUAIDE, CHESLEY D.	CDQ	150/hr.	0.25	37.50
SACKS, MARLEEN L.	MLS	150/hr.	0.75	112.50
TABAK, G B.	GBT	114/hr.	6.25	712.50
UZELAC, SUZANNE V.	SVU	150/hr.	5.50	825.00
WILLIAMS, MARK S.	MSW	75/hr.	1.00	75.00

FEE SUMMARY TOTAL 9,075.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2002
 INVOICE NO. 215602
 CLIENT NO. 005142
 PML
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

TOTAL MATTER BILLING 9,075.00

DISCRIMINATION COMPLAINTS

Date	Description	Atty.	Hrs.	Amt.
05/01/02	TELEPHONE S. MCCRAY RE FRETTER COMPLAINT ON INTERVIEW	PJL	0.25	37.50
05/01/02	REVIEW CORRESPONDENCE RE FRETTER COMPLAINTS ABOUT INTERVIEW	PJL	0.25	37.50
05/01/02	CORRESPONDENCE S. MCCRAY RE FRETTER CORRESPONDENCE	PJL	0.25	37.50
05/01/02	CONFERENCE OFFICE; LEGAL RESEARCH RE FRETTER COMPLAINT	PJL	0.25	37.50
05/01/02	TELEPHONE S. MCCRAY RE EMPLOYMENT CONTRACT FOR TEMPORARY EMPLOYEE SMATHERS-HIMENEZ	EBH	0.25	37.50
05/01/02	CONFERENCE OFFICE RE FRETTER DISCRIMINATION INVESTIGATION	MLS	0.25	37.50
05/01/02	CONFERENCE OFFICE RE FRETTER INVESTIGATION	SVU	0.25	37.50
05/01/02	REVIEW FRETTER INTERVIEW NOTES	SVU	0.25	37.50
05/03/02	TELEPHONE S. MCCRAY RE INVESTIGATION OF DISCRIMINATION COMPLAINT	PJL	0.25	37.50

ATKINSON, ANDELSON, LOYA, RUUD & KIMMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2002
 INVOICE NO. 215602
 CLIENT NO. 005142
 PML
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date	Description	Atty.	Hrs.	Amt.
05/03/02	CONFERENCE OFFICE RE NEED TO CONDUCT SEXUAL HARASSMENT INVESTIGATION OF STUDENT	MLS	0.25	37.50
05/03/02	CONFERENCE OFFICE RE FRETTER INTERVIEW	SVU	0.25	37.50
05/03/02	REVIEW CORRESPONDENCE FROM G. FRETTER AND FRETTER INTERVIEW TRANSCRIPT	SVU	1.00	150.00
05/03/02	CONFERENCE OFFICE; REVIEW ZAZAI STUDENT SUSPENSION FILE; TELEPHONE A. ALATORRE; CORRESPONDENCE S. MCCRAY RE RAMIREZ SEX HARASSMENT COMPLAINT	SLK	2.50	375.00
05/06/02	CORRESPONDENCE CLIENT RE FRETTER INTERVIEW	SVU	1.75	262.50
05/06/02	REVIEW CORRESPONDENCE FROM V. BOBETSKY RE MAZUMDER	GBT	0.25	37.50
05/06/02	TELEPHONE INTERVIEW WITH A. ALATORRE; MEMO TO FILE; REVISE CORRESPONDENCE S. MCCRAY; CORRESPONDENCE S. ZAZAI; TELEPHONE E. SKEEN RE RAMIREZ COMPLAINT	SLK	2.50	375.00
05/07/02	CORRESPONDENCE CLIENT RE RESPONSE TO FRETTER CORRESPONDENCE ON INTERVIEW COMPLAINT	PJL	0.50	75.00

AT5

A1. INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2002
 INVOICE NO. 215602
 CLIENT NO. 005142
 PML
 PAGE: 16

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

ATS

Date		Atty.	Hrs.	Amt.
05/07/02	CORRESPONDENCE G. FRETTER RE INTERVIEW TAPES AND TRANSCRIPT	SVU	0.25	37.50
05/07/02	TELEPHONE E. SKEEN; REVIEW POLICE REPORT; SCHEDULE CONFERENCE WITH S. RAMIREZ RE SEXUAL HARASSMENT COMPLAINT - NO	SLK	1.00	150.00
05/08/02	TELEPHONE S. MCCRAY RE ZAZAI SEXUAL HARASSMENT INVESTIGATION	PJL	0.50	75.00
05/08/02	LEGAL RESEARCH; CONFERENCE OFFICE RE ZAZAI SEXUAL HARASSMENT INVESTIGATION	PJL	0.25	37.50
05/08/02	LEGAL RESEARCH; CONFERENCE OFFICE RE ZAZAI SEXUAL HARASSMENT INVESTIGATION	PJL	0.25	37.50
05/08/02	CONFERENCE OFFICE RE INVESTIGATION AT LOS MEDANOS COLLEGE	GBT	0.25	37.50
05/09/02	CONFERENCE OFFICE RE MELENDEZ - Student INVESTIGATION	GBT	0.25	37.50
05/10/02	REVIEW DOCUMENTS RE MELENDEZ; TELEPHONE E. SKEEN	GBT	0.50	75.00
05/10/02	TELEPHONE A. ALATORRE RE ROOM RESERVATION FOR RAMIREZ INTERVIEW	SLK	0.25	37.50

ATKINSON, ANDELSON, LOYA, RUUD & RYAN
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2002
 INVOICE NO. 215602
 CLIENT NO. 005142
 PML
 PAGE: 17

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
05/13/02	PREPARE FOR AND ATTEND RAMIREZ INTERVIEW; WAIT AT LOS MEDANOS COLLEGE FOR RAMIREZ; TELEPHONE RAMIREZ TO RESCHEDULE INTERVIEW	SLK	1.00	150.00
05/14/02	TELEPHONE INTERVIEW WITH S. RAMIREZ; PREPARE STATEMENT RE SEXUAL HARASSMENT INVESTIGATION	SLK	2.75	412.50
05/15/02	REVISE RAMIREZ STATEMENT; CORRESPONDENCE CLIENT RE ZAZAI INVESTIGATION	SLK	0.50 ✓	75.00
05/16/02	TELEPHONE INTERVIEW E. SKEEN RE MELENDEZ; REVIEW DOCUMENTS	GBT	1.00 ✓	150.00
05/16/02	TELEPHONE ZAZAI'S BROTHER RE TELEPHONE NUMBER AND ADDRESS; TELEPHONE S. MCCRAY RE WITNESS TELEPHONE NUMBERS IN ZAZAI INVESTIGATION	SLK	0.50 ✓	75.00
05/17/02	TELEPHONE S. MCCRAY RE DUPLICATIVE DFEH AND BEOC COMPLAINT RESPONSES	MLS	0.25	37.50
05/17/02	CONFERENCE R. SPEAR RE CONTINUING FRETTER INVESTIGATION	SVU	0.25 ✓	37.50
05/20/02	TELEPHONE R. SPEAR RE FRETTER INVESTIGATION	SVU	0.25 ✓	37.50

ATS
 75.00
 ↓

A1.) SON, ANDELSON, LOYA, RUUD & K) IO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2002
 INVOICE NO. 215602
 CLIENT NO. 005142
 PML
 PAGE: 18

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date	Description	Atty.	Hrs.	Amt.
05/20/02	TELEPHONE S. MCCRAY RE FRETTER COMPLAINT	GBT	0.25	37.50
05/20/02	TELEPHONE MIDDLE HIGH SCHOOL AND LOS MEDANOS COLLEGE RE SANCHEZ DISCRIMINATION COMPLAINT	GBT	0.50	75.00
05/21/02	TELEPHONE R. SPEARS RE FRETTER INVESTIGATION	SVU	0.25	37.50
05/21/02	TELEPHONE CLIENT RE TURNING OVER DOCUMENTS TO R. SPEARS FOR FRETTER INVESTIGATION	SVU	0.25	37.50
05/21/02	TELEPHONE J. HOLLINGSWORTH AND S. WELLS RE MANDIN INTERVIEW	GBT	0.50	75.00
05/22/02	CORRESPONDENCE R. SPEARS RE FRETTER INVESTIGATION	SVU	0.50	75.00
05/22/02	TELEPHONE B. SANCHEZ RE INTERVIEW; TELEPHONE LMC RE RESERVING ROOM FOR INTERVIEW; TELEPHONE M. HATCH	GBT	1.00	150.00
05/23/02	TELEPHONE J. HENDRICKSON RE CISCO SYSTEMS FINANCING AGREEMENT	EBH	0.25	37.50

ATS

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2002
 INVOICE NO. 215602
 CLIENT NO. 005142
 PML
 PAGE: 19

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
05/23/02	INTERVIEW B. SANCHEZ RE SEXUAL HARASSMENT COMPLAINT; CONFERENCE S. WELLS RE MANKIN; TELEPHONE M. HATCH; ARRANGE FOR INTERVIEW	GBT	3.75	562.50
05/24/02	LEGAL RESEARCH; PROVIDE MATERIALS RE FRETTER INVESTIGATION	PJL	0.25	37.50
05/24/02	TELEPHONE INTERVIEW M. HERTSTEIN; TELEPHONE S. MCCRAY, J. WILLIAMS AND G. APARICIO RE ZAZAI INVESTIGATION	SLK	1.00	150.00
05/28/02	TELEPHONE M. HATCH RE MANKIN INTERVIEW; TELEPHONE LOS MEDANOS COLLEGE AND S. WELLS RE INTERVIEW	GBT	0.50	75.00
05/28/02	TELEPHONE INTERVIEW S. ZAZAI RE INVESTIGATION	SLK	0.75	112.50
05/29/02	CONFERENCE OFFICE RE DISCRIMINATION/HARASSMENT COMPLAINT	MLS	0.25	37.50
05/29/02	INTERVIEW P. MANKIN RE SANCHEZ DISCRIMINATION COMPLAINT; CONFERENCE E. SKEEN	GBT	3.50	525.00
05/31/02	TELEPHONE INTERVIEW N. MARK RE SANCHEZ DISCRIMINATION COMPLAINT	GBT	0.75	112.50

ANDERSON, ANDELSON, LOYA, RUUD & KROGER
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2002
 INVOICE NO. 215602
 CLIENT NO. 005142
 PML
 PAGE: 20

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date	Atty.	Hrs.	Amt.
05/31/02	SLK	2.50	375.00
	PREPARE S. ZAZAI WRITTEN STATEMENT RE INVESTIGATION		

CURRENT FEES: \$ 5,700.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEAREY, ELIZABETH B.	EBH	150/hr.	0.50	75.00
KAPLAN, SUSAN L.	SLK	150/hr.	15.25	2,287.50
LUCEY, PETER J.	PJL	150/hr.	3.00	450.00
SACKS, MARLEEN L.	MLS	150/hr.	1.00	150.00
TABAK, G B.	GBT	150/hr.	13.00	1,950.00
UZELAC, SUZANNE V.	SVU	150/hr.	5.25	787.50

FEE SUMMARY TOTAL 5,700.00

TOTAL MATTER BILLING 5,700.00

RETIREEES

Date	Atty.	Hrs.	Amt.
------	-------	------	------

A. LINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2002
 INVOICE NO. 215602
 CLIENT NO. 005142
 PML
 PAGE: 21

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

RETIREES

Date	Atty.	Hrs.	Amt.
05/07/02	PJL	0.50	75.00
05/07/02	PJL	0.25	37.50
05/08/02	PJL	0.50	75.00
05/08/02	PJL	0.25	37.50
05/09/02	PJL	0.25	37.50
05/09/02	PJL	0.50	75.00
05/09/02	PJL	0.25	37.50

CURRENT FEES: \$ 375.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJL	150/hr.	2.50	375.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2002
 INVOICE NO. 216526
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date	Atty.	Hrs.	Arnt.
06/04/02	PJL	3.25	487.50
06/04/02	GBT	7.00	700.00
06/05/02	PJL	1.00	150.00
06/05/02	PJL	0.75	112.50
06/05/02	PJL	3.50	525.00
06/05/02	PJL	0.25	37.50
06/05/02	EBH	0.25	37.50
06/05/02	MLS	0.25	37.50
06/05/02	SVU	0.25	37.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2002
 INVOICE NO. 216526
 CLIENT NO. 005142
 PML
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
06/05/02	TESTIFY IN COURT RE PROUD	GBT	5.00	300.00
06/06/02	LEGAL RESEARCH; CORRESPONDENCE STATE CHANCELLOR RE MINIMUM CONDITIONS COMPLAINT	PJL	6.00	900.00
06/06/02	LEGAL RESEARCH RE BASES FOR RESPONSE TO R. BLACK ON POSITION ANNOUNCEMENT FOR DEAN POSITIONS	EBH	2.50	375.00
06/06/02	CORRESPONDENCE R. BLACK RE POSITION ANNOUNCEMENTS FOR DEAN POSITIONS	EBH	2.50	375.00
06/06/02	TELEPHONE E. FUENTES RE RESPONSE TO R. BLACK ON ANNOUNCEMENTS FOR DEAN POSITIONS	EBH	0.25	37.50
06/06/02	CONFERENCE OFFICE RE RESPONSE TO R. BLACK ON ANNOUNCEMENT OF DEAN POSITIONS	EBH	0.25	37.50
06/06/02	LEGAL RESEARCH RE DISTRICT CHANGING JPA'S BEING NEGOTIABLE MATTER	SVU	1.00	150.00
06/07/02	TELEPHONE G. MARVEL RE RESPONSE TO DIABLO VALLEY COLLEGE ACADEMIC SENATE COMPLAINT	PJL	0.50	75.00
06/07/02	TELEPHONE G. MARVEL RE RESPONSE TO STATE CHANCELLOR ON DIABLO VALLEY COLLEGE FACULTY SENATE COMPLAINT	PJL	0.50	75.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2002
 INVOICE NO. 216526
 CLIENT NO. 005142
 PML
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
06/07/02	CORRESPONDENCE R. BLACK RE RESPONSE TO DIABLO VALLEY COLLEGE FACULTY SENATE COMPLAINT	PJL	4.00	600.00
06/07/02	CORRESPONDENCE R. BLACK RE IN-HOUSE PROMOTION PROCEDURE	PJL	0.50	75.00
06/07/02	LEGAL RESEARCH RE CHANGE OF HEALTH PLAN JPA AND NEGOTIABILITY OF ISSUE	PJL	0.25	37.50
06/07/02	TELEPHONE S. MCCRAY RE RESPONSE TO R. BLACK RE DEAN POSITION ANNOUNCEMENTS	EBH	0.50	75.00
06/07/02	REVIEW CORRESPONDENCE FROM S. MCCRAY RE RESPONSE TO R. BLACK ON DEAN POSITION ANNOUNCEMENTS	EBH	0.25	37.50
06/07/02	TELEPHONE G. MARVEL RE PROPOSED RESPONSE TO R. BLACK ON DEAN POSITIONS	EBH	0.50	75.00
06/07/02	REVISE CORRESPONDENCE R. BLACK RE DEAN POSITION ANNOUNCEMENTS	EBH	0.50	75.00
06/07/02	LEGAL RESEARCH RE DISTRICT NEGOTIATING CHANGE IN JPA THAT ADMINISTERS HEALTH BENEFITS	SVU	2.50	375.00
06/10/02	CONFERENCE OFFICE RE REBUTTAL TO PLAINTIFF'S EXPERT IN PROUD	PJL	0.50	75.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2002
 INVOICE NO. 216526
 CLIENT NO. 005142
 PML
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
06/10/02	TELEPHONE <u>G. MARVEL</u> RE APPLICATION OF OVERTIME EXEMPTION TO ADMINISTRATIVE ANALYST	PJL	0.75	112.50
06/10/02	PREPARE FILE MEMO RE ADMINISTRATIVE ANALYST'S OVERTIME EXEMPTION	PJL	0.25	37.50
06/10/02	CORRESPONDENCE G. ELLIOT RE TABAK TESTIMONY IN PROUD LITIGATION	PJL	0.75	112.50
06/10/02	PREPARE FOR AND ATTEND CONFERENCE AT CONTRA COSTA COLLEGE RE JONES INVESTIGATION	MLS	2.75	412.50
06/10/02	CORRESPONDENCE CLIENT RE L. AGUÑA AGREEMENT	SVU	0.25	37.50
06/10/02	LEGAL RESEARCH RE UNION'S REFUSAL TO PROVIDE BASIS FOR CONTENTION THAT UNDERLYING DECISION IS NEGOTIABLE	SVU	1.50	225.00
06/10/02	CORRESPONDENCE G. ELLIOT RE TESTIMONY IN PROUD MATTER	GBT	1.25	187.50
06/11/02	TELEPHONE <u>S. MCCRAY</u> RE TENURE CREDIT FOR TEMPORARY FACULTY	PJL	0.25	37.50
06/11/02	TELEPHONE <u>L. CERRITI</u> RE MANAGEMENT REORGANIZATION AND OVERTIME EXEMPTION	PJL	0.25	37.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2002
 INVOICE NO. 216526
 CLIENT NO. 005142
 PML
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date	Description	Atty.	Hrs.	Amt.
06/11/02	CONFERENCES OFFICE; LEGAL RESEARCH RE LEGAL COUNSEL DOING INVESTIGATIONS (NO CHARGE)	PJL	1.00	0.00
06/11/02	CORRESPONDENCE CLIENT RE CASE ON CHANGING HEALTH PLAN JPA'S	PJL	1.00	150.00
06/11/02	CORRESPONDENCE CLIENT RE UNION'S REFUSAL TO PROVIDE BASIS FOR CONTENTION THAT DECISION TO CHANGE JPA MUST BE NEGOTIATED	SVU	1.50	225.00
06/11/02	LEGAL RESEARCH RE UNION'S REFUSAL TO PROVIDE BASIS FOR CONTENTION THAT DECISION TO CHANGE JPA MUST BE NEGOTIATED	SVU	2.00	300.00
06/11/02	PREPARE MATERIALS RE PROUD	GBT	0.25	37.50
06/13/02	TELEPHONE G. MARVEL RE IN-HOUSE PROMOTION	PJL	0.25	37.50
06/13/02	TELEPHONE G. ELLIOT; CONFERENCE OFFICE RE PROUD VERDICT	PJL	0.25	37.50
06/13/02	TELEPHONE E. FUENTES RE POLICE OFFICER BILL OF RIGHTS AND JONES INVESTIGATION	MLS	0.25	37.50
06/13/02	CONFERENCE CLIENT RE PROUD VERDICT	GBT	0.75	112.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2002
 INVOICE NO. 216526
 CLIENT NO. 005142
 PML
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
06/14/02	REVIEW CORRESPONDENCE; LEGAL RESEARCH RE HIRING OF IN-HOUSE DEANS; CONFERENCE OFFICE RE CORRESPONDENCE FROM R. BLACK	PJL	0.75	112.50
06/14/02	REVIEW CORRESPONDENCE FROM R. BLACK RE DISTRICT REORGANIZATION POSITION ANNOUNCEMENTS	EBH	0.50	75.00
06/14/02	CONFERENCE OFFICE RE CORRESPONDENCE FROM R. BLACK ON POSITION ANNOUNCEMENTS	EBH	0.25	37.50
06/14/02	TELEPHONE P. ONYEJE RE JONES INVESTIGATION	MLS	0.25	37.50
06/14/02	TELEPHONE J. ADAMS RE VERDICT AND MEMORANDUM OF COSTS; CONFERENCE OFFICE RE PROUD	MJP	0.50	75.00
06/17/02	LEGAL RESEARCH; CONFERENCE OFFICE RE STATE CHANCELLOR HIRING GUIDELINES FOR IN-HOUSE PROMOTIONS	PJL	0.50	75.00
06/17/02	CONFERENCE OFFICE RE MINIMUM CONDITIONS COMPLAINT	WSK	0.25	37.50
06/17/02	TELEPHONE G. MARVEL RE RESPONSE TO R. BLACK CONCERNING RECRUITMENT ISSUES	EBH	0.50	75.00
06/17/02	REVIEW CORRESPONDENCE FROM R. BLACK	EBH	1.00	150.00

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2002
 INVOICE NO. 216526
 CLIENT NO. 005142
 PML
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
06/17/02	TELEPHONE R. BLACK RE GUIDELINES FOR INTERPRETING REGULATIONS	EBH	0.25	37.50
06/17/02	TELEPHONE V. RIEGEL RE DOCUMENTS RELIED UPON BY CHANCELLOR'S OFFICE IN REVIEWING	EBH	0.25	37.50
06/17/02	DRAFT CORRESPONDENCE G. MARVEL RE REORGANIZATION AND RECRUITMENT FOR DEAN POSITIONS	EBH	1.00	150.00
06/17/02	CONFERENCE OFFICE RE RESPONSE TO R. BLACK ON REORGANIZATION AND RECRUITMENT FOR DEAN POSITIONS	EBH	0.25	37.50
06/17/02	TELEPHONE G. MARVEL RE CHANCELLOR'S GUIDELINES FOR INTERPRETATION OF REGULATIONS FOR POSITION ANNOUNCEMENT	EBH	0.25	37.50
06/17/02	TELEPHONE M. MAGALONG RE JONES MEETING	MLS	0.25	37.50
06/17/02	PREPARE FOR AND ATTEND CONFERENCE WITH R. WATKINS, M. MAGALONG AND E. FUENTES RE JONES INVESTIGATION	MLS	3.25	487.50
06/17/02	CORRESPONDENCE CLIENT RE UNION'S REFUSAL TO PROVIDE BASIS FOR CONTENTION THAT ISSUE IS NEGOTIABLE AS BASIS FOR UNFAIR PRACTICE CHARGE	SVU	0.50	75.00

A SON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2002
 INVOICE NO. 216526
 CLIENT NO. 005142
 PML
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
06/21/02	LEGAL RESEARCH RE EMPLOYER ABILITY TO SEND DISABLED WORKER FOR FITNESS FOR DUTY EXAM; CORRESPONDENCE P. ONYEIJE	MLS	1.25	187.50
06/21/02	REVISE CLIENT CORRESPONDENCE RE UNION'S FAILURE TO DISCLOSE BASIS FOR CONTENTION	SVU	0.25	37.50
06/24/02	REVIEW CORRESPONDENCE RE CAMP ASSET MANAGEMENT PROGRAM	PJL	0.25	37.50
06/24/02	REVIEW CAMP ASSET MANAGEMENT JPA; RESEARCH STATUTES	PJL	3.50	525.00
06/24/02	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE ASSET MANAGEMENT JPA (CAMP)	PJL	1.50	225.00
06/24/02	TELEPHONE P. ONYEIJE RE JONES INVESTIGATION	MLS	0.50	75.00
06/24/02	LEGAL RESEARCH RE DEFINITION OF DISABILITY UNDER FEHA; CORRESPONDENCE P. ONYEIJE RE JONES INVESTIGATION	MLS	2.50	375.00
06/24/02	TELEPHONE S. MCCRAY RE JONES INVESTIGATION	MLS	0.25	37.50
06/25/02	CORRESPONDENCE CLIENT RE CAMP AGREEMENT	PJL	0.25	37.50

ANDERSON, ANDELSON, LOYA, RUUD & DOMINGUEZ
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2002
 INVOICE NO. 216526
 CLIENT NO. 005142
 PML
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
06/25/02	TELEPHONE J. HENDRICKSON RE CAMP AGREEMENT; REVIEW CONCERNS RE AGREEMENT	PJL	0.25	37.50
06/25/02	TELEPHONE G. MARVEL RE CLAIM FILED BY M. ACOSTA	PJL	0.25	37.50
06/25/02	REVIEW CORRESPONDENCE FROM R. BEZEMEK RE DEPARTMENT CHAIRS	PJL	0.50	75.00
06/25/02	CORRESPONDENCE CLIENT RE COPYRIGHT; CORRESPONDENCE C. GROSS RE COPYRIGHT	JJH	0.50	75.00
06/25/02	LEGAL RESEARCH RE PUBLIC RECORDS ACT AND HOME COMPUTER	CDL	1.00	150.00
06/25/02	AI LEGAL RESEARCH RE UNION USE OF MAILBOXES	CDL	0.75	112.50
06/25/02	CONFERENCE OFFICE RE JONES INVESTIGATION STATUS	MLS	0.25	37.50
06/25/02	TELEPHONE R. WATKINS RE JONES INVESTIGATION	MLS	0.25	37.50
06/25/02	TELEPHONE R. WATKINS RE JONES ACCOMMODATION; PREPARE CHRONOLOGY; CORRESPONDENCE E. FUENTES RE SETTLEMENT DEMAND AND INVESTIGATION	MLS	2.00	300.00

A SON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2002
 INVOICE NO. 216526
 CLIENT NO. 005142
 PML
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
06/26/02	TELEPHONE G. MARVEL RE OVERTIME PAY FOR ADMINISTRATIVE ANALYST	PJL	0.25	37.50
06/26/02	CORRESPONDENCE G. MARVEL RE OVERTIME PAY FOR ADMINISTRATIVE ANALYST	PJL	0.75	112.50
06/26/02	LEGAL RESEARCH; PREPARE FILE MEMO RE OVERTIME FOR ADMINISTRATIVE ANALYSTS	PJL	0.50	75.00
06/26/02	REVIEW CORRESPONDENCE RE JONES DFEH CASE	PJL	0.25	37.50
06/26/02	TELEPHONE P. ONYEJE RE JONES COMPLAINT INVESTIGATION	MLS	0.75	112.50
06/26/02	LEGAL RESEARCH; PREPARE COST MEMO RE PROUD	GBT	2.75	412.50
06/27/02	TELEPHONE G. MARVEL RE PROPOSED RESPONSE TO CHANCELLOR CONCERNING ANNOUNCEMENT OF DEAN POSITIONS	EBH	0.25	37.50
06/27/02	TELEPHONE C. GROSS RE COPYRIGHT	JJH	0.25	37.50
06/27/02	AI LEGAL RESEARCH RE UNION USE OF MAIL BOXES	CDL	2.00	300.00
06/27/02	REVIEW OF CONTRA COSTA SCHOOL INSURANCE GROUP REQUEST FOR PERSONNEL DATA DOCUMENT	SVU	1.50	225.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2002
 INVOICE NO. 216526
 CLIENT NO. 005142
 PML
 PAGE: 16

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
06/27/02	PREPARE COST MEMO TO J. ADAMS	GBT	0.50	75.00
06/27/02	LEGAL RESEARCH RE LOCAL ONE LANGUAGE FOR USE OF MAILBOXES	GBT	0.50	75.00
06/28/02	REVIEW EXCESSIVE ABSENCES PROCEDURE	PJL	0.25	37.50
06/28/02	TELEPHONE G. MARVEL RE NEGOTIABILITY OF EXCESSIVE ABSENCES PROCEDURE	PJL	0.50	75.00
06/28/02	LEGAL RESEARCH; CONFERENCE OFFICE RE NEGOTIABILITY OF HUMAN RESOURCES PROCEDURE OF EXCESSIVE ABSENTEEISM	PJL	0.25	37.50
06/28/02	LEGAL RESEARCH RE COMPUTER STIPEND	CDL	2.50	300.00
06/28/02	TELEPHONE F. BARATTA RE COPYRIGHT	JJH	0.25	37.50
06/28/02	CONFERENCE CLIENT RE REQUEST FOR ACCESS TO PERSONNEL DATA	SVU	0.25	37.50
06/28/02	REVIEW AND ANALYZE REQUEST FOR ACCESS TO PERSONNEL DATA	SVU	1.25	187.50
06/28/02	LEGAL RESEARCH RE AUTHORITY TO RELEASE IDENTITY OF VIOLENT CRIME VICTIM TO CLIENT	SVU	1.25	187.50
06/28/02	TELEPHONE J. ADAMS RE COST MEMO	GBT	0.75	112.50

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2002
 INVOICE NO. 216526
 CLIENT NO. 005142
 PML
 PAGE: 17

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
06/30/02	LEGAL RESEARCH RE OBLIGATION TO NEGOTIATE HUMAN RESOURCES PROCEDURE; E-MAIL RE HUMAN RESOURCES PROCEDURE	PJL	1.00	150.00
06/30/02	CORRESPONDENCE CLIENT RE USE OF MAIL BOXES BY UNION	CDL	1.75	262.50

CURRENT FEES: \$ 19,637.50

GENERAL LEGAL ADVICE

DISBURSEMENTS:

03/25/02	MESSENGER FEES			69.00
CURRENT DISBURSEMENTS				\$69.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEAREY, ELIZABETH B.	EBH	150/hr.	14.50	2,175.00
HEIN, JANICE J.	JJH	150/hr.	1.00	150.00
KINSLER, WARREN S.	WSK	150/hr.	0.25	37.50
LOVELY, CHRISTINE D.	CDL	143/hr.	10.25	1,462.50
LUCEY, PETER J.	PJL	146/hr.	48.50	7,087.50
POLLARD, MARIANNE J.	MJP	150/hr.	1.00	150.00
SACKS, MARLEEN L.	MLS	150/hr.	20.75	3,112.50

ANDERSON, ANDELSON, LOYA, RUUD & BOYD
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aallr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2002
 INVOICE NO. 216526
 CLIENT NO. 005142
 PML
 PAGE: 18

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

TABAK, G B.	GBT	121/hr.	27.75	3,362.50
UZELAC, SUZANNE V.	SVU	150/hr.	14.00	2,100.00
FEE SUMMARY TOTAL				19,637.50
TOTAL MATTER BILLING				19,706.50

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
06/03/02	CONFERENCE OFFICE RE INVESTIGATION IN MELENDEZ SEXUAL HARASSMENT COMPLAINT	EBH	0.25	37.50
06/03/02	CONFERENCE OFFICE RE SANCHEZ COMPLAINT; TELEPHONE S. MCCRAY	GBT	0.25	37.50
06/03/02	TELEPHONE G. ARAPICIO RE ZAZAI INVESTIGATION	SLK	0.25	37.50
06/04/02	TELEPHONE R. SPEER RE FRETTER INVESTIGATION TERMINATION	SVU	0.25	37.50
06/04/02	TELEPHONE CLIENT RE FRETTER INVESTIGATION TERMINATION	SVU	0.25	37.50
06/04/02	TELEPHONE S. MCCRAY RE SANCHEZ DISCRIMINATION COMPLAINT	GBT	0.25	37.50
06/05/02	TELEPHONE S. MCCRAY RE INVESTIGATION OF R. MASUMDER COMPLAINT	PJL	0.25	37.50

ATS

ATKINSON, ANDELSON, LOYA, RUUD & BOMBO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2002
 INVOICE NO. 216526
 CLIENT NO. 005142
 PML
 PAGE: 19

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date	Description	Atty.	Hrs.	Amt.
06/05/02	TELEPHONE OPPOSING COUNSEL RE APPEAL PROCEDURES IN MASUMDER	PJL	0.25	37.50
06/05/02	PREPARE REPORT AND FINDINGS; TELEPHONE S. MCCRAY; MESSAGE G. APARICIO RE ZAZAI INVESTIGATION	SLK	4.75	712.50
06/07/02	TELEPHONE CLIENT RE DISTRICT RESUMING FRETNER INVESTIGATION	SVU	0.25	37.50
06/11/02	CORRESPONDENCE OPPOSING COUNSEL RE PROCESS FOR MAZUMDER COMPLAINT	PJL	0.50	75.00
06/11/02	TELEPHONE INTERVIEW G. APARICIO RE RAMIREZ DISCRIMINATION COMPLAINT	GBT	1.50	225.00
06/11/02	PREPARE ZAZAI REPORT AND FINDINGS	SLK	0.25	37.50
06/12/02	CONFERENCE OFFICE RE DFEH COMPLAINT	PJL	0.25	37.50
06/12/02	TELEPHONE DFEH RE JONES COMPLAINT; CONFERENCE OFFICE; LEGAL RESEARCH RE DFEH COMPLAINT	PJL	1.00	150.00
06/12/02	CORRESPONDENCE R. BLACK RE INVESTIGATION OF RAMIREZ DISCRIMINATION COMPLAINT	GBT	1.25	187.50
06/12/02	TELEPHONE S. MCCRAY RE MELENDEZ	GBT	0.25	37.50

ATS

Student

A. J. SON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2002
 INVOICE NO. 216526
 CLIENT NO. 005142
 PML
 PAGE: 20

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date	Atty.	Hrs.	Amt.
06/13/02	GBT	0.50	75.00
06/13/02	GBT	1.50	225.00
06/17/02	SVU	0.25	37.50
06/17/02	GBT	3.25	487.50
06/18/02	GBT	3.25	487.50
06/19/02	MLS	0.50	75.00
06/20/02	GBT	0.50	75.00
06/21/02	SVU	0.50	75.00
06/24/02	SVU	0.25	37.50

ATS

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2002
 INVOICE NO. 216526
 CLIENT NO. 005142
 PML
 PAGE: 21

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date	Atty.	Hrs.	Amt.
06/24/02	SVU	0.25	37.50
06/25/02	SVU	0.25	37.50

ATS

CURRENT FEES: \$ 3,450.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEAREY, ELIZABETH B.	EBH	150/hr.	0.25	37.50
KAPLAN, SUSAN L.	SLK	150/hr.	5.25	787.50
LUCEY, PETER J.	PJL	150/hr.	2.25	337.50
SACKS, MARLEEN L.	MLS	150/hr.	0.50	75.00
TABAK, G B.	GBT	150/hr.	12.50	1,875.00
UZELAC, SUZANNE V.	SVU	150/hr.	2.25	337.50

FEE SUMMARY TOTAL 3,450.00

TOTAL MATTER BILLING 3,450.00

CLAIM FOR PAYMENT
 Pursuant to Government Code Section 17561
 Collective Bargaining

(19) Program Number 00011 (20) Date Filed <u> </u> / <u> </u> / <u> </u> (21) LRS Input <u> </u> / <u> </u> / <u> </u>		Program 011
--	--	-----------------------

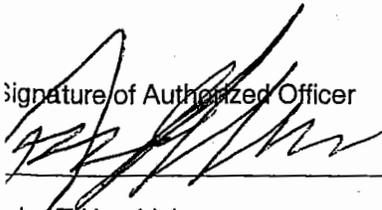
(01) Claimant Identification Number S07030			Reimbursement Claim	
(02) Mailing Address			(22) CB-1, (03)(1)(e) \$48.24	
Claimant Name Contra Costa Community College District			(23) CB-1, (03)(2)(e) \$0.00	
County of Location Contra Costa			(24) CB-1, (03)(3)(e) \$103,229.55	
Street Address or PO Box 500 Court Street			(25) CB-1, (03)(4)(e) \$1,088.87	
City State Zip Code Martinez CA 94553			(26) CB-1, (03)(5)(e) \$0.00	
(03) Estimated			(27) CB-1, (03)(6)(e) \$110,125.13	
(09) Reimbursement			(28) CB-1, (03)(7)(e) \$7,420.41	
(06) 2003-2004			(29) CB-1, (04)(d) \$69,597.95	
(12) 2002-2003			(30) CB-1, (04)(e) \$221,912.20	
(07) \$284,800			(31) CB-1, (05)(e) \$3,843.00	
(13) \$258,965			(32)	
(14) \$0			(33)	
(15) \$0			(34)	
(16) \$258,965			(35)	
(17) \$258,965			(36)	
(18) \$0			(37)	
(38) CERTIFICATION OF CLAIM			(37)	

(38) CERTIFICATION OF CLAIM

In accordance with the provisions of Government Code § 17561, I certify that I am the officer authorized by the local agency to file claims with the State of California for costs mandated by Chapter 961, Statutes of 1975, and certify under penalty of perjury that I have not violated any of the provisions of Government Code § 1090 to 1096, inclusive.

I further certify that there was no application other than from the claimant, nor any grant or payment received, for reimbursement of costs claimed herein; and such costs are for a new program or increased level of services of an existing program mandated by Chapter 961, Statutes of 1975.

The amounts for Estimated Claim and/or Reimbursement Claim are hereby claimed from the State for payment of estimated and/or actual Costs for the mandated program of Chapter 961, Statutes of 1975, set forth on the attached statements.

Signature of Authorized Officer

 John E. Hendrickson
 Name or Print Name

Date
 1-7-04 1-7-09
 V C Finance and Admin
 Title

Name of Contact Person for Claim Telephone Number 858-514-8605
 ixTen and Associates E-Mail Address kbpsixten@aol.com

Program 011	Mandated Costs Collective Bargaining Claim Summary	Form CB-1
------------------------------	---	--------------------------------

(01) Claimant Contra Costa Community College District	(02) Type of Claim Reimbursement	Fiscal Year 2002-2003
--	-------------------------------------	--------------------------

Rodda Act Direct Costs	Cost Elements				
(03) Reimbursable Components:	(a) Salaries & Benefits	(b) Materials & Supplies	(c) Travel & Training	(d) Contracted Services	(e) Total
1. Determination of Bargaining Units and Exclusive Representation	\$14.49	\$0.00	0.00	\$33.75	\$48.24
2. Election of Unit Representation	\$0.00	\$0.00	0.00	\$0.00	\$0.00
3. Cost of Negotiations	\$93,402.05	\$0.00	0.00	\$9,827.50	\$103,229.55
4. Impasse Proceedings	\$920.12	\$0.00	0.00	\$168.75	\$1,088.87
5. Collective Bargaining Agreement Disclosure	\$0.00	\$0.00	0.00	\$0.00	\$0.00
6. Contract Administration	\$57,727.18	\$0.00	0.00	\$52,397.95	\$110,125.13
7. Unfair Labor Practice Charges	\$250.41	\$0.00	0.00	\$7,170.00	\$7,420.41
(04) Total Rodda Act Direct Costs	\$152,314.25	\$0.00	\$0.00	\$69,597.95	\$221,912.20

Winton Act Direct Costs					
(05) Base Year, 1974/75 Direct Costs	0.00	0.00	0.00	3,843.00	3,843.00
(06) Base Year Direct Costs Adjusted by IP	[Line (05)(e) x 3.291] for 2002-2003 f.y.]				12,647.31
(07) Increased Direct Costs	[Line (04)(e) - line (06)]				209,264.89

Indirect Costs		
(08) Total Rodda Act Direct Costs less Contracted Services	[Line (04)(e) - line (04)(d)]	152,314.25
(09) Base Year Costs Less Contracted Services adjusted by IPD	[{Line (05)(e) - line (05)(d)} x 3.291]	0.00
(10) Increased Direct Costs less Contracted Services	[Line (08) - line (09)]	152,314.25
(11) Indirect Cost Rat	From J-380, J-580 or FAM-27C	32.63%
(12) Increased Indirect Costs	[Line (10) x line (11)]	49,700.14
(13) Total Direct and Indirect Costs	[Line (07) + line (12)]	258,965.03

Cost Reduction		
(14) Less: Offsetting Savings, if applicable		\$0.00
(15) Less: Other Reimbursements, if applicable		\$0.00
(16) Total Claimed Amount:	[Line (13) - {Line (14) + Line (15)}]	258,965.03

**CONTRA COSTA COMMUNITY COLLEGE
CALCULATION OF INDIRECT COST RATE,
FISCAL YEAR
2001-2002**

For 02-03 claims

REFERENCE (CCFS 311)	DESCRIPTION	2001-2002
INSTRUCTIONAL ACTIVITY		
	Instructional Costs	
	Instructional Salaries and Benefits	63,234,026
	Instructional Operating Expenses	3,579,231
	Instructional Support Instructional Salaries and Benefits	124,735
	Auxiliary Operations Instructional Salaries and Benefits	0
	TOTAL INSTRUCTIONAL COSTS 1	66,937,992
	Non-Instructional Costs	
	Non-Instructional Salaries and Benefits	2,556,589
	Instructional Admin. Salaries and Benefits	7,857,954
	Instructional Admin. Operating Expenses	1,293,154
	Auxiliary Classes Non-Inst. Salaries and Benefits	5,904,179
	Auxiliary Classes Operating Expenses	6,684,193
	TOTAL NON-INSTRUCTIONAL COSTS 2	24,296,069
	TOTAL INSTRUCTIONAL ACTIVITY COSTS 3 (1 + 2)	91,234,061
DIRECT SUPPORT ACTIVITY		
	Direct Support Costs	
	Instructional Support Services Non Inst. Salaries and Benefits	3,580,868
	Instructional Support Services Operating Expenses	295,115
	Admissions and Records	2,012,710
	Counselling and Guidance	2,903,844
	Other Student Services	9,495,867
	TOTAL DIRECT SUPPORT COSTS 4	18,288,404
	TOTAL INSTRUCTIONAL ACTIVITY COSTS AND DIRECT SUPPORT COSTS 5 (3 + 4)	109,522,465
	Indirect Support Costs	
	Operation and Maintenance of Plant	11,966,438
	Planning and Policy Making	3,952,921
	General Instructional Support Services	19,820,881
	TOTAL INDIRECT SUPPORT COSTS 6	35,740,240
	TOTAL INSTRUCTIONAL ACTIVITY COSTS AND DIRECT SUPPORT COSTS, AND TOTAL INDIRECT SUPPORT COSTS (5 + 6) = TOTAL COSTS	145,262,705
SUPPORT COSTS ALLOCATION RATES		
Indirect Support Costs Allocation Rate =	Total Indirect Supports Costs (6) Total Instructional Activity Costs and Direct Support Costs (5)	32.63%
Direct Support Costs Allocation Rate =	Total Direct Support Costs (4) Total Instructional Activity Costs (3)	20.05%
Total Support Cost Allocation		52.68%

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
--	----------------------

(01) Claimant Contra Costa Community College District	(02) Fiscal Year Costs Were Incurred 2002-2003
--	---

(03) Reimbursable Component: Check only one box per form to identify the component being claimed.
Determination of Bargaining Units and Exclusive Representation

(04) Description of Expenses: Complete columns (a) through (f).	Object Accounts
---	-----------------

(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Bargaining Unit Lists						
Atkinson, Andelson, Loya, Ruud & Romo Attorneys	\$135.00	0.25				\$33.75
McCray, Sandi SR Human Resources Rep	\$57.95	0.25	\$14.49			

(05) Total <input checked="" type="checkbox"/> Subtotal <input type="checkbox"/> Page: 1 of 1	\$14.49	\$0.00	0.00	\$33.75
---	---------	--------	------	---------

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
--	----------------------

(01) Claimant Contra Costa Community College District	(02) Fiscal Year Costs Were Incurred 2002-2003
--	---

(03) Reimbursable Component: Check only one box per form to identify the component being claimed.
Cost of Negotiations

(04) Description of Expenses: Complete columns (a) through (f).	Object Accounts
---	-----------------

(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Negotiating Certificated						
Itzko, Charlie Payroll/Technical Expert	\$25.32	147.00	\$3,722.04			
Marvel, Greg Vice Chancellor, HR	\$95.33	83.50	\$7,960.06			
Negotiating Classified						
Itzko, Charlie Payroll/Technical Expert	\$25.32	98.40	\$2,491.49			
Marvel, Greg Vice Chancellor, HR	\$95.33	36.50	\$3,479.55			
Negotiations Preparation						
Ames, Linda Administrative Analyst	\$48.59	16.90	\$821.17			
Andreini, Philip Dean	\$71.83	16.90	\$1,213.93			
Atkinson, Andelson , Loya, Ruud and Romo Attorneys	\$115.00	4.50				\$517.50
Atkinson, Andelson, Loya, Ruud & Romo Attorneys	\$135.00	21.50				\$2,902.50
Barrick, Carol Academic Srvcs Manager	\$53.42	9.60	\$512.83			
Carr, Helen President	\$119.85	8.00	\$958.80			
Cherry, Linda Foundation Director	\$56.93	14.10	\$802.71			
Clow, Tim Senior Dean	\$83.31	16.90	\$1,407.94			

(05) Total <input type="checkbox"/> Subtotal <input checked="" type="checkbox"/> Page: 1 of	\$23,370.51	\$0.00	0.00	\$3,420.00
---	-------------	--------	------	------------

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
--	----------------------

(01) Claimant Contra Costa Community College District	(02) Fiscal Year Costs Were Incurred 2002-2003
--	---

(03) Reimbursable Component: Check only one box per form to identify the component being claimed.
Cost of Negotiations

(04) Description of Expenses: Complete columns (a) through (f). Object Accounts

(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Dimitri, Nick Administrative Analyst	\$40.87	6.10	\$249.31			
Eyestone, James Sr Administrative Analyst	\$51.05	6.10	\$311.40			
Floyd, Donna Dean	\$74.45	14.10	\$1,049.75			
Frank, Dan Sr Hr Rep	\$51.31	3.80	\$194.98			
Franklin, Wendy SVCS Program Manager	\$50.84	13.30	\$676.17			
Fuentes, Ernesto Director, HR	\$87.50	7.95	\$695.62			
Gideon, Gloria Division Chair	\$28.64	13.30	\$380.91			
Hendrickson, John ViceChancellor - Fin & Adm	\$100.80	40.20	\$4,052.16			
Hernandez, Frank Sr Dean	\$87.53	14.10	\$1,234.17			
Huff, Gene Principal Hr Rep	\$66.15	3.75	\$248.06			
Itzko, Charlie Payroll/Technical Expert	\$25.32	1.30	\$32.92			
Jackson, Shawn Academic Srvcs Manager	\$56.12	13.30	\$746.40			
Lamb, Susan Dean	\$77.36	16.90	\$1,307.38			
Leadon, Pricilla Dean	\$71.83	14.10	\$1,012.80			
Lee, Paul	\$64.32	3.60	\$231.55			

(05) Total <input type="checkbox"/> Subtotal <input checked="" type="checkbox"/> Page: 2 of	\$12,423.59	\$0.00	0.00	\$0.00
---	-------------	--------	------	--------

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
--	----------------------

(01) Claimant Contra Costa Community College District	(02) Fiscal Year Costs Were Incurred 2002-2003
--	---

(03) Reimbursable Component: Check only one box per form to identify the component being claimed.
Cost of Negotiations

(04) Description of Expenses: Complete columns (a) through (f).	Object Accounts
---	-----------------

(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Police Service Lieutenant						
Magalong, Mariles Director of Business Services	\$83.31	17.90	\$1,491.25			
Marvel, Greg Vice Chancellor, HR	\$95.33	282.50	\$26,930.72			
Mathews, Michel Dean	\$86.20	16.90	\$1,456.78			
McCray, Sandi SR Human Resources Rep	\$57.95	0.75	\$43.46			
Mehdzadeh, Mojdeh VC Tech Sys/Support	\$93.08	1.50	\$139.62			
Moore, Jeanette Dean	\$87.53	8.80	\$770.26			
Murillo, Carlos Dean	\$71.83	14.10	\$1,012.80			
Olson, Dave Police Service Lieutenant	\$65.10	2.50	\$162.75			
Ounjian-Auque, Jennifer Administrative Analyst	\$40.87	16.90	\$690.70			
Packard, Roseanne Sr SVCS Manager	\$64.80	14.10	\$913.68			
Pitt, Tina Dean	\$68.37	14.10	\$964.02			
Poe, Darlene Custodial Manager	\$48.39	16.90	\$817.79			
Roberts, Doug Comptroller	\$81.27	2.00	\$162.54			
Rosales, Linda Director of Payroll Services	\$79.30	2.30	\$182.39			

(05) Total <input type="checkbox"/> Subtotal <input checked="" type="checkbox"/> Page: 3 of	\$35,970.33	\$0.00	0.00	\$0.00
---	-------------	--------	------	--------

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
--	----------------------

(01) Claimant Contra Costa Community College District	(02) Fiscal Year Costs Were Incurred 2002-2003
--	---

(03) Reimbursable Component: Check only one box per form to identify the component being claimed.
Cost of Negotiations

(04) Description of Expenses: Complete columns (a) through (f). Object Accounts

(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Negotiations-At Table						
Hendrickson, John ViceChancellor - Fin & Adm	\$100.80	1.50	\$151.20			
Huff, Gene Principal Hr Rep	\$66.15	1.50	\$99.23			
Marvel, Greg Vice Chancellor, HR	\$95.33	1.50	\$143.00			
Mehdizadeh, Mojdeh VC Tech Sys/Support	\$93.08	1.50	\$139.62			

(05) Total <input type="checkbox"/> Subtotal <input checked="" type="checkbox"/> Page: 5 of	\$533.04	\$0.00	0.00	\$0.00
---	----------	--------	------	--------

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
--	----------------------

(01) Claimant Contra Costa Community College District	(02) Fiscal Year Costs Were Incurred 2002-2003
--	---

(03) Reimbursable Component: Check only one box per form to identify the component being claimed.
Contract Administration

(04) Description of Expenses: Complete columns (a) through (f). Object Accounts

(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Arbitration						
Atkinson, Andelson , Loya, Ruud and Romo Attorneys	\$115.00	3.50				\$402.50
Contract Administration						
Armstrong, Terry Dean	\$81.27	0.50	\$40.64			
Atkinson, Andelson , Loya, Ruud and Romo Attorneys	\$115.00	102.50				\$11,787.50
Atkinson, Andelson, Loya, Ruud & Romo Attorneys	\$135.00	158.25				\$21,363.75
Atkinson, Anderson, Loya, Ruud and Romo Attorneys	\$100.00	10.81				\$1,080.75
Frank, Dan Sr Hr Rep	\$51.31	1.25	\$64.14			
Fuentes, Ernesto Director, HR	\$87.50	173.75	\$15,203.12			
Hendrickson, John ViceChancellor - Fin & Adm	\$100.80	4.50	\$453.60			
Henry, Dan Interim Vice-President	\$103.54	2.00	\$207.08			
Huff, Gene Principal Hr Rep	\$66.15	6.55	\$433.28			
Killings, Denise Executive Assistant	\$43.30	0.25	\$10.83			
Magalong, Mariles Director of Business Services	\$83.31	0.50	\$41.66			
Marvel, Greg Vice Chancellor, HR	\$95.33	159.15	\$15,171.77			

(05) Total <input type="checkbox"/> Subtotal <input checked="" type="checkbox"/> Page: 1 of	\$31,626.11	\$0.00	0.00	\$34,634.50
---	-------------	--------	------	-------------

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
--	----------------------

(01) Claimant Contra Costa Community College District	(02) Fiscal Year Costs Were Incurred 2002-2003
--	---

(03) Reimbursable Component: Check only one box per form to identify the component being claimed.
Contract Administration

(04) Description of Expenses: Complete columns (a) through (f). Object Accounts

(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Leivas, Chris Director of Business Services	\$86.20	4.20	\$362.04			
Littman, Les Director of Purchasing	\$68.37	4.20	\$287.15			
Magalong, Mariles Director of Business Services	\$83.31	4.20	\$349.90			
Marvel, Greg Vice Chancellor, HR	\$95.33	14.30	\$1,363.22			
Roberts, Doug Comptroller	\$81.27	2.80	\$227.56			
Rosales, Linda Director of Payroll Services	\$79.30	3.20	\$253.76			
Strangfeld, Ken Chief Accountant	\$61.94	4.20	\$260.15			
Contract Interpretation						
Atkinson, Andelson , Loya, Ruud and Romo Attorneys	\$115.00	21.50				\$2,472.50
Atkinson, Andelson, Loya, Ruud & Romo Attorneys	\$135.00	72.25				\$9,753.75
Atkinson, Anderson, Loya, Ruud and Romo Attorneys	\$100.00	7.90				\$789.70
Cornett, Christine Executive Assistant	\$39.45	0.25	\$9.86			
Couser, Richard Chief of District Police	\$66.73	1.00	\$66.73			
Frank, Dan Sr Hr Rep	\$51.31	2.00	\$102.62			
Fuentes, Ernesto	\$87.50	2.35	\$205.62			

(05) Total <input type="checkbox"/> Subtotal <input checked="" type="checkbox"/> Page: 3 of	\$3,620.92	\$0.00	0.00	\$13,015.95
---	------------	--------	------	-------------

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
--	----------------------

(01) Claimant Contra Costa Community College District	(02) Fiscal Year Costs Were Incurred 2002-2003
--	---

(03) Reimbursable Component: Check only one box per form to identify the component being claimed.
Contract Administration

(04) Description of Expenses: Complete columns (a) through (f). Object Accounts

(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Director, HR						
Hendrickson, John ViceChancellor - Fin & Adm	\$100.80	0.50	\$50.40			
Marvel, Greg Vice Chancellor, HR	\$95.33	5.25	\$500.48			
McCray, Sandi SR Human Resources Rep	\$57.95	2.55	\$147.77			
Watkins, Randy Sr Dean	\$79.30	0.25	\$19.83			
Grievances						
Armstrong, Terry Dean	\$81.27	2.00	\$162.54			
Atkinson, Andelson , Loya, Ruud and Romo Attorneys	\$115.00	15.75				\$1,811.25
Atkinson, Andelson, Loya, Ruud & Romo Attorneys	\$135.00	21.75				\$2,936.25
Becket, Tom Vice-Chancellor, Facilities	\$107.46	2.00	\$214.92			
Frank, Dan Sr Hr Rep	\$51.31	2.50	\$128.28			
Franklin, Wendy SVCS Program Manager	\$50.84	1.25	\$63.55			
Fuentes, Ernesto Director, HR	\$87.50	137.55	\$12,035.62			
Leivas, Chris Director of Business Services	\$86.20	1.50	\$129.30			
Livingston, Richard Sr Dean	\$91.96	0.30	\$27.59			

(05) Total <input type="checkbox"/>	Subtotal <input checked="" type="checkbox"/>	Page: 4 of	\$13,685.90	\$0.00	0.00	\$4,747.50
-------------------------------------	--	------------	-------------	--------	------	------------

MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
--	----------------------

(01) Claimant Contra Costa Community College District	(02) Fiscal Year Costs Were Incurred 2002-2003
--	---

(03) Reimbursable Component: Check only one box per form to identify the component being claimed.
Unfair Labor Practice Charges

(04) Description of Expenses: Complete columns (a) through (f). Object Accounts

(a) Employees Names, Job Classifications, Functions Performed and Description of Expense	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel & Training	(g) Contracted Services
Unfair Labor Disputes						
Atkinson, Andelson , Loya, Ruud and Romo Attorneys	\$115.00	19.50				\$2,242.50
Atkinson, Andelson, Loya, Ruud & Romo Attorneys	\$135.00	36.50				\$4,927.50
Fuentes, Ernesto Director, HR	\$87.50	1.50	\$131.25			
Marvel, Greg Vice Chancellor, HR	\$95.33	1.25	\$119.16			

(05) Total <input checked="" type="checkbox"/> Subtotal <input type="checkbox"/> Page: 1 of 1	\$250.41	\$0.00	0.00	\$7,170.00
---	----------	--------	------	------------

**Contra Costa Community College District
Collective Bargaining
by Name**

Ames, Linda - Administrative Analyst Salaried Employee	\$48.59
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	16.90	\$821.17	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with classified members.				
	<u>16.90</u>	<u>\$821.17</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Andreini, Philip - Dean Salaried Employee	\$71.83
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	16.90	\$1,213.93	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with classified members.				
	<u>16.90</u>	<u>\$1,213.93</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Armstrong, Terry - Dean Salaried Employee	\$81.27
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
12/12/02	2.00	\$162.54	\$0.00	\$0.00 Contract Administration	Grievances
	Time spent dealing with grievances				
1/1/03	0.50	\$40.64	\$0.00	\$0.00 Contract Administration	Contract Administration
	Time spent with attorneys in Title 5 grievances.				
	<u>2.50</u>	<u>\$203.18</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Atkinson, Andelson , Loya, Ruud and Romo - Attorneys Contracted Service	\$115.00
--	----------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	10.25	\$0.00	\$0.00	\$1,178.75 Contract Administration	Grievances
	Time spent by attorneys in dealing with tenure grievances.				
1/1/03	5.50	\$0.00	\$0.00	\$632.50 Contract Administration	Grievances
	Time spent by attorneys in dealing with grievance sessions.				
1/1/03	0.25	\$0.00	\$0.00	\$28.75 Cost of Negotiations	Negotiations Subject Commit
	Time spent by attorneys in negotiations subject committee.				
1/1/03	21.50	\$0.00	\$0.00	\$2,472.50 Contract Administration	Contract Interpretation
	Time spent by attorneys in contract interpretations.				
1/1/03	3.50	\$0.00	\$0.00	\$402.50 Contract Administration	Arbitration
	Time spent by attorneys in grievance arbitrations.				
1/1/03	102.50	\$0.00	\$0.00	\$11,787.50 Contract Administration	Contract Administration
	Time spent by attorneys in dealing with Title 5 grievances.				
1/1/03	19.50	\$0.00	\$0.00	\$2,242.50 Unfair Labor Practice Char	Unfair Labor Disputes

**Contra Costa Community College District
Collective Bargaining
by Name**

	Time spent by attorneys in preparation for PERB hearings.				
1/1/03	4.50	\$0.00	\$0.00	\$517.50	Cost of Negotiations
	Time spent by attorneys in negotiations preparations.				
	<u>167.50</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$19,262.50</u>	Negotiations Preparation

Atkinson, Andelson, Loya, Ruud & Romo - Attorneys Contracted Service	\$135.00
---	----------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
11/13/02	0.25	\$0.00	\$0.00	\$33.75	Determination of Bargainin Bargaining Unit Lists
	Time spent by attorneys in determining bargaining units and exclusive representation.				
1/1/03	2.50	\$0.00	\$0.00	\$337.50	Contract Administration
	Time spent by attorneys in dealing with tenure grievances.				
1/1/03	1.25	\$0.00	\$0.00	\$168.75	Impasse Proceedings
	Time spent by attorneys in preparing for fact finding for impasse proceedings.				
1/1/03	72.25	\$0.00	\$0.00	\$9,753.75	Contract Administration
	Time spent by attorneys in contract interpretation.				
1/1/03	47.25	\$0.00	\$0.00	\$6,378.75	Cost of Negotiations
	Time spent by attorneys in negotiations subject committee.				
1/1/03	19.25	\$0.00	\$0.00	\$2,598.75	Contract Administration
	Time spent by attorneys in dealing with grievance sessions.				
1/1/03	158.25	\$0.00	\$0.00	\$21,363.75	Contract Administration
	Time spent by attorneys in Title 5 grievances				
1/1/03	35.00	\$0.00	\$0.00	\$4,725.00	Unfair Labor Practice Char
	Time spent by attorneys in preparation for PERB hearing.				
1/1/03	1.50	\$0.00	\$0.00	\$202.50	Unfair Labor Practice Char
	Professional legal services for PERB hearing and PERB appeals.				
1/1/03	21.50	\$0.00	\$0.00	\$2,902.50	Cost of Negotiations
	Time spent by attorneys in meetings in preparation for negotiations.				
	<u>359.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$48,465.00</u>	

Atkinson, Anderson, Loya, Ruud and Romo - Attorneys Contracted Service	\$100.00
---	----------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	7.90	\$0.00	\$0.00	\$789.70	Contract Administration
	Expenses incurred for contract interpretation.				
1/1/03	10.81	\$0.00	\$0.00	\$1,080.75	Contract Administration
	Cost incurred for dealing with Title 5 grievances.				
	<u>18.70</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$1,870.45</u>	

Contra Costa Community College District
Collective Bargaining
by Name

Barrick, Carol - Academic Svcs Manager Salaried Employee	\$53.42
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	9.60	\$512.83	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with classified members.				
	<u>9.60</u>	<u>\$512.83</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Becket, Tom - Vice-Chancellor, Facilities Salaried Employee	\$107.46
--	----------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
10/4/02	2.00	\$214.92	\$0.00	\$0.00 Contract Administration	Grievances
	Time spent dealing with grievances				
	<u>2.00</u>	<u>\$214.92</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Carr, Helen - President Salaried Employee	\$119.85
--	----------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	6.00	\$719.10	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with classified members.				
4/16/03	2.00	\$239.70	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members				
	<u>8.00</u>	<u>\$958.80</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Cherry, Linda - Foundation Director Salaried Employee	\$56.93
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	14.10	\$802.71	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations with classified members.				
	<u>14.10</u>	<u>\$802.71</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Clow, Tim - Senior Dean Salaried Employee	\$83.31
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	16.90	\$1,407.94	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations with classified members.				
	<u>16.90</u>	<u>\$1,407.94</u>	<u>\$0.00</u>	<u>\$0.00</u>	

**Contra Costa Community College District
Collective Bargaining
by Name**

Cornett, Christine - Executive Assistant Salaried Employee	\$39.45
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	0.25	\$9.86	\$0.00	\$0.00 Contract Administration	Contract Interpretation
Time spent with attorneys in contract interpretation.					
	<u>0.25</u>	<u>\$9.86</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Courtney, Jean - Executive Coordinator Salaried Employee	\$66.98
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	2.00	\$133.96	\$0.00	\$0.00 Contract Administration	Contract Administration Com
Time spent in preparation for Contract Administration Committee meetings.					
	<u>2.00</u>	<u>\$133.96</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Couser, Richard - Chief of District Police Salaried Employee	\$66.73
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	1.00	\$66.73	\$0.00	\$0.00 Contract Administration	Contract Interpretation
Time spent with attorneys in contract interpretations.					
	<u>1.00</u>	<u>\$66.73</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Cutler, Bruce - Director of Business Services Salaried Employee	\$82.09
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	4.20	\$344.78	\$0.00	\$0.00 Contract Administration	Contract Administration Com
Time spent in Contract Administration Committee.					
	<u>4.20</u>	<u>\$344.78</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Dalrymple, Bill - Assistant Comptroller Salaried Employee	\$62.76
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	3.20	\$200.83	\$0.00	\$0.00 Contract Administration	Contract Administration Com
Time spent in Contract Administration Committee.					
	<u>3.20</u>	<u>\$200.83</u>	<u>\$0.00</u>	<u>\$0.00</u>	

**Contra Costa Community College District
Collective Bargaining
by Name**

Dimitri, Nick - Administrative Analyst Salaried Employee	\$40.87
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	6.10	\$249.31	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with classified members.				
	<u>6.10</u>	<u>\$249.31</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Dogan, Ozzie - Central Services Salaried Employee	\$68.37
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	1.00	\$68.37	\$0.00	\$0.00 Contract Administration	Contract Administration Com
	Time spent in Contract Administration Committee.				
	<u>1.00</u>	<u>\$68.37</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Eyestone, James - Sr Administrative Analyst Salaried Employee	\$51.05
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	6.10	\$311.40	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with classified members.				
	<u>6.10</u>	<u>\$311.40</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Floyd, Donna - Dean Salaried Employee	\$74.45
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	14.10	\$1,049.75	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations with classified members.				
	<u>14.10</u>	<u>\$1,049.75</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Frank, Dan - Sr Hr Rep Salaried Employee	\$51.31
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
8/14/02	1.30	\$66.70	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in at-table negotiations preparations.				
12/4/02	1.50	\$76.97	\$0.00	\$0.00 Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits				

**Contra Costa Community College District
Collective Bargaining
by Name**

1/1/03	0.25	\$12.83	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
					Time spent with attorneys in negotiations subject committee.	
1/1/03	26.00	\$1,334.06	\$0.00	\$0.00	Contract Administration	Contract Administration Com
					Time spent in contract administration committee meetings.	
1/1/03	2.50	\$128.28	\$0.00	\$0.00	Contract Administration	Grievances
					Time spent in dealing with grievances.	
1/1/03	2.00	\$102.62	\$0.00	\$0.00	Contract Administration	Contract Interpretation
					Time spent with attorneys in contract interpretation.	
1/1/03	1.25	\$64.14	\$0.00	\$0.00	Contract Administration	Contract Administration
					Time spent with attorneys in dealing with Title 5 grievances.	
1/1/03	0.50	\$25.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
					Time spent with attorneys in preparing for negotiations.	
2/3/03	2.50	\$128.28	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
					Time spent in negotiation preparation for health and welfare benefits	
2/5/03	2.00	\$102.62	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
					Time spent preparing for negotiations	
	<u>39.80</u>	<u>\$2,042.14</u>	<u>\$0.00</u>	<u>\$0.00</u>		

Franklin, Wendy - SVCS Program Manager Salaried Employee	\$50.84
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
9/11/02	1.25	\$63.55	\$0.00	\$0.00	Contract Administration
					Grievances
					Time spent dealing with grievances
1/1/03	13.30	\$676.17	\$0.00	\$0.00	Cost of Negotiations
					Negotiations Preparation
					Time spent in meetings in preparation for negotiations with classified members.
	<u>14.55</u>	<u>\$739.72</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Fuentes, Ernesto - Director, HR Salaried Employee	\$87.50
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
2/11/02	1.80	\$157.50	\$0.00	\$0.00	Contract Administration
					Grievances
					Time spent dealing with grievances
7/3/02	2.00	\$175.00	\$0.00	\$0.00	Contract Administration
					Contract Administration
					Time spent in Contract Administration Committee
7/8/02	1.00	\$87.50	\$0.00	\$0.00	Contract Administration
					Grievances
					Time spent dealing with grievances
7/8/02	3.00	\$262.50	\$0.00	\$0.00	Contract Administration
					Grievances
					Time spent dealing with grievances
7/10/02	1.25	\$109.38	\$0.00	\$0.00	Contract Administration
					Grievances
					Time spent dealing with grievances
7/11/02	1.00	\$87.50	\$0.00	\$0.00	Contract Administration
					Contract Administration
					Time spent in Contract Administration Committee
7/15/02	2.50	\$218.75	\$0.00	\$0.00	Contract Administration
					Contract Administration
					Time spent in Contract Administration Committee

Contra Costa Community College District
Collective Bargaining
by Name

7/16/02	2.00	\$175.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
7/17/02	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
7/23/02	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
7/23/02	1.25	\$109.38	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
8/1/02	7.00	\$612.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
8/6/02	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
8/7/02	0.80	\$70.00	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
8/8/02	0.90	\$78.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
8/13/02	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
8/14/02	1.75	\$153.13	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
8/14/02	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
8/15/02	1.00	\$87.50	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
8/20/02	2.00	\$175.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
8/26/02	2.25	\$196.88	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
8/29/02	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
9/10/02	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
9/10/02	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
9/10/02	2.00	\$175.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
9/11/02	0.80	\$70.00	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
9/16/02	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
9/24/02	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
9/25/02	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
9/26/02	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
9/26/02	2.00	\$175.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
9/26/02	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					

Contra Costa Community College District
Collective Bargaining
by Name

10/1/02	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
10/2/02	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
10/2/02	2.00	\$175.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
10/4/02	2.00	\$175.00	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
10/6/02	6.00	\$525.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
10/7/02	0.80	\$70.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
10/15/02	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
10/16/02	7.50	\$656.25	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
10/17/02	3.00	\$262.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
10/23/02	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
10/24/02	1.30	\$113.75	\$0.00	\$0.00	Contract Administration	Contract Interpretation
	Time spent working on contract interpretation issues					
10/29/02	3.00	\$262.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
11/1/02	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
11/1/02	1.80	\$157.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
11/1/02	0.80	\$70.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
11/4/02	3.00	\$262.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
11/5/02	2.30	\$201.25	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with classified members					
11/12/02	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
11/13/02	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
11/14/02	0.80	\$70.00	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
11/15/02	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
11/19/02	5.00	\$437.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
11/20/02	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
11/20/02	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
12/2/02	5.00	\$437.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					

Contra Costa Community College District
Collective Bargaining
by Name

12/3/02	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
12/4/02	5.00	\$437.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
12/11/02	2.30	\$201.25	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
12/12/02	2.00	\$175.00	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
12/13/02	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
12/17/02	2.00	\$175.00	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
1/1/03	1.05	\$91.87	\$0.00	\$0.00	Contract Administration	Contract Interpretation
	Time spent with attorneys in contract interpretation.					
1/1/03	4.75	\$415.63	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent with attorneys in negotiations subject committee.					
1/1/03	0.50	\$43.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent with attorneys in dealing with grievances.					
1/1/03	1.50	\$131.25	\$0.00	\$0.00	Unfair Labor Practice Char	Unfair Labor Disputes
	Time spent with attorneys for preparation for PERB administrative adjudication.					
1/1/03	0.75	\$65.63	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent with attorneys in dealing with Title 5 grievances.					
1/1/03	0.25	\$21.88	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent with attorneys in preparation for negotiations.					
1/6/03	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
1/6/03	2.00	\$175.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
1/7/03	2.30	\$201.25	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
1/9/03	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
1/10/03	1.30	\$113.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
1/15/03	0.80	\$70.00	\$0.00	\$0.00	Contract Administration	Contract Administration Com
	Time spent in Contract Administration Committee					
1/15/03	0.50	\$43.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
1/16/03	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
1/17/03	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
1/21/03	2.00	\$175.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
1/22/03	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
1/24/03	5.00	\$437.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
1/27/03	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					

Contra Costa Community College District
Collective Bargaining
by Name

2/12/03	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
2/13/03	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
2/14/03	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
2/18/03	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
2/20/03	1.30	\$113.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
2/20/03	2.00	\$175.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
2/21/03	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
2/25/03	4.50	\$393.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
2/26/03	1.30	\$113.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
2/27/03	1.30	\$113.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
2/27/03	0.80	\$70.00	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
2/27/03	0.80	\$70.00	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
2/27/03	0.50	\$43.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
2/28/03	0.80	\$70.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
2/28/03	2.25	\$196.88	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
3/3/03	1.80	\$157.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
3/3/03	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
3/4/03	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
3/5/03	1.30	\$113.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
3/6/03	0.50	\$43.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
3/6/03	0.50	\$43.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
3/7/03	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
3/10/03	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
3/11/03	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
3/11/03	2.00	\$175.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					

Contra Costa Community College District
Collective Bargaining
by Name

3/12/03	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
3/18/03	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
3/18/03	0.50	\$43.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
3/18/03	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
3/19/03	1.30	\$113.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
3/24/03	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/1/03	6.00	\$525.00	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
4/4/03	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/10/03	5.00	\$437.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
4/11/03	3.00	\$262.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
4/14/03	1.80	\$157.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
4/14/03	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
4/14/03	0.80	\$70.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/15/03	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/15/03	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/15/03	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/16/03	1.80	\$157.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
4/16/03	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
4/16/03	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/16/03	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/17/03	3.00	\$262.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/24/03	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
5/6/03	4.00	\$350.00	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
5/8/03	2.00	\$175.00	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
5/8/03	5.00	\$437.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					

Contra Costa Community College District
Collective Bargaining
by Name

5/14/03	3.00	\$262.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
5/20/03	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
5/27/03	6.00	\$525.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
5/28/03	2.00	\$175.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
5/29/03	2.30	\$201.25	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
6/2/03	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievance issues					
6/2/03	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
6/3/03	3.00	\$262.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievance issues					
6/3/03	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievance issues					
6/3/03	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
6/4/03	5.00	\$437.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievance issues					
6/5/03	2.00	\$175.00	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievance issues					
6/6/03	2.30	\$201.25	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
6/7/03	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
6/9/03	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievance issues					
6/9/03	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
6/10/03	5.00	\$437.50	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
6/11/03	7.50	\$656.25	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievance issues					
6/17/03	3.50	\$306.25	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievance issues					
6/17/03	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
6/18/03	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievance issues					
6/18/03	1.50	\$131.25	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievance issues					
6/19/03	1.00	\$87.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievance issues					
6/23/03	3.00	\$262.50	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievance issues					
6/26/03	1.30	\$113.75	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievance issues					

**Contra Costa Community College District
Collective Bargaining
by Name**

6/26/03	2.50	\$218.75	\$0.00	\$0.00	Contract Administration	Contract Administration
					Time spent in Contract Administration Committee	
6/30/03	1.30	\$113.75	\$0.00	\$0.00	Contract Administration	Grievances
					Time spent dealing with grievance issues	
	<u>329.65</u>	<u>\$28,844.37</u>	<u>\$0.00</u>	<u>\$0.00</u>		

Gideon, Gloria - Division Chair Salaried Employee	\$28.64
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	13.30	\$380.91	\$0.00	\$0.00	Cost of Negotiations
					Time spent in meetings in preparation for negotiations with classified members.
	<u>13.30</u>	<u>\$380.91</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Hendrickson, John - ViceChancellor - Fin & Adm Salaried Employee	\$100.80
---	----------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
7/1/02	0.80	\$80.64	\$0.00	\$0.00	Cost of Negotiations
					Time spent in meetings for negotiations preparation with certificated members
7/12/02	0.50	\$50.40	\$0.00	\$0.00	Cost of Negotiations
					Time spent preparing for negotiations
7/23/02	0.80	\$80.64	\$0.00	\$0.00	Cost of Negotiations
					Time spent preparing for negotiations
7/31/02	1.50	\$151.20	\$0.00	\$0.00	Cost of Negotiations
					Time spent in preparation for at-table negotiations
7/31/02	1.50	\$151.20	\$0.00	\$0.00	Cost of Negotiations
					At-table negotiations.
8/8/02	2.00	\$201.60	\$0.00	\$0.00	Cost of Negotiations
					Time spent preparing for negotiations
8/14/02	1.30	\$131.04	\$0.00	\$0.00	Cost of Negotiations
					Time spent in preparation for at-table negotiations.
8/21/02	0.50	\$50.40	\$0.00	\$0.00	Cost of Negotiations
					Time spent preparing for negotiations
9/30/02	0.80	\$80.64	\$0.00	\$0.00	Cost of Negotiations
					Time spent preparing for negotiations
10/11/02	1.50	\$151.20	\$0.00	\$0.00	Cost of Negotiations
					Time spent preparing for negotiations
11/13/02	1.00	\$100.80	\$0.00	\$0.00	Cost of Negotiations
					Time spent preparing for negotiations
11/18/02	1.00	\$100.80	\$0.00	\$0.00	Cost of Negotiations
					Time spent preparing for negotiations
11/27/02	1.00	\$100.80	\$0.00	\$0.00	Contract Administration
					Time spent in Contract Administration Committee
12/2/02	1.50	\$151.20	\$0.00	\$0.00	Cost of Negotiations
					Time spent in negotiation preparation for health and welfare benefits

**Contra Costa Community College District
Collective Bargaining
by Name**

12/2/02	1.00	\$100.80	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
12/12/02	1.00	\$100.80	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
12/16/02	20.00	\$2,016.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
1/1/03	0.50	\$50.40	\$0.00	\$0.00	Contract Administration	Contract Interpretation
	Time spent with attorneys in contract interpretation.					
1/1/03	0.50	\$50.40	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent with attorneys in negotiations subject committee.					
1/1/03	5.50	\$554.40	\$0.00	\$0.00	Contract Administration	Contract Administration Com
	Time spent in preparation for Contract Administration Committee meetings.					
1/1/03	9.70	\$977.76	\$0.00	\$0.00	Contract Administration	Contract Administration Com
	Time spent in Contract Administration Committee.					
1/6/03	1.50	\$151.20	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
2/4/03	1.50	\$151.20	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
2/25/03	2.00	\$201.60	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
2/28/03	1.00	\$100.80	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
3/6/03	1.00	\$100.80	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
3/6/03	1.00	\$100.80	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
4/17/03	1.00	\$100.80	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/29/03	1.00	\$100.80	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
5/8/03	1.00	\$100.80	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
5/14/03	1.50	\$151.20	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
5/27/03	1.00	\$100.80	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with classified staff					
5/27/03	1.00	\$100.80	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
6/3/03	1.50	\$151.20	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
	<u>69.90</u>	<u>\$7,045.92</u>	<u>\$0.00</u>	<u>\$0.00</u>		

Henry, Dan - Interim Vice-President	
Salaried Employee	\$103.54

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
11/18/02	2.00	\$207.08	\$0.00	\$0.00	Contract Administration
	Time spent in Contract Administration Committee				

**Contra Costa Community College District
Collective Bargaining
by Name**

2.00 \$207.08 \$0.00 \$0.00

Hernandez, Frank - Sr Dean Salaried Employee	\$87.53
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	14.10	\$1,234.17	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
Time spent in meetings in preparation for negotiations with classified members.					
	<u>14.10</u>	<u>\$1,234.17</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Huff, Gene - Principal Hr Rep Salaried Employee	\$66.15
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
7/31/02	1.50	\$99.23	\$0.00	\$0.00 Cost of Negotiations	Negotiations-At Table
At-table negotiations					
7/31/02	1.50	\$99.23	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
Time spent in preparation for at-table negotiations.					
11/1/02	0.80	\$52.92	\$0.00	\$0.00 Contract Administration	Contract Administration
Time spent in Contract Administration Committee					
1/1/03	2.00	\$132.30	\$0.00	\$0.00 Contract Administration	Contract Administration Com
Time spent in Contract Administration Committee.					
1/1/03	4.75	\$314.21	\$0.00	\$0.00 Contract Administration	Contract Administration
Time spent with attorneys in dealing with Title 5 grievances.					
1/1/03	0.25	\$16.54	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
Time spent with attorneys in preparation for negotiations.					
2/28/03	1.00	\$66.15	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
Time spent preparing for negotiations					
4/15/03	1.00	\$66.15	\$0.00	\$0.00 Contract Administration	Contract Administration
Time spent in Contract Administration Committee					
5/27/03	1.00	\$66.15	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
Time spent in meetings for negotiations preparation with certificated staff					
	<u>13.80</u>	<u>\$912.87</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Itzko, Charlie - Payroll/Technical Expert Salaried Employee	\$25.32
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
8/14/02	1.30	\$32.92	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
Time spent in preparation for at-table negotiations.					
1/1/03	98.40	\$2,491.49	\$0.00	\$0.00 Cost of Negotiations	Negotiating Classified
Time spent in at-table negotiations with classified staff.					
1/1/03	147.00	\$3,722.04	\$0.00	\$0.00 Cost of Negotiations	Negotiating Certificated
Time spent in at-table negotiations with certificated staff.					

**Contra Costa Community College District
Collective Bargaining
by Name**

246.70 \$6,246.44 \$0.00 \$0.00

Jackson, Shawn - Academic Svcs Manager Salaried Employee	\$56.12
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	13.30	\$746.40	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations with classified members.				
	<u>13.30</u>	<u>\$746.40</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Killings, Denise - Executive Assistant Salaried Employee	\$43.30
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	0.25	\$10.83	\$0.00	\$0.00 Contract Administration	Contract Administration
	Time spent with attorneys in dealing with Title 5 grievances.				
	<u>0.25</u>	<u>\$10.83</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Lamb, Susan - Dean Salaried Employee	\$77.36
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	16.90	\$1,307.38	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations with classified members.				
	<u>16.90</u>	<u>\$1,307.38</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Leadon, Pricilla - Dean Salaried Employee	\$71.83
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	14.10	\$1,012.80	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations with classified members.				
	<u>14.10</u>	<u>\$1,012.80</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Lee, Paul - Police Service Lieutenant Salaried Employee	\$64.32
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	3.60	\$231.55	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations with classified members.				

**Contra Costa Community College District
Collective Bargaining
by Name**

3.60 \$231.55 \$0.00 \$0.00

Leivas, Chris - Director of Business Services Salaried Employee	\$86.20
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
10/22/02	1.50	\$129.30	\$0.00	\$0.00 Contract Administration	Grievances
					Time spent dealing with grievances
1/1/03	4.20	\$362.04	\$0.00	\$0.00 Contract Administration	Contract Administration Com
					Time spent in Contract Administration Committee.
	<u>5.70</u>	<u>\$491.34</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Littman, Les - Director of Purchasing Salaried Employee	\$68.37
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	4.20	\$287.15	\$0.00	\$0.00 Contract Administration	Contract Administration Com
					Time spent in Contract Administration Committee.
	<u>4.20</u>	<u>\$287.15</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Livingston, Richard - Sr Dean Salaried Employee	\$91.96
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	0.30	\$27.59	\$0.00	\$0.00 Contract Administration	Grievances
					Time spent with attorneys in dealing with grievance sessions.
	<u>0.30</u>	<u>\$27.59</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Magalong, Mariles - Director of Business Services Salaried Employee	\$83.31
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	4.20	\$349.90	\$0.00	\$0.00 Contract Administration	Contract Administration Com
					Time spent in Contract Administration Committee.
1/1/03	0.50	\$41.66	\$0.00	\$0.00 Contract Administration	Contract Administration
					Time spent with attorneys in dealing with Title 5 grievances.
1/1/03	16.90	\$1,407.94	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Time spent in meetings in preparation for negotiations with classified members.
3/26/03	1.00	\$83.31	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
					Time spent preparing for negotiations
	<u>22.60</u>	<u>\$1,882.81</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Contra Costa Community College District
Collective Bargaining
by Name

Marvel, Greg - Vice Chancellor, HR Salaried Employee	\$95.33
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted</u>	<u>Component</u>	<u>Activity</u>
7/2/02	2.50	\$238.33	\$0.00	\$0.00	Contract Administration	Grievances
						Time spent dealing with grievances
7/3/02	3.00	\$285.99	\$0.00	\$0.00	Contract Administration	Grievances
						Time spent dealing with grievances
7/3/02	2.50	\$238.33	\$0.00	\$0.00	Contract Administration	Grievances
						Time spent in dealing with grievances.
7/3/02	2.00	\$190.66	\$0.00	\$0.00	Contract Administration	Grievances
						Time spent dealing with grievances
7/31/02	3.00	\$285.99	\$0.00	\$0.00	Contract Administration	Contract Administration
						Time spent in Contract Administration Committee
7/31/02	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
						Time spent in preparation for at-table negotiations.
7/31/02	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations-At Table
						At-table negotiations
8/1/02	3.50	\$333.66	\$0.00	\$0.00	Contract Administration	Contract Administration
						Time spent in Contract Administration Committee
8/5/02	1.50	\$143.00	\$0.00	\$0.00	Contract Administration	Contract Administration
						Time spent in Contract Administration Committee
8/6/02	6.50	\$619.65	\$0.00	\$0.00	Contract Administration	Contract Administration
						Time spent in Contract Administration Committee
8/13/02	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
						Time spent in negotiation preparation for health and welfare benefits
8/13/02	2.00	\$190.66	\$0.00	\$0.00	Contract Administration	Contract Administration
						Time spent in Contract Administration Committee
8/13/02	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
						Time spent in meetings for negotiations preparation with certificated members
8/19/02	8.00	\$762.64	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
						Time spent in negotiation preparation for health and welfare benefits
8/20/02	3.00	\$285.99	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
						Time spent in meetings for negotiations preparation with certificated members
8/21/02	8.00	\$762.64	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
						Time spent in negotiation preparation for health and welfare benefits
8/22/02	1.50	\$143.00	\$0.00	\$0.00	Contract Administration	Contract Administration
						Time spent in Contract Administration Committee
8/22/02	2.30	\$219.26	\$0.00	\$0.00	Contract Administration	Contract Administration
						Time spent in Contract Administration Committee
8/26/02	3.30	\$314.59	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
						Time spent in negotiation preparation for health and welfare benefits
8/27/02	3.50	\$333.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
						Time spent in negotiation preparation for health and welfare benefits
8/28/02	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
						Time spent in negotiation preparation for health and welfare benefits
8/28/02	1.30	\$123.93	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
						Time spent in negotiation preparation for health and welfare benefits

Contra Costa Community College District
Collective Bargaining
by Name

8/29/02	7.50	\$714.98	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
9/3/02	3.00	\$285.99	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
9/3/02	0.80	\$76.26	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
9/4/02	2.80	\$266.92	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
9/5/02	4.50	\$428.99	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
9/10/02	3.50	\$333.66	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
9/11/02	8.00	\$762.64	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
9/17/02	0.80	\$76.26	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
9/24/02	1.50	\$143.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
9/24/02	1.30	\$123.93	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
9/25/02	3.50	\$333.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
9/25/02	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
9/26/02	2.00	\$190.66	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
9/26/02	3.80	\$362.25	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
10/1/02	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
10/4/02	2.00	\$190.66	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
10/4/02	2.00	\$190.66	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
10/7/02	6.00	\$571.98	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
10/8/02	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
10/9/02	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
10/14/02	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
10/14/02	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
10/14/02	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiating Classified
	Time spent in at-table negotiations with classified staff					
10/15/02	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
10/15/02	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in at-table negotiations with classified staff					

Contra Costa Community College District
Collective Bargaining
by Name

10/21/02	4.00	\$381.32	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
10/22/02	4.00	\$381.32	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
10/22/02	1.50	\$143.00	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
10/24/02	4.00	\$381.32	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
10/25/02	5.00	\$476.65	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
10/25/02	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
10/25/02	3.00	\$285.99	\$0.00	\$0.00	Cost of Negotiations	Negotiating Classified
	Time spent in at-table negotiations with classified staff					
10/28/02	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
10/28/02	4.00	\$381.32	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
10/29/02	0.00	\$0.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
10/29/02	2.00	\$190.66	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
10/30/02	3.30	\$314.59	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
11/4/02	2.00	\$190.66	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
11/5/02	3.00	\$285.99	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
11/5/02	0.50	\$47.67	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
11/5/02	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiation preparation with certificated members					
11/7/02	7.00	\$667.31	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
11/8/02	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
11/8/02	4.00	\$381.32	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
11/8/02	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
11/12/02	3.00	\$285.99	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
11/12/02	0.80	\$76.26	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
11/13/02	3.50	\$333.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
11/13/02	2.50	\$238.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in meetings for negotiations preparation with certificated staff members					
11/13/02	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					

Contra Costa Community College District
Collective Bargaining
by Name

11/14/02	6.50	\$619.65	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
11/18/02	2.00	\$190.66	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
11/18/02	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
11/20/02	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
11/20/02	4.00	\$381.32	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
11/20/02	3.50	\$333.66	\$0.00	\$0.00	Cost of Negotiations	Negotiating Classified
	Time spent in at-table negotiations with classified staff					
11/21/02	6.50	\$619.65	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
11/26/02	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
11/26/02	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
11/26/02	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
11/27/02	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
11/27/02	4.00	\$381.32	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
12/2/02	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
12/2/02	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
12/2/02	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
12/3/02	1.50	\$143.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
12/3/02	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
12/4/02	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
12/4/02	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
12/4/02	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
12/5/02	7.00	\$667.31	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
12/10/02	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
12/10/02	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
12/11/02	5.00	\$476.65	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
12/12/02	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					

Contra Costa Community College District
Collective Bargaining
by Name

12/12/02	4.00	\$381.32	\$0.00	\$0.00	Cost of Negotiations	Negotiating Classified
	Time spent in at-table negotiations with classified staff					
12/12/02	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
12/13/02	3.00	\$285.99	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
12/13/02	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
12/13/02	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
12/16/02	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
12/16/02	3.00	\$285.99	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
12/16/02	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with classified members					
12/17/02	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
12/17/02	3.00	\$285.99	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
1/1/03	7.50	\$714.98	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent with attorneys in negotiations subject committee.					
1/1/03	9.30	\$886.57	\$0.00	\$0.00	Contract Administration	Contract Administration Com
	Time spent in Contract Administration Committee.					
1/1/03	3.50	\$333.66	\$0.00	\$0.00	Contract Administration	Contract Interpretation
	Time spent in contract interpretations.					
1/1/03	0.25	\$23.83	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent with attorneys in dealing with grievances.					
1/1/03	1.75	\$166.83	\$0.00	\$0.00	Contract Administration	Contract Interpretation
	Time spent with attorneys in contract interpretation.					
1/1/03	1.25	\$119.16	\$0.00	\$0.00	Unfair Labor Practice Char	Unfair Labor Disputes
	Time spent with attorneys in preparation for PERB administrative adjudication.					
1/1/03	2.25	\$214.49	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent with attorneys in dealing with Title 5 grievances.					
1/1/03	2.80	\$266.92	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent with attorneys in preparation for negotiations.					
1/6/03	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
1/6/03	4.00	\$381.32	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
1/6/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
1/6/03	2.00	\$190.66	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
1/7/03	0.50	\$47.67	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
1/7/03	2.30	\$219.26	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
1/8/03	7.00	\$667.31	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					

Contra Costa Community College District
Collective Bargaining
by Name

1/13/03	5.00	\$476.65	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
1/14/03	4.00	\$381.32	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
1/14/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
1/14/03	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
1/15/03	6.50	\$619.65	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
1/15/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
1/23/03	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
1/23/03	3.00	\$285.99	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
1/23/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
1/24/03	4.00	\$381.32	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
1/27/03	2.00	\$190.66	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
1/27/03	2.00	\$190.66	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
1/28/03	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
1/28/03	2.50	\$238.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
1/28/03	2.50	\$238.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
1/29/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
1/29/03	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
1/30/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with classified members					
1/30/03	4.00	\$381.32	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
1/30/03	4.00	\$381.32	\$0.00	\$0.00	Cost of Negotiations	Negotiating Classified
	Time spent in at-table negotiations with classified staff					
2/3/03	2.50	\$238.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
2/4/03	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
2/4/03	1.50	\$143.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
2/4/03	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
2/4/03	0.50	\$47.67	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					

Contra Costa Community College District
Collective Bargaining
by Name

2/5/03	0.80	\$76.26	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
					Time spent in negotiation preparation for health and welfare benefits	
2/5/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
					Time spent preparing for negotiations	
2/10/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
					Time spent preparing for negotiations	
2/11/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
					Time spent in negotiation preparation for health and welfare benefits	
2/12/03	4.00	\$381.32	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
					Time spent in meetings for negotiations preparation with certificated members	
2/13/03	5.00	\$476.65	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
					Time spent in at-table negotiations with certificated staff	
2/14/03	3.50	\$333.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
					Time spent in meetings for negotiations preparation with certificated staff	
2/14/03	3.00	\$285.99	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
					Time spent in meetings for negotiations preparation with certificated staff	
2/18/03	2.00	\$190.66	\$0.00	\$0.00	Contract Administration	Contract Administration Com
					Time spent in contract administration committee meeting.	
2/18/03	3.50	\$333.66	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
					Time spent in at-table negotiations with certificated staff	
2/18/03	0.80	\$76.26	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
					Time spent in meetings for negotiations preparation with certificated staff	
2/18/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
					Time spent in at-table negotiations with certificated staff	
2/19/03	5.00	\$476.65	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
					Time spent in meetings for negotiations preparation with certificated staff	
2/25/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
					Time spent in negotiation preparation for health and welfare benefits	
2/25/03	6.00	\$571.98	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
					Time spent preparing for negotiations	
2/25/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
					Time spent preparing for negotiations	
2/25/03	1.30	\$123.93	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
					Time spent preparing for negotiations	
2/26/03	7.00	\$667.31	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
					Time spent in meetings for negotiations preparation with classified staff	
2/27/03	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration Com
					Time spent in contract administration committee meeting.	
2/27/03	6.00	\$571.98	\$0.00	\$0.00	Cost of Negotiations	Negotiating Classified
					Time spent in at-table negotiations with classified staff	
2/27/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
					Time spent in meetings for negotiations preparation with classified staff	
2/28/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
					Time spent in negotiation preparation for health and welfare benefits	
2/28/03	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
					Time spent in meetings for negotiations preparation with certificated staff	
2/28/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
					Time spent in meetings for negotiations preparation with classified staff	
2/28/03	2.50	\$238.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
					Time spent in meetings for negotiations preparation with certificated staff	

Contra Costa Community College District
Collective Bargaining
by Name

3/3/03	4.00	\$381.32	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
3/4/03	6.00	\$571.98	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
3/4/03	0.50	\$47.67	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
3/5/03	7.50	\$714.98	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
3/6/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					
3/6/03	2.00	\$190.66	\$0.00	\$0.00	Contract Administration	Contract Administration Com
	Time spent in preparation for Contract Administration Committee meeting.					
3/6/03	3.00	\$285.99	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
3/6/03	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
3/6/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
3/7/03	3.00	\$285.99	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
3/10/03	4.00	\$381.32	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
3/10/03	2.50	\$238.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
3/10/03	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
3/11/03	4.50	\$428.99	\$0.00	\$0.00	Cost of Negotiations	Negotiating Classified
	Time spent in at-table negotiations with classified staff					
3/11/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with classified staff					
3/13/03	6.80	\$648.24	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
3/14/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
3/17/03	5.00	\$476.65	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
3/18/03	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
3/18/03	3.00	\$285.99	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
3/19/03	5.00	\$476.65	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
3/20/03	4.50	\$428.99	\$0.00	\$0.00	Cost of Negotiations	Negotiating Classified
	Time spent in at-table negotiations with classified staff					
3/21/03	5.50	\$524.32	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
3/25/03	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
3/25/03	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					

Contra Costa Community College District
Collective Bargaining
by Name

3/26/03	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
3/27/03	5.50	\$524.32	\$0.00	\$0.00	Cost of Negotiations	Negotiating Classified
	Time spent in at-table negotiations with classified staff					
3/31/03	5.50	\$524.32	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with classified members					
4/1/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
4/3/03	6.00	\$571.98	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/8/03	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
4/8/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
4/8/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
4/10/03	2.50	\$238.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
4/14/03	6.00	\$571.98	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
4/15/03	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/15/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
4/15/03	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
4/15/03	2.50	\$238.33	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
4/16/03	2.50	\$238.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/16/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
4/17/03	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/21/03	5.00	\$476.65	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/22/03	6.00	\$571.98	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/23/03	6.50	\$619.65	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/28/03	6.50	\$619.65	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
4/29/03	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/29/03	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
4/29/03	4.00	\$381.32	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
4/30/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					

Contra Costa Community College District
Collective Bargaining
by Name

4/30/03	1.30	\$123.93	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
4/30/03	2.30	\$219.26	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
5/6/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
5/6/03	2.50	\$238.33	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
5/6/03	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
5/6/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
5/7/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
5/8/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
5/8/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
5/8/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated members					
5/8/03	3.00	\$285.99	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
5/9/03	6.50	\$619.65	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
5/12/03	9.50	\$905.64	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
5/13/03	3.00	\$285.99	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
5/13/03	3.00	\$285.99	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
5/13/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
5/13/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
5/14/03	3.50	\$333.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
5/15/03	3.00	\$285.99	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
5/16/03	5.00	\$476.65	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
5/16/03	4.00	\$381.32	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
5/19/03	5.00	\$476.65	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
5/19/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
5/21/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
5/21/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					

Contra Costa Community College District
Collective Bargaining
by Name

5/21/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
5/22/03	4.00	\$381.32	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
5/22/03	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
5/27/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
5/27/03	3.00	\$285.99	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
5/28/03	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
6/2/03	6.00	\$571.98	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
6/3/03	8.00	\$762.64	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
6/3/03	3.00	\$285.99	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with classified staff					
6/3/03	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
6/3/03	3.00	\$285.99	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
6/6/03	5.00	\$476.65	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
6/9/03	3.00	\$285.99	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
6/10/03	5.00	\$476.65	\$0.00	\$0.00	Cost of Negotiations	Negotiating Certificated
	Time spent in at-table negotiations with certificated staff					
6/11/03	1.50	\$143.00	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
6/11/03	2.50	\$238.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
6/13/03	8.00	\$762.64	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
6/16/03	2.50	\$238.33	\$0.00	\$0.00	Impasse Proceedings	Mediation
	Time spent preparing for impasse proceedings					
6/17/03	1.00	\$95.33	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
6/20/03	3.00	\$285.99	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
6/20/03	6.50	\$619.65	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff					
6/23/03	7.00	\$667.31	\$0.00	\$0.00	Impasse Proceedings	Mediation
	Time spent preparing for impasse proceedings					
6/25/03	2.00	\$190.66	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with certificated staff members					
6/25/03	1.50	\$143.00	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations					
12/3/03	0.80	\$76.26	\$0.00	\$0.00	Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits					

**Contra Costa Community College District
Collective Bargaining
by Name**

12/3/03	1.00	\$95.33	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
	<u>759.00</u>	<u>\$72,355.47</u>	<u>\$0.00</u>	<u>\$0.00</u>		

Mathews, Michel - Dean Salaried Employee	\$86.20
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	16.90	\$1,456.78	\$0.00	\$0.00	Cost of Negotiations
	Time spent in meetings in preparation for negotiations with classified members.				
	<u>16.90</u>	<u>\$1,456.78</u>	<u>\$0.00</u>	<u>\$0.00</u>	

McCray, Sandi - SR Human Resources Rep Salaried Employee	\$57.95
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
8/5/02	1.00	\$57.95	\$0.00	\$0.00	Contract Administration
	Time spent dealing with grievances				
10/7/02	1.50	\$86.93	\$0.00	\$0.00	Contract Administration
	Time spent dealing with grievances				
12/2/02	4.50	\$260.78	\$0.00	\$0.00	Contract Administration
	Time spent dealing with grievances				
12/2/02	3.50	\$202.83	\$0.00	\$0.00	Contract Administration
	Time spent dealing with grievances				
1/1/03	0.25	\$14.49	\$0.00	\$0.00	Impasse Proceedings
	Time spent with attorneys in preparing for factfinding for Impasse proceedings.				
1/1/03	1.35	\$78.23	\$0.00	\$0.00	Contract Administration
	Time spent with attorneys in dealing with grievances.				
1/1/03	1.25	\$72.44	\$0.00	\$0.00	Contract Administration
	Time spent with attorneys in dealing with tenure grievances.				
1/1/03	2.55	\$147.77	\$0.00	\$0.00	Contract Administration
	Time spent with attorneys in contract interpretation.				
1/1/03	8.85	\$512.86	\$0.00	\$0.00	Contract Administration
	Time spent with attorneys in dealing with Title 5 grievances.				
1/1/03	0.25	\$14.49	\$0.00	\$0.00	Determination of Bargainin Bargaining Unit Lists
	Time spent with attorneys in determining bargaining units and exclusive representation.				
1/1/03	0.75	\$43.46	\$0.00	\$0.00	Cost of Negotiations
	Time spent with attorneys in preparation for negotiations.				
2/28/03	1.00	\$57.95	\$0.00	\$0.00	Contract Administration
	Time spent dealing with grievances				
3/25/03	0.80	\$46.36	\$0.00	\$0.00	Contract Administration
	Time spent dealing with grievances				
3/25/03	1.00	\$57.95	\$0.00	\$0.00	Contract Administration
	Time spent dealing with grievances				
4/3/03	3.50	\$202.83	\$0.00	\$0.00	Contract Administration
	Time spent dealing with grievances				

**Contra Costa Community College District
Collective Bargaining
by Name**

4/4/03	0.80	\$46.36	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
4/30/03	0.50	\$28.98	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
5/6/03	3.00	\$173.85	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
5/14/03	1.00	\$57.95	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
5/14/03	2.50	\$144.88	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
6/3/03	0.50	\$28.98	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
6/13/03	0.50	\$28.98	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
	<u>40.85</u>	<u>\$2,367.26</u>	<u>\$0.00</u>	<u>\$0.00</u>		

McDonald, Bill - Book Store Manager Salaried Employee	\$63.49
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted</u>	<u>Component</u>	<u>Activity</u>
5/12/03	2.50	\$158.73	\$0.00	\$0.00	Contract Administration	Grievances
	Time spent dealing with grievances					
	<u>2.50</u>	<u>\$158.73</u>	<u>\$0.00</u>	<u>\$0.00</u>		

Mehdizadeh, Mojdeh - VC Tech Sys/Support Salaried Employee	\$93.08
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted</u>	<u>Component</u>	<u>Activity</u>
7/31/02	1.50	\$139.62	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in preparation for at-table negotiations.					
7/31/02	1.50	\$139.62	\$0.00	\$0.00	Cost of Negotiations	Negotiations-At Table
	At-table negotiations					
	<u>3.00</u>	<u>\$279.24</u>	<u>\$0.00</u>	<u>\$0.00</u>		

Moore, Jeanette - Dean Salaried Employee	\$87.53
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted</u>	<u>Component</u>	<u>Activity</u>
1/1/03	8.80	\$770.26	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations with classified members.					
	<u>8.80</u>	<u>\$770.26</u>	<u>\$0.00</u>	<u>\$0.00</u>		

**Contra Costa Community College District
Collective Bargaining
by Name**

Murillo, Carlos - Dean Salaried Employee	\$71.83
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	14.10	\$1,012.80	\$0.00	\$0.00	Cost of Negotiations
					Negotiations Preparation
					Time spent in meetings for negotiations preparation with classified members.
	<u>14.10</u>	<u>\$1,012.80</u>	<u>\$0.00</u>	<u>\$0.00</u>	

No Reported Data, No Costs - Salaried Employee	\$0.00
---	--------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	0.00	\$0.00	\$0.00	\$0.00	Collective Bargaining Agree
1/1/03	0.00	\$0.00	\$0.00	\$0.00	Election of Unit Represent
					Election Planning and Agree
	<u>0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Olson, Dave - Police Service Lieutenant Salaried Employee	\$65.10
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	2.50	\$162.75	\$0.00	\$0.00	Cost of Negotiations
					Negotiations Preparation
					Time spent in meetings in preparation for negotiations with classified members.
	<u>2.50</u>	<u>\$162.75</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Ounjian-Auque, Jennifer - Administrative Analyst Salaried Employee	\$40.87
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	16.90	\$690.70	\$0.00	\$0.00	Cost of Negotiations
					Negotiations Preparation
					Time spent in meeting for negotiations preparation with classified members.
	<u>16.90</u>	<u>\$690.70</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Packard, Roseanne - Sr SVCS Manager Salaried Employee	\$64.80
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	14.10	\$913.68	\$0.00	\$0.00	Cost of Negotiations
					Negotiations Preparation
					Time spent in meetings in preparation for negotiations with classified members.
	<u>14.10</u>	<u>\$913.68</u>	<u>\$0.00</u>	<u>\$0.00</u>	

**Contra Costa Community College District
Collective Bargaining
by Name**

Pitt, Tina - Dean Salaried Employee	\$68.37
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	14.10	\$964.02	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with classified members.				
	<u>14.10</u>	<u>\$964.02</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Poe, Darlene - Custodial Manager Salaried Employee	\$48.39
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	16.90	\$817.79	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations with classified members.				
	<u>16.90</u>	<u>\$817.79</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Roberts, Doug - Comptroller Salaried Employee	\$81.27
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
10/28/02	1.00	\$81.27	\$0.00	\$0.00 Contract Administration	Contract Administration
	Time spent in Contract Administration Committee				
1/1/03	2.80	\$227.56	\$0.00	\$0.00 Contract Administration	Contract Administration Com
	Time spent in Contract Administration Committee.				
1/6/03	1.50	\$121.91	\$0.00	\$0.00 Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits				
2/28/03	1.00	\$81.27	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations				
3/6/03	1.00	\$81.27	\$0.00	\$0.00 Cost of Negotiations	Negotiations Subject Commit
	Time spent in negotiation preparation for health and welfare benefits				
3/6/03	1.00	\$81.27	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent preparing for negotiations				
	<u>8.30</u>	<u>\$674.54</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Rosales, Linda - Director of Payroll Services Salaried Employee	\$79.30
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
8/14/02	1.30	\$103.09	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in preparation for at-table negotiations.				
11/27/02	1.00	\$79.30	\$0.00	\$0.00 Contract Administration	Contract Administration
	Time spent in Contract Administration Committee				
1/1/03	3.20	\$253.76	\$0.00	\$0.00 Contract Administration	Contract Administration Com

**Contra Costa Community College District
Collective Bargaining
by Name**

	Time spent in Contract Administration Committee.					
4/17/03	1.00	\$79.30	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
4/29/03	1.00	\$79.30	\$0.00	\$0.00	Contract Administration	Contract Administration
	Time spent in Contract Administration Committee					
5/27/03	1.00	\$79.30	\$0.00	\$0.00	Cost of Negotiations	Negotiations Preparation
	Time spent in meetings for negotiations preparation with classified staff					
	<u>8.50</u>	<u>\$674.05</u>	<u>\$0.00</u>	<u>\$0.00</u>		

Schwied, Lynda - Sr Dean Salaried Employee	\$87.53
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	13.40	\$1,172.90	\$0.00	\$0.00	Cost of Negotiations
	Time spent in meetings in preparation for negotiations with classified members.				
	<u>13.40</u>	<u>\$1,172.90</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Scott-Summers, Diane - Vice President Salaried Employee	\$102.32
--	----------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	1.50	\$153.48	\$0.00	\$0.00	Contract Administration
	Time spent with attorneys in dealing with Title 5 grievances.				
	<u>1.50</u>	<u>\$153.48</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Shimada, Juanita - HR Representative Salaried Employee	\$41.45
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	4.50	\$186.53	\$0.00	\$0.00	Contract Administration
	Time spent with attorneys in dealing with tenure grievances.				
	<u>4.50</u>	<u>\$186.53</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Strangfeld, Ken - Chief Accountant Salaried Employee	\$61.94
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	4.20	\$260.15	\$0.00	\$0.00	Contract Administration
	Time spent in Contract Administration Committee.				
	<u>4.20</u>	<u>\$260.15</u>	<u>\$0.00</u>	<u>\$0.00</u>	

**Contra Costa Community College District
Collective Bargaining
by Name**

Taylor, Jim - Building & Grounds Manager Salaried Employee	\$70.90
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	13.40	\$950.06	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations with classified members.				
	<u>13.40</u>	<u>\$950.06</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Wade, John - Sr SVCS Manager Salaried Employee	\$61.94
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	13.30	\$823.80	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations with classified members.				
	<u>13.30</u>	<u>\$823.80</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Walsh, Janis - Bookstore Manager Salaried Employee	\$65.08
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	13.40	\$872.07	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations with classified members.				
	<u>13.40</u>	<u>\$872.07</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Watkins, Randy - Sr Dean Salaried Employee	\$79.30
---	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	0.25	\$19.83	\$0.00	\$0.00 Contract Administration	Contract Interpretation
	Time spent with attorneys in contract interpretations.				
1/1/03	1.50	\$118.95	\$0.00	\$0.00 Contract Administration	Contract Administration
	Time spent with attorneys in dealing with Title 5 grievances.				
1/1/03	11.60	\$919.88	\$0.00	\$0.00 Cost of Negotiations	Negotiations Preparation
	Time spent in meetings in preparation for negotiations with classified members.				
	<u>13.35</u>	<u>\$1,058.66</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Williams, McKinley - Vice President Salaried Employee	\$94.25
--	---------

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
1/1/03	0.50	\$47.13	\$0.00	\$0.00 Contract Administration	Contract Administration

**Contra Costa Community College District
Collective Bargaining
by Name**

	Time spent with attorneys in dealing with Title 5 grievances.				
1/1/03	13.30	\$1,253.53	\$0.00	\$0.00	Cost of Negotiations
					Negotiations Preparation
	Time spent in meetings in preparation for negotiations with classified members.				
	<u>13.80</u>	<u>\$1,300.65</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Williams, Penny - Administrative Secretary	
Salaried Employee	\$31.88

<u>Date</u>	<u>Hours</u>	<u>Salary</u>	<u>Materials</u>	<u>Contracted Component</u>	<u>Activity</u>
4/30/03	0.50	\$15.94	\$0.00	\$0.00	Contract Administration
	Time spent dealing with grievances				
	<u>0.50</u>	<u>\$15.94</u>	<u>\$0.00</u>	<u>\$0.00</u>	

Contra Costa Community College District
 Collective Bargaining
 F/Y 2002-2003
 Summary of Reimbursable Legal Services
 Atkinson, Andelson, Loya, Ruud and Romo

Billing	Service	Employee	Employee	Comp 1	Comp 3				Comp 4	Comp 6											Comp 7				
					Contract Negotiations					Impasse	Contract Administration											PERB			
					NP	NP	NC	NC			AG	AG	AI	AI	AGT	AGT	AGA	AT5	AT5	AI Costs	AT5	UP	UP	UH	
Date	Date	Contact	Time	BU	\$115ph		\$115ph		FP	\$115ph							\$115ph	\$115ph				\$115ph	UP	UH	
7/31/02	7/2				1.75																				
	7/8																								
	7/8																								
	7/8																								
	7/10																								
	7/10																								
	7/10																								
	7/11																								
	7/14																								
	7/15																								
	7/17																								
	7/17																								
	7/22																								
	7/23	Spence, C.	0.50																						
	7/23																								
	7/23																								
	7/23																								
	7/23																								
	7/24																								
	7/24	Mccray, S.	0.25																						
	7/24																								
	7/25																								
	7/25																								
	7/25																								
	7/25																								
	7/25																								
	7/26																								
	7/26																								
	7/1	Marvel, G.	0.50																						
	7/1																								
	7/1																								
	7/2	Mccray, S.	0.50																						
	7/3																								
	7/8	Marvel, G.	0.25																						
	7/8																								
	7/9																								
	7/9																								
	7/10	Fuentes, E.	0.50																						
		Mccray, S.	0.50																						
	7/10																								
	7/10	Mccray, S.	0.30																						
	7/15																								
	7/16																								
	7/16																								
	7/16																								
	7/17	Mccray, S.	0.30																						
	7/17																								

SixTen and Associates
 Collective Bargaining 02/03
 AL 11/4/03

Contra Costa Community College District
 Collective Bargaining
 F/Y 2002-2003
 Summary of Reimbursable Legal Services
 Atkinson, Andelson, Loya, Ruud and Romo

Billing	Service	Employee	Employee	Comp 1	Comp 3				Comp 4	Comp 6										Comp 7				
					Contract Negotiations					Impasse	Contract Administration										PERB			
					NP	NP	NC	NC			AG	AG	AI	AI	AGT	AGT	AGA	AT5	AT5	AI Costs	AT5	UP	UP	UH
Date	Date	Contact	Time	BU	\$115ph	NP	\$115ph	NC	FP	\$115ph	AG	\$115ph	AI	\$115ph	AGT	\$115ph	\$115ph	AT5	AI Costs	AT5	\$115ph	UP	UH	
	9/9												0.75											
	9/9																	8.00						
	9/10																	0.50						
	9/10																	0.50						
	9/11																	0.75						
	9/12	Frank, D.	0.25										0.25											
	9/12	Watkins, R.	0.25										0.25											
	9/12												0.25											
	9/13																	0.50						
	9/16																	0.75						
	9/17																	0.25						
	9/17																	0.25						
	9/17																	2.00						
	9/18																	0.25						
	9/18																	0.25						
	9/18																	0.75						
	9/18	Frank, D.	0.50															0.50						
		Magalong, M.	0.50																					
		Watkins, R.	0.50																					
	9/18																	0.50						
	9/19																	0.25						
	9/19																	0.25						
	9/19																	0.50						
	9/20																	0.25						
	9/20	Mccray, S.	0.30															1.25						
	9/20																	3.50						
	9/20																	1.00						
	9/23	Mccray, S.	0.25															0.25						
	9/23																	0.50						
	9/23																	0.25						
	9/23																	1.25						
	9/23	Williams, M.	0.50															0.50						
	9/23																	0.50						
	9/23																	1.75						
	9/24																	0.25						
	9/24																	0.25						
	9/24																	0.25						
	9/24																	0.25						
	9/24																	2.25						
	9/25																	0.25						
	9/25																	0.25						
	9/25																	3.50						
	9/25	Mccray, S.	0.30															1.50						
	9/26																	5.00						
	9/26																	0.50						
	9/26																	1.00						
	9/26																	1.25						

Contra Costa Community College District
 Collective Bargaining
 F/Y 2002-2003
 Summary of Reimbursable Legal Services
 Atkinson, Andelson, Loya, Ruud and Romo

Billing	Service	Employee	Employee	Comp 1	Comp 3				Comp 4	Comp 6											Comp 7			
					Contract Negotiations					Impasse	Contract Administration											PERB		
					NP	NP	NC	NC			AG	AG	AI	AI	AGT	AGT	AGA	AT5	AT5	AI Costs	AT5	UP	UP	UH
Date	Date	Contact	Time	BU	\$115ph		\$115ph		FP	\$115ph	AG	\$115ph	AI	\$115ph	AGT	\$115ph	\$115ph	AT5		Costs	\$115ph			
	9/27																	0.25						
	9/27																	0.50						
	9/30																	0.25						
	9/30																	1.25						
	9/30																				\$125.40			
10/31/02	9/20																		0.75					
	10/1											0.25												
	10/1	Fuentes, E.	0.25									0.25												
	10/1											0.25												
	10/2																		0.25					
	10/3	Marvel, G.	0.25																				0.25	
	10/3																						0.25	
	10/3																						2.50	
	10/3																						0.25	
	10/3																						0.50	
	10/4																						0.25	
	10/7																		0.25					
	10/8											0.25												
	10/8																						0.50	
	10/9	Marvel, G.	0.25									0.25												
	10/9	Couser, R.	0.75									0.75												
	10/9											0.50												
	10/9											0.75												
	10/9																						0.25	
	10/10											1.00												
	10/11																						0.25	
	10/11																						0.50	
	10/14																						0.25	
	10/21	Marvel, G.	0.50				0.50																	
	10/21						0.25																	
	10/21	Marvel, G.	0.25				0.25																	
	10/21																						0.25	
	10/21																						0.50	
	10/21																						0.50	
	10/21																						0.25	
	10/24						3.00																	
	10/24																						0.25	
	10/25	Marvel, G.	0.25				0.25																	
	10/25																						0.25	
	10/25																						3.50	
	10/28						0.50																	
	10/29						0.25																	
	10/30																						2.00	
	10/31	Mccray, S.	0.25									0.75												
	10/31																						1.00	
	10/7																						0.25	
	10/7																						0.25	

Contra Costa Community College District
 Collective Bargaining
 F/Y 2002-2003
 Summary of Reimbursable Legal Services
 Atkinson, Andelson, Loya, Ruud and Romo

Billing	Service	Employee	Employee	Comp 1	Comp 3				Comp 4	Comp 6								Comp 7							
					Contract Negotiations					Impasse	Contract Administration								PERB						
					NP	NP	NC	NC			AG	AG	AI	AI	AGT	AGT	AGA	AT5	AT5	AI Costs	AT5 Costs	UP	UP	UH	
Date	Date	Contact	Time	BU	\$115ph		\$115ph		FP	\$115ph	AG	\$115ph	AI	\$115ph	AGT	\$115ph	\$115ph	AT5	AT5	AI Costs	AT5 Costs	\$115ph	UP	UH	
	10/7																		0.50						
	10/9																		0.25						
	10/10																		0.25						
	10/10																		0.25						
	10/11																		0.25						
	10/11	Mccray, S.	0.25																0.25						
	10/14																		0.25						
	10/15																		0.25						
	10/15																		0.25						
	10/17																		2.50						
	10/18																		0.50						
	10/21	Watkins, R.	0.25																0.25						
	10/22																		0.25						
	10/24	Killings, D.	0.25																0.25						
	10/24																		0.25						
	10/24	Fuentes, E.	0.25																0.25						
		Watkins, R.	0.25																						
		Frank, D.	0.25																						
	10/24	Frank, D.	0.50																						
	10/24																		0.50						
	10/25																		0.25						
	10/25																		0.50						
	10/28																		0.25						
	10/28																		0.75						
	10/28																		4.00						
	10/29																		4.50						
	10/29																		2.00						
	10/31											1.50													
	10/31																		1.25						
	10/31																		1.00						
	10/28																								
	10/30																						\$129.75		
11/30/02	11/4																								0.75
	11/5																								2.25
	11/6																								6.00
	11/7																								0.50
	11/7																								1.00
	11/7																								2.25
	11/7																		0.75						
	11/8																		0.50						
	11/12												0.25												
	11/12												0.25												
	11/12	Mccray, S.	0.25				0.25																		
	11/12	Mccray, S.	0.25				0.25																		
	11/12						1.00																		
	11/12						1.50																		
	11/13	Mccray, S.	0.25	0.25																					
	11/13												0.50												

Contra Costa Community College District
 Collective Bargaining
 F/Y 2002-2003
 Summary of Reimbursable Legal Services
 Atkinson, Andelson, Loya, Ruud and Romo

Billing	Service	Employee	Employee	Comp 1	Comp 3				Comp 4	Comp 6										Comp 7				
					Contract Negotiations					Impasse	Contract Administration										PERB			
					NP	NP	NC	NC			AG	AG	AI	AI	AGT	AGT	AGA	AT5	AT5	AI Costs	AT5	UP	UP	UH
Date	Date	Contact	Time	BU	\$115ph		\$115ph		FP	\$115ph	AG	\$115ph	AI	\$115ph	AGT	\$115ph	\$115ph	AT5	AI Costs	AT5	\$115ph	UP	UP	UH
	11/18										3.00													
	11/18																		0.50					
	11/27	Frank, D.	0.25										0.25											
	11/27												0.25											
	11/1																		0.50					
	11/1	Shimada, J.	4.50																4.50					
		Huff, G.	4.50																					
	11/4																		0.25					
	11/4																		0.25					
	11/4																		0.25					
	11/4																		2.00					
	11/4	Scott-Summers, D.	0.50																2.50					
	11/5																		0.25					
	11/5																		0.50					
	11/5																		1.00					
	11/5																		0.75					
	11/5																		0.50					
	11/5																		0.50					
	11/5																		4.50					
	11/6																		0.25					
	11/6																		5.00					
	11/6																		0.50					
	11/7	Scott-Summers, D.	1.00																4.00					
	11/7																		1.50					
	11/8																		0.25					
	11/8																		5.00					
	11/11																		1.00					
	11/11																		1.00					
	11/12																		3.25					
	11/13																		1.00					
	11/13																		0.25					
	11/13																		0.25					
	11/13	Mccray, S.	0.75																0.75					
	11/14																		4.25					
	11/14																		0.50					
	11/15																		0.25					
																			4.50					
	11/17																		1.50					
	11/18																		3.00					
	11/18																		1.75					
	11/19																		0.50					
	11/19																		2.00					
	11/20																		0.50					
	11/20																		1.25					

Contra Costa Community College District
Collective Bargaining
F/Y 2002-2003
Summary of Reimbursable Legal Services
Atkinson, Andelson, Loya, Ruud and Romo

Billing	Service	Employee	Employee	Comp 1	Comp 3				Comp 4	Comp 6										Comp 7				
					Contract Negotiations					Impasse	Contract Administration										PERB			
					NP	NP	NC	NC			AG	AG	AI	AI	AGT	AGT	AGA	AT5	AT5	AI Costs	AT5	UP	UP	UH
Date	Date	Contact	Time	BU	\$115ph		\$115ph		FP	\$115ph		\$115ph		\$115ph		\$115ph					\$115ph			
	11/21																							
	11/21																							
	11/22																							
	11/25																							
	11/25																							
	11/26																							
	11/27																							
	11/27																							
	11/30																							
	11/15																							
	11/27																							
12/31/02	12/12	Marvel, G.	0.25																					
		Fuentes, E.	0.25																					
	12/13																							
	12/13																							
	12/17																							
	12/18																							
	12/18																							
	12/19	Marvel, G.	0.25																					
	12/19																							
	12/23																							
	12/23																							
	12/23																							
	12/26																							
	12/30																							
	12/31																							
	12/3																							
	12/3																							
	12/4	Armstrong, T.	0.50																					
	12/5																							
	12/6																							
	12/10																							
	12/11	Mccray, S.	0.50																					
	12/12																							
	12/16																							
	12/18																							
	12/19	Marvel, G.	0.25																					
	12/19																							
	12/19																							
	12/23																							
	12/24																							
	12/13																							
	12/13																							
	12/30																							
1/31/03	1/2	Marvel, G.	1.00																					
	1/6																							

SixTen and Associates
Collective Bargaining 02/03
AL 11/4/03

Contra Costa Community College District
Collective Bargaining
F/Y 2002-2003
Summary of Reimbursable Legal Services
Atkinson, Andelson, Loya, Ruud and Romo

Billing	Service	Employee	Employee	Comp 1	Comp 3				Comp 4	Comp 6										Comp 7			
					Contract Negotiations					Impasse	Contract Administration										PERB		
Date	Date	Contact	Time	BU	NP \$115ph	NP	NC \$115ph	NC	FP		AG \$115ph	AG	AI \$115ph	AI	AGT \$115ph	AGT	AGA \$115ph	AT5 \$115ph	AT5	AI Costs	AT5 Costs	UP \$115ph	UP
	1/6							0.25															
	1/7														0.50								
	1/7							0.25															
	1/7							0.25															
	1/7	Frank, D.	0.25				0.25																
	1/7											0.75											
	1/7						0.75																
	1/7						0.50																
	1/8													1.00									
	1/8	Mccray, S.	0.25					0.25															
	1/8							0.50															
	1/8							0.25															
	1/13														0.50								
	1/14										0.25												
	1/14	Mccray, S.	0.50				0.50																
	1/14						0.50																
	1/14	Frank, D.	0.25				0.25																
	1/15											0.50											
	1/16						0.25																
	1/21												0.75										
	1/22	Marvel, G.	0.25					0.50															
	1/22	Fuentes, E.	0.25																				
	1/22											1.25											
	1/22											0.75											
	1/23	Huff, G.	0.25				0.75																
	1/23	Fuentes, E.	0.25																				
	1/23	Mccray, S.	0.25																				
	1/24						0.50																
	1/28						0.25																
	1/28											0.50											
	1/29												0.25										
	1/30												0.50										
	1/31												0.50										
	1/31																		0.25				
	1/2	Huff, G.	0.25																	0.75			
	1/2	Mccray, S.	0.25																				
	1/2																			5.00			
	1/3	Mccray, S.	0.25																	0.25			
	1/3																			3.50			
	1/3	Mccray, S.	1.00																	2.75			
	1/6																			6.00			
	1/7																			2.25			
	1/8																			1.50			
	1/8																			0.75			
	1/9																			0.75			

Contra Costa Community College District
 Collective Bargaining
 FY 2002-2003
 Summary of Reimbursable Legal Services
 Atkinson, Andelson, Loya, Ruud and Romo

Billing	Service	Employee	Employee	Comp 1	Comp 3				Comp 4	Comp 6										Comp 7				
					Contract Negotiations					Impasse	Contract Administration										PERB			
					NP	NP	NC	NC			AG	AG	AI	AI	AGT	AGT	AGA	AT5	AT5	AI Costs	AT5	UP	UP	UH
Date	Date	Contact	Time	BU	\$115ph		\$115ph		FP	\$115ph		\$115ph		\$115ph		\$115ph	\$115ph				\$115ph			
	2/24												0.25											
	2/25												0.25											
	2/25												0.50											
	2/25												0.50											
	2/25												0.50											
	2/25												0.25											
	2/27												0.25											
	2/28																			\$43.75	\$43.75			
3/31/03	3/3												0.50											
	3/3												1.00											
	3/5	Fuentes, E.	0.30										0.50											
	3/7												0.25											
	3/7												0.25											
	3/10												0.25											
	3/10												0.25											
	3/11												1.50											
	3/11												0.25											
	3/12	Mccray, S.	0.25										0.25											
	3/12												1.00											
	3/13												0.50											
	3/13	Marvel, G.	0.25										0.25											
	3/13												0.25											
	3/13												1.50											
	3/13												0.25											
	3/14	Mccray, S.	0.30										1.00											
	3/14												2.75											
	3/14												0.25											
	3/17												0.25											
	3/20	Fuentes, E.	0.25										0.50											
	3/20	Mccray, S.	0.25																					
	3/25	Marvel, G.	0.30				0.50																	
	3/25																						0.25	
	3/25												0.25											
	3/25												0.25											
	3/25						0.25																	
	3/25						0.25																	
	3/25						0.75																	
	3/25	Marvel, G.	0.25										0.25											
	3/25						0.50																	
	3/26												0.25											
	3/26												0.25											
	3/26	Mccray, S.	0.25										0.50											
	3/26												0.25											
	3/26												0.25											
	3/26												1.25											
	3/27												0.25											
	3/27												0.25											

Contra Costa Community College District
Collective Bargaining
Summary of District Time w/ Attorneys
Atkinson, Andelson, Loya, Ruud and Romo

Billing	Service	Employee	Employee	Comp 1	Comp 3				Comp 4	Comp 6							Comp 7		
					Contract Negotiations					Impasse	Contract Administration							PERB	
					NP	NC \$115 ph	NC	FP			AG \$115ph	AG	AI \$115ph	AI	AGT \$115ph	AGT	AT5 \$115ph	AT5	UP \$115ph
Date	Date	Contact	Time	BU	NP	NC \$115 ph	NC	FP	AG \$115ph	AG	AI \$115ph	AI	AGT \$115ph	AGT	AT5 \$115ph	AT5	UP \$115ph	UP	
7/31/02	7/23	Spence, C.	0.50								0.50								
	7/24	Mccray, S.	0.25										0.25						
	7/1	Marvel, G.	0.50												0.50				
	7/2	Mccray, S.	0.50												0.50				
	7/8	Marvel, G.	0.25												0.25				
	7/10	Fuentes, E.	0.50						0.50										
		Mccray, S.	0.50						0.50										
	7/10	Mccray, S.	0.30												0.30				
	7/17	Mccray, S.	0.30												0.30				
	7/19	Mccray, S.	0.30						0.30										
	7/22	Mccray, S.	0.25												0.25				
	7/25	Mccray, S.	0.30												0.30				
	7/12	Frank, D.	0.25			0.25													
8/31/02	8/7	Mccray, S.	0.50								0.50								
	8/15	Mccray, S.	0.50								0.50								
	8/2	Marvel, G.	0.25												0.25				
		Fuentes, E.	0.25												0.25				
	8/5	Marvel, G.	1.00												1.00				
	8/6	Mccray, S.	0.50												0.50				
	8/15	Mccray, S.	0.25												0.25				
	8/19	Livingston, R	0.30						0.30										
	8/20	Fuentes, E.	0.25												0.25				
9/30/02	9/16	Fuentes, E.	0.25														0.25		
	9/18	Mccray, S.	0.25									0.25							
	9/23	Fuentes, E.	0.50														0.50		
	9/23	Marvel, G.	0.75														0.75		
	9/23	Fuentes, E.	0.25														0.25		
	9/23	Fuentes, E.	0.50														0.50		
	9/30	Marvel, G.	0.25														0.25		
	8/30	Mccray, S.	0.25												0.25				
	9/3	Mccray, S.	0.25												0.25				
	9/4	Mccray, S.	0.25												0.25				
	9/4	Mccray, S.	0.25												0.25				
	9/4	Mccray, S.	0.30												0.30				
	9/6	Mccray, S.	0.30												0.30				
	9/9	Frank, D.	0.25								0.25								
	9/12	Frank, D.	0.25								0.25								
	9/12	Watkins, R.	0.25								0.25								
	9/18	Frank, D.	0.50												0.50				
		Magalong, M.	0.50												0.50				

SixTen and Associates
Collective Bargaining 02/03
AL 11/4/03

Contra Costa Community College District
 Collective Bargaining
 Summary of District Time w/ Attorneys
 Atkinson, Andelson, Loya, Ruud and Romo

Billing	Service	Employee	Employee	Comp 1	Comp 3			Comp 4	Comp 6							Comp 7		
					Contract Negotiations				Impasse	Contract Administration							PERB	
Date	Date	Contact	Time	BU	NP	NC \$115 ph	NC	FP		AG \$115ph	AG	AI \$115ph	AI	AGT \$115ph	AGT	AT5 \$115ph	AT5	UP \$115ph
		Watkins, R.	0.50												0.50			
	9/20	Mccray, S.	0.30												0.30			
	9/23	Mccray, S.	0.25												0.25			
	9/23	Williams, M.	0.50												0.50			
	9/25	Mccray, S.	0.30												0.30			
10/31/02	10/1	Fuentes, E.	0.25									0.25						
	10/3	Marvel, G.	0.25															0.25
	10/9	Marvel, G.	0.25									0.25						
	10/9	Couser, R.	0.75									0.75						
	10/21	Marvel, G.	0.50		0.50													
	10/21	Marvel, G.	0.25		0.25													
	10/25	Marvel, G.	0.25		0.25													
	10/31	Mccray, S.	0.25									0.25						
	10/11	Mccray, S.	0.25													0.25		
	10/21	Watkins, R.	0.25													0.25		
	10/24	Killings, D.	0.25													0.25		
	10/24	Fuentes, E.	0.25													0.25		
		Watkins, R.	0.25													0.25		
		Frank, D.	0.25													0.25		
	10/24	Frank, D.	0.50													0.50		
11/30/02	11/12	Mccray, S.	0.25		0.25													
	11/12	Mccray, S.	0.25		0.25													
	11/13	Mccray, S.	0.25	0.25														
	11/27	Frank, D.	0.25									0.25						
	11/1	Shimada, J.	4.50													4.50		
		Huff, G.	4.50													4.50		
	11/4	Scott- Summers, D.	0.50													0.50		
	11/7	Scott- Summers, D.	1.00													1.00		
	11/13	Mccray, S.	0.75													0.75		
12/31/02	12/12	Marvel, G.	0.25				0.25											
		Fuentes, E.	0.25				0.25											
	12/19	Marvel, G.	0.25				0.25											
	12/4	Armstrong, T.	0.50													0.50		
	12/11	Mccray, S.	0.50													0.50		
	12/19	Marvel, G.	0.25													0.25		
1/31/03	1/2	Marvel, G.	1.00		1.00													
	1/7	Frank, D.	0.25		0.25													
	1/8	Mccray, S.	0.25											0.25				

SixTen and Associates
 Collective Bargaining 02/03
 AL 11/4/03

Contra Costa Community College District
Collective Bargaining
Summary of District Time w/ Attorneys
Atkinson, Andelson, Loya, Ruud and Romo

Billing	Service	Employee	Employee	Comp 1	Comp 3				Comp 4	Comp 6							Comp 7		
					Contract Negotiations					Impasse	Contract Administration							PERB	
					NP	NC \$115ph	NC	FP			AG \$115ph	AG	AI \$115ph	AI	AGT \$115ph	AGT	AT5 \$115ph	AT5	UP \$115ph
Date	Date	Contact	Time	BU	NP	NC \$115ph	NC	FP	AG \$115ph	AG	AI \$115ph	AI	AGT \$115ph	AGT	AT5 \$115ph	AT5	UP \$115ph	UP	
	1/14	Mccray, S.	0.50											0.50					
	1/14	Frank, D.	0.25		0.25														
	1/22	Marvel, G.	0.25				0.25												
		Fuentes, E.	0.25				0.25												
	1/23	Huff, G.	0.25		0.25														
		Fuentes, E.	0.25		0.25														
		Mccray, S.	0.25		0.25														
	1/2	Huff, G.	0.25													0.25			
		Mccray, S.	0.25													0.25			
	1/3	Mccray, S.	0.25													0.25			
	1/3	Mccray, S.	1.00													1.00			
	1/14	Mccray, S.	0.25													0.25			
	1/16	Mccray, S.	0.25													0.25			
	1/6	Marvel, G.	4.25				4.25												
		Fuentes, E.	4.25				4.25												
	1/30	Marvel, G.	0.75				0.75												
	1/27	Mccray, S.	0.25						0.25										
	1/6	Frank, D.	0.25									0.25							
	1/6	Frank, D.	0.25									0.25							
	1/22	Frank, D.	0.25									0.25							
	1/29	Frank, D.	0.25									0.25							
2/28/03	2/13	Fuentes, E.	0.25									0.25							
	2/18	Couser, R.	0.25									0.25							
	2/19	Marvel, G.	0.50									0.50							
	2/20	Mccray, S.	0.25									0.25							
	2/14	Marvel, G.	1.00				1.00												
	2/19	Marvel, G.	0.50				0.50												
	2/25	Marvel, G.	0.50		0.50														
3/31/03	3/5	Fuentes, E.	0.30									0.30							
	3/12	Mccray, S.	0.25									0.25							
	3/13	Marvel, G.	0.25									0.25							
	3/14	Mccray, S.	0.30									0.30							
	3/20	Fuentes, E.	0.25									0.25							
		Mccray, S.	0.25									0.25							
	3/25	Marvel, G.	0.30		0.30														
	3/25	Marvel, G.	0.25									0.25							
	3/26	Mccray, S.	0.25									0.25							
	3/25	endrickson, J	0.25				0.25												
	3/26	endrickson, J	0.25				0.25												
	3/13	Frank, D.	0.25									0.25							

SixTen and Associates
Collective Bargaining 02/03
AL 11/4/03

Contra Costa Community College District
 Collective Bargaining
 Summary of District Time w/ Attorneys
 Atkinson, Andelson, Loya, Ruud and Romo

Billing	Service	Employee	Employee	Comp 1	Comp 3			Comp 4	Comp 6							Comp 7		
					Contract Negotiations				Contract Administration							PERB		
Date	Date	Contact	Time	BU	NP	NC \$115 ph	NC	FP	AG \$115ph	AG	AI \$115ph	AI	AGT \$115ph	AGT	AT5 \$115ph	AT5	UP \$115ph	UP
	3/17	endrickson, J	0.25										0.25					
	3/17	Marvel, G.	0.25										0.25					
	3/17	Marvel, G.	0.25										0.25					
5/31/03	5/20	Mccray, S.	0.25															0.25
	5/2	Watkins, R.	0.50															0.50
	5/2	Mccray, S.	0.25															0.25
6/30/03	6/3	Cornett, C.	0.25										0.25					
	6/5	endrickson, J	0.25										0.25					
	6/10	Marvel, G.	0.25				0.25											
	6/13	Mccray, S.	0.30							0.30								
	6/18	Marvel, G.	0.25							0.25								
	6/20	Mccray, S.	0.25					0.25										
Total Hours :			61.40	0.25	4.55	0.25	12.75	0.25	1.60	0.80	2.25	7.60	0.50	0.75	9.35	17.75	2.50	0.25

Staff Allocations :

Employee Contact	Time	BU	NP	NC	FP	AG	AI	AGT	AT5	UP
Armstrong, T.	0.50								0.50	
Cornett, C.	0.25						0.25			
Couser, R.	1.00						1.00			
Frank, D.	4.00		0.50	0.25			2.00		1.25	
Fuentes, E.	8.80		0.25	4.75		0.50	1.05		0.75	1.50
Hendrickson, J	1.00			0.50			0.50			
Huff, G.	5.00		0.25						4.75	
Killings, D.	0.25								0.25	
Livingston, R.	0.30					0.30				
Magalong, M.	0.50								0.50	
Marvel, G.	15.80		2.80	7.50		0.25	1.75		2.25	1.25
Mccray, S. Scott	15.25	0.25	0.75		0.25	1.35	2.55	1.25	8.85	
Summers, D.	1.50								1.50	
Shimada, J.	4.50								4.50	
Spence, C.	0.50						0.50			
Watkins, R.	1.75						0.25		1.50	
Williams, M.	0.50								0.50	

SixTen and Associates
 Collective Bargaining 02/03
 AL 11/4/03

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2002
 INVOICE NO. 216965
 CLIENT NO. 005142
 PML
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
07/01/02	CORRESPONDENCE C. GROSS RE COPYRIGHT APPLICATION	JJH	0.50	57.50
07/01/02	REVIEW CORRESPONDENCE FROM S. MCCRAY; CORRESPONDENCE S. MCCRAY RE INDUSTRIAL ACCIDENT LEAVE	MLS	0.25	28.75
07/02/02	CORRESPONDENCE CLIENT RE UNION USE OF DISTRICT MAILBOXES	CDL	1.75	201.25
07/02/02	TELEPHONE G. MARVEL RE PROPOSED RESPONSE TO CHANCELLOR'S OFFICE ON NEW DEAN POSITIONS	EBH	0.25	28.75
07/02/02	TELEPHONE G. MARVEL RE APPROVAL OF CORRESPONDENCE TO R. BLACK ON DEAN POSITIONS	EBH	0.25	28.75
07/02/02	CORRESPONDENCE TO R. BLACK RE ANNOUNCEMENT OF DEAN POSITIONS	EBH	0.25	28.75
07/03/02	CONFERENCE OFFICE RE SURVEY OF EMPLOYEE DATA AND DISCLOSURE OF PERSONAL INFORMATION	PJL	0.25	28.75
07/03/02	TELEPHONE E. HUFF RE ASSEMBLING DEMOGRAPHIC INFORMATION FOR DIRECTOR OF RESEARCH	EBH	0.25	28.75
07/03/02	CONFERENCE OFFICE RE COMPILATION OF DEMOGRAPHIC INFORMATION AND DISCLOSURE	EBH	0.25	28.75
07/05/02	LEGAL RESEARCH RE COMPUTER STIPEND AND STRS	CDL	1.00	115.00

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2002
 INVOICE NO. 216965
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
07/08/02	TELEPHONE J. HENDRICKSON RE CSSIG IDENTIFICATION OF MATERIALS	PJL	0.25	28.75
07/08/02	LEGAL RESEARCH RE STRS CREDIT FOR COMPUTER STIPEND	CDL	1.00	115.00
07/08/02	PREPARE OPINION RE COMPUTER STIPEND	CDL	0.75	86.25
07/08/02	TELEPHONE R. SPEERS RE FRETTER INVESTIGATION	SVU	0.25	28.75
07/09/02	LEGAL RESEARCH RE AVAILABILITY OF TEXT BOOK LISTS TO PUBLIC	CDL	0.25	28.75
07/09/02	CORRESPONDENCE CLIENT RE COMPUTER STIPEND AND PUBLIC RECORDS REQUESTS	CDL	2.25	258.75
07/10/02	PREPARE FILE MEMO RE TENURE PROCESS	PJL	0.25	28.75
07/10/02	PREPARE MEMO RE EVALUATION PROCESS FOR FIRST YEAR SECOND SEMESTER INSTRUCTORS	PJL	0.25	28.75
07/10/02	CORRESPONDENCE CLIENT RE BOOKLIST ON LINE	CDL	0.25	28.75
07/10/02	CORRESPONDENCE CLIENT RE COMPUTER STIPEND	CDL	0.25	28.75
07/10/02	LEGAL RESEARCH RE BOOKLIST QUESTION	CDL	1.00	115.00
07/11/02	CORRESPONDENCE CLIENT RE COMPUTER STIPEND PROPOSAL	CDL	2.00	230.00
07/14/02	CLOSE OUT FILE RE PROUD	PJL	0.25	28.75
07/14/02	CORRESPONDENCE CLIENT RE PUBLIC ACCESS TO COMPUTERS PURCHASED WITH STIPEND	PJL	0.25	28.75

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2002
 INVOICE NO. 216965
 CLIENT NO. 005142
 PML
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
07/15/02	TELEPHONE CLIENT RE GUESS PERSONNEL FILE	SVU	0.25	28.75
07/15/02	LEGAL RESEARCH RE EVALUATIONS FOR PROBATIONARY INSTRUCTORS PROVIDING LESS THAN 75% SERVICE THE FIRST YEAR	SVU	2.00	230.00
07/17/02	REVIEW CORRESPONDENCE; CORRESPONDENCE CLIENT RE PLEASANT HILL REDEVELOPMENT AGENCY	PJL	0.50	57.50
07/17/02	LEGAL RESEARCH RE RELEASE OF INFORMATION FROM PERSONNEL FILE	PJL	0.25	28.75
07/17/02	LEGAL RESEARCH RE PROBATIONARY EVALUATION, EDUCATION CODE REQUIREMENTS AND FACULTY EVALUATION GUIDELINES	SVU	2.25	258.75
07/17/02	LEGAL RESEARCH RE PROCESS TO DISMISS FOR CAUSE TENURED FACULTY	SVU	3.50	402.50
07/18/02	TELEPHONE CONFERENCE S. MCCRAY RE BROWN ACT AND MEMORANDUM OF UNDERSTANDING	TAG	0.25	28.75
07/20/02	LEGAL RESEARCH RE PUBLIC RECORDS ACT AND BOOKLISTS	CDL	0.25	28.75
07/20/02	PREPARE OPINION RE BOOKLIST/PUBLIC RECORDS ACT	CDL	1.00	115.00
07/21/02	REVIEW CORRESPONDENCE RE PROPOSED BUSINESS PROCEDURE 3.42 EMPLOYEE RECOGNITION	PJL	0.25	28.75
07/22/02	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE BUSINESS PROCEDURE ON GIFTS AND AWARDS	PJL	1.25	143.75

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2002
 INVOICE NO. 216965
 CLIENT NO. 005142
 PML
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
07/22/02	REVIEW CORRESPONDENCE; CORRESPONDENCE CLIENT RE INFORMATION ON P. GUESS	PJL	0.50	57.50
07/22/02	REVISE MANAGEMENT MANUAL PERSONNEL PROCEDURE	PJL	0.75	86.25
07/22/02	CORRESPONDENCE CLIENT; LEGAL RESEARCH RE EVALUATION FOR MID-YEAR PROBATIONARY FACULTY HIRE	SVU	1.50	172.50
07/23/02	REVIEW CORRESPONDENCE RE DISTRICT COMPUTER USE EQUIPMENT MEMO	PJL	0.25	28.75
07/23/02	TELEPHONE C. SPENCE RE COMPUTER POLICY/PROCEDURE	PJL	0.50	57.50
07/23/02	TELEPHONE CLIENT RE DOCUMENTS FOR CCCSIG REQUEST FOR ACCESS TO PERSONNEL DATA	SVU	0.25	28.75
07/23/02	REVIEW P. GUESS PERSONNEL FILE	SVU	0.25	28.75
07/23/02	CORRESPONDENCE CLIENT RE EVALUATION FOR MID-YEAR PROBATIONARY FACULTY HIRES; CORRESPONDENCE UNION	SVU	4.50	517.50
07/23/02	LEGAL RESEARCH RE DISTRICT RESPONSE TO NON-POLICE BARRICADE SITUATION AT DISTRICT	SVU	0.50	57.50
07/23/02	CORRESPONDENCE CLIENT RE CCCSIG REQUEST	SVU	1.00	115.00
07/23/02	TELEPHONE CLIENT RE ACCEPTABLE USE AGREEMENT	SVU	0.25	28.75
07/24/02	CORRESPONDENCE CLIENT RE MID-YEAR HIRES	PJL	1.50	172.50
07/24/02	TELEPHONE S. MCCRAY RE EVALUATION OF MID-YEAR HIRES	PJL	0.25	28.75

A. INSON, ANDELSON, LOYA, RUUD & DMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2002
 INVOICE NO. 216965
 CLIENT NO. 005142
 PML
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
07/24/02	LEGAL RESEARCH RE PROCESS OF DISMISSING TENURED FACULTY FOR CAUSE	SVU	2.00	230.00
07/24/02	REVIEW P. GUESS PERSONNEL FILE	SVU	3.00	345.00
07/25/02	TELEPHONE J. HENDRICKSON RE EMPLOYEE MISAPPROPRIATION OF FUNDS AND OFFSET AGAINST SALARY DUE	PJL	0.25	28.75
07/25/02	REVIEW MATERIALS FROM CLIENT RE CHANCELLOR'S REMOTE USE OF TECHNOLOGICAL EQUIPMENT	CDQ	0.50	57.50
07/25/02	TELEPHONE G. ELLIOTT RE RYMER-ACOSTA WRIT PETITION AND LITIGATION	MLS	0.50	57.50
07/25/02	PREPARE FILE MEMO RE RYMER-ACOSTA LITIGATION	MLS	0.25	28.75
07/25/02	TELEPHONE CLIENT RE RECEIPT OF DOCUMENTS FOR CCCSIG REQUEST	SVU	0.25	28.75
07/25/02	CONFERENCE CLIENT RE CCCSIG REQUEST	SVU	0.25	28.75
07/25/02	REVISE CORRESPONDENCE CLIENT RE CCCSIG REQUEST	SVU	1.00	115.00
07/26/02	LEGAL RESEARCH RE DEDUCTION OF MISAPPROPRIATED FUNDS FROM EMPLOYEE COMPENSATION	PJL	0.25	28.75
07/26/02	TELEPHONE J. HENDRICKSON RE OFFSET OF WAGES AGAINST EMPLOYEE COMPENSATION	PJL	0.25	28.75
07/26/02	LEGAL RESEARCH RE ACOSTA WRIT OF MANDATE AND DENIAL OF DUE PROCESS CLAIM	PJL	0.50	57.50
07/26/02	REVIEW FILE MATERIALS RE ACOSTA	PJL	0.50	57.50

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2002
 INVOICE NO. 216965
 CLIENT NO. 005142
 PML
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

TOTAL MATTER BILLING 5,893.75

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
07/01/02	TELEPHONE G. MARVEL RE GREENWOOD DISCRIMINATION COMPLAINT	PJL	0.50	57.50
07/01/02	PREPARE FILE MEMO RE GREENWOOD DISCRIMINATION COMPLAINT	PJL	0.25	28.75
07/01/02	PREPARE INVESTIGATION REPORT RE SANCHEZ COMPLAINT	GBT	2.25	258.75
07/02/02	CORRESPONDENCE B. SANCHEZ AND E. MELENDEZ RE SANCHEZ'S DISCRIMINATION COMPLAINT; TELEPHONE S. MCCRAY RE HOLIDAY SCHEDULE; CONFERENCE OFFICE RE REPORT	GBT	2.50	287.50
07/03/02	REVIEW AND REVISE SANCHEZ INVESTIGATION REPORT AND CORRESPONDENCE; CONFERENCE OFFICE	JJH	2.75	316.25
07/08/02	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE MELENDEZ STUDENT STATUS	PJL	0.50	57.50
07/08/02	TELEPHONE G. MARVEL RE MELENDEZ STUDENT DISCIPLINE STRATEGY	PJL	0.25	28.75
07/08/02	TELEPHONE G. MARVEL RE INVESTIGATION OF GREENWOOD DISCRIMINATION COMPLAINT	PJL	0.25	28.75
07/08/02	CONFERENCE OFFICE RE MELENDEZ; REVIEW AND REVISE CORRESPONDENCE	JJH	0.75	86.25
07/08/02	CONFERENCE OFFICE RE SANCHEZ DISCRIMINATION COMPLAINT	GBT	1.75	201.25

A. INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aaltr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2002
 INVOICE NO. 216965
 CLIENT NO. 005142
 PML
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date	Atty.	Hrs.	Amt.
07/09/02	JJH	3.25	373.75
07/09/02	GBT	2.00	230.00
07/10/02	PJL	0.50	57.50
07/10/02	JJH	1.50	172.50
07/10/02	GBT	3.00	345.00
07/11/02	GBT	0.25	28.75
07/12/02	GBT	0.50	57.50
07/15/02	PJL	0.25	28.75
07/16/02	PJL	2.50	287.50
07/16/02	PJL	0.25	28.75
07/16/02	EKP	0.25	28.75

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2002
 INVOICE NO. 216965
 CLIENT NO. 005142
 PML
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
07/17/02	TELEPHONE S. MCCRAY RE INVESTIGATION AND FILE BUILDING IN GREENWOOD DISCRIMINATION CLAIM	PJL	0.50	57.50
07/17/02	PREPARE FILE MEMO RE GREENWOOD INVESTIGATION AND POTENTIAL GRIEVANCE	PJL	1.00	115.00
07/17/02	TELEPHONE S. HOLMAN RE MELENDEZ	GBT	0.25	28.75
07/18/02	TELEPHONE S. HOLMANN RE MELENDEZ	GBT	0.50	57.50
07/19/02	TELEPHONE P. ONYEIJE RE JONES INVESTIGATION	MLS	0.25	28.75
07/19/02	TELEPHONE S. MCCRAY RE D. GREENWOOD INVESTIGATION; REVIEW DOCUMENTS RE D. GREENWOOD INVESTIGATION; E-MAIL CORRESPONDENCE TO D. GREENWOOD RE INVESTIGATION	EKP	1.00	115.00
07/22/02	LEGAL RESEARCH RE LEGAL STANDARDS IN DISCRIMINATION, RETALIATION AND HOSTILE ENVIRONMENT COMPLAINTS	EKP	0.25	28.75
07/22/02	REVIEW DOCUMENTS RE D. GREENWOOD COMPLAINT	EKP	0.75	86.25
07/22/02	CREATE LIST OF DOCUMENTS NEEDED, WITNESS LIST, AND LIST OF ALLEGATIONS RE D. GREENWOOD COMPLAINT	EKP	0.25	28.75
07/22/02	CREATE A CHRONOLOGY OF INCIDENTS RE D. GREENWOOD COMPLAINT	EKP	0.50	57.50
07/22/02	TELEPHONE S. MCCRAY RE D. GREENWOOD	EKP	0.25	28.75

A. INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2002
 INVOICE NO. 216965
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
07/23/02	TELEPHONE E. FUENTES RE BOARD AGENDA FOR JONES DFEH CLAIM DISCUSSION	PJL	0.25	28.75
07/23/02	TELEPHONE J. COURTNEY RE AGENDIZING OF JONES SETTLEMENT DISCUSSION	PJL	0.25	28.75
07/23/02	TELEPHONE E. FUENTES RE JONES SETTLEMENT OFFER	PJL	0.25	28.75
07/23/02	REVIEW CORRESPONDENCE RE JONES OFFER OF SETTLEMENT	PJL	0.25	28.75
07/23/02	CORRESPONDENCE E. FUENTES RE JONES STATUS	MLS	0.25	28.75
07/23/02	TELEPHONE D. FRANK RE JONES INVESTIGATION	MLS	0.25	28.75
07/23/02	TELEPHONE E. FUENTES AND D. FRANK RE JONES COMPLAINT	MLS	0.25	28.75
07/23/02	CONFERENCE OFFICE RE JONES SETTLEMENT STATUS	MLS	0.25	28.75
07/23/02	TELEPHONE E. FUENTES RE JONES SETTLEMENT ISSUES	MLS	0.25	28.75
07/23/02	REVIEW D. GREENWOOD CORRESPONDENCE; TELEPHONE D. GREENWOOD RE INVESTIGATION	EKP	0.25	28.75
07/24/02	CONFERENCE OFFICE RE JONES INVESTIGATION	MLS	0.50	57.50
07/24/02	TELEPHONE P. ONYEIJE RE EXTENSION ON SETTLEMENT DEMAND IN JONES	MLS	0.25	28.75
07/24/02	CORRESPONDENCE P. ONYEIJE RE JONES SETTLEMENT DEMAND RESPONSE	MLS	0.50	57.50

1 INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2002
 INVOICE NO. 216965
 CLIENT NO. 005142
 PML
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
07/25/02	TELEPHONE J. HENDRICKSON RE JONES' SETTLEMENT OFFER	PJL	0.25	28.75
07/25/02	LEAVE DETAILED MESSAGE FOR D. GREENWOOD RE INVESTIGATION; REVIEW AND RESPOND TO E-MAIL FROM D. GREENWOOD; TELEPHONE S. MCCRAY RE D. GREENWOOD; REVISE CHRONOLOGY OF EVENTS FOR D. GREENWOOD INVESTIGATION	EKP	0.50	57.50
07/26/02	REVIEW CORRESPONDENCE; CONFERENCE OFFICE RE FORREST GRADE APPEAL DISCRIMINATION CLAIM	PJL	0.25	28.75
07/29/02	REVIEW E-MAIL MESSAGE FROM D. GREENWOOD RE INVESTIGATION	EKP	0.25	28.75
07/30/02	ORGANIZE INVESTIGATION BINDER; CREATE SAMPLE CORRESPONDENCE FOR HUMAN RESOURCES RE D. GREENWOOD ALLEGATIONS; PREPARE CHRONOLOGY OF EVENTS; LEGAL RESEARCH RE RECENT RETALIATION CASES	EKP	2.25	258.75

CURRENT FEES: \$ 4,456.25

DISCRIMINATION COMPLAINTS

DISBURSEMENTS:

06/24/02	OUTSIDE DUPLICATION COSTS			14.62
			CURRENT DISBURSEMENTS	\$14.62

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEIN, JANICE J.	JJH	115/hr.	8.25	948.75

325

ATKINSON, ANDELSON, LOYA, RUUD & ROMO

TAX ID# 95-3378600

ATKINSON, ANDELSON, LOYA, RUUD & ROMO DMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2002
 INVOICE NO. 216965
 CLIENT NO. 005142
 PML
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

LUCEY, PETER J.	PJL	115/hr.	8.25	948.75
PEEK, EVE K.	EKP	115/hr.	6.50	747.50
SACKS, MARLEEN L.	MLS	115/hr.	2.75	316.25
TABAK, G B.	GBT	115/hr.	13.00	1,495.00
FEE SUMMARY TOTAL				4,456.25
TOTAL MATTER BILLING				4,470.87

RETIREES

Date		Atty.	Hrs.	Amt.
07/12/02	TELEPHONE D. FRANK RE CHANGE IN RETIREE BENEFITS	PJL	0.25	28.75

CURRENT FEES: \$ 28.75

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJL	115/hr.	0.25	28.75
FEE SUMMARY TOTAL				28.75
TOTAL MATTER BILLING				28.75

BUSINESS AND TAX-GENERAL

Date		Atty.	Hrs.	Amt.
07/08/02	LEGAL RESEARCH RE ATTESTATION FOR KEY LEASE PURCHASE AGREEMENT APPROVAL	PJL	0.25	28.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2002
 INVOICE NO. 216965
 CLIENT NO. 005142
 PML
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

TOTAL MATTER BILLING 460.00

INCORPORATION OF AUXILIARY

Date		Atty.	Hrs.	Amt.
07/08/02	REVISE FORM 1023 EXEMPTION APPLICATION TO INCLUDE CHANGES FROM CLIENT	PYK	0.75	86.25

CURRENT FEES: \$ 86.25

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
KIM, PATTI, Y.	PYK	115/hr.	0.75	86.25
FEE SUMMARY TOTAL				86.25

TOTAL MATTER BILLING 86.25

DISBURSEMENTS:

06/17/02	MISCELLANEOUS TRAVEL EXPENSES			79.99
06/20/02	OVERNIGHT DELIVERY			15.63
06/25/02	OVERNIGHT DELIVERY			39.05
07/25/02	PHOTOCOPIES			31.20
07/02/02	AUTOMATED LEGAL RESEARCH			5.00
07/26/02	LONG DISTANCE AND TELEPHONE TOLLS			1.88
07/30/02	DOCUMENT PREPARATION AND WORD PROCESSING			360.00
07/31/02	FAX/TELECOPY CHARGES			136.00
07/31/02	POSTAGE			1.29

629.360
 = 232.20

CURRENT DISBURSEMENTS \$670.04

-03

A. INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

AUGUST 31, 2002
 INVOICE NO. 217932
 CLIENT NO. 005142
 PML
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
08/01/02	REVIEW CORRESPONDENCE FROM CLIENT; CONFERENCE OFFICE; CORRESPONDENCE CHANCELLOR RE OFF-SITE TECHNOLOGY USE AUTHORIZATION	CDQ	1.00	115.00
08/01/02	CORRESPONDENCE CLIENT RE STEPS TO TERMINATE P. GUESS; LEGAL RESEARCH	SVU	1.50	172.50
08/01/02	LEGAL RESEARCH RE GUESS TERMINATION	SVU	0.50	57.50
08/02/02	LEGAL RESEARCH RE GUESS TERMINATION	SVU	1.00	115.00
08/02/02	LEGAL RESEARCH RE FACTORS CONSIDERED FOR TENURED DISMISSAL IN GUESS	SVU	1.75	201.25
08/02/02	PREPARE PROUD INVESTIGATION REPORT FOR INSURANCE COMPANY	GBT	0.25	28.75
08/03/02	CORRESPONDENCE CHANCELLOR RE RULES FOR COMPUTER USE POLICY	PJL	0.25	28.75
08/05/02	LEGAL RESEARCH; REVIEW CORRESPONDENCE RE RULES GOVERNING LIBERTY INTEREST HEARINGS	PJL	2.00	230.00
08/05/02	REVIEW DOCUMENTS FOR P. GUESS TERMINATION	SVU	3.25	373.75
08/07/02	TELEPHONE S. MCCRAY RE COUNSELOR LOAD AND SICK LEAVE ISSUES	EBH	0.50	57.50
08/08/02	TELEPHONE G. ELLIOT RE SEXUAL HARASSMENT EXPERT DEPOSITION TRANSCRIPT	GBT	0.25	28.75
08/08/02	LEGAL RESEARCH RE RIGHTS OF ACADEMIC ADMINISTRATORS TO TENURE	GBT	1.50	172.50

A. INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

AUGUST 31, 2002
 INVOICE NO. 217932
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
08/12/02	LEGAL RESEARCH RE NEED FOR MONITORING TIME OF TEMPORARY EMPLOYEES	EBH	4.00	460.00
08/12/02	CORRESPONDENCE S. MCCRAY RE NEED TO MONITOR TEMPORARY EMPLOYEES	EBH	0.50	57.50
08/12/02	TELEPHONE E. FUENTES RE USE OF FORCE BY SECURITY GUARD; LEGAL RESEARCH	MLS	0.50	57.50
08/12/02	TELEPHONE E. FUENTES RE CLASSIFIED EMPLOYEE ACTING AS SECURITY GUARD	MLS	0.25	28.75
08/12/02	CORRESPONDENCE E. FUENTES RE JONES	MLS	0.50	57.50
08/13/02	TELEPHONE S. MCCRAY RE MONITORING ASSIGNMENTS OF TEMPORARY EMPLOYEES	EBH	0.25	28.75
08/13/02	CORRESPONDENCE S. MCCRAY RE MONITORING ASSIGNMENTS OF TEMPORARY EMPLOYEES	EBH	3.50	402.50
08/14/02	LEGAL RESEARCH RE BOARD POLICIES; CORRESPONDENCE CLIENT RE BOARD POLICIES	JJH	2.50	287.50
08/15/02	TELEPHONE G. MARVEL RE STATE CHANCELLOR'S INVESTIGATION	PJL	0.75	86.25
08/15/02	CORRESPONDENCE CLIENT RE JONES	PJL	0.25	28.75
08/15/02	TELEPHONE S. MCCRAY RE COUNSELOR SEEKING STEP INCREASE	EBH	0.50	57.50
08/15/02	LEGAL RESEARCH RE TEMPORARY EMPLOYEE'S RIGHT TO STEP INCREASE	EBH	1.75	201.25
08/15/02	CORRESPONDENCE S. MCCRAY RE PART-TIME FACULTY EMPLOYMENT STATUS AND STEP INCREASE	EBH	2.00	230.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

AUGUST 31, 2002
 INVOICE NO. 217932
 CLIENT NO. 005142
 PML
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
08/16/02	CORRESPONDENCE CLIENT RE BOARD POLICIES	JJH	0.50	57.50
08/16/02	REVISE CLIENT CORRESPONDENCE RE GUESS TERMINATION	SVU	1.50	172.50
08/16/02	TELEPHONE G. ELLIOT'S OFFICE RE DEPOSITION OF EXPERT AND DEPOSITION DATE OF B. TABAK (NO CHARGE)	GBT	0.50	0.00
08/19/02	REVIEW SETTLEMENT DOCUMENTS AND PLEADINGS RE SETTLEMENT OF TOXICS CLAIM IN REDWOOD CITY PORT AUTHORITY	PJL	0.25	28.75
08/19/02	LEGAL RESEARCH RE PART-TIME COUNSELORS	PJL	0.50	57.50
08/19/02	CORRESPONDENCE E. FUENTES RE JONES SETTLEMENT DEMAND	MLS	0.25	28.75
08/19/02	REVISE MEMO S. MCCRAY RE TRACKING NON-INSTRUCTIONAL FACULTY TIME	EBH	0.50	57.50
08/19/02	CONFERENCE OFFICE RE TRACKING NON-INSTRUCTIONAL FACULTY TIME AND SICK LEAVE	EBH	0.50	57.50
08/19/02	CORRESPONDENCE CLIENT RE BOARD POLICIES	JJH	0.75	86.25
08/22/02	REVIEW CORRESPONDENCE RE TECHNOLOGY USE POLICY	PJL	0.25	28.75
08/22/02	CORRESPONDENCE CLIENT RE MONITORING TEMPORARY ACADEMIC EMPLOYEE STATUS	PJL	1.00	115.00
08/22/02	CORRESPONDENCE CLIENT RE TELECOMMUTING CONTRACT FOR HUMAN RESOURCES DEPARTMENT	PJL	1.00	115.00

A. INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

AUGUST 31, 2002
 INVOICE NO. 217932
 CLIENT NO. 005142
 PML
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
08/28/02	TELEPHONE J. HENDRICKSON RE STATUS OF INJURED FOOTBALL PLAYER CASE (NO CHARGE)	PJL	0.25	0.00
08/28/02	TELEPHONE E. FUENTES RE JONES SETTLEMENT; LEGAL RESEARCH RE TEMPORARY DISABILITY CASE	MLS	0.75	86.25

CURRENT FEES: \$ 4,456.25

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEAREY, ELIZABETH B.	EBH	115/hr.	14.00	1,610.00
HEIN, JANICE J.	JJH	115/hr.	3.75	431.25
LUCEY, PETER J.	PJL	111/hr.	6.50	718.75
QUAIDE, CHESLEY D.	CDQ	115/hr.	1.00	115.00
SACKS, MARLEEN L.	MLS	115/hr.	2.25	258.75
TABAK, G B.	GBT	92/hr.	2.50	230.00
UZELAC, SUZANNE V.	SVU	115/hr.	9.50	1,092.50

FEE SUMMARY TOTAL 4,456.25

TOTAL MATTER BILLING 4,456.25

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
08/01/02	LEGAL RESEARCH RE INVESTIGATION AND STRATEGY IN GREENWOOD	PJL	0.25	28.75

A. ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

AUGUST 31, 2002
 INVOICE NO. 217932
 CLIENT NO. 005142
 PML
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
08/01/02	REVIEW AND REVISE SAMPLE CORRESPONDENCE FOR G. MARVEL TO D. GREENWOOD; CONFERENCE OFFICE RE D. GREENWOOD	EKP	0.50	57.50
08/01/02	TELEPHONE G. ELLIOT RE CONFERENCE WITH G. MARVEL IN RYMER-ACOSTA	PO1	0.25	28.75
08/02/02	TELEPHONE W. FORREST RE INVESTIGATION OF COMPLAINT	GBT	0.25	28.75
08/02/02	TELEPHONE G. ELLIOT, G. MARVEL AND E. FUENTES RE CONFERENCE IN RYMER-ACOSTA	PO1	0.25	28.75
08/05/02	CONFERENCE G. ELLIOT AND G. MARVEL RE RYMER-ACOSTA	PJL	2.50	287.50
08/05/02	TELEPHONE CLIENT RE ROOM FOR CONFERENCE WITH B. FORREST; REVIEW MESSAGE FROM B. FORREST RE CHANGING DATE OF CONFERENCE FOR INVESTIGATION OF COMPLAINT	GBT	0.50	57.50
08/06/02	PREPARE SAMPLE CORRESPONDENCE TO D. GREENWOOD FOR S. MCCRAY; TELEPHONE S. MCCRAY RE CORRESPONDENCE TO D. GREENWOOD	EKP	0.50	57.50
08/07/02	CORRESPONDENCE E. FUENTES RE JONES COMPLAINT AND ANALYSIS	MLS	2.00	230.00
08/07/02	TELEPHONE LOS MEDANOS COLLEGE RE ROOM RESERVATION FOR B. FORREST INTERVIEW; TELEPHONE B. FORREST RE INVESTIGATION OF COMPLAINT	GBT	0.50	57.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

AUGUST 31, 2002
 INVOICE NO. 217932
 CLIENT NO. 005142
 PML
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
08/12/02	TELEPHONE DISTRICT'S LEGAL COUNSEL; REVIEW RECORD; PREPARE FILE MEMO; FORWARD MATERIALS TO DISTRICT'S LEGAL COUNSEL RE RYMER-ACOSTA	CDQ	0.75	86.25
08/12/02	REVIEW CORRESPONDENCE FROM S. MCCRAY RE D. GREENWOOD; REVIEW DISCRIMINATION COMPLAINT POLICY RE D. GREENWOOD	EKP	0.50	57.50
08/15/02	TELEPHONE G. ELLIOT RE RYMER-ACOSTA MATTER; LEGAL RESEARCH	PJL	0.25	28.75
08/15/02	TELEPHONE S. MCCRAY RE RYMER-ACOSTA DISCRIMINATION COMPLAINT	MLS	0.25	28.75
08/15/02	INTERVIEW B. FORREST RE DISCRIMINATION COMPLAINT	GBT	3.50	402.50
08/18/02	CORRESPONDENCE G. ELLIOT; LEGAL RESEARCH RE EMPLOYMENT STATUS IN RYMER-ACOSTA	PJL	4.00	460.00
08/19/02	LEGAL RESEARCH RE JOB STATUS IN RYMER- ACOSTA	PJL	0.25	28.75
08/19/02	CORRESPONDENCE B. FORREST RE INTERVIEW STATEMENT; TELEPHONE D. LIVINGSTON RE GRADE GRIEVANCE	GBT	2.00	230.00
08/19/02	REVIEW CORRESPONDENCE FROM G. ELLIOT RE YOUNG DEPOSITION TRANSCRIPT IN COMPLAINT	GBT	0.25	28.75
08/19/02	REVIEW DEPOSITION OF R. YOUNG RE DISCRIMINATION COMPLAINT	GBT	1.00	115.00
08/20/02	CORRESPONDENCE G. ELLIOT RE RESEARCH IN RYMER-ACOSTA	PJL	2.50	287.50

A. INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

AUGUST 31, 2002
 INVOICE NO. 217932
 CLIENT NO. 005142
 PML
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
08/20/02	TELEPHONE E. FUENTES RE STUDENT TELEPHONE NUMBERS IN FORREST DISCRIMINATION COMPLAINT	GBT	0.25	28.75
08/20/02	LEGAL RESEARCH AB 1725 AND TENURE RE RYMER-ACOSTA MATTER	GBT	1.50	172.50
08/26/02	LEAVE MESSAGE FOR S. MCCRAY RE D. GREENWOOD INFORMAL COMPLAINT; REVIEW BOARD POLICY ON INFORMAL DISCRIMINATION COMPLAINTS	EKP	0.25	28.75
08/28/02	CREATE WITNESS LIST BASED ON D. GREENWOOD ALLEGATIONS; LEAVE DETAILED MESSAGE FOR S. MCCRAY RE BEGINNING TO INTERVIEW WITNESSES	EKP	0.25	28.75
08/30/02	TELEPHONE E. FUENTES RE JONES SETTLEMENT	MLS	0.25	28.75

CURRENT FEES: \$ 2,903.75

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJL	115/hr.	9.75	1,121.25
PEEK, EVE K.	EKP	115/hr.	2.00	230.00
QUAIDE, CHESLEY D.	CDQ	115/hr.	0.75	86.25
SACKS, MARLEEN L.	MLS	115/hr.	2.50	287.50
STANSBURY, CECELIA O.	PO1	115/hr.	0.50	57.50
TABAK, G B.	GBT	115/hr.	9.75	1,121.25

FEE SUMMARY TOTAL 2,903.75

A. ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

AUGUST 31, 2002
 INVOICE NO. 217932
 CLIENT NO. 005142
 PML
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

INCORPORATION OF AUXILIARY

Date		Atty.	Hrs.	Amt.
08/15/02	CORRESPONDENCE CLIENT RE STATUS OF INFORMATION ON EXEMPTION APPLICATION	PYK	0.25	28.75
08/26/02	REVIEW REVISED BUDGET FROM CLIENT RE EXEMPTION APPLICATIONS	CSA	0.25	28.75
08/26/02	CONFERENCE OFFICE RE INFORMATION FROM CLIENT RE EXEMPTION APPLICATION AND PREPARE FINAL EXEMPTION APPLICATION	PYK	0.50	57.50
08/28/02	REVIEW CORRESPONDENCE TO FRANCHISE TAX BOARD AND IRS RE EXEMPTION APPLICATIONS FOR REGIONAL TRAINING INSTITUTE	DDT	0.25	28.75

CURRENT FEES: \$ 143.75

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
CINDY STROM ARELLANO	CSA	115/hr.	0.25	28.75
KIM, PATTI, Y.	PYK	115/hr.	0.75	86.25
THOMPSON, DAVIS D.	DDT	115/hr.	0.25	28.75

FEE SUMMARY TOTAL 143.75

TOTAL MATTER BILLING 143.75

DISBURSEMENTS:

08/12/02 FRISK MANUAL CONTRACT ADMINISTRATION PROGRAM 255.50

CURRENT DISBURSEMENTS \$255.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY
 COLLEGE DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

AUGUST 31, 2002
 INVOICE NO. 217932
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%.

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

TOTAL MATTER BILLING		255.50
DISBURSEMENTS:		
08/22/02	DOCUMENT PREPARATION AND WORD PROCESSING	168.00
06/28/02	OVERNIGHT DELIVERY	13.43
07/08/02	OVERNIGHT DELIVERY	13.43
08/30/02	PHOTOCOPIES	88.00
08/16/02	LONG DISTANCE AND TELEPHONE TOLLS	1.23
08/16/02	AUTOMATED LEGAL RESEARCH	35.00
08/16/02	AUTOMATED LEGAL RESEARCH	75.00
08/20/02	AUTOMATED LEGAL RESEARCH	4.25
08/20/02	AUTOMATED LEGAL RESEARCH	5.00
08/20/02	AUTOMATED LEGAL RESEARCH	5.00
08/20/02	AUTOMATED LEGAL RESEARCH	90.00
08/28/02	AUTOMATED LEGAL RESEARCH	4.25
08/28/02	AUTOMATED LEGAL RESEARCH	5.00
08/28/02	AUTOMATED LEGAL RESEARCH	75.00
08/30/02	FAX/TELECOPY CHARGES	100.00
08/30/02	POSTAGE	8.28
CURRENT DISBURSEMENTS		\$690.87
TOTAL MATTER BILLING		690.87
TOTAL CURRENT FEES		7,676.25
TOTAL CURRENT DISBURSEMENTS		946.37
AUGUST BILLING		8,622.62
COURTESY A/R ADJUSTMENTS		0.20
AUGUST CASH RECEIPTS		11,609.66
PREVIOUS BALANCE		11,609.46
BALANCE DUE		8,622.62

459.168
= 75.60

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2002
 INVOICE NO. 218985
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amnt.
09/10/02	CONFERENCE OFFICE RE REVIEW OF PROCEDURES NECESSARY FOR TERMINATION OF FACULTY MEMBER	EBH	0.50	57.50
09/10/02	CONFERENCE OFFICE RE P. GUESS TERMINATION STRATEGY	SVU	0.25	28.75
09/11/02	CORRESPONDENCE E. FUENTES RE PROCESS FOR TEACHER DISCIPLINE	PJL	0.25	28.75
09/11/02	REVIEW CORRESPONDENCE; LEGAL RESEARCH RE OPINION ON FITNESS FOR DUTY EXAM	PJL	0.25	28.75
09/11/02	CONFERENCE OFFICE RE DOCUMENTATION NECESSARY FOR TERMINATION OF FACULTY MEMBER	EBH	0.25	28.75
09/12/02	TELEPHONE J. HENDRICKSON RE PRESENTATION AT BOND OVERSIGHT COMMITTEE	EBH	0.25	28.75
09/13/02	TELEPHONE S. LEVER RE CORRESPONDENCE ON STUDENT SUSPENSION	PJL	0.25	28.75
09/13/02	REVIEW CORRESPONDENCE RE SUSPENSION; TELEPHONE S. LEVER RE SUSPENSION	PJL	0.25	28.75
09/13/02	TELEPHONE CONFERENCE S. MCCRAY RE CAMBA INVESTIGATION	TAG	0.25	28.75
09/13/02	LEGAL RESEARCH RE DIABLO VALLEY COLLEGE POLICIES/REGULATIONS APPLICABLE TO DIABLO VALLEY COLLEGE INSTRUCTORS	SVU	0.50	57.50
09/15/02	REVIEW MCKELVEY SETTLEMENT AGREEMENT	PJL	0.25	28.75
09/16/02	TELEPHONE E. FUENTES RE RESPONSE TO UNFAIR PRACTICE CHARGE	PJL	0.25	28.75
09/16/02	REVIEW UNFAIR LABOR PRACTICE CHARGE	PJL	0.25	28.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2002
 INVOICE NO. 218985
 CLIENT NO. 005142
 PML
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
09/16/02	PREPARE AUDIT RESPONSE	PJL	0.75	86.25
09/18/02	TELEPHONE S. MCCRAY RE ASHBY TENURE CLAIM	PJL	0.25	28.75
09/18/02	REVIEW PROPOSED SETTLEMENT AGREEMENT RE PONDER	PJL	0.25	28.75
09/18/02	RECEIPT AND REVIEW OF PITNER GRIEVANCE	SVU	1.00	115.00
09/18/02	PREPARE PITNER GRIEVANCE POSITION PAPER	SVU	0.50	57.50
09/19/02	TELEPHONE E. FUENTES RE ASHBY TENURE CLAIM	PJL	0.25	28.75
09/19/02	TELEPHONE CHIEF COUSER RE TEMPORARY RESTRAINING ORDER FOR TEACHER AT SAN RAMON CAMPUS	PJL	1.50	172.50
09/19/02	TELEPHONE E. FUENTES AND G. MARVEL RE TEMPORARY RESTRAINING ORDER FOR TEACHER AT SAN RAMON CAMPUS	PJL	0.25	28.75
09/19/02	LEGAL RESEARCH; CONFERENCE OFFICE RE TEMPORARY RESTRAINING ORDER FOR TEACHER AT SAN RAMON CAMPUS	PJL	0.25	28.75
09/19/02	REVIEW BARNETT POLICE REPORT AND ATTACHMENTS; CONFERENCE OFFICE RE RESTRAINING ORDER	MLS	0.50	57.50
09/19/02	TELEPHONE R. COUSER RE BARNETT STALKING	MLS	0.25	28.75
09/19/02	LEGAL RESEARCH RE STALKING AND PENAL CODE SECTION 646.9	MLS	0.25	28.75
09/19/02	TELEPHONE D. TORRE RE BARNETT TEMPORARY RESTRAINING ORDER	MLS	0.50	57.50
09/19/02	PREPARE EXHIBITS FOR BARNETT TRO	MLS	0.25	28.75

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2002
 INVOICE NO. 218985
 CLIENT NO. 005142
 PML
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
09/19/02	PREPARE TORRE DECLARATION IN SUPPORT OF TRO	MLS	0.50	57.50
09/19/02	PREPARE RESPONSE TO PITNER UNFAIR PRATICICE CHARGE	SVU	0.50	57.50
09/20/02	TELEPHONE J. HENDRICKSON RE BOOK STORE PROJECT	PJL	0.25	28.75
09/20/02	LEGAL RESEARCH RE POLICE OFFICER FITNESS FOR DUTY EXAM	PJL	0.25	28.75
09/20/02	TELEPHONE E. FUENTES RE DISABLED STUDENT COMPLAINT	PJL	0.25	28.75
09/20/02	PREPARE D. TORRE RESTRAINING ORDER RE BARNETT	MLS	2.00	230.00
09/20/02	CONFERENCE OFFICE RE BARNETT TRO	MLS	0.25	28.75
09/20/02	REVISE P. GUESS TERMINATION CORRESPONDENCE	SVU	1.00	115.00
09/23/02	TELEPHONE E. FUENTES RE POSSIBLE WRIT OF MANDATE	PJL	0.50	57.50
09/23/02	TELEPHONE G. MARVEL RE CORRESPONDENCE TO FACULTY ON WRIT OF MANDATE	PJL	0.75	86.25
09/23/02	TELEPHONE E. FUENTES RE DISABILITY CLAIM	PJL	0.25	28.75
09/23/02	TELEPHONE S. LEVER; LEGAL RESEARCH RE DISTRICT STUDENT CONDUCT CODE	PJL	0.50	57.50
09/23/02	TELEPHONE CLIENT RE UNFAIR PRACTICE CHARGE IN PITNER; TELEPHONE E. FUENTES RE PITNER CHARGE	PJL	0.50	57.50
09/23/02	LEGAL RESEARCH RE PITNER UNFAIR PRACTICE CHARGE	PJL	0.25	28.75

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2002
 INVOICE NO. 218985
 CLIENT NO. 005142
 PML
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
09/23/02	CONFERENCE OFFICE RE EMPLOYEE MEDICAL EXAMINATIONS	EBH	0.50	57.50
09/23/02	LEGAL RESEARCH RE POLICE OFFICERS; TELEPHONE D. FRANK	JJH	2.00	230.00
09/23/02	TELEPHONE D. TORRE RE BARNETT TRO; PREPARE TRO	MLS	0.75	86.25
09/23/02	TELEPHONE T. BECKETT RE BARNETT TRO PETITION.	MLS	0.25	28.75
09/23/02	PREPARE PITNER POSITION PAPER	SVU	2.75	316.25
09/23/02	RECEIPT AND REVIEW OF PITNER'S AMENDED UNFAIR PRACTICE CHARGE	SVU	0.50	57.50
09/24/02	TELEPHONE D. TORRE RE BARNETT TRO	MLS	0.25	28.75
09/24/02	PREPARE FOR AND ATTEND HEARING RE BARNETT TEMPORARY RESTRAINING ORDER	MLS	3.00	345.00
09/24/02	PREPARE FOR CAMBA INTERVIEW; REVIEW DISCRIMINATION COMPLAINT DOCUMENTATION IN CAMBA	TAG	0.75	86.25
09/24/02	REVISE RESPONSE TO PITNER AMENDED UNFAIR PRACTICE CHARGE	SVU	1.75	201.25
09/24/02	RECEIPT AND REVIEW MEMORANDUM OF UNDERSTANDING APPLICABLE TO HIRING PROVISIONS OF AGREEMENT FOR PITNER UNFAIR PRACTICE CHARGE	SVU	0.25	28.75
09/24/02	TELEPHONE CLIENT RE MEMORANDUM OF UNDERSTANDING FOR HIRING PROVISIONS FOR RESPONSE TO PITNER UNFAIR PRACTICE CHARGE	SVU	0.25	28.75
09/25/02	PREPARE RESPONSE RE PITNER UNFAIR PRACTICE CHARGE	PJL	1.00	115.00

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2002
 INVOICE NO. 218985
 CLIENT NO. 005142
 PML
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
09/25/02	REVIEW CORRESPONDENCE FROM J. HENDRICKSON RE PRESENTATION FOR BOND OVERSIGHT COMMITTEE	EBH	1.00	115.00
09/25/02	CONFERENCE OFFICE RE BARNETT RESTRAINING ORDER; TELEPHONE D. TORRE	MLS	0.50	57.50
09/25/02	TELEPHONE M. BARNETT RE TRO HEARING	MLS	0.25	28.75
09/25/02	PREPARE AND REVISE PITNER POSITION PAPER; REVIEW CONTRACT PROVISIONS AND TENTATIVE AGREEMENT ON HIRING	SVU	3.50	402.50
09/25/02	CONFERENCE OFFICE RE PITNER POSITION PAPER STRATEGY	SVU	0.25	28.75
09/26/02	CORRESPONDENCE PERB RE PITNER UNFAIR PRACTICE CHARGE	PJL	1.00	115.00
09/26/02	PRESENTATION BOND OVERSIGHT COMMITTEE RE DUTIES	EBH	2.50	287.50
09/26/02	TELEPHONE D. FRANKS RE POLICE OFFICER	JJH	0.25	28.75
09/26/02	TELEPHONE CLIENT RE DETAILS OF PITNER INTERVIEW QUESTIONS AND PITNER STATEMENTS AT INTERVIEW IN UNFAIR PRACTICE CHARGE	SVU	0.25	28.75
09/26/02	TELEPHONE CLIENT RE TENTATIVE AGREEMENT/MEMORANDUM OF UNDERSTANDING WITH UNITED FACULTY ON HIRING PROCEDURES	SVU	0.25	28.75
09/26/02	RECEIPT AND REVIEW OF EDELSTEIN STATEMENT AND INTERVIEW QUESTIONS RE PITNER UNFAIR PRACTICE CHARGE	SVU	0.50	57.50
09/26/02	PREPARE AND REVISE POSITION PAPER RE PITNER UNFAIR PRACTICE CHARGE	SVU	2.00	230.00

A INSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.5
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

SEPTEMBER 30, 2002
INVOICE NO. 218985
CLIENT NO. 005142
PML
PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
09/26/02	TELEPHONE PERB REGIONAL ATTORNEY RE ADDITIONAL DOCUMENTS REQUESTED BY REGIONAL ATTORNEY FOR PITNER UNFAIR PRACTICE CHARGE RESPONSE	SVU	0.25	28.75
09/26/02	CORRESPONDENCE REGIONAL ATTORNEY RE ADDITIONAL DOCUMENTS REQUESTED FOR PITNER UNFAIR CHARGE RESPONSE; REVIEW OF ADDITIONAL DOCUMENTS REQUESTED	SVU	0.75	86.25
09/26/02	LEGAL RESEARCH RE NEW LEGISLATION AND LAYOFFS	GBT	0.25	28.75
09/27/02	REVIEW PERSONNEL FILE RE OLSEN; CONFERENCE OFFICE RE DISCIPLINARY ACTION	PJL	0.50	57.50
09/27/02	REVIEW MATERIALS RE PITNER UNFAIR PRACTICE CHARGE	PJL	0.75	86.25
09/27/02	CONFERENCE OFFICE RE MISCELLANEOUS PERSONNEL MATTER	MLS	0.50	57.50
09/27/02	REVIEW CORRESPONDENCE FROM J. HENDRICKSON RE BOARD POLICY ON APPROVAL FOR EXPENSES	MLS	0.25	28.75
09/27/02	TELEPHONE D. TORRE RE BARNETT TRO	MLS	0.25	28.75
09/29/02	REVISE CORRESPONDENCE CLIENT RE GUESS TERMINATION STEPS	SVU	0.75	86.25
09/30/02	TELEPHONE G. MARVEL RE POSITION PAPER IN PITNER UNFAIR PRACTICE CHARGE	PJL	0.25	28.75
09/30/02	TELEPHONE J. HENDRICKSON RE BROWN ACT MATERIALS FOR CITIZENS' OVERSIGHT COMMITTEE	EBH	0.50	57.50

A. INKSON, ANDELSON, LOYA, RUUD & DMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2002
 INVOICE NO. 218985
 CLIENT NO. 005142
 PML
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
09/30/02	CONFERENCE OFFICE RE BROWN ACT MATERIALS FOR CITIZENS' OVERSIGHT COMMITTEE	EBH	0.25	28.75
09/30/02	CORRESPONDENCE J. HENDRICKSON RE BROWN ACT AND CITIZENS' OVERSIGHT COMMITTEE (BOND)	EBH	1.00	115.00
09/30/02	TELEPHONE D. TORRE RE BARNETT TEMPORARY RESTRAINING ORDER	MLS	0.25	28.75
09/30/02	CORRESPONDENCE D. TORRE RE BARNETT TRO HEARING	MLS	0.50	57.50
09/30/02	TELEPHONE D. TORRE RE BARNETT TRO HEARING	MLS	0.25	28.75
09/30/02	CONFERENCE OFFICE RE OLSON DISCIPLINE STATUS	MLS	0.25	28.75
09/30/02	LEGAL RESEARCH RE REVISIONS TO BP 5012 AND BP 9.22; CONFERENCE OFFICE	MLS	1.00	115.00
09/30/02	TELEPHONE J. HENDRICKSON RE GUIDELINES FOR EXPENSE APPROVAL	MLS	0.25	28.75
09/30/02	CORRESPONDENCE J. HENDRICKSON RE SUGGESTED CHANGES TO GUIDELINES FOR EXPENSE APPROVAL	MLS	1.00	115.00
09/30/02	REVIEW MATERIAL RE OLSON EMPLOYMENT	MLS	0.75	86.25
09/30/02	REVIEW CORRESPONDENCE FROM D. FRANK RE OLSON EVALUATIONS AND JOB ANALYSIS	MLS	0.75	86.25
09/30/02	LEGAL RESEARCH RE OLSON FITNESS OF DUTY ISSUES	MLS	1.25	143.75

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2002
 INVOICE NO. 218985
 CLIENT NO. 005142
 PML
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
09/30/02	CONFERENCE OFFICE RE LEGAL RESEARCH ON M. WILLIAMS COMPLAINT IN CHARITY GOLF EVENT DENIAL	TAG	0.25	28.75
09/30/02	CONFERENCE PERB REGIONAL ATTORNEY RE POSITION PAPER IN PITNER UNFAIR PRACTICE CHARGE	SVU	0.25	28.75
09/30/02	REVISE CORRESPONDENCE CLIENT RE P. GUESS	SVU	1.00	115.00
CURRENT FEES:				\$ 7,762.50

GENERAL LEGAL ADVICE

		DISBURSEMENTS:	
09/25/02	SERVICE OF PROCESS AND/ OR SUBPOENA FEE		198.00
CURRENT DISBURSEMENTS			\$198.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
GOLUBA, TODD A.	TAG	115/hr.	1.25	143.75
HEAREY, ELIZABETH B.	EBH	115/hr.	14.25	1,638.75
HEIN, JANICE J.	JJH	115/hr.	2.25	258.75
KAPLAN, SUSAN L.	SLK	115/hr.	0.50	57.50
LUCEY, PETER J.	PJL	115/hr.	13.25	1,523.75
SACKS, MARLEEN L.	MLS	115/hr.	16.75	1,926.25
TABAK, G.B.	GBT	115/hr.	0.25	28.75
UZELAC, SUZANNE V.	SVU	115/hr.	19.00	2,185.00
FEE SUMMARY TOTAL				7,762.50

TOTAL MATTER BILLING 7,960.50

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2002
 INVOICE NO. 218985
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
08/30/02	TELEPHONE S. MCCRAY RE D. GREENWOOD INVESTIGATION	EKP	0.25	28.75
09/03/02	TELEPHONE S. MCCRAY RE RYMER-ACOSTA DISCRIMINATION COMPLAINT RESPONSE	MLS	0.25	28.75
09/04/02	TELEPHONE S. MCCRAY RE GREENWOOD DISCRIMINATION COMPLAINT INVESTIGATION	PJL	0.25	28.75
09/04/02	TELEPHONE S. MCCRAY RE FOREST DISCRIMINATION CLAIM; REVIEW FILE	PJL	0.25	28.75
09/04/02	TELEPHONE P. ONYEIJE RE JONES SETTLEMENT	MLS	0.25	28.75
09/04/02	TELEPHONE E. FUENTES AND P. ONYEIJE RE JONES SETTLEMENT	MLS	0.50	57.50
09/04/02	REVIEW CORRESPONDENCE FROM P. ONYEIJE RE JONES SETTLEMENT	MLS	0.25	28.75
09/04/02	REVIEW AND RETURN MESSAGE FROM S. MCCRAY RE D. GREENWOOD INVESTIGATION; TELEPHONE S. MCCRAY RE INVESTIGATION AND COMMUNICATION FROM D. GREENWOOD	EKP	0.50	57.50
09/05/02	CORRESPONDENCE CLIENT RE RYMER-ACOSTA DISCRIMINATION COMPLAINT	PJL	0.25	28.75
09/05/02	TELEPHONE D. FRANK RE JONES SETTLEMENT	MLS	0.25	28.75
09/05/02	CORRESPONDENCE P. ONYEIJE RE JONES SETTLEMENT	MLS	0.50	57.50
09/05/02	PREPARE JONES SETTLEMENT AGREEMENT	MLS	0.50	57.50
09/06/02	REVIEW CORRESPONDENCE; TELEPHONE FMCS MEDIATOR RE FOREST OCR COMPLAINT	PJL	0.50	57.50

A INKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2002
 INVOICE NO. 218985
 CLIENT NO. 005142
 PML
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
09/06/02	TELEPHONE MELODY RE WITNESS INTERVIEWS; TELEPHONE WITNESS RE INTERVIEW; TELEPHONE S. MCCRAY RE INVESTIGATION; TELEPHONE YOLANDA RE WITNESS INTERVIEWS; REVIEW TRANSMITTED DOCUMENT FROM YOLANDA RE INVESTIGATION	EKP	0.50	57.50
09/09/02	REVIEW CORRESPONDENCE FROM P. ONYEIJE RE JONES SETTLEMENT	MLS	0.25	28.75
09/09/02	TELEPHONE G. PIPER RE JONES SETTLEMENT; CONFERENCE OFFICE	MLS	0.50	57.50
09/09/02	TELEPHONE G. PIPER RE JONES COMPLAINT	MLS	0.25	28.75
09/09/02	TELEPHONE D. FRANK RE JONES BACK PAY CLAIM	MLS	0.25	28.75
09/09/02	CORRESPONDENCE P. ONYEIJE RE REVISED SETTLEMENT OFFER IN JONES; PREPARE REVISED SETTLEMENT AGREEMENT	MLS	0.75	86.25
09/09/02	INTERVIEW FOUR WITNESSES IN D. GREENWOOD COMPLAINT; REVIEW DOCUMENTS RE D. GREENWOOD COMPLAINT	EKP	8.00	920.00
09/09/02	CONFERENCE OFFICE RE FORREST DISCRIMINATION COMPLAINT INVESTIGATION; REVIEW CORRESPONDENCE FROM U.S. DEPARTMENT OF EDUCATION	GBT	0.50	57.50
09/10/02	REVIEW DOCUMENTS FROM WITNESSES RE D. GREENWOOD; CREATE LIST OF WITNESSES AND ISSUES	EKP	0.50	57.50
09/10/02	TELEPHONE L. DURAN RE INTERVIEW; REVIEW CORRESPONDENCE FROM B. FORREST; TELEPHONE R. LIVINGSTON	GBT	0.50	57.50

A INKSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2002
 INVOICE NO. 218985
 CLIENT NO. 005142
 PML
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
09/11/02	LEGAL RESEARCH; CONFERENCE OFFICE RE RESPONSE TO OCR REFERRAL TO MEDIATION	PJL	0.25	28.75
09/11/02	CORRESPONDENCE AND TELEPHONE L. DURAN RE FORREST DISCRIMINATION COMPLAINT; TELEPHONE R. LIVINGSTON RE GRADE CHANGE CONFERENCE; TELEPHONE J. MITCHELL RE CONTACTS WITH FORREST	GBT	0.75	86.25
09/12/02	LEGAL RESEARCH RE OCR MEDIATION IN FOREST COMPLAINT	PJL	0.25	28.75
09/12/02	TELEPHONE D. FRANK RE JONES EXCESSIVE SICK LEAVE	MLS	0.25	28.75
09/12/02	TELEPHONE R. WATKINS RE JONES ABUSE OF SICK LEAVE	MLS	0.25	28.75
09/12/02	REVIEW CORRESPONDENCE FROM D. FRANK RE JONES ABSENTEEISM	MLS	0.25	28.75
09/12/02	TELEPHONE C. WILLIS AT OCR RE MEDIATION PROCESS IN FORREST DISCRIMINATION COMPLAINT; REVIEW REGULATIONS RE MEDIATION; TELEPHONE R. LIVINGSTON	GBT	0.75	86.25
09/13/02	LEGAL RESEARCH; CONFERENCE OFFICE RE INVESTIGATION OF CAMBA DISABILITY DISCRIMINATION COMPLAINT	PJL	0.50	57.50
09/13/02	TELEPHONE LOS MEDANOS COLLEGE RE ROOM RESERVATION; TELEPHONE L. DURAN RE CONFERENCE	GBT	0.50	57.50
09/16/02	ORGANIZE INVESTIGATION DOCUMENTS AND NOTES AND CREATE PLAN TO CONCLUDE INVESTIGATION RE D. GREENWOOD; PREPARE WITNESS STATEMENTS FOR D. GREENWOOD INVESTIGATION	EKP	0.75	86.25

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2002
 INVOICE NO. 218985
 CLIENT NO. 005142
 PML
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
09/16/02	TELEPHONE R. LIVINGSTON RE MEDIATION; TELEPHONE L. DURAN RE CONFERENCE; CORRESPONDENCE R. CARPENTER RE MEDIATION; TELEPHONE S. MCCRAY RE GRADE APPEALS AND DURAN STATUS	GBT	2.00	230.00
09/17/02	REVIEW CORRESPONDENCE FROM R. WATKINS RE JONES RETURN TO WORK	MLS	0.25	28.75
09/17/02	REVIEW CORRESPONDENCE FROM D. FRANK RE JONES RETURN TO WORK	MLS	0.25	28.75
09/17/02	PREPARE THREE WITNESS STATEMENTS IN D. GREENWOOD INVESTIGATION; E-MAIL S. MCCRAY RE FOLLOW-UP INFORMATION FOR D. GREENWOOD INVESTIGATION; LEAVE MESSAGES WITH WITNESSES RE D. GREENWOOD; TELEPHONE WITNESS RE D. GREENWOOD INVESTIGATION; REVIEW TRANSMITTED DOCUMENT FROM WITNESS RE D. GREENWOOD; REVIEW TRANSMITTED DOCUMENT AND E-MAIL FROM S. MCCRAY RE D. GREENWOOD	EKP	2.00	230.00
09/17/02	CORRESPONDENCE R. CARPENTER RE FORREST DISCRIMINATION COMPLAINT; TELEPHONE L. DURAN RE MEETING; TELEPHONE R. LIVINGSTON RE CORRESPONDENCE; PREPARE FOR L. DURAN INTERVIEW	GBT	1.75	201.25
09/18/02	REVIEW CORRESPONDENCE FROM D. FRANK RE JONES SICK LEAVE ABUSE	MLS	0.25	28.75
09/18/02	REVIEW CORRESPONDENCE FROM R. WATKINS RE JONES ABSENCE	MLS	0.25	28.75
09/18/02	LEGAL RESEARCH RE JONES ABUSE OF SICK LEAVE; CORRESPONDENCE D. FRANK RE CONFERENCE CALL TO DISCUSS	MLS	0.75	86.25

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2002
 INVOICE NO. 218985
 CLIENT NO. 005142
 PML
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date	Atty.	Hrs.	Amt.
09/18/02	MLS	0.50	57.50
09/18/02	MLS	0.50	57.50
09/18/02	GBT	3.50	402.50
09/19/02	MLS	0.25	28.75
09/19/02	MLS	0.25	28.75
09/19/02	MLS	0.50	57.50
09/19/02	MLS	1.50	172.50
09/20/02	PJL	0.25	28.75
09/20/02	JJH	1.25	143.75
09/20/02	MLS	0.25	28.75
09/20/02	TAG	3.50	402.50
09/20/02	EKP	1.00	115.00
09/23/02	MLS	0.25	28.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2002
 INVOICE NO. 218985
 CLIENT NO. 005142
 PML
 PAGE: 16

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
09/23/02	CORRESPONDENCE E. FUENTES RE JONES DISCIPLINE	MLS	0.50	57.50
09/23/02	CONFERENCE OFFICE RE COORDINATION OF CAMBA INVESTIGATION	TAG	0.25	28.75
09/23/02	REVIEW CAMBA DISCRIMINATION COMPLAINT AND PREPARE FOR INTERVIEW	TAG	1.25	143.75
09/23/02	TELEPHONE M. WILLIAMS RE D. GREENWOOD COMPLAINT; LEAVE DETAILED MESSAGE FOR S. MCCRAY RE D. GREENWOOD INVESTIGATION; PREPARE WITNESS STATEMENTS FOR D. GREENWOOD INVESTIGATION	EKP	0.50	57.50
09/23/02	CONFERENCE OFFICE RE CAMBA DISCRIMINATION COMPLAINT	GBT	0.50	57.50
09/23/02	CORRESPONDENCE L. DURAN RE STATEMENT FOR INVESTIGATION IN FORREST DISCRIMINATION COMPLAINT	GBT	1.75	201.25
09/24/02	REVIEW AND REVISE CORRESPONDENCE TO L. JONES	PJL	0.25	28.75
09/24/02	CORRESPONDENCE E. FUENTES RE JONES DISCIPLINE	MLS	0.25	28.75
09/24/02	TELEPHONE P. ONYEIJE RE JONES SETTLEMENT AGREEMENT	MLS	0.25	28.75
09/24/02	REVIEW CORRESPONDENCE FROM R. WATKINS RE JONES ABSENCES	MLS	0.25	28.75
09/24/02	PREPARE INVESTIGATION REPORT FOR D. GREENWOOD COMPLAINT	EKP	2.25	258.75
09/24/02	TELEPHONE WITNESSES RE FORREST DISCRIMINATION COMPLAINT	GBT	1.00	115.00

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2002
 INVOICE NO. 218985
 CLIENT NO. 005142
 PML
 PAGE: 17

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
09/25/02	LEGAL RESEARCH; CONFERENCE OFFICE RE STATUS OF MAZUMDER	PJL	0.25	28.75
09/25/02	CONFERENCE OFFICE RE JONES DISCIPLINE	MLS	0.25	28.75
09/25/02	REVIEW CAMBA DISCRIMINATION COMPLAINT; PREPARE FOR INTERVIEW	TAG	3.50	402.50
09/25/02	PREPARE INVESTIGATION REPORT RE FORREST COMPLAINT; TELEPHONE STATE CHANCELLOR'S OFFICE RE EXTENSION	GBT	1.50	172.50
09/26/02	INTERVIEW A. CAMBA RE DISCRIMINATION COMPLAINT	TAG	5.00	575.00
09/26/02	CONFERENCE OFFICE RE CAMBA DISCRIMINATION COMPLAINT INVESTIGATION STRATEGY	TAG	0.50	57.50
09/26/02	CONFERENCE OFFICE RE CAMBA DISCRIMINATION COMPLAINT AND DIABLO VALLEY COLLEGE INTERVIEW	GBT	1.00	115.00
09/26/02	PREPARE INVESTIGATION REPORT RE FORREST DISCRIMINATION COMPLAINT	GBT	1.25	143.75
09/27/02	REVIEW CORRESPONDENCE FROM P. ONYEIJE RE JONES SIGNED SETTLEMENT AGREEMENT	MLS	0.25	28.75
09/27/02	CORRESPONDENCE E. FUENTES RE JONES SETTLEMENT	MLS	0.50	57.50
09/30/02	CORRESPONDENCE L. JONES RE ATTENDANCE ISSUES	PJL	0.25	28.75
09/30/02	PREPARE WITNESS STATEMENTS RE D. GREENWOOD ALLEGATIONS	EKP	1.25	143.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2002
 INVOICE NO. 218985
 CLIENT NO. 005142
 PML
 PAGE: 19

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISBURSEMENTS:			
08/15/02	MISCELLANEOUS TRAVEL EXPENSES		26.28
09/30/02	DOCUMENT PREPARATION AND WORD PROCESSING	579. (220)	220.00
09/06/02	AUTOMATED LEGAL RESEARCH	= \$125.40	5.00
09/06/02	AUTOMATED LEGAL RESEARCH		10.00
09/06/02	AUTOMATED LEGAL RESEARCH		41.00
09/30/02	PHOTOCOPIES		31.40
09/12/02	LONG DISTANCE AND TELEPHONE TOLLS		2.70
09/19/02	AUTOMATED LEGAL RESEARCH		4.25
09/19/02	AUTOMATED LEGAL RESEARCH		35.00
09/23/02	AUTOMATED LEGAL RESEARCH		20.00
09/23/02	AUTOMATED LEGAL RESEARCH		72.00
09/30/02	FAX/TELECOPY CHARGES		150.00
09/30/02	POSTAGE		14.99
		CURRENT DISBURSEMENTS	\$632.62
		TOTAL MATTER BILLING	632.62
		TOTAL CURRENT FEES	15,438.75
		TOTAL CURRENT DISBURSEMENTS	830.62
		SEPTEMBER BILLING	16,269.37
		PREVIOUS BALANCE	8,622.62
		BALANCE DUE	24,891.99

ACCOUNT STATUS THROUGH THIS STATEMENT

CURRENT	1 MONTH	2 MONTHS	3 MONTHS	4 & OVER
16,269.37	8,622.62	0.00	0.00	0.00

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2002
 INVOICE NO. 220551
 CLIENT NO. 005142
 PML
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
09/20/02	LEGAL RESEARCH; CONFERENCE OFFICE RE PROGRESSIVE DISCIPLINE FOR CLASSIFIED EMPLOYEE JONES	PJL	0.75	86.25
10/01/02	LEGAL RESEARCH; TELEPHONE J. HENDRICKSON; CONFERENCE OFFICE RE JOINT USE PROJECT WITH PRIVATE FOUNDATION	PJL	0.50	57.50
10/01/02	LEGAL RESEARCH RE FORRESTER	PJL	0.25	28.75
10/01/02	LEGAL RESEARCH RE EXPENSE ALLOWANCE FOR VEHICLES	PJL	0.25	28.75
10/01/02	TELEPHONE B. FUENTES RE BACK PAY FOR CLASSIFIED EMPLOYEE	PJL	0.25	28.75
10/01/02	CONFERENCE OFFICE RE APPROVAL OF WILLIAMS EXPENSE CLAIM	MLS	0.25	28.75
10/02/02	CONFERENCE OFFICE RE GUESS DISCIPLINARY PROCESS	MLS	0.25	28.75
10/02/02	CONFERENCE OFFICE RE OLSON DISCIPLINE	MLS	0.25	28.75
10/02/02	CONFERENCE OFFICE RE MECHANISM TO GET OLD MEMOS AND STUDENT COMPLAINTS IN GUESS PERSONNEL FILE	SVU	0.25	38.75
10/02/02	REVISE CORRESPONDENCE CLIENT RE P. GUESS	SVU	3.75	581.25
10/02/02	TELEPHONE PROCESS SERVER RE SERVICE OF ORDER AFTER HEARING IN BARNETT TEMPORARY RESTRAINING ORDER	PO2	0.25	28.75
10/03/02	TELEPHONE G. MARVEL RE PITNER UNFAIR PRACTICE CHARGE	PJL	0.25	38.75
10/03/02	TELEPHONE CLIENT; PREPARE FILE MEMO RE MANAGEMENT REORGANIZATION LAWSUIT	PJL	0.25	38.75

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aaltr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2002
 INVOICE NO. 220551
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
10/03/02	CONFERENCE OFFICE; PREPARE FILE MEMO RE PITNER UNFAIR PRACTICE CHARGE	PJL	(0.25)	38.75
10/03/02	PREPARE FOR AND REPRESENT DISTRICT/D. TORRE AT BARNETT RESTRAINING ORDER HEARING	MLS	(2.50)	387.50
10/03/02	LEGAL RESEARCH RE CASES DEFINING PROTECTED ACTIVITY FOR PERB REGIONAL ATTORNEY HANDLING PITNER GRIEVANCE	SVU	(0.25)	38.75
10/03/02	CORRESPONDENCE PERB REGIONAL ATTORNEY HANDLING PITNER GRIEVANCE	SVU	(0.50)	77.50
10/04/02	CONFERENCE OFFICE RE INVESTIGATION	CDL	(0.25)	38.75
10/07/02	TELEPHONE J. HENDRICKSON RE INTERNATIONAL CENTER JOINT OCCUPANCY RESOLUTION	PJL	0.25	38.75
10/07/02	REVIEW CORRESPONDENCE RE RYMER-ACOSTA WRIT OF MANDATE JUDGMENT	PJL	(0.25)	38.75
10/07/02	CORRESPONDENCE D. FRANK RE OLSON INVESTIGATION AND ANALYSIS	MLS	0.25	38.75
10/07/02	REVIEW CORRESPONDENCE FROM D. FRANK RE OFFICER OLSON STATUS	MLS	0.25	38.75
10/08/02	TELEPHONE J. HENDRICKSON RE RESOLUTION FOR INTERNATIONAL CENTER	PJL	0.25	38.75
10/08/02	LEGAL RESEARCH RE FITNESS FOR DUTY EXAMINATION FOR OVERWEIGHT OFFICER	PJL	(0.25)	38.75
10/08/02	CORRESPONDENCE CLIENT RE PROCEDURES FOR DOCUMENTATION OF TENURED FACULTY MEMBER P. GUESS	PJL	0.75	116.25

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2002
 INVOICE NO. 220551
 CLIENT NO. 005142
 PML
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
10/08/02	CORRESPONDENCE D. FRANK RE OLSON FITNESS FOR DUTY ISSUES; LEGAL RESEARCH; CONFERENCE OFFICE	MLS	3.25	503.75
10/08/02	REVISE PERB CORRESPONDENCE RE PITNER	SVU	0.50	77.50
10/09/02	TELEPHONE G. MARVEL RE POLICE TRAINING POLICY	PJL	0.25	38.75
10/09/02	TELEPHONE CHANCELLOR RE AGENDA FOR NEGOTIATING REAL ESTATE PURCHASE	PJL	0.25	38.75
10/09/02	TELEPHONE T. BECKETT AND C. SPENCE RE AGENDA FOR PROPERTY ACQUISITION	PJL	0.25	38.75
10/09/02	TELEPHONE R. COUSER RE OLSON FITNESS FOR DUTY EXAMINATION	MLS	0.75	116.25
10/09/02	LEGAL RESEARCH RE OLSON DISABILITY RETIREMENT	MLS	0.50	77.50
10/09/02	CORRESPONDENCE D. FRANK RE OLSON	MLS	0.75	116.25
10/09/02	TELEPHONE PERB REGIONAL ATTORNEY RE PITNER UNFAIR PRACTICE CHARGE	SVU	0.25	38.75
10/09/02	PREPARE CHECKLIST FOR PROCEDURE RE TERMINATION/DISCIPLINE OF TEACHER	SVU	0.75	116.25
10/10/02	LEGAL RESEARCH RE RESOLUTION FOR INTERNATIONAL CENTER	PJL	0.25	38.75
10/10/02	CORRESPONDENCE D. FRANK RE OLSON FITNESS FOR DUTY EXAM	MLS	1.00	155.00
10/11/02	CORRESPONDENCE CLIENT RE ANALYSIS OF ADA/FEHA RULINGS IN OLSON	PJL	1.00	155.00
10/11/02	RECEIPT AND REVIEW OF PERB REGIONAL ATTORNEY'S DISMISSAL OF PITNER MATTER	SVU	0.25	38.75

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2002
 INVOICE NO. 220551
 CLIENT NO. 005142
 PML
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
10/11/02	CORRESPONDENCE CLIENT RE PERB DISMISSAL OF PITNER GRIEVANCE	SVU	0.50	77.50
10/14/02	LEGAL RESEARCH; CORRESPONDENCE CLIENT; PREPARE RESOLUTION FOR JOINT OCCUPANCY USE	PJL	2.00	310.00
10/14/02	CORRESPONDENCE CLIENT RE JOINT OCCUPANCY RESOLUTION	PJL	0.50	77.50
10/14/02	CALCULATE AND CALENDAR RELATED DEADLINES TO APPEAL PERB FINDING BEFORE DISMISSAL BECOMES FINAL RE PITNER	MJP	0.25	38.75
10/15/02	TELEPHONE J. HENDRICKSON RE JOINT OCCUPANCY RESOLUTION AND JOINT OCCUPANCY	PJL	0.50	77.50
10/15/02	CORRESPONDENCE CLIENT RE POWELL INVESTIGATION	CDL	0.25	38.75
10/15/02	PREPARE INTERVIEW QUESTIONS RE POWELL INVESTIGATION	CDL	0.50	77.50
10/15/02	TELEPHONE D. FRANK RE ACCOMMODATION OF EMPLOYEE WITH CHEMICAL SENSITIVITY	MLS	0.25	38.75
10/15/02	REVIEW CORRESPONDENCE FROM D. FRANK RE ACCOMMODATION OF EMPLOYEE WITH CHEMICAL SENSITIVITY	MLS	0.25	38.75
10/15/02	CORRESPONDENCE D. FRANK RE BAN ON SCENTED PRODUCTS	MLS	0.25	38.75
10/16/02	LEGAL RESEARCH; CONFERENCE OFFICE RE TAPE RECORDING OF CLASSROOM DISCUSSIONS	PJL	0.25	38.75
10/16/02	TELEPHONE S. MCCRAY; CORRESPONDENCE CLIENT; LEGAL RESEARCH RE EVIDENCE; CONFERENCE OFFICE RE BRIGHTMAN	JJH	1.50	232.50

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2002
 INVOICE NO. 220551
 CLIENT NO. 005142
 PML
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
10/16/02	RECEIPT AND REVIEW OF REQUEST FOR ACCESS TO PERSONNEL DATA DEVELOPED BY CONTRA COSTA COUNTY SCHOOLS INSURANCE GROUP	SVU	1.00	155.00
10/18/02	REVIEW MATERIALS RE FORRESTER TERMINATION	PJL	0.75	116.25
10/21/02	TELEPHONE G. MARVEL RE NEGOTIATIONS OF 2003-2004 CALENDAR	PJL	0.50	77.50
10/21/02	PREPARE FILE MEMO; CONFERENCE OFFICE RE CALENDAR NEGOTIATIONS WITH UNITED FACULTY	PJL	0.25	38.75
10/21/02	TELEPHONE CONFERENCE G. MARVEL RE STATUS OF CALENDAR NEGOTIATIONS	PJL	0.25	38.75
10/21/02	REVIEW CORRESPONDENCE RE FORRESTER; LEGAL RESEARCH	JJH	1.25	193.75
10/21/02	RECEIPT AND REVIEW OF PITNER'S APPEAL OF DISMISSAL OF UNFAIR PRACTICE CHARGE	SVU	0.25	38.75
10/21/02	LEGAL RESEARCH RE APPEAL PROCEDURES AFTER DISMISSAL ON UNFAIR PRACTICE CHARGE BY PERB REGIONAL ATTORNEY IN PITNER	SVU	0.50	77.50
10/21/02	CORRESPONDENCE CLIENT RE PITNER APPEAL ON UNFAIR PRACTICE CHARGE	SVU	0.50	77.50
10/21/02	TELEPHONE T. BECKETT RE LEGISLATIVE MEETING AND NOTICE REQUIREMENTS	ACC	0.25	38.75
10/21/02	CALCULATE AND CALENDAR DUE DATE FOR OPPOSITION TO APPEAL RE PITNER	MJP	0.25	38.75
10/22/02	REVIEW CORRESPONDENCE RE ESMAILI POSSIBLE TERMINATION	PJL	0.50	77.50

A. INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aallr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2002
 INVOICE NO. 220551
 CLIENT NO. 005142
 PML
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
10/23/02	CONFERENCE OFFICE RE TERMINATION/RELEASE OF CLASSIFIED EMPLOYEE	PJL	0.50	77.50
10/23/02	REVIEW ESMALI TERMINATION BACKGROUND DOCUMENTATION	MLS	0.50	77.50
10/23/02	CONFERENCE OFFICE RE ESMALI DISCIPLINE; LEGAL RESEARCH	MLS	0.75	116.25
10/23/02	TELEPHONE S. MCCRAY RE ESMALI TERMINATION	MLS	0.25	38.75
10/23/02	TELEPHONE E. FUENTES RE ESMALI DISMISSAL	MLS	0.25	38.75
10/23/02	TELEPHONE CLIENT RE REQUEST FOR ACCESS TO PERSONNEL DATA	SVU	0.25	38.75
10/23/02	REVIEW CCSIG'S REQUEST FOR ACCESS TO PERSONNEL DATA	SVU	0.50	77.50
10/23/02	LEGAL RESEARCH RE LEGISLATIVE MEETING AND NOTICE REQUIREMENTS; TELEPHONE T. BECKETT RE LEGISLATIVE MEETING AND NOTICE REQUIREMENTS	ACC	0.25	38.75
10/24/02	TELEPHONE G. MARVEL, E. FUENTES AND S. MCCRAY RE POWELL SEXUAL HARASSMENT INVESTIGATION	PJL	0.25	38.75
10/24/02	LEGAL RESEARCH; CONFERENCE OFFICE; CORRESPONDENCE CLIENT RE DUTY TO BARGAIN CALENDAR	JJH	3.00	465.00
10/24/02	REVIEW CORRESPONDENCE FROM S. MCCRAY RE ESMALI INVESTIGATION	MLS	0.25	38.75
10/24/02	TELEPHONE M. PADILLA RE ESMALI INVESTIGATION	MLS	0.25	38.75

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2002
 INVOICE NO. 220551
 CLIENT NO. 005142
 PML
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
10/24/02	TELEPHONE CLIENT RE CONFIRMATION TO OPPOSE PITNER'S APPEAL ON DISMISSAL OF UNFAIR PRACTICE CHARGE	SVU	0.25	38.75
10/25/02	TELEPHONE E. FUENTES RE INSTRUCTOR CLASSROOM MISCONDUCT	PJL	0.25	38.75
10/25/02	LEGAL RESEARCH; CONFERENCE OFFICE RE RELEASE OF PART-TIME INSTRUCTOR	PJL	0.50	77.50
10/25/02	TELEPHONE G. MARVEL RE CALENDAR	JJH	0.25	38.75
10/25/02	TELEPHONE P. PAULOS RE MULTIMEDIA AGREEMENT AND CHANGES	MLS	0.25	38.75
10/25/02	CONFERENCE OFFICE RE ESMALI	MLS	0.25	38.75
10/25/02	TELEPHONE CLIENT RE PREPARING OPPOSITION TO PITNER APPEAL OF DISMISSAL OF UNFAIR CHARGE BY PERB COUNSEL	SVU	0.25	38.75
10/25/02	REVIEW PITNER APPEAL ON DISMISSAL OF UNFAIR PRACTICE CHARGE; PREPARE OPPOSITION TO PITNER APPEAL	SVU	3.50	542.50
10/25/02	PREPARE FLOW CHART OF STEPS TO TERMINATE REGULAR EMPLOYEE	SVU	1.50	232.50
10/28/02	TELEPHONE M. WILLIAMS RE ESMALI INVESTIGATION	MLS	0.25	38.75
10/28/02	REVIEW CCSIG'S REQUEST FOR ACCESS TO PERSONNEL DATA	SVU	0.50	77.50
10/29/02	TELEPHONE E. FUENTES AND M. EDELSTEIN RE ASHBY	PJL	0.25	38.75
10/29/02	TELEPHONE CLIENT RE CCSIG REQUEST FOR ACCESS TO PERSONNEL DATA	SVU	0.25	38.75

A INSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.5
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

OCTOBER 31, 2002
INVOICE NO. 220551
CLIENT NO. 005142
PML
PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE

Date		Atty.	Hrs.	Amt.
10/30/02	CORRESPONDENCE CLIENT RE CCCSIG CLAIMS MANAGEMENT	PJL	0.25	38.75
10/30/02	LEGAL RESEARCH; CONFERENCE OFFICE RE FORRESTER DISCIPLINE	PJL	0.25	38.75
10/30/02	TELEPHONE G. MARVEL RE CALENDAR; CORRESPONDENCE CLIENT RE CALENDAR; TELEPHONE S. MCCRAY RE FORRESTER; CORRESPONDENCE S. MCCRAY RE FORRESTER	JJH	1.25	193.75
10/30/02	PREPARE OPPOSITION TO PITNER APPEAL ON DISMISSAL OF UNFAIR PRACTICE CHARGE	SVU	2.00	310.00
10/31/02	LEGAL RESEARCH; CONFERENCE OFFICE RE FORRESTER STATEMENT OF CHARGES	PJL	0.50	77.50
10/31/02	TELEPHONE S. MCCRAY RE FORRESTER; CONFERENCE OFFICE; CORRESPONDENCE CLIENT RE CALENDAR	JJH	0.75	116.25
10/31/02	PREPARE OPPOSITION TO PITNER APPEAL	SVU	1.00	155.00
			CURRENT FEES:	\$ 8,870.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
CHASE, HELENE O.	PO2	115/hr.	0.25	28.75
CHIALTAS, ANDREAS C.	ACC	155/hr.	0.50	77.50
HEIN, JANICE J.	JJH	155/hr.	8.00	1,240.00
LOVELY, CHRISTINE D.	CDL	155/hr.	1.00	155.00
LUCEY, PETER J.	PJL	150/hr.	14.75	2,206.25
POLLARD, MARIANNE J.	MJP	155/hr.	0.50	77.50
SACKS, MARLEEN L.	MLS	153/hr.	13.75	2,101.25
UZELAC, SUZANNE V.	SVU	155/hr.	19.25	2,983.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2002
 INVOICE NO. 220551
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
10/04/02	PREPARE INVESTIGATION REPORT RE FORREST DISCRIMINATION COMPLAINT; TELEPHONE L. DURAN; CORRESPONDENCE L. DURAN AND B. FORREST	GBT	1.50	232.50
10/07/02	TELEPHONE S. MCCRAY RE POWELL INVESTIGATION	PJL	0.25	38.75
10/07/02	REVIEW CORRESPONDENCE TO C. POWELL	PJL	0.25	38.75
10/07/02	REVIEW CORRESPONDENCE; LEGAL RESEARCH RE INTERNATIONAL CENTER JOINT OCCUPANCY RESOLUTION	PJL	0.50	77.50
10/07/02	TELEPHONE P. ONYEIJE RE JONES SETTLEMENT STATUS	MLS	0.25	38.75
10/07/02	REVIEW CORRESPONDENCE FROM P. ONYEIJE RE JONES SETTLEMENT AGREEMENT	MLS	0.25	38.75
10/07/02	CORRESPONDENCE S. MCCRAY RE JONES SUPPLEMENTAL SETTLEMENT AGREEMENT	MLS	0.50	77.50
10/07/02	FORWARD INVESTIGATION REPORT TO R. BLACK RE FORREST; TELEPHONE R. LIVINGSTON	GBT	1.00	155.00
10/08/02	TELEPHONE S. MCCRAY RE POWELL DISCRIMINATION COMPLAINT	PJL	0.25	38.75
10/09/02	TELEPHONE CLIENT RE POWELL INVESTIGATION	CDL	0.25	38.75
10/09/02	REVIEW FILE RE POWELL INVESTIGATION	CDL	0.50	77.50
10/09/02	REVIEW CORRESPONDENCE FROM R. WATKINS RE JONES INDUSTRIAL LEAVE CLAIM	MLS	0.25	38.75
10/09/02	PREPARE FORREST INVESTIGATION REPORT	GBT	0.50	77.50
10/10/02	REVIEW CORRESPONDENCE RE POWELL INVESTIGATION	CDL	0.25	38.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2002
 INVOICE NO. 220551
 CLIENT NO. 005142
 PML
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
10/10/02	REVIEW FORREST INVESTIGATION REPORT	JJH	0.50	77.50
10/10/02	CORRESPONDENCE R. WATKINS RE JONES ABSENTEEISM	MLS	0.25	38.75
10/10/02	REVIEW CORRESPONDENCE FROM R. WATKINS RE JONES INDUSTRIAL INJURY CLAIM; CORRESPONDENCE R. WATKINS	MLS	0.25	38.75
10/10/02	PREPARE FORREST INVESTIGATION REPORT	GBT	0.50	77.50
10/11/02	TELEPHONE CONFERENCE A. CAMBA RE AMENDMENT TO DISCRIMINATION COMPLAINT	TAG	0.25	38.75
10/11/02	TELEPHONE CONFERENCE S. MCCRAY RE CAMBA AMENDMENT OF CHARGES IN DISCRIMINATION COMPLAINT	TAG	0.25	38.75
10/14/02	REVIEW CORRESPONDENCE FROM S. MCCRAY RE JONES SETTLEMENT	MLS	0.25	38.75
10/15/02	TELEPHONE P. ONYIEJE RE JONES SETTLEMENT CHECK	MLS	0.25	38.75
10/15/02	CORRESPONDENCE P. ONYIEJE RE JONES SETTLEMENT CHECK	MLS	0.25	38.75
10/16/02	PREPARE QUESTIONS FOR SEXUAL HARASSMENT INVESTIGATION	CDL	2.50	387.50
10/17/02	PREPARE FOR AND CONDUCT INVESTIGATION RE SEXUAL HARASSMENT	CDL	7.75	1,201.25
10/17/02	PREPARE INVESTIGATION REPORT FOR D. GREENWOOD INVESTIGATION	EKP	2.50	387.50
10/18/02	TELEPHONE S. MCCRAY; LEGAL RESEARCH; CONFERENCE OFFICE RE POWELL SEXUAL HARASSMENT CLAIM	PJL	0.50	77.50

A. INNSON, ANDELSON, LOYA, RUUD & DMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2002
 INVOICE NO. 220551
 CLIENT NO. 005142
 PML
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
10/18/02	TELEPHONE CLIENT RE SEXUAL HARASSMENT INVESTIGATION	CDL	0.25	38.75
10/18/02	CONFERENCE OFFICE RE SEXUAL HARASSMENT INVESTIGATION	CDL	0.25	38.75
10/18/02	REVIEW AND REVISE WITNESS STATEMENTS; CORRESPONDENCE TO WITNESSES RE STATEMENTS FOR D. GREENWOOD INVESTIGATION	EKP	0.50	77.50
10/21/02	PREPARE FOR AND CONDUCT INTERVIEWS RE INVESTIGATION	CDL	5.75	891.25
10/21/02	TELEPHONE R. WATKINS RE JONES CONFERENCE	MLS	0.25	38.75
10/22/02	TELEPHONE WITNESS RE STATEMENT IN D. GREENWOOD INVESTIGATION	EKP	0.25	38.75
10/23/02	REVIEW NOTES RE SEXUAL HARASSMENT INVESTIGATION	CDL	0.25	38.75
10/23/02	CORRESPONDENCE CLIENT RE FOLLOW UP FOR SEXUAL HARASSMENT INVESTIGATION	CDL	0.25	38.75
10/23/02	TELEPHONE CLIENT RE SEXUAL HARASSMENT INVESTIGATION	CDL	0.25	38.75
10/24/02	LEGAL RESEARCH RE INVESTIGATION OF FOREST DISCRIMINATION COMPLAINT	PJL	0.25	38.75
10/24/02	TELEPHONE D. KILLINGS RE JONES CONFERENCE	MLS	0.25	38.75
10/24/02	TELEPHONE P. ONYEJE RE FINALIZED SETTLEMENT AGREEMENT FOR JONES	MLS	0.25	38.75
10/24/02	TELEPHONE E. FUENTES, R. WATKINS AND D. FRANK RE JONES ABSENTEEISM	MLS	0.25	38.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2002
 INVOICE NO. 220551
 CLIENT NO. 005142
 PML
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
10/24/02	TELEPHONE D. FRANK RE JONES LETTER OF WARNING	MLS	0.50	77.50
10/24/02	REVIEW REVISED WITNESS STATEMENT RE D. GREENWOOD INVESTIGATION	EKP	0.25	38.75
10/25/02	LEGAL RESEARCH; CONFERENCE OFFICE RE POWELL/ROSOVITCH DISCRIMINATION COMPLAINT	PJL	0.25	38.75
10/25/02	TELEPHONE G. MARVEL AND S. MCCRAY; CONFERENCE OFFICE RE POWELL INVESTIGATION	PJL	0.25	38.75
10/25/02	LEGAL RESEARCH RE POWELL INVESTIGATION	PJL	0.50	77.50
10/25/02	CONFERENCE OFFICE RE SEXUAL HARASSMENT INVESTIGATION	CDL	0.25	38.75
10/25/02	CONFERENCE OFFICE RE INVESTIGATION	CDL	0.25	38.75
10/25/02	TELEPHONE J. VROMAN RE D. GREENWOOD INVESTIGATION; REVISE WITNESS STATEMENT RE D. GREENWOOD; PREPARE INVESTIGATION REPORT RE D. GREENWOOD	EKP	0.50	77.50
10/28/02	CONFERENCE OFFICE RE POWELL SEXUAL HARASSMENT INVESTIGATION; REVIEW ROSSOVICH INTERVIEW	PJL	0.50	77.50
10/28/02	CONFERENCE OFFICE RE SEXUAL HARASSMENT INVESTIGATION	CDL	0.25	38.75
10/28/02	REVIEW CORRESPONDENCE FROM E. FUENTES RE JONES LETTER OF WARNING	MLS	0.25	38.75
10/28/02	CORRESPONDENCE WITNESS RE WITNESS STATEMENT IN D. GREENWOOD INVESTIGATION; PREPARE INVESTIGATION REPORT RE D. GREENWOOD CONCERNS	EKP	0.75	116.25

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aallr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2002
 INVOICE NO. 220551
 CLIENT NO. 005142
 PML
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
10/28/02	INTERVIEW K. ROSSOVICH RE ALLEGATIONS OF DISCRIMINATION	GBT	4.00	620.00
10/29/02	CONFERENCE OFFICE RE SEXUAL HARASSMENT INVESTIGATION	CDL	0.25	38.75
10/29/02	CORRESPONDENCE E. FUENTES RE JONES SETTLEMENT	MLS	0.25	38.75
10/29/02	PREPARE INVESTIGATION REPORT RE D. GREENWOOD; ORGANIZE AND REVIEW EXHIBITS TO INVESTIGATION REPORT	EKP	4.50	697.50
10/29/02	CONFERENCE OFFICE RE INTERVIEWS IN ROSSOVICH INVESTIGATION	GBT	2.00	310.00
10/31/02	REVIEW REVISED WITNESS STATEMENTS RE D. GREENWOOD INVESTIGATION; CONTACT WITNESSES RE STATEMENTS; PREPARE INVESTIGATION REPORT RE D. GREENWOOD, INCLUDING ATTACHED EXHIBITS; PREPARE WITNESS STATEMENT	EKP	1.50	232.50
10/31/02	PREPARE FOR K. ROSSOVICH INTERVIEW	GBT	1.25	193.75
10/31/02	REVIEW CUMBA DISCRIMINATION COMPLAINT	GBT	1.00	155.00

CURRENT FEES: \$ 8,873.75

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
GOLUBA, TODD A.	TAG	155/hr.	0.50	77.50
HEIN, JANICE J.	JJH	155/hr.	0.50	77.50
LOVELY, CHRISTINE D.	CDL	155/hr.	19.25	2,983.75
LUCEY, PETER J.	PJL	155/hr.	4.00	620.00
PEEK, EVE K.	EKP	155/hr.	10.75	1,666.25
SACKS, MARLEEN L.	MLS	155/hr.	7.50	1,162.50

365

A SON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2002
 INVOICE NO. 220551
 CLIENT NO. 005142
 PML
 PAGE: 17

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

INCORPORATION OF AUXILIARY

Date		Atty.	Hrs.	Amt.
10/24/02	CONFERENCE OFFICE RE RECEIPT OF FTB DETERMINATION LETTER	DDT	0.25	38.75
10/24/02	REVIEW AND REVISE CORRESPONDENCE TO CLIENT RE POST-INCORPORATION FORMALITIES AND REVIEW UPDATED CORPORATE RECORD BOOK	CSA	0.50	77.50
10/24/02	CONFERENCE OFFICE RE FTB EXEMPTION LETTER AND CORRESPONDENCE CLIENT	PYK	0.50	50.00
10/24/02	PREPARE POST INCORPORATION LETTER AND PREPARE CORPORATE RECORD BOOK FOR CLIENT	PYK	1.50	150.00
10/30/02	REVIEW CORRESPONDENCE TO W. DALRYMPLE RE POST CLOSING MATTERS FOR INSTITUTE	DDT	0.25	38.75

CURRENT FEES: \$ 432.50

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
CINDY STROM ARELLANO	CSA	155/hr.	1.00	155.00
KIM, PATTI, Y.	PYK	100/hr.	2.00	200.00
THOMPSON, DAVIS D.	DDT	155/hr.	0.50	77.50

FEE SUMMARY TOTAL 432.50

TOTAL MATTER BILLING 432.50

DISBURSEMENTS:

10/28/02 FRISK MANUAL CONTRACT ADMINISTRATION PROGRAM

129.75

CURRENT DISBURSEMENTS \$129.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2002
 INVOICE NO. 220551
 CLIENT NO. 005142
 PML
 PAGE: 18

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

TOTAL MATTER BILLING		129.75
DISBURSEMENTS:		
10/28/02	LONG DISTANCE AND TELEPHONE TOLLS	4.06
09/26/02	MISCELLANEOUS TRAVEL EXPENSES	132.49
10/31/02	PHOTOCOPIES	122.60
10/30/02	DOCUMENT PREPARATION AND WORD PROCESSING	290.00
10/04/02	AUTOMATED LEGAL RESEARCH	8.50
10/04/02	AUTOMATED LEGAL RESEARCH	60.00
10/04/02	AUTOMATED LEGAL RESEARCH	54.00
10/04/02	SERVICE OF PROCESS AND/ OR SUBPOENA FEE	198.00
10/10/02	AUTOMATED LEGAL RESEARCH	5.00
10/25/02	PHOTOCOPIES	79.60
10/31/02	FAX/TELECOPY CHARGES	262.00
10/31/02	POSTAGE	6.46
CURRENT DISBURSEMENTS		\$1,222.71
TOTAL MATTER BILLING		1,222.71
TOTAL CURRENT FEES		18,253.75
TOTAL CURRENT DISBURSEMENTS		1,352.46
OCTOBER BILLING		19,606.21
OCTOBER CASH RECEIPTS		8,622.62
PREVIOUS BALANCE		24,891.99
BALANCE DUE		35,875.58

4290 (290)
 = \$121.80

122.60
 290.00

ACCOUNT STATUS THROUGH THIS STATEMENT

CURRENT	1 MONTH	2 MONTHS	3 MONTHS	4 & OVER
19,606.21	16,269.37	0.00	0.00	0.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2002
 INVOICE NO. 221593
 CLIENT NO. 005142
 PML
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
11/01/02	LEGAL RESEARCH RE PROCEDURE FOR DISCIPLINING DISMISSAL OF FIRST YEAR CONTRACT EMPLOYEE	PJL	0.50	77.50
11/01/02	REVIEW CORRESPONDENCE RE PIGGYBACK LEASE CONTRACT OPINION	PJL	0.25	38.75
11/01/02	REVIEW CORRESPONDENCE; LEGAL RESEARCH RE OPINION REQUEST ON HARASSMENT TRAINING REQUIREMENTS FROM E. FUENTES	PJL	0.25	38.75
11/01/02	TELEPHONE CONFERENCE G. MARVEL RE TERMINATION OF FIRST YEAR CONTRACT INSTRUCTOR	PJL	0.50	77.50
11/01/02	LEGAL RESEARCH RE NON-REELECTION; CONFERENCE OFFICE; TELEPHONE G. MARVEL RE FORRESTER	JJH	1.50	232.50
11/04/02	TELEPHONE G. MARVEL RE PROCEDURES FOR RELEASE OF FIRST YEAR CONTRACT EMPLOYEE	PJL	0.25	38.75
11/04/02	LEGAL RESEARCH RE PROBATIONARY DISMISSAL; ANALYZE CONTRACT	JJH	1.25	193.75
11/04/02	PREPARE PITNER OPPOSITION	SVU	0.75	116.25
11/05/02	REVIEW CORRESPONDENCE RE ACADEMIC SENATE COMPLAINTS	PJL	0.25	38.75
11/05/02	PREPARE PITNER OPPOSITION	SVU	2.25	348.75
11/06/02	REVIEW CORRESPONDENCE RE FOUNDATION ACCEPTANCE OF GIFT SCHOLARSHIPS	PJL	0.25	38.75
11/06/02	PREPARE PITNER OPPOSITION	SVU	6.00	930.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2002
 INVOICE NO. 221593
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
11/07/02	REVIEW AND REVISE OPPOSITION TO PERB APPEAL OF DISMISSAL OF UNFAIR LABOR PRACTICE CHARGE	MLS	0.50	77.50
11/07/02	PREPARE MEMO RE FORRESTER	JJH	0.75	116.25
11/07/02	FINAL REVIEW OF PITNER OPPOSITION TO APPEAL	SVU	1.00	155.00
11/07/02	REVISE PITNER OPPOSITION	SVU	2.25	348.75
11/07/02	RESEARCH COMPUTER DATABASE RE COMPLAINTS FILED BY ACADEMIC SENATE	PO1	0.75	116.25
11/08/02	LEGAL RESEARCH RE COLLEGE FOUNDATION SCHOLARSHIP	SVU	0.50	77.50
11/08/02	REVIEW INVESTIGATION REPORT RE GREENWOOD	GBT	0.50	77.50
11/11/02	LEGAL RESEARCH RE ALLOWABLE PROCEDURES FOR PIGGYBACK CONTRACTS	EBH	2.00	310.00
11/11/02	CORRESPONDENCE J. HENDRICKSON RE PROCEDURES FOR ENTERING PIGGYBACK AGREEMENTS	EBH	2.00	310.00
11/12/02	REVIEW CORRESPONDENCE RE INTERPRETATION OF LANGUAGE ON COUNSELOR WORK LOAD	PJL	0.25	38.75
11/12/02	LEGAL RESEARCH; CONFERENCE OFFICE RE LANGUAGE INTERPRETATION ON COUNSELOR WORK LOAD	PJL	0.25	38.75
11/12/02	CORRESPONDENCE CLIENT RE ACADEMIC SENATE SUMMARY OF COMPLAINTS	PJL	1.00	155.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2002
 INVOICE NO. 221593
 CLIENT NO. 005142
 PML
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
11/12/02	TELEPHONE J. HENDRICKSON RE PROPOSED CONTRACT ARRANGEMENTS WITH FOUNDATION FOR CALIFORNIA COMMUNITY COLLEGE DISTRICT	EBH	0.25	38.75
11/12/02	TELEPHONE S. MCCRAY RE COUNSELOR LOAD	EBH	0.25	38.75
11/12/02	TELEPHONE S. MCCRAY RE COUNSELOR'S USE OF SICK LEAVE TO GAIN STEP INCREASE	EBH	0.25	38.75
11/12/02	LEGAL RESEARCH RE ISSUE OF WORK LOAD FOR COUNSELORS	EBH	1.00	155.00
11/12/02	CORRESPONDENCE S. MCCRAY RE CONTRACT REQUIREMENTS FOR LIBRARIAN FULL-TIME LOAD	EBH	1.50	232.50
11/12/02	CONFERENCE OFFICE RE PIGGYBACK CONTRACT PROCEDURES	EBH	0.50	77.50
11/12/02	TELEPHONE OFFICE OF LEGISLATIVE COUNSEL RE OPINION ON PIGGYBACK CONTRACTING	EBH	0.25	38.75
11/13/02	TELEPHONE J. HENDRICKSON RE BOOK STORE JOINT OCCUPANCY PROJECT	PJL	0.25	38.75
11/13/02	TELEPHONE S. MCCRAY RE LIST OF HEARING OFFICERS	PJL	0.25	38.75
11/13/02	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE ACADEMIC SENATE COMPLAINT	PJL	2.75	426.25
11/13/02	TELEPHONE J. HENDRICKSON RE PROPOSED CONTRACT ARRANGEMENTS WITH FOUNDATION FOR CALIFORNIA COMMUNITY COLLEGES	EBH	0.25	38.75
11/13/02	TELEPHONE L. LITTMAN AND J. HENDRICKSON RE PIGGYBACK PURCHASING ARRANGEMENTS	EBH	0.25	38.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2002
 INVOICE NO. 221593
 CLIENT NO. 005142
 PML
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
11/13/02	TELEPHONE J. HENDRICKSON RE TELEPHONE CONFERENCE ON BIDDING PROCEDURES	EBH	0.25	38.75
11/13/02	CONFERENCE OFFICE RE PIGGYBACK BIDDING PROCEDURES	EBH	0.50	77.50
11/13/02	CONFERENCE OFFICE RE BIDDING PROCEDURES FOR PIGGYBACK CONTRACTS	EBH	0.25	38.75
11/13/02	CORRESPONDENCE S. MCCRAY RE INTERPRETATION OF CONTRACT LANGUAGE GOVERNING LOAD FOR COUNSELORS	EBH	0.50	77.50
11/13/02	LEGAL RESEARCH RE LEGISLATIVE COUNSEL OPINION RE BIDDING ISSUE, CONFERENCE OFFICE RE LEGISLATIVE COUNSEL OPINION RE BIDDING ISSUE	ACC	0.25	38.75
11/14/02	TELEPHONE D. FRANK RE RESPONDING TO EMPLOYEE REQUEST FOR MEDICAL RECORDS	MLS	0.25	38.75
11/14/02	LEGAL RESEARCH RE LEGISLATIVE COUNSEL OPINION RE RELOCATABLE ISSUE	ACC	0.25	38.75
11/15/02	TELEPHONE CLIENT RE STATUS IN FORRESTER	PJL	0.25	38.75
11/15/02	CORRESPONDENCE CLIENT RE ACADEMIC SENATE COMPLAINTS	PJL	2.75	426.25
11/15/02	TELEPHONE E. FUENTES RE REQUIREMENT FOR SEX HARASSMENT TRAINING	MLS	0.25	38.75
11/15/02	LEGAL RESEARCH RE LEGAL REQUIREMENTS FOR SEX HARASSMENT TRAINING	MLS	0.25	38.75
11/15/02	TELEPHONE CLIENT RE BOARD POLICY 1007	SVU	0.25	38.75
11/18/02	CORRESPONDENCE CLIENT RE ACADEMIC SENATE DISPUTES	PJL	2.50	387.50

KINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2002
 INVOICE NO. 221593
 CLIENT NO. 005142
 PML
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
11/18/02	CORRESPONDENCE CLIENT RE FORRESTER PART-TIME EMPLOYEE GRIEVANCE	PJL	3.00	465.00
11/18/02	REVIEW CORRESPONDENCE RE STUDENT CODE OF CONDUCT	PJL	0.25	38.75
11/18/02	TELEPHONE J. HENDRICKSON AND L. LITTMAN RE PROPOSED PIGGYBACKING PROCEDURES WITH OTHER COMMUNITY COLLEGE DISTRICTS	EBH	0.50	77.50
11/18/02	LEGAL RESEARCH RE PROCEDURES FOR PIGGYBACK CONTRACTS WITH OTHER COMMUNITY COLLEGE DISTRICTS	EBH	0.50	77.50
11/18/02	CORRESPONDENCE E. FUENTES RE RESPONSE TO JOHNSON COMPLAINT	MLS	0.50	77.50
11/19/02	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE EMPLOYMENT STATUS OF DISABLED INSTRUCTOR	PJL	1.50	232.50
11/20/02	TELEPHONE J. HENDRICKSON RE CLOSED SESSION AGENDA	PJL	0.25	38.75
11/20/02	TELEPHONE G. MARVEL AND D. FRANK RE TEACHER ON DISABILITY LEAVE	PJL	0.50	77.50
11/20/02	TELEPHONE CHANCELLOR RE COST ANALYSIS OF ACADEMIC SENATE COMPLAINTS	PJL	0.25	38.75
11/21/02	LEGAL RESEARCH RE COSTS IN PROCESSING ACADEMIC SENATE COMPLAINTS	PJL	0.25	38.75
11/22/02	CONFERENCE J. HENDRICKSON RE BIO-SCIENCE INCUBATOR PROJECT	PJL	0.25	38.75
11/25/02	REVIEW CORRESPONDENCE RE MEASURE A MEETING MINUTES	PJL	0.25	38.75

KINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2002
 INVOICE NO. 221593
 CLIENT NO. 005142
 PML
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
11/25/02	CORRESPONDENCE J. HENDRICKSON RE PIGGYBACK REQUIREMENTS	EBH	2.00	310.00
11/25/02	REVIEW CORRESPONDENCE RE RTI	EBH	0.50	77.50
11/25/02	REVIEW CORRESPONDENCE RE PROPOSED INCUBATOR LEASE AND REVISED MEMORANDUM OF UNDERSTANDING	EBH	0.50	77.50
11/25/02	CONFERENCE OFFICE RE PROPOSED INCUBATOR LEASE AND MEMORANDUM OF UNDERSTANDING	EBH	0.25	38.75
11/26/02	LEGAL RESEARCH; CONFERENCE OFFICE RE BIO-SCIENCE INCUBATOR PROJECT	PJL	0.25	38.75
11/26/02	CONFERENCE OFFICE RE PROPOSED INCUBATOR LEASE	EBH	0.50	77.50
11/26/02	REVISE PROPOSED CORRESPONDENCE J. HENDRICKSON RE PIGGYBACK CONTRACTS	EBH	1.50	232.50
11/26/02	REVIEW MEMORANDUM OF UNDERSTANDING FOR INCUBATOR LEASE	EBH	0.75	116.25
11/27/02	TELEPHONE D. FRANK RE ENTITLEMENT TO CATASTROPHIC ILLNESS LEAVE	MLS	0.25	38.75
11/27/02	CORRESPONDENCE D. FRANK RE ELIGIBILITY FOR CATASTROPHIC ILLNESS LEAVE UNDER SECTION 87045	MLS	0.25	38.75

CURRENT FEES: \$ 8,796.25

GENERAL LEGAL ADVICE
 PO #BC 4383.4

DISBURSEMENTS:

11/04/02	AUTOMATED LEGAL RESEARCH	108.00
11/05/02	AUTOMATED LEGAL RESEARCH	5.00

373

KINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2002
 INVOICE NO. 221593
 CLIENT NO. 005142
 PML
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

11/05/02	AUTOMATED LEGAL RESEARCH	72.00
11/06/02	AUTOMATED LEGAL RESEARCH	5.00
11/06/02	AUTOMATED LEGAL RESEARCH	72.00

CURRENT DISBURSEMENTS \$262.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
CHIALTAS, ANDREAS C.	ACC	155/hr.	0.50	77.50
HEAREY, ELIZABETH B.	EBH	155/hr.	17.00	2,635.00
HEIN, JANICE J.	JJH	155/hr.	3.50	542.50
LUCEY, PETER J.	PJL	155/hr.	19.25	2,983.75
SACKS, MARLEEN L.	MLS	155/hr.	2.25	348.75
STANSBURY, CECELIA O.	POI	155/hr.	0.75	116.25
TABAK, G B.	GBT	155/hr.	0.50	77.50
UZELAC, SUZANNE V.	SVU	155/hr.	13.00	2,015.00

FEE SUMMARY TOTAL 8,796.25

TOTAL MATTER BILLING 9,058.25

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
11/01/02	REVIEW CORRESPONDENCE FROM S. MCCRAY RE JONES SETTLEMENT AGREEMENT	MLS	0.25	38.75
11/01/02	CORRESPONDENCE P. ONYEIJE RE JONES SUPPLEMENTAL SETTLEMENT AGREEMENT	MLS	0.25	38.75
11/01/02	REVIEW SIGNED AND REVISED WITNESS STATEMENT RE D. GREENWOOD INVESTIGATION; PREPARE INVESTIGATION REPORT	EKP	0.50	77.50
11/01/02	INTERVIEW J. SHIMADO, M. HOUBLER AND G. HUFF RE ROSSOVICH DISCRIMINATION COMPLAINT	GBT	4.50	697.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2002
 INVOICE NO. 221593
 CLIENT NO. 005142
 PML
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
11/04/02	PREPARE FOR AND CONDUCT INVESTIGATION RE SEXUAL HARASSMENT COMPLAINT	CDL	5.50	852.50
11/04/02	REVIEW CORRESPONDENCE FROM R. WATKINS RE JONES STATUS	MLS	0.25	38.75
11/04/02	CORRESPONDENCE D. FRANK RE JONES DISCIPLINE	MLS	0.25	38.75
11/04/02	CORRESPONDENCE R. WATKINS RE JONES	MLS	0.25	38.75
11/04/02	PREPARE WITNESS STATEMENT FOR D. GREENWOOD INVESTIGATION	EKP	0.25	38.75
11/04/02	CONFERENCE OFFICE RE ROSSOVICH DISCRIMINATION COMPLAINT; PREPARE INVESTIGATION REPORT	GBT	2.90	310.00
11/04/02	REVIEW TRANSCRIPT OF CAMBA INTERVIEW; TELEPHONE D. SCOTT-SUMMERS RE MACGREGOR INTERVIEW; TELEPHONE J. FOSTER RE INTERVIEW	GBT	2.50	387.50
11/05/02	PREPARE FOR AND INTERVIEW COMPLAINANT RE SEXUAL HARASSMENT COMPLAINT	CDL	1.00	155.00
11/05/02	CONFERENCE OFFICE RE SEXUAL HARASSMENT INVESTIGATION	CDL	0.25	38.75
11/05/02	REVIEW CORRESPONDENCE FROM R. WATKINS RE JONES STATUS	MLS	0.25	38.75
11/05/02	CORRESPONDENCE D. FRANK RE JONES REPRIMAND	MLS	0.50	77.50
11/05/02	REVIEW CORRESPONDENCE FROM D. FRANK RE JONES FRAUD INVESTIGATION	MLS	0.25	38.75
11/05/02	PREPARE INVESTIGATION REPORT RE D. GREENWOOD	EKP	1.00	155.00

375

1 LINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aallr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2002
 INVOICE NO. 221593
 CLIENT NO. 005142
 PML
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
11/05/02	PREPARE WITNESS STATEMENT RE D. GREENWOOD INVESTIGATION; TELEPHONE WITNESS RE STATEMENT; REVIEW REVISED WITNESS STATEMENT RE D. GREENWOOD	EKP	0.75	116.25
11/05/02	CORRESPONDENCE S. MCCRAY RE FINAL INVESTIGATION REPORT FOR D. GREENWOOD	EKP	0.50	77.50
11/05/02	PREPARE INVESTIGATION REPORT RE ROSSOVICH DISCRIMINATION COMPLAINT	GBT	0.50	77.50
11/05/02	PREPARE MATERIALS RE INVESTIGATION OF FORREST DISCRIMINATION COMPLAINT	GBT	0.50	77.50
11/05/02	REVIEW CAMBA DISCRIMINATION COMPLAINT; PREPARE FOR INTERVIEW OF J. FOSTER	GBT	4.50	697.50
11/06/02	CONFERENCE OFFICE RE STATUS OF CAMBA INVESTIGATION	TAG	0.25	38.75
11/06/02	PREPARE FOR INTERVIEW OF J. FOSTER RE CAMBA DISCRIMINATION COMPLAINT	GBT	5.00	775.00
11/06/02	TELEPHONE CLIENT RE ROSSOVICH DISCRIMINATION COMPLAINT; PREPARE INVESTIGATION REPORT	GBT	0.50	77.50
11/07/02	TELEPHONE INTERVIEW D. SCOTT-SUMNER RE CAMBA DISCRIMINATION COMPLAINT; TELEPHONE A. MACGREGOR RE INTERVIEW; PREPARE STATEMENT OF J. FOSTER; CORRESPONDENCE J. FOSTER	GBT	4.00	620.00
11/07/02	CORRESPONDENCE CLIENT RE ROSSOVICH DISCRIMINATION COMPLAINT	GBT	1.50	232.50
11/08/02	REVIEW DISCRIMINATION COMPLAINT AGAINST LOS MEDANOS COLLEGE POLICE ACADEMY	PJL	0.50	77.50

A. LINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2002
 INVOICE NO. 221593
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
11/08/02	CONFERENCE OFFICE RE JOHNSON AGE DISCRIMINATION COMPLAINT	MLS	0.25	38.75
11/08/02	PREPARE FOR AND INTERVIEW M. WARD RE CAMBA DISCRIMINATION COMPLAINT	GBT	5.00	775.00
11/11/02	PREPARE INVESTIGATION REPORT RE ROSSOVICH DISCRIMINATION COMPLAINT	GBT	1.00	155.00
11/11/02	TELEPHONE J. FOSTER RE CAMBA DISCRIMINATION COMPLAINT; PREPARE FOR A. MACGREGOR INTERVIEW; PREPARE FOR STUDENT INTERVIEWS	GBT	1.75	271.25
11/12/02	INTERVIEW A. MACDONALD RE CAMBA DISCRIMINATION COMPLAINT; CORRESPONDENCE J. FOSTER	GBT	3.25	503.75
11/13/02	CONFERENCE OFFICE RE SEXUAL HARASSMENT INVESTIGATION	CDL	0.25	38.75
11/13/02	PREPARE ROSSOVICH REPORT	CDL	1.00	155.00
11/13/02	CONFERENCE OFFICE RE CAMBA INVESTIGATION DEVELOPMENTS	TAG	0.25	38.75
11/13/02	REVIEW MESSAGE FROM S. MCCRAY RE D. GREENWOOD INVESTIGATION; CORRESPONDENCE D. GREENWOOD RE RESULTS OF INVESTIGATION	BKP	0.25	38.75
11/13/02	CONFERENCE OFFICE RE ROSSOVICH INVESTIGATION	GBT	0.25	38.75
11/13/02	TELEPHONE S. MCCRAY RE CAMBA INVESTIGATION	GBT	0.75	116.25
11/14/02	CONFERENCE OFFICE RE SEXUAL HARRASSMENT INVESTIGATION	CDL	0.25	38.75

A. LINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. #BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2002
 INVOICE NO. 221593
 CLIENT NO. 005142
 PML
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
11/14/02	REVIEW ADDITIONAL INFORMATION FROM A. CAMBA; PREPARE FOR WINKLER INTERVIEW	GBT	4.25	658.75
11/14/02	PREPARE INVESTIGATION REPORT RE ROSSOVICH DISCRIMINATION COMPLAINT	GBT	0.50	77.50
11/15/02	REVIEW CORRESPONDENCE FROM S. MCCRAY RE JOHNSON	MLS	0.25	38.75
11/15/02	TELEPHONE D. KILLINGS RE RYMER-ACOSTA MEETING WITH DFEH	MLS	0.25	38.75
11/15/02	PREPARE FOR AND INTERVIEW L. WINKLER RE CAMBA DISCRIMINATION COMPLAINT	GBT	4.50	697.50
11/17/02	PREPARE ROSSOVICH INVESTIGATION REPORT	CDL	1.50	232.50
11/18/02	TELEPHONE D. KILLINGS RE RYMER-ACOSTA MEETING	MLS	0.25	38.75
11/18/02	TELEPHONE S. MCCRAY RE JOHNSON COMPLAINT AND RYMER-ACOSTA MEETING	MLS	0.25	38.75
11/18/02	CORRESPONDENCE S. MCCRAY RE INVESTIGATION OF ROSSOVICH DISCRIMINATION COMPLAINT	GBT	3.00	465.00
11/18/02	CORRESPONDENCE A. CAMBA RE DISCRIMINATION COMPLAINT	GBT	1.75	271.25
11/19/02	PREPARE INVESTIGATION REPORT RE ROSSOVICH DISCRIMINATION COMPLAINT	GBT	0.50	77.50
11/19/02	PREPARE TRANSCRIPT OF A. CAMBA INTERVIEW	GBT	2.00	310.00
11/20/02	REVIEW AND REVISE SEXUAL HARASSMENT INVESTIGATION REPORT	CDL	0.50	77.50
11/20/02	TELEPHONE INTERVIEW WITH KILLINGS RE SEXUAL HARASSMENT INVESTIGATION	CDL	0.25	38.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2002
 INVOICE NO. 221593
 CLIENT NO. 005142
 PML
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
11/20/02	PREPARE INVESTIGATION REPORT RE ROSSOVICH DISCRIMINATION COMPLAINT	GBT	0.50	77.50
11/20/02	PREPARE STATEMENT OF J. FOSTER RE CAMBA DISCRIMINATION COMPLAINT; TELEPHONE A. CAMBA	GBT	1.25	193.75
11/21/02	CORRESPONDENCE CLIENT RE STATUS OF INVESTIGATION	CDL	0.50	77.50
11/21/02	TELEPHONE WITNESS RE INTERVIEW FOR SEXUAL HARASSMENT INVESTIGATION	CDL	0.25	38.75
11/21/02	TELEPHONE CLIENT RE WITNESS INTERVIEW FOR SEXUAL HARASSMENT INVESTIGATION	CDL	0.25	38.75
11/21/02	CORRESPONDENCE S. MCCRAY RE INVESTIGATION OF ROSSOVICH DISCRIMINATION COMPLAINT	GBT	0.75	116.25
11/22/02	REVIEW CORRESPONDENCE FROM R. WATKINS; CORRESPONDENCE R. WATKINS RE JONES BACK INJURY CLAIM	MLS	0.25	38.75
11/22/02	TELEPHONE R. WATKINS RE JONES ABSENTEEISM	MLS	0.25	38.75
11/22/02	REVIEW RYMER-ACOSTA FILE FOR CONFERENCE WITH DFEH OFFICIALS	MLS	0.50	77.50
11/22/02	CORRESPONDENCE A. CAMBA RE DISCRIMINATION COMPLAINT	GBT	4.00	620.00
11/25/02	PREPARE FOR AND CONDUCT INTERVIEW RE SEXUAL HARASSMENT INVESTIGATION	CDL	3.00	465.00
11/25/02	PREPARE FOR AND ATTEND CONFERENCE WITH G. MARVEL AND A. SIMMONS RE RYMER-ACOSTA COMPLAINT	MLS	3.50	542.50

LINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2002
 INVOICE NO. 221593
 CLIENT NO. 005142
 PML
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
11/25/02	REVIEW CORRESPONDENCE FROM D. FRANK RE JONES; CORRESPONDENCE D. FRANK	MLS	0.50	77.50
11/25/02	CORRESPONDENCE A. CAMBA RE INVESTIGATION OF DISCRIMINATION COMPLAINT; REVIEW CORRESPONDENCE FROM L. WINKLER	GBT	0.50	77.50
11/25/02	CORRESPONDENCE S. MCCRAY RE ROSSOVICH DISCRIMINATION COMPLAINT; CORRESPONDENCE R. BLACK RE ROSSOVICH DISCRIMINATION COMPLAINT	GBT	1.50	232.50
11/25/02	PREPARE STATEMENT OF M. WARD	GBT	1.50	232.50
11/26/02	REVIEW CORRESPONDENCE FROM D. FRANK AND R. WATKINS RE JONES CONTINUED ABSENTEEISM	MLS	0.25	38.75
11/26/02	CORRESPONDENCE L. WINKLER RE A. CAMBA DISCRIMINATION COMPLAINT	GBT	0.75	116.25
11/27/02	CORRESPONDENCE S. MCCRAY RE ROSSOVICH DISCRIMINATION COMPLAINT; CONFERENCE OFFICE	GBT	0.50	77.50
11/27/02	CORRESPONDENCE L. WINKLER RE A. CAMBA DISCRIMINATION COMPLAINT; PREPARE INVESTIGATION REPORT	GBT	3.50	542.50
11/30/02	REVIEW AND REVISE INVESTIGATION REPORT	CDL	0.25	38.75

CURRENT FEES: \$ 14,957.50

FEE SUMMARY

NAME	INT TAG	RATE	HOURS	AMOUNT
GOLUBA, TODD A.		155/hr.	0.50	77.50

380

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2002
 INVOICE NO. 221593
 CLIENT NO. 005142
 PML
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

LOVELY, CHRISTINE D.	CDL	155/hr.	14.75	2,286.25
LUCEY, PETER J.	PJL	155/hr.	0.50	77.50
PEEK, EVE K.	EKP	155/hr.	3.25	503.75
SACKS, MARLEEN L.	MLS	155/hr.	8.75	1,356.25
TABAK, G B.	GBT	155/hr.	68.75	10,656.25
FEE SUMMARY TOTAL				14,957.50
TOTAL MATTER BILLING				14,957.50

RETIREES

Date		Atty.	Hrs.	Amt.
11/15/02	TELEPHONE T. RICH RE RETIREE BENEFITS ACTUARIAL STUDY	PJL	0.50	77.50

CURRENT FEES: \$ 77.50

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJL	155/hr.	0.50	77.50
FEE SUMMARY TOTAL				77.50
TOTAL MATTER BILLING				77.50

DISBURSEMENTS:

10/28/02	MISCELLANEOUS TRAVEL EXPENSES	64.90 (210)		135.40
11/29/02	PHOTOCOPIES			175.00
11/27/02	DOCUMENT PREPARATION AND WORD PROCESSING	= \$134.40		210.00
11/18/02	LONG DISTANCE AND TELEPHONE TOLLS			3.74
11/29/02	FAX/TELECOPY CHARGES			120.00
11/29/02	POSTAGE			15.74

A. INKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2002
 INVOICE NO. 222783
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Ant.
12/09/02	CORRESPONDENCE D. LEVINE RE GOATLEY PITCHESS MOTION	MLS	0.50	77.0
12/10/02	TELEPHONE J. HENDRICKSON RE PROPOSED INCUBATOR PROJECT	EBH	0.50	77.0
12/10/02	REVISE CORRESPONDENCE J. HENDRICKSON RE PROCEDURE FOR PIGGYBACK CONTRACTS	EBH	0.50	77.0
12/10/02	CONFERENCE OFFICE; TELEPHONE D. LEVINE RE GOATLEY PITCHESS MOTION	MLS	0.25	38.5
12/10/02	TELEPHONE G. MARVEL RE PROHIBITION OF UNION MEMBER TAPE RECORDING DISCIPLINARY MEETING	MLS	0.25	38.5
12/10/02	REVIEW CORRESPONDENCE FROM D. LEVINE RE GOATLEY POLICE REPORT	MLS	0.25	38.5
12/10/02	TELEPHONE OPPOSING COUNSEL RE CONTINUING HEARING ON BERMUDEZ PITCHESS MOTION	SVU	0.25	38.5
12/10/02	TELEPHONE CLIENT RE CONTINUATION OF HEARING IN BERMUDEZ PITCHESS MOTION	SVU	0.25	38.5
12/11/02	REVISE CORRESPONDENCE J. HENDRICKSON RE PIGGYBACK CONTRACTS	EBH	0.25	38.5
12/11/02	PREPARE OPPOSITION TO GOATLEY PITCHESS MOTION	MLS	1.00	155.0
12/11/02	REVIEW LEGAL SERVICES BILLING AND PREPARE SUMMARY OF CHARGES RE MANAGEMENT REORGANIZATION AND ACADEMIC SENATE COMPLAINTS	PO1	1.50	232.0
12/12/02	TELEPHONE G. MARVEL AND E. FUENTES RE REDUCTION IN RETIREE HEALTH BENEFITS	MLS	0.50	77.0

A. INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2002
 INVOICE NO. 222783
 CLIENT NO. 005142
 PML
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date	Atty.	Hrs.	Ant.
12/12/02	SVU	0.25	38.5
12/13/02	PJL	0.75	116.5
12/13/02	MLS	0.25	38.5
12/13/02	MLS	0.50	77.0
12/13/02	MLS	0.25	38.5
12/16/02	PJL	0.25	38.5
12/16/02	EBH	0.25	38.5
12/16/02	EBH	0.50	77.0
12/16/02	SVU	1.50	232.0
12/17/02	PJL	0.50	77.0
12/17/02	PJL	0.25	38.5
12/17/02	PJL	0.25	38.5
12/17/02	PJL	0.25	38.5
12/17/02	EBH	0.25	38.5

A LINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2002
 INVOICE NO. 222783
 CLIENT NO. 005142
 PML
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amnt.
12/18/02	TELEPHONE J. HENDRICKSON RE PIGGYBACK CONTRACT LEGISLATIVE CHANGES	EBH	0.25	38.75
12/18/02	TELEPHONE D. LEVINE'S OFFICE RE GOATLEY PITCHESS MOTION	MLS	0.25	38.75
12/18/02	REVIEW CORRESPONDENCE FROM D. LEVINE RE GOATLEY PITCHESS MOTION SCHEDULING	MLS	0.25	38.75
12/18/02	CORRESPONDENCE G. MARVEL RE REDUCING RETIREE HEALTH BENEFITS; LEGAL RESEARCH; CONFERENCE OFFICE RE BENEFITS	MLS	1.50	232.50
12/18/02	CONFERENCE OFFICE RE RETIREE HEALTH BENEFIT LITIGATION	JEM	0.25	38.75
12/19/02	LEGAL RESEARCH RE REQUIREMENTS FOR REGULATIONS TO ESTABLISH AUXILIARY ORGANIZATIONS	EBH	0.50	77.50
12/19/02	REVIEW CORRESPONDENCE FROM J. HENDRICKSON RE ADOPTION OF POLICY FOR ESTABLISHMENT OF AUXILIARY ORGANIZATIONS	EBH	0.25	38.75
12/19/02	TELEPHONE G. MARVEL RE CAPPING RETIREE HEALTH BENEFITS ISSUES	MLS	0.25	38.75
12/19/02	LEGAL RESEARCH RE RETIREE HEALTH BENEFITS; PREPARE FILE MEMO	MLS	0.75	116.25
12/20/02	CALENDAR HEARING ON PITCHESS MOTION RE GOATLEY	MJP	0.25	38.75
12/23/02	TELEPHONE J. HENDRICKSON RE REVIEW OF FORMS (INTERNAL REVENUE CODE SECTION 457 PLAN)	EBH	0.50	77.50

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2002
 INVOICE NO. 222783
 CLIENT NO. 005142
 PML
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amnt.
12/23/02	REVIEW CORRESPONDENCE FROM J. HENDRICKSON; LEGAL RESEARCH RE REQUIREMENTS UNDER INTERNAL REVENUE 457 PLAN	EBH	1.50	232.50
12/23/02	REVIEW AND REVISE CODE OF STUDENT CONDUCT	EBH	3.00	465.00
12/23/02	CONFERENCE OFFICE RE STRUCTURE OF CCCSIG CONTRACT	SVU	0.25	38.75
12/23/02	PREPARE CCCSIG AGREEMENT	SVU	0.25	38.75
12/23/02	LEGAL RESEARCH RE IRC SECTION 437 PLAN	SLK	2.00	310.00
12/24/02	CONFERENCE OFFICE RE REVIEW OF STUDENT CONDUCT CODE	EBH	0.25	38.75
12/24/02	LEGAL RESEARCH RE BASIS FOR STUDENT RULES OF CONDUCT	EBH	1.00	155.00
12/24/02	LEGAL RESEARCH RE STUDENT DISCIPLINE CODE REVISIONS	SLK	1.00	155.00
12/26/02	PREPARE CCCSIG AGREEMENT	SVU	0.75	116.25
12/30/02	PREPARE AGREEMENT BETWEEN CCCSIG AND DISTRICT FOR ACCESS TO DATA REQUIRED TO PROCESS WORKERS' COMPENSATION CLAIM	SVU	2.75	426.25
12/31/02	PREPARE CCCSIG/DISTRICT SOFTWARE DEVELOPMENT AGREEMENT	SVU	1.00	155.00
12/31/02	LEGAL RESEARCH RE STUDENT DISCIPLINE	SLK	1.50	232.50

CURRENT FEES: \$ 5,812.50

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2002
 INVOICE NO. 222783
 CLIENT NO. 005142
 PML
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	amt.
12/03/02	TELEPHONE E. FUENTES RE DISCLOSING STUDENT IDENTITIES IN FACULTY MEMBER COMPLAINT AND MANDATORY SEXUAL HARASSMENT TRAINING	MLS	0.25	375
12/03/02	LEGAL RESEARCH RE FERPA RESTRICTIONS ON DIVULGING NAMES OF STUDENT COMPLAINANTS; CORRESPONDENCE E. FUENTES	MLS	0.75	1125
12/03/02	PREPARE SAMPLE LETTERS FOR COMPLAINANT AND RESPONDENT IN D. GREENWOOD INVESTIGATION	EKP	1.25	1975
12/03/02	CORRESPONDENCE A. MACGREGOR RE CAMBA DISCRIMINATION COMPLAINT; PREPARE FOR STUDENT INTERVIEWS; PREPARE INVESTIGATION REPORT	GBT	2.00	3100
12/04/02	REVIEW AND REVISE SEXUAL HARASSMENT INVESTIGATION REPORT	CDL	0.50	750
12/04/02	CONFERENCE OFFICE RE ROSSOVICH SEXUAL HARASSMENT INVESTIGATION	EBH	0.50	750
12/04/02	REVIEW INVESTIGATION REPORT RE ROSSOVICH SEXUAL HARASSMENT COMPLAINT	EBH	0.75	1125
12/04/02	CONFERENCE OFFICE RE CHANGES TO INVESTIGATION REPORT ON ALLEGED SEXUAL HARASSMENT (ROSSOVICH)	EBH	0.25	375
12/04/02	TELEPHONE T. ARMSTRONG RE CAMBA DISCRIMINATION COMPLAINT; TELEPHONE WITNESSES S. ABOUDARA AND I. LARA; PREPARE INVESTIGATION REPORT	GBT	1.00	1500
12/04/02	CORRESPONDENCE S. MCCRAY RE ROSSOVICH DISCRIMINATION COMPLAINT	GBT	0.50	750

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2002
 INVOICE NO. 222783
 CLIENT NO. 005142
 PML
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
12/05/02	INTERVIEW FAST TRACK STUDENTS I. LARES, D. PASCO AND L. ALTMAN RE CAMBA DISCRIMINATION COMPLAINT; PREPARE INVESTIGATION REPORT	GBT	5.25	813.75
12/06/02	REVIEW INVESTIGATION REPORT RE CAMBA DISCRIMINATION COMPLAINT; TELEPHONE J. FOSTER	GBT	2.75	426.25
12/10/02	CORRESPONDENCE CLIENT RE SEXUAL HARASSMENT INVESTIGATION REPORT	CDL	0.50	77.50
12/10/02	LEGAL RESEARCH RE FOUNDATION AND DISCRIMINATION	SVU	1.50	232.50
12/11/02	REVIEW CORRESPONDENCE FROM R. WATKINS RE JONES; CORRESPONDENCE R. WATKINS AND D. FRANK	MLS	0.50	77.50
12/11/02	TELEPHONE OCR RE FORREST COMPLAINT; REVIEW CORRESPONDENCE FROM LOS MEDANOS COLLEGE TO FORREST RE COMPLAINT; TELEPHONE D. MCNAIR	GBT	4.00	620.00
12/11/02	TELEPHONE S. MCCRAY RE CAMBA DISCRIMINATION COMPLAINT; CORRESPONDENCE A. CAMBA; PREPARE INVESTIGATION REPORT RE DISCRIMINATION COMPLAINT	GBT	1.75	271.25
12/12/02	INTERVIEW S. ABOUDARA RE CAMBA DISCRIMINATION COMPLAINT; PREPARE INVESTIGATION REPORT	GBT	4.00	620.00
12/12/02	REVIEW CORRESPONDENCE FROM LOS MEDANOS COLLEGE RE FORREST OCR COMPLAINT	GBT	0.25	38.75

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2002
 INVOICE NO. 222783
 CLIENT NO. 005142
 PML
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
12/13/02	TELEPHONE A. ALATORE, S. ALVES, D. SMITH AND OFFICE OF ADMINISTRATIVE LAW RE FORREST OCR COMPLAINT; REVIEW CORRESPONDENCE FROM D. MCNAIR; PREPARE RESPONSE TO OCR	GBT	3.00	465.00
12/16/02	REVIEW JONES NOTICE OF DISMISSAL	MLS	0.50	77.50
12/16/02	CORRESPONDENCE S. MCCRAY RE JONES DISMISSAL	MLS	0.50	77.50
12/16/02	LEGAL RESEARCH RE LOCAL ONE REQUIREMENTS FOR JONES DISMISSAL	MLS	0.25	38.75
12/16/02	PREPARE RESPONSE TO OCR RE FORREST DISCRIMINATION COMPLAINT; TELEPHONE D. SMITH RE COMPUTER PROGRAM; TELEPHONE STATE ARCHIVES	GBT	3.00	465.00
12/16/02	PREPARE INVESTIGATION REPORT RE CAMBA DISCRIMINATION COMPLAINT; REVIEW CORRESPONDENCE FROM CAMBA; INTERVIEW D. MARTIN	GBT	2.00	310.00
12/17/02	TELEPHONE M. MEHDIZADEH, D SMITH AND S. ALVES RE FORREST OCR COMPLAINT; PREPARE RESPONSE TO OCR	GBT	2.25	348.75
12/18/02	CORRESPONDENCE S. MCCRAY RE LEBVRE TERMINATION	MLS	1.00	155.00
12/18/02	PREPARE OCR RESPONSE RE FORREST COMPLAINT; TELEPHONE OFFICE OF ADMINISTRATIVE LAW; REVIEW DOCUMENTS	GBT	3.50	542.00
12/18/02	CORRESPONDENCE M. WARD RE CAMBA DISCRIMINATION COMPLAINT	GBT	1.00	155.00
12/19/02	TELEPHONE G. MARVEL RE JONES ENTITLEMENT TO HOLIDAY PAY	MLS	0.25	38.75

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2002
 INVOICE NO. 222783
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
12/19/02	MEMO D. MACNAIR RE FORREST OCR COMPLAINT; PREPARE FILE MATERIALS	GBT	0.50	77.50
12/19/02	REVIEW STATEMENT FROM J. FOSTER RE CAMBA; PREPARE INVESTIGATION REPORT RE COMPLAINT	GBT	2.00	310.00
12/23/02	REVIEW AND REVISE CORRESPONDENCE RE CAMBA DISCRIMINATION COMPLAINT	GBT	1.50	232.50
12/24/02	REVIEW INVESTIGATION REPORT RE CAMBA DISCRIMINATION COMPLAINT	GBT	0.75	116.25
12/30/02	PREPARE REPORT TO STATE CHANCELLOR'S OFFICE RE SEXUAL HARASSMENT INVESTIGATION	CDL	0.75	116.25

CURRENT FEES: \$ 8,873.75

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEAREY, ELIZABETH B.	EBH	155/hr.	1.75	271.25
LOVELY, CHRISTINE D.	CDL	155/hr.	7.25	1,123.75
LUCEY, PETER J.	PJL	155/hr.	0.50	77.50
PEEK, EVE K.	EKP	155/hr.	1.25	193.75
SACKS, MARLEEN L.	MLS	155/hr.	4.00	620.00
TABAK, G B.	GBT	155/hr.	41.00	6,355.00
UZELAC, SUZANNE V.	SVU	155/hr.	1.50	232.50

FEE SUMMARY TOTAL 8,873.75

TOTAL MATTER BILLING 8,873.75

A. INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aallr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2002
 INVOICE NO. 222783
 CLIENT NO. 005142
 PML
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RETIREEES

Date		Atty.	Hrs.	Amt.
12/13/02	LEGAL RESEARCH; CONFERENCE OFFICE RE RETIREE BENEFITS	PJL	0.50	77.50
12/13/02	CORRESPONDENCE T. RICH RE STATUS OF RETIREMENT BENEFITS	PJL	1.00	155.00

CURRENT FEES: \$ 232.50

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJL	155/hr.	1.50	232.50

FEE SUMMARY TOTAL 232.50

TOTAL MATTER BILLING 232.50

DISBURSEMENTS:

11/25/02	MISCELLANEOUS TRAVEL EXPENSES			175.74
12/30/02	DOCUMENT PREPARATION AND WORD PROCESSING			250.00
12/31/02	PHOTOCOPIES			22.00
12/10/02	AUTOMATED LEGAL RESEARCH	429. (250)		15.00
12/13/02	AUTOMATED LEGAL RESEARCH	= \$ 105.00		57.00
12/23/02	AUTOMATED LEGAL RESEARCH			5.50
12/23/02	AUTOMATED LEGAL RESEARCH			10.00
12/23/02	AUTOMATED LEGAL RESEARCH			95.00
12/31/02	FAX/TELECOPY CHARGES			102.00
12/31/02	POSTAGE			16.47

CURRENT DISBURSEMENTS \$948.71

TOTAL MATTER BILLING 948.71

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
01/02/03	TELEPHONE G. MARVEL RE PREPARATION FOR NEGOTIATIONS WITH LOCAL ONE AND UNITED FACULTY ON BUDGET REDUCTIONS	PJL	1.00	155.00
01/02/03	TELEPHONE CLIENT RE CCCSIG AGREEMENT AND SOFTWARE DEVELOPMENT AGREEMENT	SVU	0.25	38.75
01/02/03	LEGAL RESEARCH RE SCHOLARSHIP EXEMPTION FOR ANTI-DISCRIMINATION AS IT PERTAINS TO BOARD POLICY 1007 PROPOSED REVISIONS	SVU	0.50	77.50
01/02/03	LEGAL RESEARCH RE STUDENT CODE OF CONDUCT	SLK	1.00	155.00
01/03/03	TELEPHONE R. COUSER RE SUBPOENA	PJL	0.25	38.75
01/03/03	TELEPHONE R. COUSER RE GOATLEY PITCHESS MOTION	MLS	0.25	38.75
01/03/03	CONFERENCE OFFICE RE BOARD POLICY 1007 REVISIONS	SVU	0.25	38.75
01/06/03	REVIEW CORRESPONDENCE RE BENEFITS FOR PART-TIME EMPLOYEES	PJL	0.25	38.75
01/06/03	RESEARCH STUDENT CODE OF CONDUCT	EBH	1.50	232.50
01/06/03	CONFERENCE OFFICE RE STUDENT CODE OF CONDUCT	EBH	0.50	77.50
01/06/03	MODIFY CCCSIG CONTRACT WITH NEW CLIENT INFORMATION	SVU	0.25	38.75
01/06/03	CONFERENCE OFFICE RE CAPPING HEALTH BENEFITS	GBT	0.25	38.75
01/07/03	REVIEW WORKERS' COMPENSATION SUBPOENA RE DAMBROSIO CLAIM	PJL	0.25	38.75

A: INSON, ANDELSON, LOYA, RUUD & MO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
01/07/03	LEGAL RESEARCH; CONFERENCE OFFICE RE REVIEW OF STUDENT CONDUCT CODE	PJL	0.25	38.75
01/07/03	LEGAL RESEARCH; CORRESPONDENCE OPPOSING COUNSEL RE ASHBY TENURE CLAIM	PJL	0.50	77.50
01/07/03	REVIEW MONTHLY BILLINGS RE ACADEMIC SENATE	PJL	0.25	38.75
01/07/03	TELEPHONE S. LEVER RE STUDENT CONDUCT CODE	EBH	0.75	116.25
01/07/03	REVISE STUDENT CODE OF CONDUCT	EBH	4.00	620.00
01/07/03	LEGAL RESEARCH RE SUBPOENA OF MEDICAL RECORDS; TELEPHONE DR. FLINT	JJH	1.50	232.50
01/07/03	CONFERENCE OFFICE RE LEGAL OPINION ON HEALTH BENEFITS FOR PART-TIME FACULTY MEMBERS	MLS	0.25	38.75
01/07/03	REVIEW CORRESPONDENCE FROM D. ROBERTS RE COST OF PART-TIME FACULTY MEMBER HEALTH BENEFITS	MLS	0.25	38.75
01/07/03	TELEPHONE D. FRANK RE IMPLEMENTATION OF SECTION 21.9.5.3 OF CONTRACT	MLS	0.25	38.75
01/07/03	LEGAL RESEARCH RE AB 3099 AND IMPLEMENTATION OF SECTION 21.9.5.3 OF UF CONTRACT	MLS	0.75	116.25
01/07/03	TELEPHONE D. LEVINE AND R. COUSER RE GOATLEY PITCHESS MOTION	MLS	0.50	77.50
01/07/03	CORRESPONDENCE D. FRANK RE IMPLEMENTATION OF SECTION 21.9.5.3 OF UF CONTRACT	MLS	0.75	116.25

A. INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
01/07/03	REVIEW DOCUMENTS RE CLIENT AGREEMENT WITH CCCSIG FOR ELECTRONIC ACCESS TO EMPLOYEE INFORMATION FOR WORKERS' COMPENSATION CLAIMS	SVU	0.50	77.50
01/07/03	REVIEW CCCSIG BYLAWS FOR ACCESS TO PERSONNEL DATA AGREEMENT	SVU	0.50	77.50
01/07/03	CONFERENCE OFFICE RE SUBPOENA OF MEDICAL RECORDS FOR D'AMBROSIO	SLK	0.50	77.50
01/08/03	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE ASHBY TENURE CLAIM	PJL	1.00	155.00
01/08/03	LEGAL RESEARCH; PREPARE AND REVIEW STUDENT CODE OF CONDUCT	PJL	0.50	77.50
01/08/03	CONFERENCE OFFICE RE OPTIONS FOR DISCIPLINE OF STUDENTS FOR STUDENT CODE OF CONDUCT	PJL	0.25	38.75
01/08/03	CONFERENCE OFFICE RE PART-TIME BENEFITS	PJL	0.25	38.75
01/08/03	TELEPHONE S. MCCRAY RE ASHBY TENURE STATUS	PJL	0.25	38.75
01/08/03	CONFERENCE OFFICE RE DEVELOPMENT OF REVISED STUDENT CONDUCT CODE	EBH	0.25	38.75
01/08/03	LEGAL RESEARCH RE STUDENT CONDUCT CODE	EBH	1.00	155.00
01/08/03	TELEPHONE R. COUSER RE GOATLEY PITCHESS MOTION	MLS	0.25	38.75
01/08/03	CORRESPONDENCE D. FRANK RE IMPLEMENTATION OF HEALTH BENEFIT CHARGE INCREASES FOR PART-TIME FACULTY	MLS	0.50	77.50

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aallr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
01/08/03	CONFERENCE OFFICE RE IMPLEMENTATION OF CHARGES FOR PART-TIME INSTRUCTOR HEALTH BENEFITS AND REDUCING BENEFITS FOR MANAGERS	MLS	0.25	38.75
01/08/03	LEGAL RESEARCH RE RELEASE OF MEDICAL RECORDS AND WORKERS' COMPENSATION SUBPOENA FOR D'AMBROSIO	SLK	0.50	77.50
01/09/03	TELEPHONE S. MCCRAY RE CARE FOR DISABLED STUDENT	PJL	0.25	38.75
01/09/03	TELEPHONE S. MCCRAY RE EMPLOYEE WORKING WITH DISABLED STUDENT	PJL	0.75	116.25
01/09/03	TELEPHONE S. MCCRAY RE REVIEW OF STUDENT CODE OF CONDUCT	EBH	0.25	38.75
01/09/03	TELEPHONE J. HENDRICKSON RE REVIEW OF POLICY ON AUXILIARY ORGANIZATIONS	EBH	0.25	38.75
01/09/03	PREPARE FOR AND ATTEND GOATLY PITCHESS MOTION	MLS	2.50	387.50
01/09/03	LEGAL RESEARCH RE WORKERS' COMPENSATION SUBPOENA AND MEDICAL RECORDS FOR D'AMBROSIO	SLK	1.50	232.50
01/10/03	CONFERENCE OFFICE RE SUBPOENA OF D'AMBROSIA MEDICAL RECORDS	JJH	0.25	38.75
01/10/03	CONFERENCE OFFICE RE SUBPOENA FOR PSYCHIATRIC RECORDS	MLS	0.25	38.75
01/10/03	TELEPHONE SACRAMENTO SUPERIOR COURT RE DECISION IN TIMES V. DEPARTMENT OF HEALTH SERVICES	GBT	0.25	38.75

A INSON, ANDELSON, LOYA, RUUD & MO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amnt.
01/10/03	LEGAL RESEARCH RE RESPONSE TO MEDICAL RECORDS SUBPOENA IN D'AMBROSIO	SLK	2.50	387.50
01/13/03	TELEPHONE S. MCCRAY RE EMPLOYMENT OF TEMPORARY INSTRUCTORS	PJL	0.25	38.75
01/13/03	CORRESPONDENCE OPPOSING COUNSEL RE ASHBY CLAIM FOR TENURE	PJL	0.50	77.50
01/13/03	CORRESPONDENCE CLIENT RE EMPLOYEE ASSISTING DISABLED STUDENT	PJL	0.50	77.50
01/13/03	PREPARE CORRESPONDENCE RE ASSISTANCE OF DISABLED STUDENT WITH EATING	PJL	0.50	77.50
01/13/03	TELEPHONE S. MCCRAY RE STUDENT CODE OF CONDUCT	EBH	0.25	38.75
01/13/03	TELEPHONE S. LEVER RE STUDENT CODE OF CONDUCT	EBH	0.25	38.75
01/13/03	LEGAL RESEARCH RE PRIVACY STATEMENT REQUIREMENTS FOR AUXILIARY ORGANIZATION (REGIONAL TRAINING INSTITUTE)	EBH	1.25	193.75
01/13/03	TELEPHONE S. MCCRAY RE GANDER AND SUBPOENA	JJH	0.25	38.75
01/14/03	LEGAL RESEARCH RE GONDER SETTLEMENT AGREEMENT	PJL	0.25	38.75
01/14/03	TELEPHONE S. MCCRAY RE SETTLEMENT IN GANDOR RECLASSIFICATION	PJL	0.50	77.50
01/14/03	REVIEW CORRESPONDENCE RE FACULTY MEMBER WITH PART-TIME REGULAR STATUS; LEGAL RESEARCH RE SAME; CONFERENCE OFFICE	WSK	0.50	77.50

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amnt.
01/14/03	TELEPHONE S. LEVER RE PROPOSED STUDENT CODE OF CONDUCT	EBH	0.25	38.75
01/14/03	TELEPHONE D. FRANK RE PROPOSED FORMS FOR 457 PLANS	EBH	0.25	38.75
01/14/03	TELEPHONE S. MCCRAY RE GANDOR; REVIEW AND ANALYZE SETTLEMENT AGREEMENT; CONFERENCE OFFICE	JJH	0.75	116.25
01/15/03	LEGAL RESEARCH RE SICK LEAVE FOR PART-TIME EMPLOYEES	PJL	0.50	77.50
01/16/03	TELEPHONE S. MCCRAY RE TERMINATION OF FIRST YEAR CONTRACT EMPLOYEES	PJL	0.25	38.75
01/16/03	CONFERENCE OFFICE RE PRIVACY STATEMENT FOR REGIONAL TRAINING INSTITUTE	EBH	0.50	77.50
01/16/03	TELEPHONE CLIENT RE REVISIONS TO CCCSIG AGREEMENT RE ELECTRONIC TRANSMISSION OF INJURED EMPLOYEE'S INFORMATION TO CCCSIG FOR WORKERS' COMPENSATION CLAIMS ADMINISTRATION	SVU	0.25	38.75
01/16/03	PREPARE CCCSIG AGREEMENT RE ELECTRONIC TRANSMISSION OF EMPLOYEE INFORMATION FOR WORKERS' COMPENSATION CLAIM PROCESSING	SVU	2.00	310.00
01/17/03	CONFERENCE OFFICE RE TERMINATION OF PROBATIONARY FACULTY MEMBERS	MLS	0.25	38.75
01/20/03	TELEPHONE J. HENDRICKSON RE BOARD POLICY ON AUXILIARY ORGANIZATIONS	EBH	0.50	77.50
01/20/03	CORRESPONDENCE J. HENDRICKSON RE BOARD POLICY FOR AUXILIARY ORGANIZATION	EBH	0.75	116.25

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
01/21/03	LEGAL RESEARCH RE CAPPING MEDICAL BENEFITS	GBT	0.75	116.25
01/22/03	TELEPHONE G. MARVEL AND E. FUENTES RE PLACEMENT OF EMPLOYEE ON REHIRE LIST	PJL	0.50	77.50
01/22/03	CORRESPONDENCE CLIENT RE CODE OF STUDENT CONDUCT	PJL	0.75	116.25
01/22/03	LEGAL RESEARCH RE DUE PROCESS RIGHTS OF CONTRACT INSTRUCTORS	PJL	1.25	193.75
01/22/03	LEGAL RESEARCH; CONFERENCE OFFICE RE APPEAL PROCEDURES FOR STUDENT DISCIPLINE	PJL	0.50	77.50
01/22/03	CONFERENCE OFFICE RE 457 PLAN REQUIREMENTS	EBH	0.25	38.75
01/22/03	CONFERENCE OFFICE RE REVISIONS TO STUDENT CONDUCT CODE	EBH	0.50	77.50
01/22/03	RESEARCH RE ALTERNATIVE CHANGES TO PROPOSED STUDENT CODE OF CONDUCT	EBH	2.50	387.50
01/22/03	CORRESPONDENCE S. MCCRAY RE FACULTY NON-RENEWAL	MLS	1.75	271.25
01/22/03	CONFERENCE OFFICE RE DISMISSAL OF PROBATIONARY FACULTY	MLS	0.25	38.75
01/22/03	LEGAL RESEARCH RE INVOLUNTARY REASSIGNMENT OF CLASSIFIED EMPLOYEE	GBT	0.75	116.25
01/22/03	LEGAL RESEARCH RE DISTRICT PAID MEDICAL BENEFITS AND BENEFITS CAP	GBT	1.50	232.50
01/23/03	TELEPHONE T. HUFF, E. FUENTES AND S. MCCRAY RE ACCOUNTING FOR LOAD BANKING AND USAGE OF SICK LEAVE	PJL	0.75	116.25

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
01/23/03	CONFERENCE OFFICE RE REGIONAL TRAINING INSTITUTE PRIVACY STATEMENT REVIEW	EBH	0.25	38.75
01/23/03	CORRESPONDENCE C. SPENCE RE REVIEW OF PRIVACY STATEMENT FOR REGIONAL TRAINING INSTITUTE	EBH	0.50	77.50
01/23/03	REVISE PROPOSED REGULATIONS RE STUDENT CODE OF CONDUCT	EBH	3.00	465.00
01/23/03	CORRESPONDENCE S. MCCRAY RE DISMISSAL OF PROBATIONARY FACULTY	MLS	0.50	77.50
01/24/03	TELEPHONE S. LEVER RE CLASSIFIED BUMPING RIGHTS	PJL	0.50	77.50
01/24/03	TELEPHONE DR. FLYNT RE D'AMBROSIO SUBPOENA	JJH	0.25	38.75
01/24/03	CONFERENCE OFFICE RE PRIVACY STATEMENT; LEGAL RESEARCH	NTC	0.75	116.25
01/24/03	REVIEW PAST LEGAL SERVICES INVOICES RE ACADEMIC SENATE COMPLAINTS AND MANAGEMENT REORGANIZATION ISSUES	PO1	1.00	155.00
01/27/03	REVIEW CORRESPONDENCE; CONFERENCE OFFICE RE REVIEW OF BRAY AGREEMENT	PJL	0.25	38.75
01/27/03	LEGAL RESEARCH RE STUDENT FEES	PJL	0.25	38.75
01/27/03	CORRESPONDENCE CLIENT RE TERMINATION OF INSTRUCTORS	PJL	1.00	155.00
01/27/03	TELEPHONE J. HENDRICKSON RE PROPOSED ASSOCIATION OF CALIFORNIA COMMUNITY COLLEGE DISTRICT EMPLOYMENT CONTRACT (S. BRAY)	EBH	0.25	38.75

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation. Amounts
 remaining unpaid after 30 days shall be subjected to service
 charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
01/27/03	REVIEW PROPOSED ASSOCIATION OF CALIFORNIA COMMUNITY COLLEGE DISTRICT ADMINISTRATORS CONTRACT (S. BRAY)	EBH	1.00	155.00
01/27/03	PREPARE STUDENT CODE OF CONDUCT	EBH	0.75	116.25
01/27/03	CONFERENCE OFFICE RE PROPOSED AGREEMENT FOR ASSOCIATION OF CALIFORNIA COMMUNITY COLLEGE ADMINISTRATORS (S. BRAY)	EBH	0.25	38.75
01/27/03	REVIEW CORRESPONDENCE FROM J. HENDRICKSON RE STUDENT FEE INQUIRY AND BACKGROUND MATERIALS	MLS	0.50	77.50
01/27/03	PREPARE DISTRICT/CCCSIG AGREEMENT	SVU	2.25	348.75
01/27/03	TELEPHONE D. KILLINGS RE SERVICE OF SUMMONS AND COMPLAINT IN DIABLO VALLEY COLLEGE FACULTY SENATE LAWSUIT	MJP	0.25	38.75
01/27/03	TELEPHONE STATE CHANCELLOR RE SERVICE OF SUMMONS AND COMPLAINT IN DIABLO VALLEY COLLEGE FACULTY SENATE LAWSUIT	MJP	0.25	38.75
01/28/03	REVIEW CORRESPONDENCE RE SERVICE OF ACADEMIC SENATE SUIT	PJL	0.25	38.75
01/28/03	TELEPHONE E. FUENTES RE EMPLOYEE'S DISCIPLINARY RIGHTS	PJL	0.50	77.50
01/28/03	PREPARE FILE MEMO RE NONREELECTION OF CONTRACT INSTRUCTORS	PJL	0.25	38.75
01/28/03	CONFERENCE OFFICE RE WEST CONTRA COSTA SOUTHWEST ROP	PJL	0.25	38.75
01/28/03	LEGAL RESEARCH RE RELEASE OF ROP ADMINISTRATOR	PJL	0.50	77.50

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amnt.
01/28/03	TELEPHONE CLIENT; PREPARE AGENDA RE BOARD MEETING	PJL	0.25	38.75
01/28/03	REVIEW PROPOSED AGREEMENT WITH CONTRA COSTA COUNTY SELF INSURANCE GROUP RE COMPUTER SERVICES	EBH	1.00	155.00
01/28/03	CONFERENCE OFFICE RE PROPOSED AGREEMENT TO PROVIDE COMPUTER SERVICES TO CONTRA COSTA COUNTY SELF INSURANCE GROUP	EBH	0.25	38.75
01/28/03	REVISE CORRESPONDENCE C. SPENCE RE PRIVACY STATEMENT BY REGIONAL TRAINING INSTITUTE	EBH	0.75	116.25
01/28/03	CORRESPONDENCE S. MCCRAY RE TERMINATION OF PROBATIONARY FACULTY; PREPARE PROPOSED FORMS; CONFERENCE OFFICE	MLS	1.25	193.75
01/28/03	LEGAL RESEARCH RE CHARGING NURSING STUDENTS MALPRACTICE LIABILITY INSURANCE; CORRESPONDENCE J. HENDRICKSON	MLS	1.75	271.25
01/28/03	CONFERENCE OFFICE RE DISTRICT/CCCSIG CONTRACT	SVU	0.50	77.50
01/28/03	LEGAL RESEARCH RE SHIFT ASSIGNMENT CHANGES	GBT	1.25	193.75
01/28/03	TELEPHONE AND CORRESPONDENCE D. KILLINGS RE SERVICE OF SUMMONS AND COMPLAINT ON DISTRICT IN DIABLO VALLEY COLLEGE FACULTY SENATE LAWSUIT	MJP	0.50	77.50
01/28/03	TELEPHONE STATE CHANCELLOR RE SERVICE OF SUMMONS AND COMPLAINT; CONFERENCE OFFICE RE DIABLO VALLEY COLLEGE FACULTY SENATE LAWSUIT	MJP	0.25	38.75

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
01/28/03	LEGAL RESEARCH RE SUBSTITUTE SERVICE OF SUMMONS AND COMPLAINT IN DIABLO VALLEY COLLEGE FACULTY SENATE LAWSUIT	MJP	0.75	116.25
01/28/03	TELEPHONE R. BEZEMEK RE PROOF OF SERVICE OF SUMMONS AND COMPLAINT IN DIABLO VALLEY COLLEGE FACULTY SENATE LAWSUIT	MJP	0.25	38.75
01/28/03	REVIEW PAST LEGAL SERVICES INVOICES RE ACADEMIC SENATE AND MANAGEMENT REORGANIZATION ISSUES	PO1	2.50	387.50
01/29/03	TELEPHONE G. MARVEL RE INTERPRETATION OF EDUCATION CODE SECTION 70901.2	PJL	0.50	77.50
01/29/03	REVISE CORRESPONDENCE C. SPENCE RE REGIONAL TRAINING INSTITUTE PRIVACY POLICY	EBH	0.25	38.75
01/29/03	CONFERENCE OFFICE RE TERMINATION OF PROBATIONARY FACULTY	MLS	0.25	38.75
01/29/03	CONFERENCE CLIENT RE DETAILS ON CCCSIG/DISTRICT CONTRACT	SVU	0.25	38.75
01/29/03	REVISE CCCSIG/DISTRICT AGREEMENT	SVU	0.25	38.75
01/29/03	REVIEW AND ANALYZE AGREEMENT FOR DATA PROCESSING SERVICES	SVU	0.50	77.50
01/30/03	CORRESPONDENCE CLIENT RE RELEASE OF FIRST YEAR INSTRUCTORS	PJL	0.50	77.50
01/30/03	CORRESPONDENCE CLIENT RE RIGHTS OF EMPLOYEE	PJL	0.50	77.50
01/30/03	CORRESPONDENCE S. MCCRAY RE DISMISSAL OF PROBATIONARY FACULTY	MLS	1.25	193.75

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amnt.
01/30/03	CONFERENCE OFFICE RE DISMISSAL OF PROBATIONARY FACULTY	MLS	0.25	38.75
01/30/03	REVIEW PAST LEGAL SERVICES INVOICES RE ACADEMIC SENATE AND MANAGEMENT REORGANIZATION ISSUES	PO1	1.25	193.75
01/31/03	CORRESPONDENCE CLIENT RE ACCUSED EMPLOYEE'S RIGHTS DOCUMENT	CDL	0.50	77.50
01/31/03	CORRESPONDENCE S. MCCRAY RE DISMISSAL OF PROBATIONARY FACULTY	MLS	0.50	77.50
01/31/03	TELEPHONE S. CARLSEN RE JONES INVESTIGATION	MLS	0.25	38.75

CURRENT FEES: \$ 15,926.25

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
CALDERON, NICHOLAS T.	NTC	155/hr.	1.75	271.25
HEAREY, ELIZABETH B.	EBH	155/hr.	29.50	4,572.50
HEIN, JANICE J.	JJH	155/hr.	3.00	465.00
KAPLAN, SUSAN L.	SLK	155/hr.	6.00	930.00
KINSLER, WARREN S.	WSK	155/hr.	0.50	77.50
LOVELY, CHRISTINE D.	CDL	155/hr.	0.50	77.50
LUCEY, PETER J.	PJL	155/hr.	18.75	2,906.25
POLLARD, MARIANNE J.	MJP	155/hr.	2.25	348.75
SACKS, MARLEEN L.	MLS	155/hr.	19.00	2,945.00
STANSBURY, CECELIA O.	PO1	155/hr.	4.75	736.25
TABAK, G B.	GBT	155/hr.	4.75	736.25
UZELAC, SUZANNE V.	SVU	155/hr.	12.00	1,860.00

FEE SUMMARY TOTAL 15,926.25

A. INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

TOTAL MATTER BILLING 15,926.25

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
01/02/03	TELEPHONE G. HUFF RE ROSSOVICH DISCRIMINATION COMPLAINT; TELEPHONE DISTRICT'S WORKERS' COMPENSATION CARRIER K. WARD; TELEPHONE S. MCCRAY RE INVESTIGATION REPORT	GBT	0.75	116.25
01/02/03	CORRESPONDENCE A. CAMBA, J. FOSTER, L. WINKLER AND M. WARD RE RESULTS OF THE INVESTIGATION OF DISCRIMINATION COMPLAINT	GBT	5.00	775.00
01/03/03	TELEPHONE S. MCCRAY RE JONES STATEMENT OF CHARGES	MLS	0.25	38.75
01/03/03	PREPARE INVESTIGATION REPORT RE CAMBA COMPLAINT; CORRESPONDENCE CAMBA AND RESPONDENTS	TAG	3.50	542.50
01/03/03	TELEPHONE S. MCCRAY RE ROSSOVICH AND WORKERS' COMPENSATION CLAIM; TELEPHONE K. WARD AT CCCSIG RE INVESTIGATION REPORT	GBT	0.50	77.50
01/03/03	TELEPHONE S. MCCRAY RE CAMBA INVESTIGATION AND REPORT	GBT	2.75	426.25
01/06/03	REVIEW INVESTIGATION REPORT RE CAMBA DISCRIMINATION COMPLAINT	GBT	6.00	930.00
01/07/03	REVIEW REPORT FROM R. BLACK RE CAMBA DISCRIMINATION COMPLAINT	GBT	2.25	348.75
01/08/03	REVIEW INVESTIGATION REPORT FROM R. BLACK RE CAMBA DISCRIMINATION COMPLAINT	GBT	1.50	232.50

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 16

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
01/08/03	TELEPHONE S. MCCRAY RE ROSSOVICH INVESTIGATION	GBT	0.50	77.50
01/08/03	CORRESPONDENCE L. WINKLER RE CAMBA DISCRIMINATION COMPLAINT	GBT	0.75	116.25
01/09/03	LEGAL RESEARCH; CONFERENCE OFFICE RE RELEASE OF SEXUAL HARASSMENT REPORT TO LOCAL ONE	PJL	0.25	38.75
01/09/03	CORRESPONDENCE L. WINKLER RE CAMBA DISCRIMINATION COMPLAINT; CORRESPONDENCE STATE CHANCELLOR'S OFFICE RE EXTENSION	GBT	0.75	116.25
01/14/03	CONFERENCE OFFICE; REVIEW CORRESPONDENCE FROM S. MCCRAY RE JONES HARASSMENT COMPLAINT	MLS	0.25	38.75
01/14/03	TELEPHONE S. MCCRAY RE JONES DISCIPLINE	MLS	0.25	38.75
01/16/03	REVIEW CORRESPONDENCE FROM L. JONES RE RESPONSE TO REPRIMAND	MLS	0.25	38.75
01/16/03	TELEPHONE S. MCCRAY RE RESPONSE TO JONES RETALIATION COMPLAINT	MLS	0.25	38.75
01/21/03	REVIEW CORRESPONDENCE RE LOCAL ONE CHALLENGE TO POWELL INVESTIGATION	PJL	0.50	77.50
01/21/03	REVIEW CORRESPONDENCE FROM UNION RE POWELL	CDL	0.25	38.75
01/21/03	CORRESPONDENCE E. FUENTES RE JONES ACCOMMODATION REQUEST	MLS	0.25	38.75
01/22/03	LEGAL RESEARCH RE INVESTIGATION IN ROSSOVICH/POWELL SEXUAL HARASSMENT COMPLAINT	PJL	0.50	77.50

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 17

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
01/22/03	CONFERENCE OFFICE RE POWELL INVESTIGATION	CDL	0.25	38.75
01/22/03	CORRESPONDENCE CLIENT RE POWELL INVESTIGATION	CDL	2.25	348.75
01/23/03	CORRESPONDENCE CLIENT RE SEXUAL HARASSMENT INVESTIGATION RE POWELL	CDL	0.50	77.50
01/23/03	REVIEW INVESTIGATION OF CAMBA DISCRIMINATION COMPLAINT	GBT	0.75	116.25
01/24/03	TELEPHONE S. MCCRAY RE POWELL	PJL	0.25	38.75
01/24/03	LEGAL RESEARCH RE POWELL INVESTIGATION, GRIEVANCE AND REASSIGNMENT	PJL	0.50	77.50
01/24/03	REVIEW CAMBA CORRESPONDENCE TO S. MCCRAY RE APPEAL OF INVESTIGATION RESULTS	GBT	0.25	38.75
01/27/03	REVIEW CORRESPONDENCE RE POWELL	PJL	0.25	38.75
01/27/03	REVIEW CORRESPONDENCE FROM CAMBA RE APPEAL TO GOVERNING BOARD IN DISCRIMINATION COMPLAINT	TAG	0.25	38.75
01/27/03	REVIEW CORRESPONDENCE RE CAMBA APPEAL; LEGAL RESEARCH RE BOARD POLICY	GBT	0.50	77.50
01/28/03	REVIEW POWELL HARASSMENT REPORT AND RELATED CORRESPONDENCE; CONFERENCE OFFICE	PJL	1.50	232.50
01/28/03	CONFERENCE CLIENT RE POWELL GRIEVANCE	CDL	0.25	38.75
01/28/03	CONFERENCE OFFICE RE CHANGE OF WORK HOURS RESEARCH IN POWELL	CDL	0.25	38.75

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 18

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
01/29/03	TELEPHONE S. MCCRAY RE APPEALS TO THE BOARD	GBT	0.25	38.75
01/30/03	PREPARE ACCUSED EMPLOYEE'S RIGHTS STATEMENT	CDL	1.50	232.50
01/30/03	REVIEW AND REVISE ACCUSED EMPLOYEE'S RIGHTS DOCUMENT	CDL	0.25	38.75
01/31/03	LEGAL RESEARCH RE TIME LINES FOR RESPONDING TO DISCRIMINATION COMPLAINTS; CORRESPONDENCE S. CARLSEN	MLS	0.50	77.50
01/31/03	REVIEW PROPOSED AGREEMENT FOR LEGAL SERVICES FROM S. CARLSEN (L. JONES INVESTIGATION)	MLS	0.25	38.75

CURRENT FEES: \$ 5,851.25

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
GOLUBA, TODD A.	TAG	155/hr.	3.75	581.25
LOVELY, CHRISTINE D.	CDL	155/hr.	5.50	852.50
LUCEY, PETER J.	PJL	155/hr.	3.75	581.25
SACKS, MARLEEN L.	MLS	155/hr.	2.25	348.75
TABAK, G B.	GBT	155/hr.	22.50	3,487.50

FEE SUMMARY TOTAL 5,851.25

TOTAL MATTER BILLING 5,851.25

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 19

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RETIREES

Date		Atty.	Hrs.	Amt.
01/01/03	LEGAL RESEARCH; REVIEW DOCUMENTS RE RETIREE HEALTH BENEFITS CAP ON MANAGEMENT EMPLOYEES	PJL	1.00	155.00
01/01/03	LEGAL RESEARCH; REVIEW CORRESPONDENCE RE REQUEST OF FORMER CHANCELLOR FOR RETROACTIVE PAYMENT OF STIPEND	PJL	1.00	155.00
01/02/03	TELEPHONE J. COURTNEY RE B. JENSEN RIGHT TO STIPENDS	PJL	0.50	77.50
01/02/03	CORRESPONDENCE CLIENT RE JENSEN REQUEST FOR RETROACTIVE STIPEND PAYMENTS	PJL	0.75	116.25
01/02/03	LEGAL RESEARCH RE JENSEN REQUEST FOR RETROACTIVE BENEFITS	PJL	0.50	77.50
01/03/03	CORRESPONDENCE CLIENT RE B. JENSEN DEMAND FOR RETROACTIVE PAYMENT OF HEALTH INSURANCE STIPEND	PJL	0.25	38.75
01/03/03	CONFERENCE OFFICE RE REVISING RETIREE HEALTH BENEFITS	MLS	0.25	38.75
01/05/03	PREPARE FOR CONFERENCE RE NEGOTIATIONS OF RETIREE HEALTH BENEFITS FOR ACTIVE EMPLOYEES AND IMPOSITION OF BENEFITS CAP	PJL	2.00	310.00
01/06/03	PREPARE FOR CONFERENCE RE RETIREE BENEFITS NEGOTIATIONS WITH UNITED FACULTY AND LOCAL ONE; REVIEW STATUS QUO AS TO POLICIES AND CBA PROVISIONS	PJL	2.00	310.00
01/06/03	CONFERENCE CHANCELLOR AND G. MARVEL; CONFERENCE G. MARVEL, H. FUENTES AND F. DANIEL RE NEGOTIATION OF BENEFITS CAP	PJL	4.25	658.75
01/06/03	PREPARE FILE MEMO RE RETIREE BENEFITS CONFERENCE	PJL	0.50	77.50

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aaltr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 20

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RETIREEES

Date		Atty.	Hrs.	Amt.
01/07/03	LEGAL RESEARCH RE RETIREE HEALTH BENEFITS	GBT	2.00	310.00
01/08/03	TELEPHONE D. FRANK RE REQUEST FROM R. JENSEN FOR RETROACTIVE BENEFITS	PJL	0.25	38.75
01/08/03	LEGAL RESEARCH; DOCUMENT REVIEW RE RETROACTIVE PAYMENT OF BENEFITS STIPEND IN JENSEN	PJL	0.50	77.50
01/08/03	LEGAL RESEARCH RE RETIREE BENEFITS CAPS	GBT	1.50	232.50
01/09/03	REVIEW CORRESPONDENCE RE JENSEN RETROACTIVE PAY QUESTION	PJL	0.25	38.75
01/10/03	REVIEW CORRESPONDENCE; TELEPHONE D. FRANK RE JENSEN RETROACTIVE BENEFITS REQUEST	PJL	0.50	77.50
01/17/03	CORRESPONDENCE CLIENT RE JENSEN REQUEST FOR BENEFITS STIPEND	PJL	2.00	310.00
01/17/03	LEGAL RESEARCH RE CAPPING RETIREEES MEDICAL INSURANCE	GBT	2.25	348.75
01/22/03	CONFERENCE OFFICE RE RETIREE BENEFITS ISSUES	PJL	0.25	38.75
01/27/03	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE REDUCING RETIREE BENEFITS OF ADMINISTRATORS	PJL	1.50	232.50
01/28/03	LEGAL RESEARCH; REVIEW DISTRICT DOCUMENTS RE RETIREEES HEALTH BENEFITS FOR POST 1984 HIRES	PJL	0.25	38.75
01/28/03	LEGAL RESEARCH RE RETIREEES LAW SUIT	GBT	1.50	232.50
01/29/03	CORRESPONDENCE CLIENT RE LIMITATION OF RETIREE HEALTH BENEFITS COSTS FOR POST 1984 HIRES	PJL	5.00	775.00

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 21

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RETIREES

Date		Atty.	Hrs.	Amnt.
01/29/03	LEGAL RESEARCH RE RETIREES ISSUE	GBT	0.50	77.50
01/30/03	TELEPHONE G. MARVEL RE REDUCTION OF RETIREE BENEFITS FOR POST 1984 HIRES	PJL	0.75	116.25

CURRENT FEES: \$ 4,960.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJL	155/hr.	24.00	3,720.00
SACKS, MARLEEN L.	MLS	155/hr.	0.25	38.75
TABAK, G B.	GBT	155/hr.	7.75	1,201.25

FEE SUMMARY TOTAL 4,960.00

TOTAL MATTER BILLING 4,960.00

RE: GRIEVANCES

Date		Atty.	Hrs.	Amnt.
01/23/03	CORRESPONDENCE CLIENT; CONFERENCE OFFICE RE STATUS IN POWELL GRIEVANCE	PJL	0.50	77.50
01/27/03	TELEPHONE S. MCCRAY RE RESPONSE TO POWELL GRIEVANCE	PJL	0.25	38.75
01/31/03	REVIEW CORRESPONDENCE RE POWELL GRIEVANCE	CDL	0.25	38.75
01/31/03	REVIEW GRIEVANCE PROCEDURES RE POWELL	CDL	0.50	77.50
01/31/03	PREPARE RESPONSE TO GRIEVANCE RE POWELL	CDL	2.00	310.00

A. INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aahr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 23

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

BUSINESS AND TAX-GENERAL

Date		Atty.	Hrs.	Amt.
01/07/03	REVISE TAX SHELTERED ANNUITY AGREEMENT FORMS	EBH	1.50	232.50
01/07/03	CONFERENCE OFFICE RE DISTRICT EMPLOYEE ARRANGEMENTS RE 457 AND 403 PLANS	CSA	0.25	38.75
01/07/03	REVIEW AND ANALYZE MATERIALS FROM DISTRICT RE 403(B) AND 457 PLANS	CSA	0.50	77.50
01/07/03	REVIEW CORRESPONDENCE FROM D. FRANK RE LEGAL OPINION ON HEALTH BENEFITS FOR PART-TIME FACULTY MEMBERS	MLS	0.25	38.75
01/13/03	RESEARCH AND ANALYZE 457 AND 403(B) PLAN INFORMATION AND ANALYSIS RE REQUIREMENTS RE 457 PLANS	CSA	2.00	310.00
01/13/03	CONFERENCE OFFICE RE HOLD HARMLESS AGREEMENTS FOR 403 AND 457 PLANS	EBH	0.25	38.75
01/14/03	CONFERENCE OFFICE RE 457 PLAN ARRANGEMENTS	EBH	0.50	77.50
01/15/03	ANALYZE REQUIREMENTS RE DISTRICT 457 PLAN	CSA	0.25	38.75
01/22/03	TELEPHONE D. FRANK RE DISTRICT 457 PLAN ARRANGEMENT	CSA	0.25	38.75
01/22/03	CONFERENCE OFFICE RE DISTRICT OBLIGATIONS RE ADOPTION OF 457 PLAN	CSA	0.25	38.75
01/22/03	TELEPHONE E. FUENTES, S. LEVER AND S. MCCRAY RE PROPOSED REVISIONS TO STUDENT CODE OF CONDUCT	EBH	1.25	193.75
01/29/03	TELEPHONE D. FRANK RE CALPERS 457 PLAN	CSA	0.25	38.75
01/29/03	TELEPHONE CALPERS RE 457 PLAN	CSA	0.25	38.75

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 24

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

BUSINESS AND TAX-GENERAL

Date		Atty.	Hrs.	Amt.
01/30/03	TELEPHONE J. HENDRICKSON RE ISSUANCE OF BOND ISSUE OPINION (NO CHARGE)	PJL	0.25	0.00
01/30/03	CONFERENCE OFFICE RE CALPERS 457 PLAN LETTER	DDT	0.25	38.75
CURRENT FEES:				\$ 1,705.00

BUSINESS AND TAX-GENERAL

		DISBURSEMENTS:	
01/14/03	AUTOMATED LEGAL RESEARCH		5.50
CURRENT DISBURSEMENTS			\$5.50

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
CINDY STROM ARELLANO	CSA	155/hr.	4.50	697.50
HEAREY, ELIZABETH B.	EBH	155/hr.	6.00	930.00
LUCEY, PETER J.	PJL	0/hr.	0.25	0.00
SACKS, MARLEEN L.	MLS	155/hr.	0.25	38.75
THOMPSON, DAVIS D.	DDT	155/hr.	0.25	38.75
FEE SUMMARY TOTAL				1,705.00

TOTAL MATTER BILLING 1,710.50

INCORPORATION OF AUXILIARY

Date		Atty.	Hrs.	Amt.
01/02/03	CONFERENCE OFFICE RE STATUS OF EXEMPTION APPLICATION	PYK	0.25	25.00

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 25

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

INCORPORATION OF AUXILIARY

Date		Atty.	Hrs.	Arnt.
01/02/03	TELEPHONE INTERNAL REVENUE SERVICE RE STATUS OF EXEMPTION APPLICATION	PYK	0.25	25.00
01/03/03	CONFERENCE OFFICE RE EXEMPTION APPLICATIONS	DDT	0.25	38.75
01/03/03	CONFERENCE OFFICE RE DONATION OF FUNDS TO FOUNDATION	WSK	0.25	38.75
01/07/03	TELEPHONE IRS RE STATUS OF EXEMPTION APPLICATION AND FACSIMILE OF POWER OF ATTORNEY TO IRS FOR REVIEW	PYK	0.25	25.00
01/09/03	TELEPHONE IRS RE RECEIPT OF POWER OF ATTORNEY AND EXEMPTION APPLICATION	PYK	0.25	25.00
01/10/03	CONFERENCE OFFICE RE DELAY IN DETERMINATION LETTER FROM IRS	DDT	0.25	38.75
01/13/03	TELEPHONE IRS RE EXEMPTION APPLICATION	CSA	0.25	38.75
01/13/03	TELEPHONE INTERNAL REVENUE SERVICE RE RECEIPT OF POWER OF ATTORNEY AND FACSIMILE OF SAME	PYK	0.25	25.00
01/23/03	CONFERENCE OFFICE RE DELAY IN RESPONSE FROM IRS TO EXEMPTION APPLICATION	DDT	0.25	38.75
01/23/03	CORRESPONDENCE IRS AGENT RE STATUS OF EXEMPTION APPLICATION	PYK	0.25	25.00
01/24/03	TELEPHONE IRS RE ADDRESS VERIFICATIONS AND REVISE CORRESPONDENCE TO D. JAMES RE STATUS OF EXEMPTION APPLICATION	PYK	0.25	25.00
01/27/03	TELEPHONE IRS RE EXEMPTION APPLICATION STATUS AND ADDRESS FOR AGENT REVIEWING APPLICATION	PYK	0.25	25.00

A. ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2003
 INVOICE NO. 224126
 CLIENT NO. 005142
 PML
 PAGE: 26

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

INCORPORATION OF AUXILIARY

Date		Atty.	Hrs.	Amt.
01/28/03	CONFERENCE OFFICE RE COMMUNICATIONS WITH IRS RE 990 FILINGS	CSA	(0.25)	38.75
01/29/03	COMMUNICATIONS FROM IRS RE GRANTING OF EXEMPTION APPLICATION	CSA	(0.25)	38.75
01/29/03	TELEPHONE IRS AGENT RE GRANTING OF EXEMPTION APPLICATION AND CONFERENCE OFFICE RE SAME	PYK	(0.25)	25.00

CURRENT FEES: \$ 496.25

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
CINDY STROM ARELLANO	CSA	155/hr.	0.75	116.25
KIM, PATTI, Y.	PYK	100/hr.	2.25	225.00
KINSLER, WARREN S.	WSK	155/hr.	0.25	38.75
THOMPSON, DAVIS D.	DDT	155/hr.	0.75	116.25
FEE SUMMARY TOTAL				496.25

TOTAL MATTER BILLING 496.25

DISBURSEMENTS:

01/27/03	LONG DISTANCE AND TELEPHONE TOLLS		18.63
12/18/02	OVERNIGHT DELIVERY	442 (460)	15.86
01/28/03	PHOTOCOPIES	= \$ 202.40	104.40
01/30/03	DOCUMENT PREPARATION AND WORD PROCESSING	AT 5, A1 each	460.00
01/31/03	FAX/TELECOPY CHARGES	\$ 101.20	310.00
01/31/03	POSTAGE		3.97

CURRENT DISBURSEMENTS \$912.86

A. INSON, ANDELSON, LOYA, RUUD & DMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 28, 2003
 INVOICE NO. 224345
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
02/11/03	CONFERENCE OFFICE RE DISMISSAL OF PROBATIONARY FACULTY	MLS	0.25	38.75
02/11/03	LEGAL RESEARCH RE BID PROTEST AND ATTORNEY FEES FOR BECKETT	GBT	0.25	38.75
02/12/03	LEGAL RESEARCH; TELEPHONE J. HENDRICKSON RE JOINT PROJECT FOR CONSTRUCTION OF DIABLO VALLEY COLLEGE BOOKSTORE BUILDING	PJL	0.50	77.50
02/12/03	TELEPHONE G. MARVEL RE DRAA SETTLEMENT AGREEMENT	PJL	0.25	38.75
02/12/03	TELEPHONE G. MARVEL RE PROCEDURE FOR RELEASE OF FIRST YEAR CONTRACT INSTRUCTOR (FORRESTER)	PJL	0.25	38.75
02/12/03	PREPARE DRAA SETTLEMENT AGREEMENT	PJL	0.25	38.75
02/12/03	LEGAL RESEARCH; CONFERENCE OFFICE RE RELEASE OF FIRST YEAR CONTRACT INSTRUCTOR (FORRESTER)	PJL	0.25	38.75
02/12/03	REVIEW TENURE FILES FOR FRIEDMAN AND FORRESTER	MLS	0.50	77.50
02/12/03	CORRESPONDENCE E. FUENTES RE PROCEDURE FOR TERMINATION OF PROBATIONARY FACULTY	MLS	0.25	38.75
02/12/03	PREPARE ANALYSIS OF FRIEDMAN AND FORRESTER TERMINATION ISSUES	MLS	2.50	387.50
02/12/03	PREPARE CCCSIG/DISTRICT AGREEMENT	SVU	1.25	193.75
02/13/03	TELEPHONE E. FUENTES RE ESTABLISHMENT OF SENIORITY DATES FOR LAYOFF	PJL	0.25	38.75

A. INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 28, 2003
 INVOICE NO. 224345
 CLIENT NO. 005142
 PML
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
02/13/03	CORRESPONDENCE CLIENT RE DRAA SETTLEMENT AGREEMENT	PJL	0.75	116.25
02/13/03	TELEPHONE S. MCCRAY RE BALANCING LOAD FOR FACULTY MEMBER	MLS	0.25	38.75
02/13/03	LEGAL RESEARCH RE BALANCING LOAD FOR FACULTY MEMBER; TELEPHONE S. MCCRAY	MLS	0.50	77.50
02/18/03	TELEPHONE J. HENDRICKSON RE JOINT OCCUPANCY PROJECT WITH DIABLO VALLEY COLLEGE BOOKSTORE	PJL	0.25	38.75
02/18/03	LEGAL RESEARCH RE USE OF STUDENT BODY FEES FOR LOBBYING	PJL	0.50	77.50
02/18/03	LEGAL RESEARCH RE DRAA AND FORRESTER TERMINATIONS	PJL	0.25	38.75
02/18/03	TELEPHONE J. HENDRICKSON RE USE OF STUDENT FEES	PJL	0.25	38.75
02/18/03	TELEPHONE R. COUSER RE OLSON PHYSICAL REQUIREMENTS OF JOB DESCRIPTION	MLS	0.25	38.75
02/18/03	REVIEW CORRESPONDENCE FROM S. LEVER RE STUDENT CODE OF CONDUCT	EBH	1.00	155.00
02/18/03	REVISE PROPOSED STUDENT CODE OF CONDUCT	EBH	2.00	310.00
02/18/03	CORRESPONDENCE CLIENT RE CCCSIG/DISTRICT AGREEMENT	SVU	0.25	38.75
02/18/03	REVISE CCCSIG/DISTRICT AGREEMENT	SVU	1.75	271.25
02/19/03	TELEPHONE G. MARVEL AND E. FUENTES RE DISMISSAL OF CONTRACT FACULTY	PJL	0.50	77.50

A. INKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 28, 2003
 INVOICE NO. 224345
 CLIENT NO. 005142
 PML
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
02/19/03	TELEPHONE G. MARVEL RE VACATION TO SICK LEAVE PROPOSAL	PJL	0.50	77.50
02/19/03	LEGAL RESEARCH RE CONTRACT FACULTY DISMISSALS AND COLLECTIVE BARGAINING AGREEMENT	PJL	0.50	77.50
02/19/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE SETTLEMENT FOR LOAD DEFICIT	MLS	0.25	38.75
02/19/03	REVISE CORRESPONDENCE J. HENDRICKSON RE PROPOSED ACCCA CONTRACT (S. BRAY)	EBH	0.25	38.75
02/19/03	REVISE CCCSIG CONTRACT	SVU	0.25	38.75
02/20/03	LEGAL RESEARCH RE LOAD BALANCING AGREEMENT	PJL	0.25	38.75
02/20/03	REVIEW CHARGES RE EMPLOYEE SUSPENSION	PJL	0.25	38.75
02/20/03	TELEPHONE S. MCCRAY RE UNDERLOAD SETTLEMENT	MLS	0.25	38.75
02/20/03	CONFERENCE OFFICE RE CARBONELLI SETTLEMENT AGREEMENT	MLS	0.25	38.75
02/20/03	CORRESPONDENCE S. MCCRAY RE CARBONELLI SETTLEMENT AGREEMENT	MLS	0.25	38.75
02/20/03	PREPARE CARBONELLI SETTLEMENT AGREEMENT	MLS	0.75	116.25
02/21/03	REVIEW CORRESPONDENCE RE RELEASE OF FIRST YEAR CONTRACT INSTRUCTOR (FORRESTER).	PJL	0.25	38.75
02/21/03	TELEPHONE G. MARVEL RE OPINION ON RETREEE BENEFITS FOR UNREPRESENTED EMPLOYEES	PJL	0.50	77.50

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 28, 2003
 INVOICE NO. 224345
 CLIENT NO. 005142
 PML
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
02/21/03	REVIEW AND REVISE CHARGES RE OLESKI	PJL	1.25	193.75
02/21/03	TELEPHONE S. MCCRAY RE OLESKI	PJL	0.25	38.75
02/21/03	REVIEW CORRESPONDENCE FROM E. FUENTES RE FORRESTER NON-RENEWAL	MLS	0.25	38.75
02/21/03	CONFERENCE OFFICE RE DISMISSAL OF PROBATIONARY FACULTY	MLS	0.25	38.75
02/24/03	TELEPHONE E. FUENTES RE STATUS OF STUDENT WORKERS	PJL	0.25	38.75
02/24/03	TELEPHONE E. FUENTES AND G. MARVEL RE NONREELECTION OF ADMINISTRATORS	PJL	0.25	38.75
02/24/03	PREPARE FILE MEMO RE NOTICE OF RELEASE FOR ADMINISTRATOR	PJL	0.25	38.75
02/25/03	TELEPHONE CONFERENCE RE LAYOFF AND REDUCTION IN FORCE OF EMPLOYEES	PJL	1.00	155.00
02/25/03	LEGAL RESEARCH RE RELEASE OF SECONDARY ADMINISTRATOR	PJL	1.00	155.00
02/25/03	CORRESPONDENCE CLIENT; PREPARE FORMS RE FACULTY LAYOFF	PJL	2.50	387.50
02/25/03	LEGAL RESEARCH RE TN VISAS	GBT	0.75	116.25
02/26/03	TELEPHONE OPPOSING COUNSEL S. WEINBERG RE DRAA SETTLEMENT PROPOSAL	PJL	0.25	38.75
02/26/03	LEGAL RESEARCH; CONFERENCE OFFICE RE STATUS OF CONTRACT TEACHER DISMISSALS; PREPARE FOR CONFERENCE HUMAN RESOURCES RE DRAA, FRIEDMAN AND FORRESTER	PJL	1.50	232.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aaltr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 28, 2003
 INVOICE NO. 224345
 CLIENT NO. 005142
 PML
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
02/03/03	CONFERENCE OFFICE; TELEPHONE S. MCCRAY RE JONES INVESTIGATION	PJL	0.50	77.50
02/03/03	TELEPHONE S. CARLSEN RE JONES INVESTIGATION	MLS	0.25	38.75
02/03/03	TELEPHONE S.MCCRAY RE JONES INVESTIGATION	MLS	0.25	38.75
02/03/03	CONFERENCE OFFICE RE JONES INVESTIGATION	MLS	0.25	38.75
02/03/03	CORRESPONDENCE L. WINKLER RE CAMBA DISCRIMINATION COMPLAINT	GBT	0.25	38.75
02/03/03	LEGAL RESEARCH RE CORRESPONDENCE FROM GOVERNING BOARD TO COMPLAINANT ON APPEALS	GBT	0.50	77.50
02/04/03	CORRESPONDENCE CLIENT RE DISCRIMINATION POLICY	PJL	0.25	38.75
02/04/03	PREPARE RESPONSE TO POWELL LETTER RE INVESTIGATION	CDL	1.25	193.75
02/05/03	TELEPHONE S. CARLSEN RE INVESTIGATION OF JONES COMPLAINT	PJL	0.50	77.50
02/05/03	TELEPHONE S. CARLSEN RE JONES INVESTIGATION; CONFERENCE OFFICE	MLS	0.50	77.50
02/05/03	TELEPHONE S. MCCRAY AND C. MINNARD RE JONES INVESTIGATION; REVIEW CORRESPONDENCE FROM S. CARLSEN RE JONES	MLS	1.00	155.00
02/06/03	LEGAL RESEARCH RE INVESTIGATION OF JONES COMPLAINT	PJL	0.25	38.75
02/06/03	TELEPHONE A. KRETA RE JONES INVESTIGATION	MLS	0.25	38.75
02/06/03	CONFERENCE OFFICE RE JONES INVESTIGATION	MLS	0.25	38.75

KINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 28, 2003
 INVOICE NO. 224345
 CLIENT NO. 005142
 PML
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
02/07/03	TELEPHONE B. CALVIN AND S. MCCRAY RE JONES INVESTIGATION	MLS	0.25	38.75
02/09/03	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE DISCRIMINATION COMPLAINT	PJL	0.75	116.25
02/09/03	REVIEW CORRESPONDENCE; REVIEW JOB DESCRIPTION RE POWELL DISCRIMINATION COMPLAINT	PJL	0.25	38.75
02/10/03	TELEPHONE S. MCCRAY RE CIVIL RIGHTS COMPLAINT	PJL	0.25	38.75

CURRENT FEES: \$ 1,201.25

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LOVELY, CHRISTINE D.	CDL	155/hr.	1.25	193.75
LUCEY, PETER J.	PJL	155/hr.	2.75	426.25
SACKS, MARLEEN L.	MLS	155/hr.	3.00	465.00
TABAK, G B.	GBT	155/hr.	0.75	116.25

FEE SUMMARY TOTAL 1,201.25

TOTAL MATTER BILLING 1,201.25

RETIREEES

Date		Atty.	Hrs.	Amt.
02/04/03	REVIEW CORRESPONDENCE RE DOCUMENTS RELATING TO RETIREE BENEFITS	PJL	0.25	38.75

A. INKSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 28, 2003
 INVOICE NO. 224345
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RETIREEES

Date		Atty.	Hrs.	Amt.
02/09/03	REVIEW CORRESPONDENCE RE MODIFICATION OF RETIREE BENEFITS	PJL	0.25	38.75
02/09/03	CORRESPONDENCE CLIENT RE JENSEN RETROACTIVE PAYMENT OF BENEFITS REQUEST	PJL	0.75	116.25
02/10/03	CORRESPONDENCE CLIENT RE JENSEN RETROACTIVE PAYMENT CLAIM	PJL	1.00	155.00
02/14/03	TELEPHONE G. MARVEL RE EMPLOYEE RETIREE BENEFITS RIGHTS AND NEGOTIATIONS OF CHANGES IN RETIREE BENEFITS RIGHTS	PJL	1.00	155.00
02/19/03	TELEPHONE G. MARVEL RE RETIREMENT BENEFITS	PJL	0.50	77.50
02/21/03	REVIEW CORRESPONDENCE; REVIEW HUMAN RESOURCES POLICY RE RETIREMENT BENEFITS	PJL	0.25	38.75
02/21/03	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE RETIREE BENEFITS FOR UNREPRESENTED EMPLOYEES	PJL	4.00	620.00
02/23/03	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE RETIREE BENEFITS FOR UNREPRESENTED EMPLOYEES	PJL	3.00	465.00
02/24/03	CORRESPONDENCE CLIENT RE RIGHTS OF UNREPRESENTED RETIREEES	PJL	1.75	271.25
02/25/03	TELEPHONE G. MARVEL RE RETIREE HEALTH BENEFITS	PJL	0.50	77.50

CURRENT FEES: \$ 2,053.75

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJL	155/hr.	13.25	2,053.75

421

KINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 28, 2003
 INVOICE NO. 224345
 CLIENT NO. 005142
 PML
 PAGE: 16

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

BUSINESS AND TAX-GENERAL

Date		Atty.	Hrs.	Amt.
02/18/03	CONFERENCE OFFICE RE 457 PLAN	EBH	0.25	38.75
02/24/03	REVIEW AND REVISE CORRESPONDENCE TO D. FRANK RE ISSUES RE OFFERING ADDITIONAL 457 PLANS TO EMPLOYEES	DDT	0.25	38.75
02/24/03	CORRESPONDENCE D. FRANK RE 457 PLAN REQUIREMENTS AND COMMUNICATIONS WITH CALPERS RE 457 PLAN	CSA	1.50	232.50
02/24/03	REVIEW AND ANALYZE IRS REGULATIONS RE 457 PLAN REQUIREMENTS AND DUTIES OF PLAN ADMINISTRATOR	CSA	1.75	271.25
02/24/03	CONFERENCE OFFICE RE PROVISION OF 457 PLAN	EBH	0.25	38.75
02/24/03	CORRESPONDENCE D. FRANK RE 457 PLAN	EBH	0.25	38.75
02/24/03	REVISE AND FINALIZE CORRESPONDENCE CLIENT AND TRANSMIT VIA EMAIL	PYK	0.25	25.00
02/25/03	LEGAL RESEARCH RE ADMINISTRATION OF IRC 457 PLAN	PJL	0.25	38.75
02/25/03	REVIEW CORRESPONDENCE RE 457 PLAN	EBH	0.50	77.50
02/25/03	CORRESPONDENCE D. FRANK RE RESOLUTION OF 457 PLAN ISSUES	EBH	0.50	77.50
02/25/03	CONFERENCE OFFICE RE RESOLUTION OF 457 PLAN ISSUES	EBH	0.50	77.50
02/25/03	CONFERENCE OFFICE RE REVISED SALARY DEFERRAL FORM AND CALPERS 457 PLAN	CSA	0.25	38.75
02/27/03	REVIEW CORRESPONDENCE FROM D. FRANK RE NEED FOR A FORM FOR 457 PLAN ENROLLMENT	EBH	0.25	38.75

CURRENT FEES: \$ 4,171.25

A. INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 28, 2003
 INVOICE NO. 224345
 CLIENT NO. 005142
 PML
 PAGE: 20

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

01/28/03	AUTOMATED LEGAL RESEARCH		5.50
01/28/03	AUTOMATED LEGAL RESEARCH		76.00
02/27/03	PHOTOCOPIES		121.20
01/29/03	AUTOMATED LEGAL RESEARCH		4.25
02/25/03	LONG DISTANCE AND TELEPHONE TOLLS		12.18
02/28/03	DOCUMENT PREPARATION AND WORD PROCESSING	25% (350)	350.00
02/06/03	AUTOMATED LEGAL RESEARCH	= \$ 87.50	5.50
02/06/03	AUTOMATED LEGAL RESEARCH		57.00
02/11/03	AUTOMATED LEGAL RESEARCH	AT 5, At each	20.00
02/11/03	AUTOMATED LEGAL RESEARCH	\$ 43.75	76.00
02/11/03	AUTOMATED LEGAL RESEARCH		57.00
02/11/03	AUTOMATED LEGAL RESEARCH		5.50
02/28/03	FAX/TELECOPY CHARGES		100.00
02/28/03	POSTAGE		6.73
	CURRENT DISBURSEMENTS		\$901.11
	TOTAL MATTER BILLING		901.11
	TOTAL CURRENT FEES		18,761.25
	TOTAL CURRENT DISBURSEMENTS		901.11
	FEBRUARY BILLING		19,662.36
	PREVIOUS BALANCE		30,438.36
	BALANCE DUE		50,100.72

ACCOUNT STATUS THROUGH THIS STATEMENT

CURRENT	1 MONTH	2 MONTHS	3 MONTHS	4 & OVER
19,662.36	30,438.36	0.00	0.00	0.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2003
 INVOICE NO. 226010
 CLIENT NO. 005142
 PML
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/03/03	TELEPHONE E. FUENTES RE DRAA DISMISSAL AND LAYOFFS	PJL	0.25	38.75
03/03/03	LEGAL RESEARCH; CONFERENCE OFFICE; REVIEW DOCUMENTS RE DRAA DISMISSAL	PJL	0.75	116.25
03/03/03	TELEPHONE E. FUENTES, G. MARVEL AND S. MCCRAY RE PENDING DISMISSAL AND RELEASE OF ADMINISTRATORS AND PROBATIONARY INSTRUCTORS	PJL	0.50	77.50
03/03/03	CONFERENCE OFFICE RE RELEASE OF CONTRACT INSTRUCTORS	PJL	0.50	77.50
03/03/03	CORRESPONDENCE G. MARVEL RE COLLECTION OF ROYALTIES BY FACULTY MEMBERS	MLS	1.00	155.00
03/03/03	CONFERENCE OFFICE RE TERMINATION OF PROBATIONARY FACULTY	MLS	0.25	38.75
03/03/03	REVIEW DRAA EVALUATION PORTFOLIO; CORRESPONDENCE E. FUENTES RE ANALYSIS OF DRAA TERMINATION	MLS	1.25	193.75
03/03/03	REVISE AND FINALIZE CCCSIG AGREEMENT	SVU	0.75	116.25
03/03/03	CORRESPONDENCE CLIENT RE FINAL CCCSIG CHANGES	SVU	0.50	77.50
03/04/03	PREPARE SETTLEMENT AGREEMENT RE DRAA	PJL	1.25	193.75
03/04/03	REVISE STUDENT CODE OF CONDUCT	EBH	3.75	581.25
03/04/03	CORRESPONDENCE E. FUENTES RE PROPOSED STUDENT CODE OF CONDUCT	EBH	1.00	155.00
03/04/03	CONFERENCE OFFICE RE PROPOSED STUDENT CODE OF CONDUCT	EBH	0.50	77.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.5
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MARCH 31, 2003
INVOICE NO. 226010
CLIENT NO. 005142
PML
PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/05/03	TELEPHONE CONFERENCE G. MARVEL, E. FUENTES AND S. MCCRAY RE SETTLEMENT IN FORRESTER AND FRIEDMAN AND POTENTIAL SETTLEMENT IN DRAA	PJL	0.75	116.25
03/05/03	TELEPHONE S. MCCRAY RE NEGOTIATIONS IN DRAA SETTLEMENT	PJL	0.25	38.75
03/05/03	LEGAL RESEARCH RE DUE PROCESS REQUIREMENTS FOR STUDENT SUSPENSION	EBH	2.00	310.00
03/05/03	REVISE PROPOSED STUDENT CODE OF CONDUCT HEARING PROCEDURES	EBH	2.50	387.50
03/05/03	TELEPHONE S. MCCRAY RE TERMINATION OF PROBATIONARY FACULTY	MLS	0.25	38.75
03/05/03	CORRESPONDENCE S. MCCRAY RE TERMINATION OF PROBATIONARY FACULTY	MLS	0.25	38.75
03/05/03	TELEPHONE E. FUENTES RE FACULTY MANAGER LAYOFF; LEGAL RESEARCH	MLS	0.50	77.50
03/05/03	TELEPHONE E. FUENTES RE DRAA DISMISSAL	MLS	0.50	77.50
03/05/03	LEGAL RESEARCH RE SUSPENSIONS AND DUE PROCESS	GBT	0.50	77.50
03/06/03	TELEPHONE L. CERRUTI RE REDUCTION OF ADMINISTRATORS' SALARIES	PJL	0.50	77.50
03/06/03	CORRESPONDENCE CLIENT RE STATUS IN DRAA DISMISSAL	PJL	0.50	77.50
03/06/03	CONFERENCE OFFICE RE DRAA DISMISSAL; CORRESPONDENCE E. FUENTES	MLS	0.25	38.75
03/06/03	TELEPHONE S. MCCRAY RE TN VISA; FORWARD FORMS TO DISTRICT	GBT	0.50	77.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.5
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MARCH 31, 2003
INVOICE NO. 226010
CLIENT NO. 005142
PML
PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/07/03	REVIEW CORRESPONDENCE FROM D. FRANK RE DONATION OF VACATION TIME	PJL	0.25	38.75
03/07/03	CORRESPONDENCE CLIENT RE DONATION OF VACATION TIME	PJL	0.25	38.75
03/07/03	TELEPHONE E. FUENTES RE TAPE RECORDING OF INTERVIEWS IN INVESTIGATION	PJL	0.25	38.75
03/07/03	TELEPHONE CLIENT RE ADMINISTRATOR REASSIGNMENTS	PJL	0.25	38.75
03/07/03	CORRESPONDENCE CLIENT RE EMIRITUS FACULTY	JJH	0.50	77.50
03/10/03	TELEPHONE S. MCCRAY RE DISMISSAL OF PROBATIONARY FACULTY	MLS	0.25	38.75
03/10/03	TELEPHONE COURT REPORTER RE TEACHER LAYOFF HEARINGS	MJP	0.25	38.75
03/10/03	CALENDAR HEARING AND RELATED DEADLINES RE TEACHER LAYOFFS	MJP	0.25	38.75
03/11/03	CONFERENCE CLIENT RE LAYOFF AND RELEASE OF PERSONNEL	PJL	1.50	232.50
03/11/03	REVIEW CORRESPONDENCE RE LAYOFFS AND RELEASE OF PERSONNEL	PJL	0.25	38.75
03/12/03	PREPARE FILE AND ADMINISTRATIVE RELEASE	PJL	0.50	77.50
03/12/03	PREPARE FILE MEMO RE LAYOFF/RELEASE OF ADMINISTRATORS	PJL	0.50	77.50
03/12/03	CONFERENCE OFFICE RE LAYOFF RELEASE OF ADMINISTRATOR	PJL	0.50	77.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2003
 INVOICE NO. 226010
 CLIENT NO. 005142
 PML
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/12/03	TELEPHONE S. MCCRAY RE LAYOFF OF ACADEMIC EMPLOYEES	PJL	0.25	38.75
03/12/03	TELEPHONE S. MCCRAY RE NOTICE OF RELEASE OF ADMINISTRATOR	PJL	0.25	38.75
03/12/03	CORRESPONDENCE CLIENT RE NOTICES OF TERMINATION/LAYOFF	PJL	1.00	155.00
03/13/03	REVIEW AND REVISE NOTICES RE LAYOFF	PJL	0.50	77.50
03/13/03	TELEPHONE G. MARVEL RE NEGOTIATIONS OF VACATION LEAVE	PJL	0.25	38.75
03/13/03	LEGAL RESEARCH RE RETURN OF VACATION LEAVE	PJL	0.25	38.75
03/13/03	REVIEW SUTTER DELTA MEDICAL CENTER AGREEMENT	SVU	1.50	232.50
03/13/03	CORRESPONDENCE CLIENT RE SUTTER DELTA MEDICAL CENTER AGREEMENT	SVU	0.25	38.75
03/14/03	LEGAL RESEARCH; CONFERENCE OFFICE RE JOINT OCCUPANCY PROJECT AND PERFORMANCE BOND	PJL	0.50	77.50
03/14/03	REVIEW AND REVISE LAYOFF NOTICES; TELEPHONE S. MCCRAY RE LAYOFF NOTICES	PJL	1.00	155.00
03/14/03	CORRESPONDENCE CLIENT RE DELTA SUTTER AGREEMENT	SVU	2.75	426.25
03/14/03	TELEPHONE CLIENT RE DELTA SUTTER AGREEMENT	SVU	0.25	38.75
03/14/03	TELEPHONE CLIENT RE JOINT TENANCY AGREEMENTS	GBT	0.25	38.75

A. LINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aallr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2003
 INVOICE NO. 226010
 CLIENT NO. 005142
 PML
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/16/03	LEGAL RESEARCH RE JOINT OCCUPANCY STATUES; LEGAL ANALYSIS RE PROPOSED JOINT OCCUPANCY PROJECT	ACC	0.25	38.75
03/17/03	CONFERENCE OFFICE RE PAYMENT AND PERFORMANCE BOND DOCUMENTS RE PROPOSED JOINT OCCUPANCY PROJECT	ACC	0.25	38.75
03/17/03	TELEPHONE E. FUENTES RE STUDENT CODE OF CONDUCT	EBH	0.25	38.75
03/17/03	REVISE STUDENT CODE OF CONDUCT	EBH	1.50	232.50
03/17/03	LEGAL RESEARCH RE STUDENT SUSPENSION PROCEDURES	EBH	0.50	77.50
03/17/03	TELEPHONE CLIENT RE LAYOFF NOTICES SENT	PO1	0.25	38.75
03/18/03	REVISE PROPOSED STUDENT CODE OF CONDUCT	EBH	3.00	465.00
03/19/03	LEGAL RESEARCH; CONFERENCE OFFICE RE STUDENT CODE OF CONDUCT	PJL	0.25	38.75
03/19/03	CONFERENCE OFFICE RE PROPOSED STUDENT CODE OF CONDUCT	EBH	0.25	38.75
03/19/03	REVISE CORRESPONDENCE E. FUENTES AND PROPOSED REGULATIONS FOR STUDENT DISCIPLINE	EBH	0.75	116.25
03/20/03	TELEPHONE E. FUENTES AND S. MCCRAY RE LAYOFF OF FACULTY AND REHIRE RIGHTS	PJL	0.50	77.50
03/20/03	TELEPHONE E. FUENTES RE DRAFT REGULATIONS FOR STUDENT CONDUCT	EBH	0.25	38.75
03/21/03	TELEPHONE E. FUENTES RE PATRIOT ACT	MLS	0.25	38.75
03/21/03	LEGAL RESEARCH RE PATRIOT ACT	MLS	0.25	38.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2003
 INVOICE NO. 226010
 CLIENT NO. 005142
 PML
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/21/03	CORRESPONDENCE E. FUENTES RE PATRIOT ACT	MLS	0.25	38.75
03/24/03	CONFERENCE OFFICE; REVIEW DISTRICT POLICY ON REPORTING CRIMES	EBH	0.25	38.75
03/24/03	REVIEW CORRESPONDENCE FROM J. HENDRICKSON RE DISTRICT POLICY ON REPORTING CRIMES	EBH	0.25	38.75
03/25/03	TELEPHONE G. MARVEL RE UNITED FACULTY REQUEST FOR INFORMATION; PREPARE FILE MEMO	PJL	0.50	77.50
03/25/03	CONFERENCE OFFICE RE UNITED FACULTY UNFAIR PRACTICE CLAIM	PJL	0.25	38.75
03/25/03	LEGAL RESEARCH; REVIEW AND REVISE STUDENT CODE OF CONDUCT	PJL	0.50	77.50
03/25/03	LEGAL RESEARCH RE IRREVOCABLE LETTER OF CREDIT	PJL	0.25	38.75
03/25/03	REVIEW CORRESPONDENCE RE LAYOFF AND DISMISSAL HEARING STATUS	PJL	0.25	38.75
03/25/03	CONFERENCE OFFICE RE REQUEST FOR BUDGET INFORMATION BY UNION	EBH	0.25	38.75
03/25/03	REVIEW PROPOSED POLICY RE REPORT OF ASSAULT	EBH	0.50	77.50
03/25/03	CORRESPONDENCE J. HENDRICKSON RE PROPOSED PROCEDURE FOR REPORTING CRIME	EBH	2.00	310.00
03/25/03	CONFERENCE OFFICE RE PROPOSED CHANCELLOR'S REGULATIONS ON STUDENT DISCIPLINE	EBH	0.25	38.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2003
 INVOICE NO. 226010
 CLIENT NO. 005142
 PML
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/25/03	CONFERENCE OFFICE RE REVIEW OF PROPOSED PROCEDURE ON REPORTING CRIMES	EBH	0.25	38.75
03/25/03	CONFERENCE OFFICE RE DISCLOSURE OF INFORMATION TO UNION	EBH	0.25	38.75
03/25/03	CONFERENCE OFFICE RE UNION REQUEST FOR FINANCIAL DATA	MLS	0.25	38.75
03/25/03	LEGAL RESEARCH RE UNION REQUEST FOR INFORMATION; CORRESPONDENCE G. MARVEL	MLS	0.75	116.25
03/25/03	LEGAL RESEARCH RE CONTRACTING OUT WORK TO STUDENTS; CORRESPONDENCE G. MARVEL	MLS	2.00	310.00
03/25/03	TELEPHONE G. MARVEL RE UF REQUEST FOR INFORMATION AND USE OF STUDENT WORKERS FOLLOWING LAYOFF	MLS	0.25	38.75
03/25/03	REVISE CLIENT CORRESPONDENCE RE DELTA SUTTER CONTRACT	SVU	0.50	77.50
03/26/03	REVIEW CORRESPONDENCE; CORRESPONDENCE CLIENT RE PREPARATION OF LAYOFF NOTICES	PJL	0.25	38.75
03/26/03	REVIEW CORRESPONDENCE RE STATUS OF HEARING REQUESTS IN DRAA AND LAYOFFS	PJL	0.25	38.75
03/26/03	LEGAL RESEARCH; REVIEW CRIME REPORT PROCEDURE	PJL	0.25	38.75
03/26/03	TELEPHONE S. MCCRAY; CORRESPONDENCE CLIENT RE CLOSE OUT OF ACADEMIC LAYOFF PROCEDURES	PJL	0.50	77.50
03/26/03	CORRESPONDENCE OAH RE CANCELLATION OF LAYOFF HEARING	PJL	0.25	38.75

INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2003
 INVOICE NO. 226010
 CLIENT NO. 005142
 PML
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/26/03	TELEPHONE J. HENDRICKSON RE REVIEW OF PROPOSED POLICY ON REPORTING CRIMES	EBH	0.50	77.50
03/26/03	REVISE CORRESPONDENCE RE CHANCELLOR'S REGULATIONS ON STUDENT CONDUCT	EBH	0.50	77.50
03/26/03	REVISE CORRESPONDENCE J. HENDRICKSON RE PROCEDURE FOR EMPLOYEES REPORTING CRIMES	EBH	0.50	77.50
03/26/03	REVIEW CORRESPONDENCE FROM J. HENDRICKSON RE EMPLOYEES REPORTING CRIMES	EBH	0.25	38.75
03/26/03	CONFERENCE OFFICE RE REVISION TO DISTRICT PROCEDURES FOR EMPLOYEES' REPORTING CRIMES	EBH	0.25	38.75
03/26/03	REVIEW DISTRICT POLICY RE EMPLOYEES REPORTING CRIMES	EBH	0.25	38.75
03/26/03	CORRESPONDENCE G. MARVEL RE USE OF STUDENT AND SHORT TERM WORKERS WHILE LAYING OFF STAFF	MLS	0.25	38.75
03/26/03	LEGAL RESEARCH RE SHARED GOVERNANCE OBLIGATIONS; CORRESPONDENCE E. FUENTES RE IMPACT OF EDUCATION CODE SECTION 70901.2	MLS	1.25	193.75
03/26/03	REVIEW PROPOSED DISTRICT PROCEDURE RE SAFETY	GBT	0.25	38.75
03/27/03	REVIEW CORRESPONDENCE FROM J. HENDRICKSON AND PROPOSED AGREEMENT WITH AZULIX	EBH	0.75	116.25
03/27/03	TELEPHONE L. LITTMAN RE AZULIX AGREEMENT REVIEW	EBH	0.75	116.25

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2003
 INVOICE NO. 226010
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/27/03	CANCEL HEARING; TELEPHONE COURT REPORTER RE TEACHER LAYOFFS	MJP	0.25	38.75
03/27/03	TELEPHONE OAH RE CANCELLING CERTIFICATED LAYOFF HEARINGS	PO1	0.25	38.75
03/31/03	CORRESPONDENCE J. HENDRICKSON RE PROPOSED AGREEMENT WITH AZULIX	EBH	1.50	232.50
03/31/03	TELEPHONE L. LITTMAN RE PROPOSED AGREEMENT WITH AZULIX	EBH	0.25	38.75
03/31/03	CORRESPONDENCE J. HENDRICKSON RE PROPOSED POLICY ON REPORTING CRIMES	EBH	0.25	38.75

CURRENT FEES: \$ 11,160.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
CHIALTAS, ANDREAS C.	ACC	155/hr.	0.50	77.50
HEAREY, ELIZABETH B.	EBH	155/hr.	26.00	4,030.00
HEIN, JANICE J.	JJH	155/hr.	0.50	77.50
LUCEY, PETER J.	PJL	155/hr.	19.75	3,061.25
POLLARD, MARIANNE J.	MJP	155/hr.	0.75	116.25
SACKS, MARLEEN L.	MLS	155/hr.	12.00	1,860.00
STANSBURY, CECELIA O.	PO1	155/hr.	0.50	77.50
TABAK, G.B.	GBT	155/hr.	3.50	542.50
UZELAC, SUZANNE V.	SVU	155/hr.	8.50	1,317.50

FEE SUMMARY TOTAL 11,160.00

TOTAL MATTER BILLING 11,160.00

A INSON, ANDELSON, LOYA, RUUD & DMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2003
 INVOICE NO. 226010
 CLIENT NO. 005142
 PML
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RETIREES

Date		Atty.	Hrs.	Amt.
03/25/03	TELEPHONE J. HENDRICKSON; REVIEW CORRESPONDENCE RE TAXATION OF RETIREE CASH REIMBURSEMENT OF BENEFITS	PJL	0.50	77.50
03/26/03	TELEPHONE J. HENDRICKSON RE TAX DEDUCTIBILITY OF RETIREE HEALTH BENEFIT CASH PAYMENTS	PJL	0.25	38.75
03/26/03	LEGAL RESEARCH RE DEDUCTION OF RETIREE HEALTH BENEFIT CASH PAYMENT	PJL	0.25	38.75

CURRENT FEES: \$ 155.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJL	155/hr.	1.00	155.00
FEE SUMMARY TOTAL				155.00
TOTAL MATTER BILLING				155.00

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2003
 INVOICE NO. 226010
 CLIENT NO. 005142
 PML
 PAGE: 16

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

BUSINESS AND TAX-GENERAL

Date		Atty.	Hrs.	Amt.
03/03/03	CONFERENCE OFFICE RE 457 SALARY DEFERRAL FORM	CSA	0.25	38.75
03/03/03	TELEPHONE K. LI AT CALPERS RE 457 DEFERRAL FORM	CSA	0.25	38.75
03/03/03	CONFERENCE OFFICE RE NEW FORM FOR 457 PLAN	EBH	0.25	38.75
03/03/03	CORRESPONDENCE D. FRANK RE NEED FOR NEW FORM FOR 457 PLAN	EBH	0.50	77.50
03/06/03	CONFERENCE OFFICE RE REVISING DEFERRAL FORM FOR 457 PLAN	DDT	0.25	38.75
03/06/03	E-MAIL COMMUNICATIONS FROM K. LI AT CALPERS RE SECTION 457 SALARY DEFERRAL FORM	CSA	0.25	38.75
03/10/03	REVIEW 457 PLAN DEFERRAL FORM AND CORRESPONDENCE TO D. FRANK	DDT	0.25	38.75
03/10/03	CORRESPONDENCE D. FRANK RE EMPLOYEE SALARY DEFERRAL FORM FOR 457 PLAN	CSA	0.50	77.50
03/10/03	REVIEW CALPERS SALARY DEFERRAL FORM	CSA	0.25	38.75
03/10/03	ANALYZE CONSTRUCTIVE RECEIPT ISSUES RE SALARY REDUCTION ARRANGEMENT	CSA	0.25	38.75
03/12/03	ANALYZE TAX ISSUES RE VACATION TIME FORFEITURE	CSA	0.75	116.25
03/13/03	CONFERENCE OFFICE RE TAX ISSUE IN HAVING EMPLOYEES CHOOSE WHETHER TO GIVE UP VACATION OR SALARY	DDT	0.50	77.50
03/13/03	CONFERENCE OFFICE RE TAX CONSEQUENCES OF WAIVING ACCRUED VACATION BENEFITS	DDT	0.25	38.75

434

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2003
 INVOICE NO. 226010
 CLIENT NO. 005142
 PML
 PAGE: 17

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

BUSINESS AND TAX-GENERAL

Date		Atty.	Hrs.	Amt.
03/13/03	REVIEW AND REVISE CORRESPONDENCE TO D. FRANK RE EMPLOYEES WAIVING ACCRUED VACATION BENEFITS	DDT	0.25	38.75
03/13/03	CONFERENCE OFFICE RE ISSUES IN CORRESPONDENCE TO D. FRANK RE WAIVING VACATION BENEFITS	DDT	0.25	38.75
03/13/03	CONFERENCE OFFICE RE TAX ISSUES IN FORFEITURE OF VACATION TIME VERSUS SALARY REDUCTION	CSA	0.50	77.50
03/13/03	TELEPHONE D. FRANK RE FORFEITURE OF ACCRUED VACATION	CSA	0.25	38.75
03/13/03	CONFERENCE OFFICE RE TAX AND POTENTIAL EMPLOYMENT LAW ISSUES IN FORFEITURE OF ACCRUED VACATION	CSA	0.25	38.75
03/13/03	CORRESPONDENCE D. FRANK RE ACCRUED VACATION TIME TAX CONSEQUENCES	CSA	1.00	155.00
03/13/03	RESEARCH AND ANALYZE ISSUE RE CONSTRUCTIVE RECEIPT OF INCOME IN WAIVING RIGHT TO VACATION TIME	CSA	1.50	232.50
03/14/03	E-MAILS TO AND FROM D. FRANK RE CONSTRUCTIVE RECEIPT ISSUE IN VACATION TIME	CSA	0.25	38.75
03/17/03	TELEPHONE J. HENDRICKSON RE VACATION TIME WAIVER IN LIEU OF SALARY REDUCTION	CSA	0.25	38.75
03/17/03	TELEPHONE G. MARVEL RE TAX EFFECT OF PROVIDING EMPLOYEES WITH OPTION OF WAIVING ACCRUED VACATION BENEFITS OR SALARY REDUCTION	CSA	0.25	38.75

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2003
 INVOICE NO. 226010
 CLIENT NO. 005142
 PML
 PAGE: 18

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

BUSINESS AND TAX-GENERAL

Date		Atty.	Hrs.	Amt.
03/17/03	RESEARCH AND ANALYZE TAX ISSUES RE WAIVER OF VACATION TIME OR OPTION OF SALARY REDUCTION AND CONFERENCE OFFICE	CSA	2.50	387.50
03/17/03	TELEPHONE G. MARVEL RE RESULTS OF RESEARCH AND CONSTRUCTIVE RECEIPT ISSUES IN VACATION FORFEITURE	CSA	0.25	38.75
CURRENT FEES:				\$ 1,860.00

BUSINESS AND TAX-GENERAL

DISBURSEMENTS:

03/04/03	AUTOMATED LEGAL RESEARCH	5.00
03/05/03	AUTOMATED LEGAL RESEARCH	5.50
03/05/03	AUTOMATED LEGAL RESEARCH	10.00
03/17/03	AUTOMATED LEGAL RESEARCH	15.00

CURRENT DISBURSEMENTS \$35.50

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
CINDY STROM ARELLANO	CSA	155/hr.	9.50	1,472.50
HEAREY, ELIZABETH B.	EBH	155/hr.	0.75	116.25
THOMPSON, DAVIS D.	DDT	155/hr.	1.75	271.25

FEE SUMMARY TOTAL 1,860.00

TOTAL MATTER BILLING 1,895.50

A. ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.5
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MARCH 31, 2003
INVOICE NO. 226010
CLIENT NO. 005142
PML
PAGE: 19

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISBURSEMENTS:		
01/09/03	MISCELLANEOUS TRAVEL EXPENSES	25.20
02/25/03	OVERNIGHT DELIVERY	14.35
02/26/03	OVERNIGHT DELIVERY	19.25
03/27/03	PHOTOCOPIES	33.20
03/26/03	LONG DISTANCE AND TELEPHONE TOLLS	7.36
03/27/03	DOCUMENT PREPARATION AND WORD PROCESSING	280.00
03/31/03	FAX/TELECOPY CHARGES	150.00
03/31/03	POSTAGE	1.80
	CURRENT DISBURSEMENTS	\$531.16
	TOTAL MATTER BILLING	531.16

Handwritten notes:
3690(280)
= \$ 100-80

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.5
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MARCH 31, 2003
INVOICE NO. 226010
CLIENT NO. 005142
PML
PAGE: 20

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

FRISK

FRISK CONTRACT ADMINISTRATION MANUALS

259.50

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aaltr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.5
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MAY 31, 2003
INVOICE NO. 228473
CLIENT NO. 005142
PML
PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
05/01/03	REVIEW COMPETITIVE BIDS FOR CONSTRUCTION CONTRACT LOS MEDANOS COLLEGE	PJL	0.25	38.75
05/01/03	REVIEW CORRESPONDENCE RE KID'S CLUB LEASE	SVU	1.00	155.00
05/01/03	LEGAL RESEARCH RE NOTICE REQUIREMENTS FOR LEASE AGREEMENT FOR KIDS' CLUB LEASE	SVU	0.50	77.50
05/01/03	CORRESPONDENCE CLIENT RE KID'S CLUB LEASE	SVU	1.00	155.00
05/01/03	TELEPHONE CLIENT RE KID'S CLUB LEASE	SVU	0.25	38.75
05/01/03	LEGAL RESEARCH RE TN VISAS; TELEPHONE S. LEVER	GBT	0.75	116.25
05/02/03	LEGAL RESEARCH RE LEGAL PROHIBITIONS ON ASKING EMPLOYMENT APPLICANTS ABOUT VISA EXPIRATION	MLS	1.50	232.50
05/02/03	CORRESPONDENCE E. FUENTES RE RELYING ON VISA EXPIRATION FOR EMPLOYMENT DENIAL	MLS	1.00	155.00
05/02/03	CORRESPONDENCE CLIENT RE KID'S CLUB LEASE	SVU	0.25	38.75
05/05/03	TELEPHONE J. VROMAN RE STATUS IN PARK INVESTIGATION	PJL	0.25	38.75
05/05/03	TELEPHONE J. COURTNEY RE REVIEW OF LETTER OF RECOMMENDATION	PJL	0.25	38.75
05/05/03	PREPARE FILE MEMO RE PROCEDURES FOR TERMINATION	PJL	0.25	38.75
05/05/03	REVIEW CORRESPONDENCE FROM J. HENDRICKSON RE DEMAND FOR PAYMENT (FIRPO)	EBH	0.25	38.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2003
 INVOICE NO. 228473
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
05/05/03	CONFERENCE OFFICE RE DEMAND FOR PAYMENT OF MEDICAL BILL (FIRPO)	EBH	0.25	38.75
05/05/03	TELEPHONE CLIENT RE KID'S CLUB AGREEMENT FOR LOS MEDANOS COLLEGE	SVU	0.25	38.75
05/06/03	REVIEW ATTORNEY AGREEMENT (HUGUET)	PJL	0.25	38.75
05/06/03	TELEPHONE J. VROMAN RE PARK INVESTIGATION	PJL	0.25	38.75
05/06/03	CONFERENCE OFFICE RE LATE CLAIM (FIRPO)	EBH	0.25	38.75
05/06/03	LEGAL RESEARCH RE PROCEDURE FOR HANDLING LATE CLAIM (FIRPO)	EBH	1.00	155.00
05/06/03	CORRESPONDENCE J. HENDRICKSON RE LATE CLAIM (FIRPO)	EBH	0.75	116.25
05/06/03	CONFERENCE OFFICE RE PROPOSED CHANGES TO AGREEMENT FOR LEGAL SERVICES (HUGUET)	EBH	0.50	77.50
05/06/03	LEGAL RESEARCH RE ACCEPTABLE LEVELS OF MALPRACTICE INSURANCE COVERAGE FOR PROPOSED CHANGES TO AGREEMENT FOR LEGAL SERVICES (HUGUET)	EBH	0.25	38.75
05/06/03	TELEPHONE J. HENDRICKSON RE TIRPA CLAIM AND REVIEW OF AGREEMENT WITH TURNER, HUGUET AND ADAMS	EBH	0.25	38.75
05/06/03	CORRESPONDENCE J. HENDRICKSON RE REVIEW OF AGREEMENT WITH TURNER, HUGUET AND ADAMS	EBH	0.50	77.50
05/06/03	REVIEW CLIENT/ KID'S CARE CONTRACT FOR LOS MEDANOS COLLEGE	SVU	2.50	387.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2003
 INVOICE NO. 228473
 CLIENT NO. 005142
 PML
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
05/06/03	CONFERENCE CLIENT RE KID'S CLUB CONTRACT WITH DISTRICT FOR LOS MEDANOS COLLEGE	SVU	0.25	38.75
05/07/03	LEGAL RESEARCH RE COUPONS WITH EXPIRATION DATES	PJL	0.25	38.75
05/07/03	LEGAL RESEARCH RE VALIDITY OF EXPIRATION DATES ON COUPONS FOR COMPUTER TRAINING IN PARKS MATTER; TELEPHONE NEW HORIZONS	GBT	1.25	193.75
05/08/03	REVIEW CORRESPONDENCE RE AMENDMENT TO AGREEMENT TO SAN PABLO RE USE OF SOCCER FIELDS	PJL	0.25	38.75
05/08/03	VOICE-MAIL J. VROMAN RE PARK ABUSE OF SICK LEAVE INVESTIGATION; CONFERENCE OFFICE RE INVESTIGATION IN PARK MATTER	PJL	0.25	38.75
05/08/03	TELEPHONE NEW HORIZONS RE COMPUTER TRAINING CERTIFICATES	GBT	0.25	38.75
05/09/03	TELEPHONE J. VROMAN RE PARK INVESTIGATION	PJL	0.25	38.75
05/09/03	TELEPHONE CLIENT RE KID'S CLUB LEASE AGREEMENT	SVU	0.25	38.75
05/09/03	REVISE CORRESPONDENCE CLIENT RE LICENSING AGREEMENT WITH KID'S CLUB	SVU	1.00	155.00
05/09/03	TELEPHONE CLIENT RE KID'S CLUB LICENSE	SVU	0.25	38.75
05/09/03	REVIEW PERB'S PITNER DECISION	SVU	0.50	77.50
05/09/03	CORRESPONDENCE CLIENT RE PERB'S PITNER DECISION	SVU	1.00	155.00
05/15/03	REVIEW CORRESPONDENCE FROM E. FUENTES RE DRAA SETTLEMENT AGREEMENT	MLS	0.25	38.75

KINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.5
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MAY 31, 2003
INVOICE NO. 228473
CLIENT NO. 005142
PML
PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
05/16/03	REVIEW DRAA PROPOSED SETTLEMENT AGREEMENT	MLS	0.25	38.75
05/16/03	TELEPHONE S. LEVER RE REVIEW OF STUDENT CODE OF CONDUCT	EBH	0.25	38.75
05/19/03	LEGAL RESEARCH; CONFERENCE OFFICE; REVISE SETTLEMENT AGREEMENT RE DRAA	PJL	0.50	77.50
05/19/03	CONFERENCE OFFICE RE DRAA RESIGNATION; LEGAL RESEARCH	MLS	0.50	77.50
05/19/03	CORRESPONDENCE E. FUENTES RE DRAA RESIGNATION	MLS	0.50	77.50
05/19/03	CONFERENCE CLIENT RE TERMS OF KID'S CLUB LICENSE	SVU	0.50	77.50
05/19/03	TELEPHONE CLIENT RE KID'S CLUB LICENSE	SVU	0.25	38.75
05/19/03	CONFERENCE CLIENT RE KID'S CLUB LICENSE	SVU	0.25	38.75
05/19/03	REVISE KID'S CLUB LICENSE	SVU	1.25	193.75
05/20/03	TELEPHONE OPPOSING COUNSEL S. WEINBERG RE DISTRICT DEDUCTION FROM PAYCHECK	PJL	0.25	38.75
05/20/03	TELEPHONE S. MCCRAY RE ASHBY WRIT OF MANDATE	PJL	0.25	38.75
05/20/03	MODIFY KID'S CLUB LEASE INTO LICENSE	SVU	0.50	77.50
05/21/03	TELEPHONE G. ELLIOTT RE ASHBY SUIT	PJL	0.75	116.25
05/21/03	CORRESPONDENCE CLIENT RE STATUS IN ASHBY SUIT	PJL	0.25	38.75
05/21/03	TELEPHONE S. MCCRAY RE TERMINATION OF TENURED FACULTY MEMBER	MLS	0.25	38.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2003
 INVOICE NO. 228473
 CLIENT NO. 005142
 PML
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date	Atty.	Hrs.	Amt.
05/21/03	MLS	0.50	77.50
05/22/03	PJL	0.50	77.50
05/22/03	PJL	0.25	0.00
05/22/03	MLS	0.25	38.75
05/22/03	MLS	0.50	77.50
05/27/03	EBH	0.50	77.50
05/27/03	EBH	3.00	465.00
05/27/03	EBH	0.25	38.75
05/27/03	EBH	0.50	77.50
05/30/03	SVU	1.50	232.50
05/30/03	SVU	0.50	77.50

CURRENT FEES: \$ 5,425.00

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2003
 INVOICE NO. 228473
 CLIENT NO. 005142
 PML
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEAREY, ELIZABETH B.	EBH	155/hr.	8.50	1,317.50
LUCEY, PETER J.	PJL	148/hr.	5.25	775.00
SACKS, MARLEEN L.	MLS	155/hr.	5.50	852.50
TABAK, G B.	GBT	155/hr.	2.25	348.75
UZELAC, SUZANNE V.	SVU	155/hr.	13.75	2,131.25
FEE SUMMARY TOTAL				5,425.00
TOTAL MATTER BILLING				5,425.00

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
05/01/03	PREPARE RESPONSE TO JONES SUPPLEMENTAL DFEH COMPLAINT	MLS	0.50	77.50
05/01/03	TELEPHONE C. HASTON RE JONES SUPPLEMENTAL DFEH COMPLAINT	MLS	0.25	38.75
05/01/03	CORRESPONDENCE P. ONYIEJE RE JONES SUPPLEMENTAL DFEH RESPONSE	MLS	1.25	193.75
05/01/03	TELEPHONE T. MAGALDI RE STATEMENT IN HARRIS DISCRIMINATION COMPLAINT	GBT	0.25	38.75
05/02/03	TELEPHONE R. COUSER RE POLICE OFFICER INVESTIGATION	MLS	0.75	116.25
05/02/03	TELEPHONE R. WATKINS RE JONES INVESTIGATION	MLS	0.50	77.50
05/02/03	TELEPHONE Z. INWOOD RE JONES INVESTIGATION	MLS	0.25	38.75
05/02/03	TELEPHONE S. MCCRAY RE JONES DISCIPLINE	MLS	0.25	38.75

INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2003
 INVOICE NO. 228473
 CLIENT NO. 005142
 PML
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

FEE SUMMARY TOTAL 852.50

TOTAL MATTER BILLING 852.50

DISBURSEMENTS:

04/09/03	MISCELLANEOUS TRAVEL EXPENSES		83.00
05/28/03	PHOTOCOPIES		113.00
05/21/03	LONG DISTANCE AND TELEPHONE TOLLS		5.82
05/30/03	DOCUMENT PREPARATION AND WORD PROCESSING	16% (310)	310.00
05/07/03	AUTOMATED LEGAL RESEARCH	= \$49.60	20.00
05/07/03	AUTOMATED LEGAL RESEARCH		228.00
05/31/03	FAX/TELECOPY CHARGES		208.00
05/31/03	POSTAGE		27.99

CURRENT DISBURSEMENTS \$995.81

TOTAL MATTER BILLING 995.81

TOTAL CURRENT FEES 8,951.25

TOTAL CURRENT DISBURSEMENTS 995.81

MAY BILLING 9,947.06

MAY CASH RECEIPTS 14,704.05

PREVIOUS BALANCE 31,630.56

BALANCE DUE 26,873.57

ACCOUNT STATUS THROUGH THIS STATEMENT

CURRENT	1 MONTH	2 MONTHS	3 MONTHS	4 & OVER
9,947.06	16,926.51	0.00	0.00	0.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2003
 INVOICE NO. 229645
 CLIENT NO. 005142
 PML
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date	Atty.	Hrs.	Amt.
06/02/03	EBH	0.50	77.50
06/02/03	EBH	0.50	77.50
06/02/03	MLS	0.50	77.50
06/03/03	CSA	0.50	77.50
06/03/03	CSA	0.25	38.75
06/03/03	MLS	0.25	38.75
06/03/03	MLS	0.75	116.25
06/05/03	MLS	0.25	38.75
06/10/03	PJL	0.50	77.50
06/10/03	PJL	0.25	38.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2003
 INVOICE NO. 229645
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs	Amt.
06/10/03	LEGAL RESEARCH; CONFERENCE OFFICE RE STATUS IN PITNER UNFAIR PRACTICE CHARGE	PJL	0.25	38.75
06/11/03	CORRESPONDENCE CLIENT RE IMPLICATION OF PUBLIC RECORDS DISCLOSURE SUIT	SVU	1.00	155.00
06/13/03	TELEPHONE S. MCCRAY RE PROCESS SERVICE ON ALLEGED EMPLOYEE	MLS	0.25	38.75
06/13/03	CONFERENCE OFFICE RE PENDING PERSONNEL MATTERS	MLS	0.25	38.75
06/16/03	REVISE CORRESPONDENCE CLIENT RE SACRAMENTO SUPERIOR COURT RULING ON PUBLIC RECORDS DISCLOSURE	SVU	0.25	38.75
06/18/03	PREPARE REVISIONS TO BIO-SCIENCE INCUBATOR AGREEMENT	MSW	3.00	465.00
06/19/03	REVIEW AND REVISE GROUND LEASE FOR INCUBATOR PROJECT	MSW	0.50	77.50
06/19/03	REVIEW AND REVISE PROPOSED LEASE AGREEMENT FOR INCUBATOR PROJECT	MSW	2.00	310.00
06/20/03	REVISE GROUND LEASE; CORRESPONDENCE J. HENDRICKSON; PREPARE FILE MEMO	MSW	2.00	310.00
06/20/03	REVIEW SZOSTAK PITCHESS MOTION; TELEPHONE A. JONES-HARSOUGH	MLS	0.50	77.50
06/20/03	PREPARE SZOSTAK PITCHESS MOTION OPPOSITION	MLS	1.00	155.00
06/20/03	CALENDAR HEARING DATE ON PITCHESS MOTION RE SZOSTAK	MJP	0.25	38.75

A ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aallr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2003
 INVOICE NO. 229645
 CLIENT NO. 005142
 PML
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
06/23/03	REVIEW CORRESPONDENCE FROM A. JONES-HARTSOUGH RE EXHIBIT TO SZOSTAK PITCHESS MOTION	MLS	0.25	38.75
06/24/03	PREPARE REVISIONS TO BIO-SCIENCE INCUBATOR AGREEMENT	MSW	4.00	620.00
06/25/03	REVISE TERMS OF INCUBATOR AGREEMENT	MSW	2.00	310.00
06/25/03	REVIEW DRAFT GROUND LEASE FOR BIO-SCIENCE INCUBATOR AGREEMENT	EBH	3.50	542.50
06/25/03	PREPARE OPPOSITION TO SZOSTAK PITCHESS MOTION; CORRESPONDENCE R. COUSER	MLS	0.75	116.25
06/25/03	CALCULATE AND CALENDAR DEADLINES RE PITCHESS MOTION IN SZOSTAK	MJP	0.25	38.75
06/26/03	PREPARE REVISIONS TO BIO-SCIENCE INCUBATOR AGREEMENT	MSW	1.00	155.00
06/27/03	CORRESPONDENCE CLIENT RE ATTORNEY-CLIENT PRIVILEGE IN PRE-LITIGATION INVESTIGATIVE REPORTS (HENDRICKSON)	PJL	0.25	38.75
06/27/03	PREPARE ANSWER RE UNFAIR PRACTICE CHARGE IN PITNER	PJL	0.25	38.75
06/27/03	TELEPHONE CHIEF COUSER RE RESPONSE TO SUBPOENA	PJL	0.25	38.75
06/27/03	REVIEW PERB NOTICE OF INFORMAL HEARING RE PITNER COMPLAINT (MARVEL)	SVU	0.25	38.75
06/27/03	LEGAL RESEARCH RE TITLE 8 GUIDELINES FOR INFORMAL PERB HEARING IN PITNER COMPLAINT (MARVEL)	SVU	0.25	38.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2003
 INVOICE NO. 229645
 CLIENT NO. 005142
 PML
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date	Description	Atty.	Hrs.	Amt.
06/27/03	CORRESPONDENCE CLIENT RE PITNER INFORMAL HEARING (MARVEL)	SVU	0.50	77.50
06/27/03	CONFERENCE OFFICE RE PITNER UNFAIR COMPLAINT HEARING (MARVEL)	SVU	0.25	38.75
06/27/03	VERIFY FACTS RE PITNER UNFAIR COMPLAINT (MARVEL)	SVU	1.00	155.00

CURRENT FEES: \$ 4,688.75

GENERAL LEGAL ADVICE
 PO #BC 4383.4

DISBURSEMENTS:

06/10/03	AUTOMATED LEGAL RESEARCH			80.00
06/19/03	AUTOMATED LEGAL RESEARCH			76.00

CURRENT DISBURSEMENTS \$156.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
CINDY STROM ARELLANO	CSA	155/hr.	0.75	116.25
HEAREY, ELIZABETH B.	EBH	155/hr.	4.50	697.50
LUCEY, PETER J.	PJL	155/hr.	1.75	271.25
POLLARD, MARIANNE J.	MJP	155/hr.	0.50	77.50
SACKS, MARLEEN L.	MLS	155/hr.	4.75	736.25
UZELAC, SUZANNE V.	SVU	155/hr.	3.50	542.50
WILLIAMS, MARK S.	MSW	155/hr.	14.50	2,247.50

FEE SUMMARY TOTAL 4,688.75

TOTAL MATTER BILLING 4,844.75

A INSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2003
 INVOICE NO. 229645
 CLIENT NO. 005142
 PML
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

TOTAL MATTER BILLING 3,952.50

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
06/13/03	TELEPHONE S. MCCRAY; REVIEW BANK SICK LEAVE GRIEVANCE	PJL	0.50	77.50
06/13/03	REVIEW FILE RE BANK GRIEVANCE	JJH	0.50	77.50
06/16/03	LEGAL RESEARCH RE BANK GRIEVANCE; TELEPHONE S. WEINBERG; PREPARE ANALYSIS RE ARBITRATION	JJH	3.00	465.00
06/18/03	LEGAL RESEARCH; TELEPHONE G. MARVEL RE BANK GRIEVANCE AND PAST PRACTICE EVIDENCE	PJL	0.25	38.75
06/18/03	PREPARE FILE MEMO RE PAST PRACTICE EVIDENCE IN BANK GRIEVANCE	PJL	0.25	38.75
06/18/03	EVALUATE BANK GRIEVANCE AND PREPARE OPINION	JJH	2.00	310.00
06/18/03	CORRESPONDENCE R. WATKINS RE JONES GRIEVANCE	MLS	0.25	38.75
06/18/03	TELEPHONE S. MCCRAY RE JONES GRIEVANCE RESPONSE; REVIEW CORRESPONDENCE RE SKELLY MEETING	MLS	0.50	77.50
06/18/03	CORRESPONDENCE S. MCCRAY RE JONES GRIEVANCE RESPONSE	MLS	1.50	232.50
06/19/03	REVIEW CORRESPONDENCE PERB AND PITNER COMPLAINT	SVU	0.25	38.75
06/19/03	LEGAL RESEARCH RE ANSWER TO PERB COMPLAINT	SVU	0.25	38.75
06/19/03	PREPARE ANSWER TO PERB RE PITNER COMPLAINT	SVU	0.50	77.50

A. LINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aaltr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2003
 INVOICE NO. 229645
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date	Attorney	Hrs.	Amt.
06/20/03	JJH	0.75	116.25
CONFERENCE OFFICE; TELEPHONE S. MCCRAY RE GRIEVANCE INVESTIGATION; CORRESPONDENCE OPPOSING COUNSEL RE FACTFINDING PANEL IN BANK GRIEVANCE			
06/20/03	SVU	1.50	232.50
LEGAL RESEARCH; PREPARE ANSWER TO PITNER PERB COMPLAINT			
06/20/03	MJP	0.25	38.75
CALCULATE AND CALENDAR DUE DATE FOR RESPONSE TO PERB COMPLAINT RE PITNER			
06/25/03	MLS	0.25	38.75
TELEPHONE S. MCCRAY RE DRA GRIEVANCE			
06/25/03	MJP	0.25	38.75
CALENDAR INFORMAL CONFERENCE HEARING DATE AND RELATED DEADLINES RE PITNER			
06/26/03	MLS	0.25	38.75
REVIEW CORRESPONDENCE FROM R. WATKINS RE JONES GRIEVANCE RESPONSE			
06/26/03	MLS	0.50	77.50
REVIEW CORRESPONDENCE FROM R. WATKINS AND L. JONES RE AMENDED GRIEVANCE; CORRESPONDENCE S. MCCRAY			
06/27/03	MLS	0.25	38.75
REVIEW CORRESPONDENCE FROM S. MCCRAY RE JONES GRIEVANCE ELEVATION			
06/30/03	MLS	0.50	77.50
CONFERENCE OFFICE RE DRAA FACTFINDING; CORRESPONDENCE S. MCCRAY			

CURRENT FEES: \$ 2,208.75

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEIN, JANICE J.	JJH	155/hr.	6.25	968.75
LUCEY, PETER J.	PJL	155/hr.	1.00	155.00
POLLARD, MARIANNE J.	MJP	155/hr.	0.50	77.50
SACKS, MARLEEN L.	MLS	155/hr.	4.00	620.00

451

CLAIM FOR PAYMENT Pursuant to Government Code Section 17561 COLLECTIVE BARGAINING	For State Controller Use only (19) Program Number 00232 (20) Date File ___/___/___ (21) LRS Input ___/___/___	Program 232
---	--	---

(01) Claimant Identification Number: CC07030	Reimbursement Claim Data																
(02) Claimant Name Contra Costa Community College District	(22) CB-1, (03)(1)(e)	1,418															
County of Location Contra Costa	(23) CB-1, (03)(2)(e)	0															
Street Address 500 Court Street	(24) CB-1, (03)(3)(e)	81,503															
City State Zip Code Martinez CA 94553	(25) CB-1, (03)(4)(e)	0															
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th style="width: 33%;">Type of Claim</th> <th style="width: 33%;">Estimated Claim</th> <th style="width: 33%;">Reimbursement Claim</th> </tr> <tr> <td>(03) Estimated <input checked="" type="checkbox"/></td> <td>(09) Reimbursement <input checked="" type="checkbox"/></td> <td>(26) CB-1, (03)(5)(e)</td> </tr> <tr> <td>(04) Combined <input type="checkbox"/></td> <td>(10) Combined <input type="checkbox"/></td> <td>(27) CB-1, (03)(6)(e)</td> </tr> <tr> <td>(05) Amended <input type="checkbox"/></td> <td>(11) Amended <input type="checkbox"/></td> <td>(28) CB-1, (03)(7)(e)</td> </tr> <tr> <td></td> <td></td> <td>(29) CB-1, (04)(d)</td> </tr> </table>	Type of Claim	Estimated Claim	Reimbursement Claim	(03) Estimated <input checked="" type="checkbox"/>	(09) Reimbursement <input checked="" type="checkbox"/>	(26) CB-1, (03)(5)(e)	(04) Combined <input type="checkbox"/>	(10) Combined <input type="checkbox"/>	(27) CB-1, (03)(6)(e)	(05) Amended <input type="checkbox"/>	(11) Amended <input type="checkbox"/>	(28) CB-1, (03)(7)(e)			(29) CB-1, (04)(d)	(27) CB-1, (03)(6)(e)	143,288
Type of Claim	Estimated Claim	Reimbursement Claim															
(03) Estimated <input checked="" type="checkbox"/>	(09) Reimbursement <input checked="" type="checkbox"/>	(26) CB-1, (03)(5)(e)															
(04) Combined <input type="checkbox"/>	(10) Combined <input type="checkbox"/>	(27) CB-1, (03)(6)(e)															
(05) Amended <input type="checkbox"/>	(11) Amended <input type="checkbox"/>	(28) CB-1, (03)(7)(e)															
		(29) CB-1, (04)(d)															
	(28) CB-1, (03)(7)(e)	31,112															
	(29) CB-1, (04)(d)	199,981															
Fiscal Year of cost (06) 2004-2005 (12) 2003-2004	(30) CB-1, (04)(e)	257,321															
Total Claimed Amount (07) \$ 290,000 (13) \$ 263,937	(31) CB-1, (05)(e)	3,843															
Less: 10% Late Penalty (14) \$ -	(32) CB-1, (07)	244,212															
Less: Prior Claim Payment Received (15) \$ -	(33) CB-1, (11)	34															
Net Claimed Amount (16) \$ 263,937	(34) CB-1, (12)	19,725															
Due from State (08) \$ 290,000 (17) \$ 263,937	(35) CB-1, (14)	0															
Due to State (18)	(36) CB-1, (15)	0															

(37) CERTIFICATION OF CLAIM

In accordance with the provisions of Government Code Section 17561, I certify that I am the officer authorized by the community college district to file mandated cost claims with the State of California for this program, and certify under penalty of perjury that I have not violated any of the provisions of Government Code Sections 1090 to 1098, inclusive.

I further certify that there was no application other than from the claimant, nor any grant or payment received, for reimbursement of costs claimed herein, and such costs are for a new program or increased level of services of an existing program. All offsetting savings and reimbursements set forth in the Parameters and Guidelines are identified, and all costs claimed are supported by source documentation currently maintained by the claimant.

The amounts for this Estimated Claim and/or Reimbursement Claim are hereby claimed from the State for payment of estimated and/or actual costs set forth on the attached statements. I certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signature of Authorized Officer: (USE BLUE INK) _____ Doug Roberts Type or Print Name	Date 1-6-05 1-6-08 _____ Acting V.C., Finance and Admin Title
---	--

(38) Name of Contact Person for Claim SixTen and Associates	Telephone Number: (858) 514-8605 E-mail Address: kbpsixten@aol.com
--	---

Program 232	MANDATED COSTS COLLECTIVE BARGAINING CLAIM SUMMARY	FORM CB-1
------------------------	---	----------------------

(01) Claimant: Contra Costa Community College District	(02) Type of Claim Reimbursement <input checked="" type="checkbox"/> X Estimated <input type="checkbox"/>	Fiscal Year 2003-2004
---	---	--------------------------

Rodda Act Direct Costs	Cost Elements				
(03) Reimbursable Components	(a) Salaries and Benefits	(b) Materials and Supplies	(c) Travel and Training	(d) Contract Services	(e) Total
1. Determining Bargaining Units and Exclusive Representation	\$ 1,417.92	\$ -	\$ -	\$ -	\$ 1,417.92
2. Election of Unit Representation	\$ -	\$ -	\$ -	\$ -	\$ -
3. Cost of Negotiations	\$ 37,683.09	\$ -	\$ -	\$ 43,820.00	\$ 81,503.09
4. Impasse Proceedings	\$ -	\$ -	\$ -	\$ -	\$ -
5. Collective Bargaining Agreement Disclosure	\$ -	\$ -	\$ -	\$ -	\$ -
6. Contract Administration	\$ 17,922.55	\$ -	\$ -	\$ 125,364.99	\$ 143,287.54
7. Unfair Labor Practice Charges	\$ 316.48	\$ -	\$ -	\$ 30,795.67	\$ 31,112.15
(04) Total Rodda Act Direct Costs	\$ 57,340.05	\$ -	\$ -	\$ 199,980.66	\$ 257,320.71

Winton Act Direct Costs					
(05) Base Year, 1974-75 Direct Costs	\$ -	\$ -	\$ -	\$ 3,843.00	\$ 3,843.00
(06) Base Year Direct Costs Adjusted by IPD	[Line (05)(e) x 3.411 for 2003-2004 F.Y.]				\$ 13,108.47
(07) Increased Direct Costs	[Line (04)(e) - line (06)]				\$ 244,212.23

Indirect Costs					
(08) Total Rodda Act Direct Costs less Contracted Services	[Line (04)(e) - line (04)(d)]				\$ 57,340.05
(09) Base Year Costs less Contracted Services adjusted by IPD	[Line (05)(e) - line (05)(d)] x 3.411]				\$ -
(10) Increased Direct Costs less Contract Services	[Line (08) - line (09)]				\$ 57,340.05
(11) Indirect Cost Rate	[Federally approved OMB A-21, FAM-29C, or 7%]				34.40%
(12) Increased Indirect Costs	[Line (10) x line (11)]				\$ 19,724.98
(13) Total Increased Direct and Indirect Costs	[Line (07) + line (12)]				\$ 263,937.21

Cost Reduction					
(14) Less: Offsetting Savings					\$ -
(15) Less: Other Reimbursements					\$ -
(16) Total Claimed Amount:	[Line (13) - {Line (14) + Line (15)}]				\$ 263,937.21

**CONTRA COSTA COMMUNITY COLLEGE
CALCULATION OF INDIRECT COST RATE,
FISCAL YEAR
2002-2003**

FOR 03/04
CLAIMS.

REFERENCE (CCFS 311)	DESCRIPTION	2002-2003
INSTRUCTIONAL ACTIVITY		
	Instructional Costs	
	Instructional Salaries and Benefits	67,122,937
	Instructional Operating Expenses	3,475,065
	Instructional Support Instructional Salaries and Benefits	215,243
	Auxiliary Operations Instructional Salaries and Benefits	0
	TOTAL INSTRUCTIONAL COSTS 1	70,813,245
	Non-Instructional Costs	
	Non-Instructional Salaries and Benefits	3,337,171
	Instructional Admin. Salaries and Benefits	9,021,559
	Instructional Admin. Operating Expenses	1,643,787
	Auxiliary Classes Non-Inst. Salaries and Benefits	15,661
	Auxiliary Classes Operating Expenses	(87,845)
	TOTAL NON-INSTRUCTIONAL COSTS 2	13,930,333
	TOTAL INSTRUCTIONAL ACTIVITY COSTS 3 (1 + 2)	84,743,578
DIRECT SUPPORT ACTIVITY		
	Direct Support Costs	
	Instructional Support Services Non Inst. Salaries and Benefits	3,903,913
	Instructional Support Services Operating Expenses	249,253
	Admissions and Records	2,342,496
	Counseling and Guidance	3,445,192
	Other Student Services	9,253,865
	TOTAL DIRECT SUPPORT COSTS 4	19,194,719
	TOTAL INSTRUCTIONAL ACTIVITY COSTS AND DIRECT SUPPORT COSTS 5 (3 + 4)	103,938,297
	Indirect Support Costs	
	Operation and Maintenance of Plant	11,419,763
	Planning and Policy Making	4,484,070
	General Instructional Support Services	19,852,033
	TOTAL INDIRECT SUPPORT COSTS 6	35,755,866
	TOTAL INSTRUCTIONAL ACTIVITY COSTS AND DIRECT SUPPORT COSTS, AND TOTAL INDIRECT SUPPORT COSTS (5 + 6) = TOTAL COSTS	139,694,163
SUPPORT COSTS ALLOCATION RATES		
Indirect Support Costs Allocation Rate =	Total Indirect Supports Costs (6) Total Instructional Activity Costs and Direct Support Costs (5)	34.40%
Direct Support Costs Allocation Rate =	Total Direct Support Costs (4) Total Instructional Activity Costs (3)	22.65%
Total Support Cost Allocation		57.05%

Program 232	MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
-----------------------	--	--------------

(01) Claimant Contra Costa Community College District	(02) Fiscal Year Costs Were Incurred 2003-2004
--	---

(03) Reimbursable Components: Check only one box per form to identify the component being claimed.

<input checked="" type="checkbox"/> Determining Bargaining Units and Exclusive Representation	<input type="checkbox"/> Collective Bargaining Agreement Disclosure
<input type="checkbox"/> Election of Unit Representation	<input type="checkbox"/> Contract Administration
<input type="checkbox"/> Cost of Negotiations	<input type="checkbox"/> Unfair Labor Practice Charges
<input type="checkbox"/> Impasse Proceedings	

(04) Description of Expenses			Object Accounts			
(a) Employee Names, Job Classifications, Functions Performed, and Description of Expenses	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel	(g) Contract Services
Developing proposed bargaining unit determination list for PERB hearings Iizko, Charlie Advanced Technical Expert/Payroll	\$25.32	56.0	\$ 1,417.92			
(05) Total <input checked="" type="checkbox"/> Subtotal <input type="checkbox"/>			\$ 1,417.92	\$ -	\$ -	\$ -

MANDATED COSTS
COLLECTIVE BARGAINING
COMPONENT/ACTIVITY COST DETAIL

Program
232

FORM
CB-2

(01) Claimant: Contra Costa Community College District
 (02) Fiscal Year Costs Were Incurred: 2003-2004

(03) Reimbursable Components: Check only one box per form to identify the component being claimed.

Determining Bargaining Units and Exclusive Representation Collective Bargaining Agreement Disclosure
 Election of Unit Representation Contract Administration
 Cost of Negotiations Unfair Labor Practice Charges
 Impasse Proceedings

(04) Description of Expenses			Object Accounts				
(a)	(b)	(c)	(d)	(e)	(f)	(g)	
Employee Names, Job Classifications, Functions Performed, and Description of Expenses	Hourly Rate or Unit Cost	Hours Worked or Quantity	Salaries and Benefits	Materials and Supplies	Travel	Contract Services	
Preparing for negotiations							
Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	2.6	\$ 229.78			
Gilliland, Phyllis	VC, Planning & Resources Development	\$90.11	2.0	\$ 180.22			
Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	7.0	\$ 493.36			
Huff, Gene	Principal HR Rep	\$68.66	5.0	\$ 343.30			
Rosales, Linda	Director of Payroll Services	\$79.30	8.8	\$ 697.84			
Itzko, Charlie	Advanced Technical Expert/Payroll	\$25.32	91.0	\$ 2,304.12			
McCray, Sandi	Sr. Human Resources Rep	\$58.56	5.9	\$ 342.58			
Medovoy, George	Director of Community Relations	\$61.94	0.6	\$ 34.07			
Lever, Sophia	Principal HR Representative	\$68.66	0.5	\$ 34.33			
Rawlinson III, William Reed	Senior HR Representative	\$50.50	0.5	\$ 25.25			
Carr, Helen	President	\$109.38	0.3	\$ 27.35			
Cerruti, Linda	Principal Executive Coordinator	\$72.13	0.3	\$ 18.03			
Atkinson...Romo @ \$115	Attorneys	\$115.00	8.8			\$ 1,006.25	
Atkinson...Romo @ \$125	Attorneys	\$125.00	1.5			\$ 187.50	
Atkinson...Romo @ \$135	Attorneys	\$135.00	31.8			\$ 4,286.25	
Perseus Associates	Labor Relations Consultants	\$135.00	284.0			\$ 38,340.00	
At-Table Negotiations: Classified							
Killings, Denise	Executive Assistant	\$43.54	64.6	\$ 2,812.68			
Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	18.0	\$ 1,621.98			
Roberts, Doug	Comptroller/Asst. Chief Financial Officer	\$81.27	22.0	\$ 1,787.94			
Gilliland, Phyllis	VC, Planning & Resources Development	\$90.11	2.5	\$ 225.28			
Magalong, Mariles	Director of Business Services	\$85.39	66.8	\$ 5,704.05			
Stanton, Kenneth	Media Services Specialist II	\$35.15	64.6	\$ 2,270.69			
Smith, Thomas	Vice Chancellor, Finance & Admin.	\$81.64	2.5	\$ 204.10			
At-Table Negotiations: Certificated							
Hernandez, Frank	Sr. Dean	\$87.53	12.1	\$ 1,059.11			
Johns, Krista	Dean of English/Bus.	\$71.83	9.6	\$ 689.57			
Killings, Denise	Executive Assistant	\$43.54	34.1	\$ 1,484.71			
Maga, Carol	Senior Dean	\$87.53	28.9	\$ 2,529.62			
Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	30.1	\$ 2,712.31			
Roberts, Doug	Comptroller/Asst. Chief Financial Officer	\$81.27	21.5	\$ 1,747.31			
Gonzalez-Lewis, Andrea	Principal HR Rep	\$68.66	8.0	\$ 549.28			
Preparation for Negotiations: Certificated							
Roberts, Doug	Comptroller/Asst. Chief Financial Officer	\$81.27	22.5	\$ 1,828.58			
Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	9.0	\$ 634.32			
Huff, Gene	Principal HR Rep	\$68.66	11.0	\$ 755.26			
Rosales, Linda	Director of Payroll Services	\$79.30	6.0	\$ 475.80			
McCray, Sandi	Sr. Human Resources Rep	\$58.56	1.0	\$ 58.56			
Preparation for Negotiations: Classified							
Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	3.0	\$ 270.33			
Roberts, Doug	Comptroller/Asst. Chief Financial Officer	\$81.27	2.0	\$ 162.54			
Cutler, Bruce	Director of Business Services	\$83.31	3.0	\$ 249.93			
Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	3.0	\$ 211.44			
Huff, Gene	Principal HR Rep	\$68.66	11.0	\$ 755.26			
Rosales, Linda	Director of Payroll Services	\$79.30	0.5	\$ 39.65			
Itzko, Charlie	Advanced Technical Expert/Payroll	\$25.32	75.3	\$ 1,906.60			
Lever, Sophia	Principal HR Representative	\$68.66	3.0	\$ 205.98			

(05) Total Subtotal Page 1 of 1 \$ 37,683.09 \$ - \$ - \$ 43,820.00

Program 232	MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
-----------------------	--	--------------

(01) Claimant Contra Costa Community College District	(02) Fiscal Year Costs Were Incurred 2003-2004
--	---

(03) Reimbursable Components: Check only **one** box per form to identify the component being claimed.

<input type="checkbox"/> Determining Bargaining Units and Exclusive Representation	<input type="checkbox"/> Collective Bargaining Agreement Disclosure
<input type="checkbox"/> Election of Unit Representation	<input checked="" type="checkbox"/> Contract Administration
<input type="checkbox"/> Cost of Negotiations	<input type="checkbox"/> Unfair Labor Practice Charges
<input type="checkbox"/> Impasse Proceedings	

(04) Description of Expenses			Object Accounts			
(a) Employee Names, Job Classifications, Functions Performed,	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel	(g) Contract Services
Contract administration committees						
Hernandez, Frank	Sr. Dean	\$87.53	0.8 \$	70.02		
Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	1.4 \$	126.15		
Roberts, Doug	Comptroller/Asst. Chief Financial Officer	\$81.27	2.2 \$	178.79		
Gilliland, Phyllis	VC, Planning & Resources Development	\$90.11	3.0 \$	270.33		
Magalong, Mariles	Director of Business Services	\$85.39	6.5 \$	555.04		
Cornett, Christine	Executive Assistant	\$42.48	0.6 \$	25.49		
Cutler, Bruce	Director of Business Services	\$83.31	3.7 \$	308.25		
Dalrymple, Bill	Assistant Comptroller	\$61.94	3.1 \$	192.01		
Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	5.7 \$	401.74		
Leivas, Chris	Director of Business Services	\$85.39	3.7 \$	315.94		
Littman, Les	Director of Purchasing	\$68.37	1.7 \$	116.23		
Rosales, Linda	Director of Payroll Services	\$79.30	2.9 \$	229.97		
Strangfeld, Ken	Chief Accountant	\$61.94	1.7 \$	105.30		
Cherry, Linda	Senior Foundation Director	\$63.29	0.8 \$	50.63		
Beckelt, Tom	Vice Chancellor, Facilities & Op	\$104.50	3.0 \$	313.50		
Medovoy, George	Director of Community Relations	\$61.94	3.0 \$	185.82		
Henry, Daniel	Vice President	\$101.50	3.0 \$	304.50		
Garcia, Peter	President	\$109.38	3.0 \$	328.14		
Mehdizadeh, Mojdeh	VC, Tech Sys/Support	\$92.37	3.0 \$	277.11		
Edelstein, Mark	College President	\$104.10	3.0 \$	312.30		
Carr, Helen	President	\$109.38	0.5 \$	54.69		
Murilo, Carlos	Dean	\$75.47	0.5 \$	37.74		
Walsh, Janis	Bookstore Manager	\$65.08	0.5 \$	32.54		
Williams, McKinley	Vice President	\$96.61	0.8 \$	77.29		
Ames, Linda	Admin Analyst	\$52.32	0.5 \$	26.16		
Andreini, Phillip	Dean	\$75.47	0.5 \$	37.74		
Barrick, Carol	Academic/Student Svcs Program Manager	\$56.12	0.5 \$	28.06		
Bradford, Diane	Senior Payroll Technician	\$39.77	0.5 \$	19.89		
Clow, Tim	Senior Dean	\$89.71	0.8 \$	71.77		
Eyestone, James	Computer & Network Services Supervisor	\$56.34	0.5 \$	28.17		
Floyd, Donna	Dean	\$77.36	0.5 \$	38.68		
Gideon, Gloria	Dean	\$75.47	0.5 \$	37.74		
Lamb, Susan	Dean	\$81.27	0.5 \$	40.64		
Lawrence, Lynda	Senior Dean	\$77.79	0.8 \$	62.23		
Leadon, Pricilla	Dean	\$46.19	0.5 \$	23.10		
Lee, Paul	Police Service Lieutenant	\$63.51	0.3 \$	19.05		
Moore, Jeanette	Dean	\$87.53	0.5 \$	43.77		
Ounjian-Auque, Jennifer	Admin Analyst	\$42.95	0.5 \$	21.48		
Pitt, Tina	Dean	\$71.83	0.3 \$	21.55		
Poe, Darlene	Custodial Manager	\$50.84	0.5 \$	25.42		
Taylor, Jim	Buildings & Grounds Manager	\$70.08	0.5 \$	35.04		
Wade, John	Sr. Academic/Student Svcs Manager	\$65.08	0.5 \$	32.54		
Watkins, Randy	Sr. Dean	\$79.30	0.5 \$	39.65		
(05) Total <input type="checkbox"/> Subtotal <input checked="" type="checkbox"/>			\$ 5,522.16	\$ -	\$ -	\$ -

Program 232	MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
-----------------------	--	--------------

(01) Claimant Contra Costa Community College District	(02) Fiscal Year Costs Were Incurred 2003-2004
--	---

(03) Reimbursable Components: Check only one box per form to identify the component being claimed.

<input type="checkbox"/> Determining Bargaining Units and Exclusive Representation	<input type="checkbox"/> Collective Bargaining Agreement Disclosure
<input type="checkbox"/> Election of Unit Representation	<input checked="" type="checkbox"/> Contract Administration
<input type="checkbox"/> Cost of Negotiations	<input type="checkbox"/> Unfair Labor Practice Charges
<input type="checkbox"/> Impasse Proceedings	

(04) Description of Expenses			Object Accounts			
(a) Employee Names, Job Classifications, Functions Performed,	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel	(g) Contract Services
CCD Title 5 complaints						
Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	1.1	\$ 94.62		
Gilliland, Phyllis	VC, Planning & Resources Development	\$90.11	5.1	\$ 455.06		
Cutler, Bruce	Director of Business Services	\$83.31	0.9	\$ 70.81		
Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	1.1	\$ 74.00		
McCray, Sandi	Sr. Human Resources Rep	\$58.56	17.3	\$ 1,013.09		
Garcia, Peter	President	\$109.38	1.6	\$ 169.54		
Courtney, Jean	Executive Coordinator	\$66.98	5.9	\$ 391.83		
Hudak, Jon	Attorney	\$135.00	144.5			\$ 19,507.50
Cerruti, Linda	Principal Executive Coordinator	\$72.13	1.6	\$ 115.41		
Fuentes, Ernesto	Director, HR	\$83.31	2.7	\$ 224.94		
Murrilo, Carlos	Dean	\$75.47	0.6	\$ 45.28		
Walsh, Janis	Bookstore Manager	\$65.08	0.6	\$ 39.05		
Atkinson...Romo @ \$115	Attorneys	\$115.00	36.8			\$ 4,226.25
Atkinson...Romo @ \$125	Attorneys	\$125.00	192.8			\$ 24,093.75
Atkinson...Romo @ \$135	Attorneys	\$135.00	130.0			\$ 17,550.00
Atkinson...Romo @ \$124	Attorneys	\$124.00	18.5			\$ 2,294.00
Contract Administration						
Roberts, Doug	Comptroller/Asst. Chief Financial Officer	\$81.27	2.0	\$ 162.54		
Huff, Gene	Principal HR Rep	\$68.66	2.2	\$ 151.05		
Rosales, Linda	Director of Payroll Services	\$79.30	33.1	\$ 2,624.83		
Itzko, Charlie	Advanced Technical Expert/Payroll	\$25.32	1.6	\$ 40.51		
Cherry, Linda	Senior Foundation Director	\$63.29	0.8	\$ 50.63		
Courtney, Jean	Executive Coordinator	\$66.98	2.5	\$ 167.45		
Atkinson...Romo	Attorney Costs	\$1.00	3,888.7			\$ 3,888.74
Contract Interpretation						
Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	4.9	\$ 437.03		
Roberts, Doug	Comptroller/Asst. Chief Financial Officer	\$81.27	5.0	\$ 406.35		
Gilliland, Phyllis	VC, Planning & Resources Development	\$90.11	2.5	\$ 225.28		
Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	1.1	\$ 74.00		
Huff, Gene	Principal HR Rep	\$68.66	17.5	\$ 1,201.55		
Rosales, Linda	Director of Payroll Services	\$79.30	1.1	\$ 83.27		
McCray, Sandi	Sr. Human Resources Rep	\$58.56	4.8	\$ 281.09		
Courtney, Jean	Executive Coordinator	\$66.98	0.5	\$ 33.49		
Carr, Helen	President	\$109.38	0.3	\$ 27.35		
Cerruti, Linda	Principal Executive Coordinator	\$72.13	0.3	\$ 18.03		
Fuentes, Ernesto	Director, HR	\$83.31	1.8	\$ 149.96		
Atkinson...Romo @ \$115	Attorneys	\$115.00	4.8			\$ 546.25
Atkinson...Romo @ \$125	Attorneys	\$125.00	9.5			\$ 1,187.50
Atkinson...Romo @ \$135	Attorneys	\$135.00	101.8			\$ 13,736.25

(05) Total	<input type="checkbox"/>	Subtotal	<input checked="" type="checkbox"/>	Page 2 of 3	\$ 8,828.03	\$ -	\$ -	\$ 87,030.24
------------	--------------------------	----------	-------------------------------------	-------------	-------------	------	------	--------------

Program 232	MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
-----------------------	--	--------------

(01) Claimant Contra Costa Community College District	(02) Fiscal Year Costs Were Incurred 2003-2004
--	---

(03) Reimbursable Components: Check only **one** box per form to identify the component being claimed.

<input type="checkbox"/> Determining Bargaining Units and Exclusive Representation	<input type="checkbox"/> Collective Bargaining Agreement Disclosure
<input type="checkbox"/> Election of Unit Representation	<input checked="" type="checkbox"/> Contract Administration
<input type="checkbox"/> Cost of Negotiations	<input type="checkbox"/> Unfair Labor Practice Charges
<input type="checkbox"/> Impasse Proceedings	

(04) Description of Expenses			Object Accounts			
(a) Employee Names, Job Classifications, Functions Performed, and Description of Expenses	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel	(g) Contract Services
Grievances						
Marvel, Greg	Vice Chancellor- HR & Org Dev.		\$90.11	2.6	\$	229.78
Gilliland, Phyllis	VC, Planning & Resources Development		\$90.11	3.1	\$	279.34
Cutler, Bruce	Director of Business Services		\$83.31	0.3	\$	24.99
Hendrickson, John	Vice Chancellor- Finance & Admin		\$70.48	0.3	\$	17.62
McCray, Sandi	Sr. Human Resources Rep		\$58.56	28.0	\$	1,636.75
Henry, Daniel	Vice President		\$101.50	0.8	\$	76.13
Edelstein, Mark	College President		\$104.10	0.3	\$	31.23
Armstrong, Terry	Dean		\$85.39	0.5	\$	42.70
Carr, Helen	President		\$109.38	0.9	\$	92.97
Fuenles, Ernesto	Director, HR		\$83.31	9.8	\$	812.27
Murillo, Carlos	Dean		\$75.47	0.5	\$	37.74
Scott-Summers, Diane	Vice President		\$101.50	0.3	\$	25.38
Williams, McKinley	Vice President		\$96.61	0.3	\$	28.98
Atkinson...Romo @ \$115	Attorneys		\$115.00	9.8		\$ 1,121.25
Atkinson...Romo @ \$125	Attorneys		\$125.00	24.3		\$ 3,031.25
Atkinson...Romo @ \$135	Attorneys		\$135.00	201.3		\$ 27,168.75
Atkinson...Romo @ \$117	Attorneys		\$117.00	5.0		\$ 585.00
Atkinson...Romo @ \$128	Attorneys		\$128.00	4.5		\$ 576.00
Grievance Arbitration						
Maga, Carol	Senior Dean		\$87.53	0.3	\$	26.26
Marvel, Greg	Vice Chancellor- HR & Org Dev.		\$90.11	0.3	\$	27.03
Rosales, Linda	Director of Payroll Services		\$79.30	0.3	\$	23.79
McCray, Sandi	Sr. Human Resources Rep		\$58.56	0.3	\$	14.64
Garcia, Peter	President		\$109.38	0.5	\$	54.69
Fuentes, Ernesto	Director, HR		\$83.31	0.8	\$	62.48
Livingston, Richard	Senior Dean		\$91.96	0.3	\$	27.59
Atkinson...Romo @ \$115	Attorneys		\$115.00	1.0		\$ 115.00
Atkinson...Romo @ \$135	Attorneys		\$135.00	42.5		\$ 5,737.50
(05) Total <input checked="" type="checkbox"/> Subtotal <input type="checkbox"/>			Page 3 of 3 \$ 17,922.55 \$ - \$ - \$ 125,364.99			

Program 232	MANDATED COSTS COLLECTIVE BARGAINING COMPONENT/ACTIVITY COST DETAIL	FORM CB-2
-----------------------	--	----------------------------

(01) Claimant Contra Costa Community College District	(02) Fiscal Year Costs Were Incurred 2003-2004
--	---

(03) Reimbursable Components: Check only one box per form to identify the component being claimed.

<input type="checkbox"/> Determining Bargaining Units and Exclusive Representation	<input type="checkbox"/> Collective Bargaining Agreement Disclosure
<input type="checkbox"/> Election of Unit Representation	<input type="checkbox"/> Contract Administration
<input type="checkbox"/> Cost of Negotiations	<input checked="" type="checkbox"/> Unfair Labor Practice Charges
<input type="checkbox"/> Impasse Proceedings	

(04) Description of Expenses	Object Accounts					
(a) Employee Names, Job Classifications, Functions Performed, and Description of Expenses	(b) Hourly Rate or Unit Cost	(c) Hours Worked or Quantity	(d) Salaries and Benefits	(e) Materials and Supplies	(f) Travel	(g) Contract Services
Preparing for PERB actions						
Maga, Carol Senior Dean	\$87.53	0.5	\$ 43.77			
Marvel, Greg Vice Chancellor- HR & Org Dev.	\$90.11	2.3	\$ 207.25			
Gilliland, Phyllis VC, Planning & Resources Development	\$90.11	0.5	\$ 45.06			
Atkinson...Romo Attorney Costs	\$1.00	2,885.7				\$ 2,885.67
Smith, Thomas Vice Chancellor, Finance & Admin.	\$81.64	0.3	\$ 20.41			
Atkinson...Romo @ \$115 Attorneys	\$115.00	68.8				\$ 7,906.25
Atkinson...Romo @ \$125 Attorneys	\$125.00	1.5				\$ 187.50
Atkinson...Romo @ \$135 Attorneys	\$135.00	56.3				\$ 7,593.75
PERB administrative hearings						
Atkinson...Romo @ \$115 Attorneys	\$115.00	4.3				\$ 488.75
Atkinson...Romo @ \$125 Attorneys	\$125.00	4.5				\$ 562.50
Atkinson...Romo @ \$135 Attorneys	\$135.00	82.8				\$ 11,171.25
(05) Total <input checked="" type="checkbox"/> Subtotal <input type="checkbox"/>			\$ 316.48	\$ -	\$ -	\$ 30,795.67

Contra Costa Community College District
 961/75 COLLECTIVE BARGAINING
 2003-2004
 Sort by Name

Date	Hours	Employee Name	Title	PHR	Salary	Activity	Component
10/30/2003	0.30	Ames, Linda	Admin Analyst	\$52.32	\$15.70	Contract administration committees	Contract Administration
2/26/2004	0.20	Ames, Linda	Admin Analyst	\$52.32	\$10.46	Contract administration committees	Contract Administration
	0.50	Ames, Linda Total			\$26.16		
10/30/2003	0.30	Andreini, Phillip	Dean	\$75.47	\$22.64	Contract administration committees	Contract Administration
2/26/2004	0.20	Andreini, Phillip	Dean	\$75.47	\$15.09	Contract administration committees	Contract Administration
	0.50	Andreini, Phillip Total			\$37.73		
Atkin-2	0.50	Armstrong, Terry	Dean	\$85.39	\$42.70	Grievances	Contract Administration
	0.50	Armstrong, Terry Total			\$42.70		
Atkin-1	2885.67	Atkinson...Romo	Attorney Costs	\$1.00	\$2,885.67	Preparing for PERB actions	Unfair Labor Practice Charges
Atkin-1	3888.74	Atkinson...Romo	Attorney Costs	\$1.00	\$3,888.74	Contract Administration	Contract Administration
	6774.41	Atkinson...Romo Total			\$6,774.41		
Atkin-1	8.75	Atkinson...Romo @ \$115	Attorneys	\$115.00	\$1,006.25	Preparing for negotiations	Cost of Negotiations
Atkin-1	68.75	Atkinson...Romo @ \$115	Attorneys	\$115.00	\$7,906.25	Preparing for PERB actions	Unfair Labor Practice Charges
Atkin-1	4.25	Atkinson...Romo @ \$115	Attorneys	\$115.00	\$488.75	PERB administrative hearings	Unfair Labor Practice Charges
Atkin-1	4.75	Atkinson...Romo @ \$115	Attorneys	\$115.00	\$546.25	Contract Interpretation	Contract Administration
Atkin-1	1.00	Atkinson...Romo @ \$115	Attorneys	\$115.00	\$115.00	Grievance Arbitration	Contract Administration
Atkin-1	36.75	Atkinson...Romo @ \$115	Attorneys	\$115.00	\$4,226.25	CCD Title 5 complaints	Contract Administration
Atkin-1	9.75	Atkinson...Romo @ \$115	Attorneys	\$115.00	\$1,121.25	Grievances	Contract Administration
	134.00	Atkinson...Romo @ \$115 Total			\$15,410.00		
Atkin-1	5.00	Atkinson...Romo @ \$117	Attorneys	\$117.00	\$585.00	Grievances	Contract Administration
	5.00	Atkinson...Romo @ \$117 Total			\$585.00		
Atkin-1	18.50	Atkinson...Romo @ \$124	Attorneys	\$124.00	\$2,294.00	CCD Title 5 complaints	Contract Administration
	18.50	Atkinson...Romo @ \$124 Total			\$2,294.00		
Atkin-1	4.50	Atkinson...Romo @ \$125	Attorneys	\$125.00	\$562.50	PERB administrative hearings	Unfair Labor Practice Charges
Atkin-1	1.50	Atkinson...Romo @ \$125	Attorneys	\$125.00	\$187.50	Preparing for PERB actions	Unfair Labor Practice Charges
Atkin-1	192.75	Atkinson...Romo @ \$125	Attorneys	\$125.00	\$24,093.75	CCD Title 5 complaints	Contract Administration
Atkin-1	24.25	Atkinson...Romo @ \$125	Attorneys	\$125.00	\$3,031.25	Grievances	Contract Administration
Atkin-1	1.50	Atkinson...Romo @ \$125	Attorneys	\$125.00	\$187.50	Preparing for negotiations	Cost of Negotiations
Atkin-1	9.50	Atkinson...Romo @ \$125	Attorneys	\$125.00	\$1,187.50	Contract Interpretation	Contract Administration
	234.00	Atkinson...Romo @ \$125 Total			\$29,250.00		
Atkin-1	4.50	Atkinson...Romo @ \$128	Attorneys	\$128.00	\$576.00	Grievances	Contract Administration
	4.50	Atkinson...Romo @ \$128 Total			\$576.00		
Atkin-1	101.75	Atkinson...Romo @ \$135	Attorneys	\$135.00	\$13,736.25	Contract Interpretation	Contract Administration
Atkin-1	42.50	Atkinson...Romo @ \$135	Attorneys	\$135.00	\$5,737.50	Grievance Arbitration	Contract Administration
Atkin-1	130.00	Atkinson...Romo @ \$135	Attorneys	\$135.00	\$17,550.00	CCD Title 5 complaints	Contract Administration
Atkin-1	31.75	Atkinson...Romo @ \$135	Attorneys	\$135.00	\$4,286.25	Preparing for negotiations	Cost of Negotiations
Atkin-1	56.25	Atkinson...Romo @ \$135	Attorneys	\$135.00	\$7,593.75	Preparing for PERB actions	Unfair Labor Practice Charges
Atkin-1	82.75	Atkinson...Romo @ \$135	Attorneys	\$135.00	\$11,171.25	PERB administrative hearings	Unfair Labor Practice Charges
Atkin-1	201.25	Atkinson...Romo @ \$135	Attorneys	\$135.00	\$27,168.75	Grievances	Contract Administration
	646.25	Atkinson...Romo @ \$135 Total			\$87,243.75		
10/30/2003	0.30	Barrick, Carol	Academic/Student Svcs Program Manager	\$56.12	\$16.84	Contract administration committees	Contract Administration
2/26/2004	0.20	Barrick, Carol	Academic/Student Svcs Program Manager	\$56.12	\$11.22	Contract administration committees	Contract Administration
	0.50	Barrick, Carol Total			\$28.06		
1/20/2004	3.00	Beckett, Tom	Vice Chancellor, Facilities & Op	\$104.50	\$313.50	Contract administration committees	Contract Administration
	3.00	Beckett, Tom Total			\$313.50		
10/30/2003	0.30	Bradford, Diane	Senior Payroll Technician	\$39.77	\$11.93	Contract administration committees	Contract Administration
2/26/2004	0.20	Bradford, Diane	Senior Payroll Technician	\$39.77	\$7.95	Contract administration committees	Contract Administration
	0.50	Bradford, Diane Total			\$19.88		
1/23/2004	0.30	Carr, Helen	President	\$109.38	\$32.81	Contract administration committees	Contract Administration

Contra Costa Community College District
 961/75 COLLECTIVE BARGAINING
 2003-2004
 Sort by Name

Date	Hours	Employee Name	Title	PHR	Salary	Activity	Component
2/26/2004	0.20	Carr, Helen	President	\$109.38	\$21.88	Contract administration committees	Contract Administration
Atkin-2	0.25	Carr, Helen	President	\$109.38	\$27.35	Preparing for negotiations	Cost of Negotiations
Atkin-2	0.25	Carr, Helen	President	\$109.38	\$27.35	Contract Interpretation	Contract Administration
Atkin-2	0.85	Carr, Helen	President	\$109.38	\$92.97	Grievances	Contract Administration
	1.85	Carr, Helen Total			\$202.36		
Atkin-2	0.25	Cerruti, Linda	Principal Executive Coordinator	\$72.13	\$18.03	Preparing for negotiations	Cost of Negotiations
Atkin-2	0.25	Cerruti, Linda	Principal Executive Coordinator	\$72.13	\$18.03	Contract Interpretation	Contract Administration
Hudak-2	1.60	Cerruti, Linda	Principal Executive Coordinator	\$72.13	\$115.41	CCD Title 5 complaints	Contract Administration
	2.10	Cerruti, Linda Total			\$151.47		
10/21/2003	0.80	Cherry, Linda	Senior Foundation Director	\$63.29	\$50.63	Contract Administration	Contract Administration
10/30/2003	0.30	Cherry, Linda	Senior Foundation Director	\$63.29	\$18.99	Contract administration committees	Contract Administration
1/23/2004	0.30	Cherry, Linda	Senior Foundation Director	\$63.29	\$18.99	Contract administration committees	Contract Administration
2/26/2004	0.20	Cherry, Linda	Senior Foundation Director	\$63.29	\$12.66	Contract administration committees	Contract Administration
	1.60	Cherry, Linda Total			\$101.27		
10/30/2003	0.30	Clow, Tim	Senior Dean	\$89.71	\$26.91	Contract administration committees	Contract Administration
1/23/2004	0.30	Clow, Tim	Senior Dean	\$89.71	\$26.91	Contract administration committees	Contract Administration
2/26/2004	0.20	Clow, Tim	Senior Dean	\$89.71	\$17.94	Contract administration committees	Contract Administration
	0.80	Clow, Tim Total			\$71.76		
Schedule 3	0.60	Cornett, Christine	Executive Assistant	\$42.48	\$25.49	Contract administration committees	Contract Administration
	0.60	Cornett, Christine Total			\$25.49		
2003-2004	2.50	Courtney, Jean	Executive Coordinator	\$66.98	\$167.45	Contract Administration	Contract Administration
Atkin-2	0.50	Courtney, Jean	Executive Coordinator	\$66.98	\$33.49	Contract Interpretation	Contract Administration
Atkin-2	1.85	Courtney, Jean	Executive Coordinator	\$66.98	\$123.91	CCD Title 5 complaints	Contract Administration
Hudak-2	4.00	Courtney, Jean	Executive Coordinator	\$66.98	\$267.92	CCD Title 5 complaints	Contract Administration
	8.85	Courtney, Jean Total			\$592.77		
1/20/2004	3.00	Cutler, Bruce	Director of Business Services	\$83.31	\$249.93	Preparation for Negotiations: Classified	Cost of Negotiations
Atkin-2	0.85	Cutler, Bruce	Director of Business Services	\$83.31	\$70.81	CCD Title 5 complaints	Contract Administration
Atkin-2	0.30	Cutler, Bruce	Director of Business Services	\$83.31	\$24.99	Grievances	Contract Administration
Schedule 3	3.70	Cutler, Bruce	Director of Business Services	\$83.31	\$308.25	Contract administration committees	Contract Administration
	7.85	Cutler, Bruce Total			\$653.98		
Schedule 3	3.10	Dalrymple, Bill	Assistant Comptroller	\$61.94	\$192.01	Contract administration committees	Contract Administration
	3.10	Dalrymple, Bill Total			\$192.01		
1/20/2004	3.00	Edelstein, Mark	College President	\$104.10	\$312.30	Contract administration committees	Contract Administration
Atkin-2	0.30	Edelstein, Mark	College President	\$104.10	\$31.23	Grievances	Contract Administration
	3.30	Edelstein, Mark Total			\$343.53		
10/30/2003	0.30	Eyestone, James	Computer & Network Services Supervisor	\$56.34	\$16.90	Contract administration committees	Contract Administration
2/26/2004	0.20	Eyestone, James	Computer & Network Services Supervisor	\$56.34	\$11.27	Contract administration committees	Contract Administration
	0.50	Eyestone, James Total			\$28.17		
10/30/2003	0.30	Floyd, Donna	Dean	\$77.36	\$23.21	Contract administration committees	Contract Administration
2/26/2004	0.20	Floyd, Donna	Dean	\$77.36	\$15.47	Contract administration committees	Contract Administration
	0.50	Floyd, Donna Total			\$38.68		
Atkin-2	1.80	Fuentes, Ernesto	Director, HR	\$83.31	\$149.96	Contract Interpretation	Contract Administration
Atkin-2	2.70	Fuentes, Ernesto	Director, HR	\$83.31	\$224.94	CCD Title 5 complaints	Contract Administration
Atkin-2	9.75	Fuentes, Ernesto	Director, HR	\$83.31	\$812.27	Grievances	Contract Administration
Atkin-2	0.75	Fuentes, Ernesto	Director, HR	\$83.31	\$62.48	Grievance Arbitration	Contract Administration
	15.00	Fuentes, Ernesto Total			\$1,249.65		
1/20/2004	3.00	Garcia, Peter	President	\$109.38	\$328.14	Contract administration committees	Contract Administration
Atkin-2	1.55	Garcia, Peter	President	\$109.38	\$169.54	CCD Title 5 complaints	Contract Administration
Atkin-2	0.50	Garcia, Peter	President	\$109.38	\$54.69	Grievance Arbitration	Contract Administration

Contra Costa Community College District
961/75 COLLECTIVE BARGAINING
2003-2004
Sort by Name

Date	Hours	Employee Name	Title	PHR	Salary	Activity	Component
	5.05	Garcia, Peter Total			\$552.37		
10/30/2003	0.30	Gideon, Gloria	Dean	\$75.47	\$22.64	Contract administration committees	Contract Administration
2/26/2004	0.20	Gideon, Gloria	Dean	\$75.47	\$15.09	Contract administration committees	Contract Administration
	0.50	Gideon, Gloria Total			\$37.73		
1/20/2004	3.00	Gilliland, Phyllis	VC, Planning & Resources Development	\$90.11	\$270.33	Contract administration committees	Contract Administration
4/14/2004	2.00	Gilliland, Phyllis	VC, Planning & Resources Development	\$90.11	\$180.22	Preparing for negotiations	Cost of Negotiations
Atkin-2	2.50	Gilliland, Phyllis	VC, Planning & Resources Development	\$90.11	\$225.28	Contract Interpretation	Contract Administration
Atkin-2	5.05	Gilliland, Phyllis	VC, Planning & Resources Development	\$90.11	\$455.06	CCD Title 5 complaints	Contract Administration
Atkin-2	3.10	Gilliland, Phyllis	VC, Planning & Resources Development	\$90.11	\$279.34	Grievances	Contract Administration
Atkin-2	0.50	Gilliland, Phyllis	VC, Planning & Resources Development	\$90.11	\$45.06	Preparing for PERB actions	Unfair Labor Practice Charges
Schedule 2	2.50	Gilliland, Phyllis	VC, Planning & Resources Development	\$90.11	\$225.28	At-Table Negotiations: Classified	Cost of Negotiations
	18.65	Gilliland, Phyllis Total			\$1,680.57		
Schedule 1	8.00	Gonzalez-Lewis, Andrea	Principal HR Rep	\$68.66	\$549.28	At-Table Negotiations: Certificated	Cost of Negotiations
	8.00	Gonzalez-Lewis, Andrea Total			\$549.28		
8/11/2003	3.00	Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	\$211.44	Preparing for negotiations	Cost of Negotiations
8/12/2003	2.00	Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	\$140.96	Preparing for negotiations	Cost of Negotiations
8/23/2003	2.00	Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	\$140.96	Preparing for negotiations	Cost of Negotiations
9/15/2003	1.00	Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	\$70.48	Preparation for Negotiations: Certificated	Cost of Negotiations
9/29/2003	1.00	Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	\$70.48	Preparation for Negotiations: Certificated	Cost of Negotiations
11/4/2003	1.00	Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	\$70.48	Preparation for Negotiations: Certificated	Cost of Negotiations
11/11/2003	1.00	Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	\$70.48	Preparation for Negotiations: Certificated	Cost of Negotiations
11/18/2003	1.00	Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	\$70.48	Preparation for Negotiations: Certificated	Cost of Negotiations
12/5/2003	2.00	Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	\$140.96	Preparation for Negotiations: Certificated	Cost of Negotiations
1/20/2004	3.00	Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	\$211.44	Preparation for Negotiations: Classified	Cost of Negotiations
1/20/2004	2.00	Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	\$140.96	Contract administration committees	Contract Administration
2/12/2004	1.00	Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	\$70.48	Preparation for Negotiations: Certificated	Cost of Negotiations
2/23/2004	1.00	Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	\$70.48	Preparation for Negotiations: Certificated	Cost of Negotiations
Atkin-2	1.05	Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	\$74.00	Contract Interpretation	Contract Administration
Atkin-2	1.05	Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	\$74.00	CCD Title 5 complaints	Contract Administration
Atkin-2	0.25	Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	\$17.62	Grievances	Contract Administration
Schedule 3	3.70	Hendrickson, John	Vice Chancellor- Finance & Admin	\$70.48	\$260.78	Contract administration committees	Contract Administration
	27.05	Hendrickson, John Total			\$1,906.48		
1/20/2004	3.00	Henry, Daniel	Vice President	\$101.50	\$304.50	Contract administration committees	Contract Administration
Atkin-2	0.75	Henry, Daniel	Vice President	\$101.50	\$76.13	Grievances	Contract Administration
	3.75	Henry, Daniel Total			\$380.63		
10/30/2003	0.30	Hernandez, Frank	Sr. Dean	\$87.53	\$26.26	Contract administration committees	Contract Administration
1/23/2004	0.30	Hernandez, Frank	Sr. Dean	\$87.53	\$26.26	Contract administration committees	Contract Administration
2/26/2004	0.20	Hernandez, Frank	Sr. Dean	\$87.53	\$17.51	Contract administration committees	Contract Administration
Schedule 1	12.10	Hernandez, Frank	Sr. Dean	\$87.53	\$1,059.11	At-Table Negotiations: Certificated	Cost of Negotiations
	12.90	Hernandez, Frank Total			\$1,129.14		
Hudak-1	144.50	Hudak, Jon	Attorney	\$135.00	\$19,507.50	CCD Title 5 complaints	Contract Administration
	144.50	Hudak, Jon Total			\$19,507.50		
3/30/2004	2.00	Huff, Gene	Principal HR Rep	\$68.66	\$137.32	Preparation for Negotiations: Certificated	Cost of Negotiations
4/1/2004	2.00	Huff, Gene	Principal HR Rep	\$68.66	\$137.32	Preparation for Negotiations: Classified	Cost of Negotiations
4/5/2004	3.00	Huff, Gene	Principal HR Rep	\$68.66	\$205.98	Preparing for negotiations	Cost of Negotiations
4/14/2004	2.00	Huff, Gene	Principal HR Rep	\$68.66	\$137.32	Preparing for negotiations	Cost of Negotiations
4/23/2004	4.00	Huff, Gene	Principal HR Rep	\$68.66	\$274.64	Preparation for Negotiations: Classified	Cost of Negotiations
4/28/2004	6.00	Huff, Gene	Principal HR Rep	\$68.66	\$411.96	Preparation for Negotiations: Certificated	Cost of Negotiations
4/30/2004	4.00	Huff, Gene	Principal HR Rep	\$68.66	\$274.64	Preparation for Negotiations: Classified	Cost of Negotiations

Contra Costa Community College District
961/75 COLLECTIVE BARGAINING
2003-2004
Sort by Name

Date	Hours	Employee Name	Title	PHR	Salary	Activity	Component
5/27/2004	1.00	Huff, Gene	Principal HR Rep	\$68.66	\$68.66	Preparation for Negotiations: Classified	Cost of Negotiations
5/28/2004	3.00	Huff, Gene	Principal HR Rep	\$68.66	\$205.98	Preparation for Negotiations: Certificated	Cost of Negotiations
6/8/2004	4.50	Huff, Gene	Principal HR Rep	\$68.66	\$308.97	Contract Interpretation	Contract Administration
6/10/2004	5.00	Huff, Gene	Principal HR Rep	\$68.66	\$343.30	Contract Interpretation	Contract Administration
6/23/2004	0.80	Huff, Gene	Principal HR Rep	\$68.66	\$54.93	Contract Administration	Contract Administration
6/28/2004	2.00	Huff, Gene	Principal HR Rep	\$68.66	\$137.32	Contract Interpretation	Contract Administration
6/30/2004	2.00	Huff, Gene	Principal HR Rep	\$68.66	\$137.32	Contract Interpretation	Contract Administration
6/14/04	4.00	Huff, Gene	Principal HR Rep	\$68.66	\$274.64	Contract Interpretation	Contract Administration
Schedule 3	1.40	Huff, Gene	Principal HR Rep	\$68.66	\$96.12	Contract Administration	Contract Administration
	46.70	Huff, Gene Total			\$3,206.42		
10/21/2003	0.80	Itzko, Charlie	Advanced Technical Expert/Payroll	\$25.32	\$20.26	Contract Administration	Contract Administration
6/23/2004	0.80	Itzko, Charlie	Advanced Technical Expert/Payroll	\$25.32	\$20.26	Contract Administration	Contract Administration
Schedule 4	19.80	Itzko, Charlie	Advanced Technical Expert/Payroll	\$25.32	\$501.34	Preparation for Negotiations: Classified	Cost of Negotiations
Schedule 4	55.50	Itzko, Charlie	Advanced Technical Expert/Payroll	\$25.32	\$1,405.26	Preparation for Negotiations: Classified	Cost of Negotiations
Schedule 4	91.00	Itzko, Charlie	Advanced Technical Expert/Payroll	\$25.32	\$2,304.12	Preparing for negotiations	Cost of Negotiations
Schedule 4	56.00	Itzko, Charlie	Advanced Technical Expert/Payroll	\$25.32	\$1,417.92	Developing proposed bargaining unit determination list for PERB hearings	Determining Bargaining Units and Exclusive Representation
	223.90	Itzko, Charlie Total			\$5,669.16		
Schedule 1	9.60	Johns, Krista	Dean of English/Bus.	\$71.83	\$689.57	At-Table Negotiations: Certificated	Cost of Negotiations
	9.60	Johns, Krista Total			\$689.57		
Schedule 1	34.10	Killings, Denise	Executive Assistant	\$43.54	\$1,484.71	At-Table Negotiations: Certificated	Cost of Negotiations
Schedule 2	64.60	Killings, Denise	Executive Assistant	\$43.54	\$2,812.68	At-Table Negotiations: Classified	Cost of Negotiations
	98.70	Killings, Denise Total			\$4,297.39		
10/30/2003	0.30	Lamb, Susan	Dean	\$81.27	\$24.38	Contract administration committees	Contract Administration
2/26/2004	0.20	Lamb, Susan	Dean	\$81.27	\$16.25	Contract administration committees	Contract Administration
	0.50	Lamb, Susan Total			\$40.63		
10/30/2003	0.30	Lawrence, Lynda	Senior Dean	\$77.79	\$23.34	Contract administration committees	Contract Administration
1/23/2004	0.30	Lawrence, Lynda	Senior Dean	\$77.79	\$23.34	Contract administration committees	Contract Administration
2/26/2004	0.20	Lawrence, Lynda	Senior Dean	\$77.79	\$15.56	Contract administration committees	Contract Administration
	0.80	Lawrence, Lynda Total			\$62.24		
10/30/2003	0.30	Leadon, Pricilla	Dean	\$46.19	\$13.86	Contract administration committees	Contract Administration
2/26/2004	0.20	Leadon, Pricilla	Dean	\$46.19	\$9.24	Contract administration committees	Contract Administration
	0.50	Leadon, Pricilla Total			\$23.10		
10/30/2003	0.30	Lee, Paul	Police Service Lieutenant	\$63.51	\$19.05	Contract administration committees	Contract Administration
	0.30	Lee, Paul Total			\$19.05		
Schedule 3	3.70	Leivas, Chris	Director of Business Services	\$85.39	\$315.94	Contract administration committees	Contract Administration
	3.70	Leivas, Chris Total			\$315.94		
1/16/2004	0.50	Lever, Sophia	Principal HR Representative	\$68.66	\$34.33	Preparing for negotiations	Cost of Negotiations
4/24/2004	3.00	Lever, Sophia	Principal HR Representative	\$68.66	\$205.98	Preparation for Negotiations: Classified	Cost of Negotiations
	3.50	Lever, Sophia Total			\$240.31		
Schedule 3	1.70	Littman, Les	Director of Purchasing	\$68.37	\$116.23	Contract administration committees	Contract Administration
	1.70	Littman, Les Total			\$116.23		
Atkin-2	0.30	Livingston, Richard	Senior Dean	\$91.96	\$27.59	Grievance Arbitration	Contract Administration
	0.30	Livingston, Richard Total			\$27.59		
Atkin-2	0.30	Maga, Carol	Senior Dean	\$87.53	\$26.26	Grievance Arbitration	Contract Administration
Atkin-2	0.50	Maga, Carol	Senior Dean	\$87.53	\$43.77	Preparing for PERB actions	Unfair Labor Practice Charges
Schedule 1	28.90	Maga, Carol	Senior Dean	\$87.53	\$2,529.62	At-Table Negotiations: Certificated	Cost of Negotiations
	29.70	Maga, Carol Total			\$2,599.65		
1/20/2004	3.00	Magalong, Mariles	Director of Business Services	\$85.39	\$256.17	Contract administration committees	Contract Administration
1/23/2004	0.30	Magalong, Mariles	Director of Business Services	\$85.39	\$25.62	Contract administration committees	Contract Administration

Contra Costa Community College District
961/75 COLLECTIVE BARGAINING
2003-2004
Sort by Name

Date	Hours	Employee Name	Title	PHR	Salary	Activity	Component
2/26/2004	0.20	Magalong, Mariles	Director of Business Services	\$85.39	\$17.08	Contract administration committees	Contract Administration
Schedule 2	66.80	Magalong, Mariles	Director of Business Services	\$85.39	\$5,704.05	At-Table Negotiations: Classified	Cost of Negotiations
Schedule 3	3.00	Magalong, Mariles	Director of Business Services	\$85.39	\$256.17	Contract administration committees	Contract Administration
	73.30	Magalong, Mariles Total			\$6,259.09		
1/16/2004	0.50	Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	\$45.06	Preparing for negotiations	Cost of Negotiations
1/20/2004	3.00	Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	\$270.33	Preparation for Negotiations: Classified	Cost of Negotiations
Atkin-2	2.05	Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	\$184.73	Preparing for negotiations	Cost of Negotiations
Atkin-2	4.85	Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	\$437.03	Contract Interpretation	Contract Administration
Atkin-2	1.05	Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	\$94.62	CCD Title 5 complaints	Contract Administration
Atkin-2	2.55	Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	\$229.78	Grievances	Contract Administration
Atkin-2	0.30	Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	\$27.03	Grievance Arbitration	Contract Administration
Atkin-2	2.30	Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	\$207.25	Preparing for PERB actions	Unfair Labor Practice Charges
Schedule 1	30.10	Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	\$2,712.31	At-Table Negotiations: Certificated	Cost of Negotiations
Schedule 2	18.00	Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	\$1,621.98	At-Table Negotiations: Classified	Cost of Negotiations
Schedule 3	1.40	Marvel, Greg	Vice Chancellor- HR & Org Dev.	\$90.11	\$126.15	Contract administration committees	Contract Administration
	66.10	Marvel, Greg Total			\$5,956.27		
7/2/2003	1.00	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$58.56	Grievances	Contract Administration
9/16/2003	0.20	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$11.71	Grievances	Contract Administration
9/18/2003	0.30	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$17.57	Grievances	Contract Administration
9/23/2003	0.30	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$17.57	Grievances	Contract Administration
9/29/2003	1.30	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$76.13	Grievances	Contract Administration
10/17/2003	1.00	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$58.56	Preparation for Negotiations: Certificated	Cost of Negotiations
11/6/2003	0.20	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$11.71	Grievances	Contract Administration
12/5/2003	0.30	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$17.57	Grievances	Contract Administration
1/8/2004	0.30	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$17.57	Grievances	Contract Administration
1/27/2004	1.30	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$76.13	Grievances	Contract Administration
2/26/2004	1.15	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$67.34	Grievances	Contract Administration
3/2/2004	0.15	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$8.78	Grievances	Contract Administration
3/3/2004	0.45	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$26.35	Grievances	Contract Administration
3/9/2004	1.00	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$58.56	Grievances	Contract Administration
3/10/2004	0.30	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$17.57	Grievances	Contract Administration
4/14/2004	2.00	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$117.12	Preparing for negotiations	Cost of Negotiations
5/4/2004	0.15	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$8.78	Grievances	Contract Administration
5/4/2004	0.45	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$26.35	Grievances	Contract Administration
5/10/2004	2.00	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$117.12	Grievances	Contract Administration
5/11/2004	1.30	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$76.13	Grievances	Contract Administration
5/12/2004	0.15	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$8.78	Grievances	Contract Administration
5/14/2004	1.30	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$76.13	Grievances	Contract Administration
5/25/2004	0.15	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$8.78	Grievances	Contract Administration
5/26/2004	0.20	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$11.71	Grievances	Contract Administration
5/26/2004	0.30	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$17.57	Grievances	Contract Administration
6/2/2004	0.15	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$8.78	Grievances	Contract Administration
6/17/2004	0.15	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$8.78	Grievances	Contract Administration
6/17/2004	0.30	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$17.57	Grievances	Contract Administration
6/21/2004	0.15	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$8.78	Grievances	Contract Administration
6/22/2004	1.00	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$58.56	Grievances	Contract Administration
Atkin-2	3.85	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$225.46	Preparing for negotiations	Cost of Negotiations
Atkin-2	4.80	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$281.09	Contract Interpretation	Contract Administration
Atkin-2	17.00	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$995.52	CCD Title 5 complaints	Contract Administration

Contra Costa Community College District
 961/75 COLLECTIVE BARGAINING
 2003-2004
 Sort by Name

Date	Hours	Employee Name	Title	PHR	Salary	Activity	Component
Atkin-2	11.95	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$699.79	Grievances	Contract Administration
Atkin-2	0.25	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$14.64	Grievance Arbitration	Contract Administration
Hudak-2	0.30	McCray, Sandi	Sr. Human Resources Rep	\$58.56	\$17.57	CCD Title 5 complaints	Contract Administration
	57.15	McCray, Sandi Total			\$3,346.69		
1/20/2004	3.00	Medovoy, George	Director of Community Relations	\$61.94	\$185.82	Contract administration committees	Contract Administration
Atkin-2	0.55	Medovoy, George	Director of Community Relations	\$61.94	\$34.07	Preparing for negotiations	Cost of Negotiations
	3.55	Medovoy, George Total			\$219.89		
1/20/2004	3.00	Mehdizadeh, Mojdeh	VC, Tech Sys/Support	\$92.37	\$277.11	Contract administration committees	Contract Administration
	3.00	Mehdizadeh, Mojdeh Total			\$277.11		
10/30/2003	0.30	Moore, Jeanette	Dean	\$87.53	\$26.26	Contract administration committees	Contract Administration
2/26/2004	0.20	Moore, Jeanette	Dean	\$87.53	\$17.51	Contract administration committees	Contract Administration
	0.50	Moore, Jeanette Total			\$43.77		
10/30/2003	0.30	Murillo, Carlos	Dean	\$75.47	\$22.64	Contract administration committees	Contract Administration
2/26/2004	0.20	Murillo, Carlos	Dean	\$75.47	\$15.09	Contract administration committees	Contract Administration
Atkin-2	0.60	Murillo, Carlos	Dean	\$75.47	\$45.28	CCD Title 5 complaints	Contract Administration
Atkin-2	0.50	Murillo, Carlos	Dean	\$75.47	\$37.74	Grievances	Contract Administration
	1.60	Murillo, Carlos Total			\$120.75		
10/30/2003	0.30	Ounjian-Auque, Jennifer	Admin Analyst	\$42.95	\$12.89	Contract administration committees	Contract Administration
2/26/2004	0.20	Ounjian-Auque, Jennifer	Admin Analyst	\$42.95	\$8.59	Contract administration committees	Contract Administration
	0.50	Ounjian-Auque, Jennifer Total			\$21.48		
4/30/2004	169.00	Perseus Associates	Labor Relations Consultants	\$135.00	\$22,815.00	Preparing for negotiations	Cost of Negotiations
5/31/2004	115.00	Perseus Associates	Labor Relations Consultants	\$135.00	\$15,525.00	Preparing for negotiations	Cost of Negotiations
	284.00	Perseus Associates Total			\$38,340.00		
10/30/2003	0.30	Pitt, Tina	Dean	\$71.83	\$21.55	Contract administration committees	Contract Administration
	0.30	Pitt, Tina Total			\$21.55		
10/30/2003	0.30	Poe, Darlene	Custodial Manager	\$50.84	\$15.25	Contract administration committees	Contract Administration
2/26/2004	0.20	Poe, Darlene	Custodial Manager	\$50.84	\$10.17	Contract administration committees	Contract Administration
	0.50	Poe, Darlene Total			\$25.42		
4/24/2004	0.50	Rawlinson III, William Reed	Senior HR Representative	\$50.50	\$25.25	Preparing for negotiations	Cost of Negotiations
	0.50	Rawlinson III, William Reed Total			\$25.25		
10/15/2003	2.00	Roberts, Doug	Comptroller/Asst. Chief Financial Officer	\$81.27	\$162.54	Preparation for Negotiations: Certificated	Cost of Negotiations
3/3/2004	2.00	Roberts, Doug	Comptroller/Asst. Chief Financial Officer	\$81.27	\$162.54	Preparation for Negotiations: Classified	Cost of Negotiations
3/5/2004	5.00	Roberts, Doug	Comptroller/Asst. Chief Financial Officer	\$81.27	\$406.35	Preparation for Negotiations: Certificated	Cost of Negotiations
3/7/2004	5.00	Roberts, Doug	Comptroller/Asst. Chief Financial Officer	\$81.27	\$406.35	Contract Interpretation	Contract Administration
3/8/2004	2.00	Roberts, Doug	Comptroller/Asst. Chief Financial Officer	\$81.27	\$162.54	Contract Administration	Contract Administration
4/30/2004	8.00	Roberts, Doug	Comptroller/Asst. Chief Financial Officer	\$81.27	\$650.16	Preparation for Negotiations: Certificated	Cost of Negotiations
5/2/2004	7.50	Roberts, Doug	Comptroller/Asst. Chief Financial Officer	\$81.27	\$609.53	Preparation for Negotiations: Certificated	Cost of Negotiations
Schedule 1	21.50	Roberts, Doug	Comptroller/Asst. Chief Financial Officer	\$81.27	\$1,747.31	At-Table Negotiations: Certificated	Cost of Negotiations
Schedule 2	22.00	Roberts, Doug	Comptroller/Asst. Chief Financial Officer	\$81.27	\$1,787.94	At-Table Negotiations: Classified	Cost of Negotiations
Schedule 3	2.20	Roberts, Doug	Comptroller/Asst. Chief Financial Officer	\$81.27	\$178.79	Contract administration committees	Contract Administration
	77.20	Roberts, Doug Total			\$6,274.05		
9/17/2003	6.00	Rosales, Linda	Director of Payroll Services	\$79.30	\$475.80	Contract Administration	Contract Administration
9/23/2003	1.00	Rosales, Linda	Director of Payroll Services	\$79.30	\$79.30	Contract Administration	Contract Administration
9/24/2003	1.50	Rosales, Linda	Director of Payroll Services	\$79.30	\$118.95	Contract Administration	Contract Administration
10/6/2003	5.50	Rosales, Linda	Director of Payroll Services	\$79.30	\$436.15	Contract Administration	Contract Administration
10/15/2003	5.00	Rosales, Linda	Director of Payroll Services	\$79.30	\$396.50	Contract Administration	Contract Administration
10/17/2003	1.00	Rosales, Linda	Director of Payroll Services	\$79.30	\$79.30	Contract Administration	Contract Administration
10/17/2003	4.50	Rosales, Linda	Director of Payroll Services	\$79.30	\$356.85	Preparation for Negotiations: Certificated	Cost of Negotiations
10/21/2003	0.80	Rosales, Linda	Director of Payroll Services	\$79.30	\$63.44	Contract Administration	Contract Administration

Contra Costa Community College District
 961/75 COLLECTIVE BARGAINING
 2003-2004
 Sort by Name

Date	Hours	Employee Name	Title	PHR	Salary	Activity	Component
10/21/2003	0.80	Rosales, Linda	Director of Payroll Services	\$79.30	\$63.44	Contract Administration	Contract Administration
10/29/2003	0.80	Rosales, Linda	Director of Payroll Services	\$79.30	\$63.44	Contract Administration	Contract Administration
1/12/2004	1.50	Rosales, Linda	Director of Payroll Services	\$79.30	\$118.95	Preparation for Negotiations: Certificated	Cost of Negotiations
1/16/2004	0.80	Rosales, Linda	Director of Payroll Services	\$79.30	\$63.44	Preparing for negotiations	Cost of Negotiations
1/16/2004	0.50	Rosales, Linda	Director of Payroll Services	\$79.30	\$39.65	Preparing for negotiations	Cost of Negotiations
1/22/2004	0.80	Rosales, Linda	Director of Payroll Services	\$79.30	\$63.44	Contract Administration	Contract Administration
2/17/2004	1.00	Rosales, Linda	Director of Payroll Services	\$79.30	\$79.30	Contract Administration	Contract Administration
2/17/2004	1.00	Rosales, Linda	Director of Payroll Services	\$79.30	\$79.30	Preparing for negotiations	Cost of Negotiations
2/27/2004	0.80	Rosales, Linda	Director of Payroll Services	\$79.30	\$63.44	Contract Administration	Contract Administration
3/29/2004	1.00	Rosales, Linda	Director of Payroll Services	\$79.30	\$79.30	Preparing for negotiations	Cost of Negotiations
4/6/2004	4.50	Rosales, Linda	Director of Payroll Services	\$79.30	\$356.85	Contract Administration	Contract Administration
4/12/2004	1.50	Rosales, Linda	Director of Payroll Services	\$79.30	\$118.95	Contract Administration	Contract Administration
4/14/2004	2.00	Rosales, Linda	Director of Payroll Services	\$79.30	\$158.60	Preparing for negotiations	Cost of Negotiations
4/21/2004	1.50	Rosales, Linda	Director of Payroll Services	\$79.30	\$118.95	Preparing for negotiations	Cost of Negotiations
5/10/2004	0.50	Rosales, Linda	Director of Payroll Services	\$79.30	\$39.65	Contract Administration	Contract Administration
5/17/2004	0.80	Rosales, Linda	Director of Payroll Services	\$79.30	\$63.44	Contract Administration	Contract Administration
5/19/2004	0.50	Rosales, Linda	Director of Payroll Services	\$79.30	\$39.65	Preparation for Negotiations: Classified	Cost of Negotiations
6/5/2004	0.50	Rosales, Linda	Director of Payroll Services	\$79.30	\$39.65	Preparing for negotiations	Cost of Negotiations
6/14/2004	1.50	Rosales, Linda	Director of Payroll Services	\$79.30	\$118.95	Preparing for negotiations	Cost of Negotiations
6/23/2004	0.80	Rosales, Linda	Director of Payroll Services	\$79.30	\$63.44	Contract Administration	Contract Administration
Atkin-2	1.05	Rosales, Linda	Director of Payroll Services	\$79.30	\$83.27	Contract Interpretation	Contract Administration
Atkin-2	0.30	Rosales, Linda	Director of Payroll Services	\$79.30	\$23.79	Grievance Arbitration	Contract Administration
Schedule 3	2.90	Rosales, Linda	Director of Payroll Services	\$79.30	\$229.97	Contract administration committees	Contract Administration
	52.65	Rosales, Linda Total			\$4,175.15		
Atkin-2	0.25	Scott-Summers, Diane	Vice President	\$101.50	\$25.38	Grievances	Contract Administration
	0.25	Scott-Summers, Diane Total			\$25.38		
Atkin-2	0.25	Smith, Thomas	Vice Chancellor, Finance & Admin.	\$81.64	\$20.41	Preparing for PERB actions	Unfair Labor Practice Charges
Schedule 2	2.50	Smith, Thomas	Vice Chancellor, Finance & Admin.	\$81.64	\$204.10	At-Table Negotiations: Classified	Cost of Negotiations
	2.75	Smith, Thomas Total			\$224.51		
Schedule 2	64.60	Stanton, Kenneth	Media Services Specialist II	\$35.15	\$2,270.69	At-Table Negotiations: Classified	Cost of Negotiations
	64.60	Stanton, Kenneth Total			\$2,270.69		
Schedule 3	1.70	Strangfeld, Ken	Chief Accountant	\$61.94	\$105.30	Contract administration committees	Contract Administration
	1.70	Strangfeld, Ken Total			\$105.30		
10/30/2003	0.30	Taylor, Jim	Buildings & Grounds Manager	\$70.08	\$21.02	Contract administration committees	Contract Administration
2/26/2004	0.20	Taylor, Jim	Buildings & Grounds Manager	\$70.08	\$14.02	Contract administration committees	Contract Administration
	0.50	Taylor, Jim Total			\$35.04		
10/30/2003	0.30	Wade, John	Sr. Academic/Student Svcs Manager	\$65.08	\$19.52	Contract administration committees	Contract Administration
2/26/2004	0.20	Wade, John	Sr. Academic/Student Svcs Manager	\$65.08	\$13.02	Contract administration committees	Contract Administration
	0.50	Wade, John Total			\$32.54		
10/30/2003	0.30	Walsh, Janis	Bookstore Manager	\$65.08	\$19.52	Contract administration committees	Contract Administration
2/26/2004	0.20	Walsh, Janis	Bookstore Manager	\$65.08	\$13.02	Contract administration committees	Contract Administration
Atkin-2	0.60	Walsh, Janis	Bookstore Manager	\$65.08	\$39.05	CCD Title 5 complaints	Contract Administration
	1.10	Walsh, Janis Total			\$71.59		
1/23/2004	0.30	Watkins, Randy	Sr. Dean	\$79.30	\$23.79	Contract administration committees	Contract Administration
2/26/2004	0.20	Watkins, Randy	Sr. Dean	\$79.30	\$15.86	Contract administration committees	Contract Administration
	0.50	Watkins, Randy Total			\$39.65		
10/30/2003	0.30	Williams, McKinley	Vice President	\$96.61	\$28.98	Contract administration committees	Contract Administration
1/23/2004	0.30	Williams, McKinley	Vice President	\$96.61	\$28.98	Contract administration committees	Contract Administration
2/26/2004	0.20	Williams, McKinley	Vice President	\$96.61	\$19.32	Contract administration committees	Contract Administration

Contra Costa Community College District
 961/75 COLLECTIVE BARGAINING
 2003-2004
 Sort by Name

Date	Hours	Employee Name	Title	PHR	Salary	Activity	Component
Atkin-2	0.30	Williams, McKinley	Vice President	\$96.61	\$28.98	Grievances	Contract Administration
	1.10	Williams, McKinley Total			\$106.26		
	9202.36	Grand Total			\$257,320.74		

JON A. HUDAK
ATTORNEY AT LAW

25 ORINDA WAY, SUITE 303
ORINDA, CALIFORNIA 94563

(925) 254-0405 • FAX (925) 254-0463

January 7, 2004

John Hendrickson
Contra Costa Community College District
500 Court Street
Martinez, California 94553

CONFIDENTIAL ITEMIZATION OF PROFESSIONAL SERVICES

For the period December 4 - January 6, 2004:

Purchase Order No. BC5989.0
Investigation of Unlawful Discrimination Complaint

<u>Date</u>	<u>Item</u>	<u>Hours</u>
12-4-03	Reviewed file. Prepared letter to J. Hendrickson re: status; request for extension of contract term; request for increase of payment limit; confidential itemization of services; invoice for services within payment limit; and invoice for services exceeding payment limit. Telephone conference with Financial Services office re faxing or mailing of above letter. Faxed letter and related documents to attorney P. Lucey and mailed same to J. Hendrickson.	2.25
12-11-03	Reviewed file re further witness interviews; telephone conferences with J. Courtney to schedule interviews; preparation for interviews.	1.00
12-12-03	Reviewed file; preparation for interview; interviewed witness at District office.	4.75
12-13-03	Reviewed file; preparation for interview.	0.50
12-15-03	Telephone conferences with J. Courtney to reschedule interviews of two witnesses.	NC
12-16-03	Telephone conferences with J. Courtney re interviews of witnesses.	NC

Date	Item	Hours
12-17-03	Reviewed file; preparation for interview; interviewed three witnesses at District office (one interview was by telephone); post-interview file review.	7.50
12-18-03	Reviewed file; preparation for interview; telephone conference with J. Courtney; interviewed two witnesses at District office; post-interview review and organization of files.	7.50
12-19-03	Reviewed and organized files.	0.25
12-21-03	Reviewed and prepared analyses of file materials re new employees.	2.25
12-22-03	Reviewed and prepared analyses of file materials re original employees.	0.75
1-1-04	Reviewed file.	0.50
1-2-04	Reviewed and analyzed interview notes.	0.50
1-3-04	Reviewed file; reviewed and analyzed documents.	2.00
1-6-04	Reviewed file. Telephone conferences with complainant. Prepared letter to complainant confirming her consent to 14-day extension of time to complete investigation and report (from January 16 to January 30, 2004); faxed letter to complainant. Received return letter, signed by complainant, by fax. Prepared and faxed letter to R. Black, legal counsel, California Community Colleges, re time extension, and faxed copy to complainant. Telephone conferences with J. Courtney to reschedule two witness interviews. Faxed copies of letters to J. Courtney.	1.25

SUMMARY OF HOURS, RATES, CHARGES AND COSTS:

Item	Hours and Rates	Charges
Investigation of Unlawful Discrimination Complaint	31.00 hours at \$160/hour:	\$ 4,960.00
TOTAL DUE:		\$ 4,960.00

Contra Costa Community College District
 Collective Bargaining
 FY 2003-2004
 Summary of Reimbursable Legal Services
 Atkinson, Andelson, Loya, Ruud Romo
 Atkin-1

Billing Date	Service Date	Employee Contact	Employee Time	Component 3			Comp 7						Component 6											Costs					
				Negotiations			PERB						Contract Administration																
				NP \$115	NP \$125	NP \$135	UP \$115	UP \$125	UP \$135	UP Costs	UH \$135	UH \$115	UH \$125	AI \$115	AI \$125	AI \$135	AT5 \$115	AT5 \$135	AT5 \$124	AT5 \$125	AG \$115	AG \$117	AG \$125	AG \$128	AG \$135	AGA \$135	AGA \$115		
7/31/03	7/8						0.25																						
	7/29	Marvel, G.	0.30				0.50																						
7/31/03	7/31																				17.25								
	7/29	Fuentes, E.	0.25																										
	7/30	McCray, S.	0.25																										
	7/11													0.25															
	7/16													1.00															
	7/16													2.25															
	7/16													0.50															
7/31/03	7/31																					5.25	5.00						
	7/2	McCray, S.	0.25																										
	7/9	Fuentes, E.	0.30																										
		McCray, S.	0.30																										
	7/10	McCray, S.	0.25																										
	7/21	McCray, S.	0.25																										
	7/24	Marvel, G.	0.25																										
	7/30	Fuentes, E.	0.25																										
	7/30	McCray, S.	0.30																										
		Fuentes, E.	0.30																										
7/31/03	7/31						15.00			\$379.40		4.25																	
8/31/03	8/19																				0.25								
	8/22																				0.25								
8/31/03	8/31																				11.25								
	8/11	Courtney, J.	0.25																										
	8/13	McCray, S.	0.75																										
8/31/03	8/12																				0.25								
	8/18	Marvel, G.	0.25																		0.25								
	8/25																				0.75								
	8/25																										0.25		
	8/25																										0.50		
	8/26																				0.50								
	8/26																										0.25		
	8/27																				2.00								
	8/11						0.25																						
	8/26						0.25																						
	8/26						0.25																						
	8/27						0.25																						
9/30/03	9/3			2.00																									
	9/5			0.25																									
	9/8			0.25																									
	9/8			3.00																									
	9/8			2.50																									
	9/8			0.50																									
	9/9			0.25																									
	9/23													0.50															
	9/24	Marvel, G.	0.25											0.25															
9/30/03	9/26																				0.50								
	9/26	Fuentes, E.	0.50																		0.50								
	9/29																				0.75								
	9/30	McCray, S.	0.25																		0.25								
9/30/03	9/2																					0.25							
	9/5																					0.25							
	9/9	McCray, S.	0.30																		0.75								
	9/11																					0.25							
	9/12																					0.75							
	9/12																				0.50								
	9/18	Fuentes, E.	0.25																			0.25							
	9/22	McCray, S.	0.30																		0.50								
	9/22																					0.75							

Contra Costa Community College District
 Collective Bargaining
 F/Y 2003-2004
 Summary of Reimbursable Legal Services
 Atkinson, Andelson, Loya, Ruud Romo
 Atkin-1

Billing	Service	Employee	Employee	Component 3			Comp 7						Component 6														
				Negotiations			PERB						Contract Administration														
				NP \$115	NP \$125	NP \$135	UP \$115	UP \$125	UP \$135	UP Costs	UH \$135	UH \$115	UH \$125	AI \$115	AI \$125	AI \$135	AT5 \$115	AT5 \$135	AT5 \$124	AT5 \$125	AG \$115	AG \$117	AG \$125	AG \$128	AG \$135	AGA \$135	AGA \$115
	11/13								0.25																		
	11/13							0.25																			
	11/17								0.25																		
	11/24								0.75																		
	11/24								0.75																		
	11/10									\$246.03																	
12/31/03	12/1	Marvel, G.	0.30														1.50										
		Murillo, C.	0.30																								
		McCray, S.	0.30																								
	12/8																0.25										
	12/8																1.50										
	12/19	Fuentes, E.	0.30														2.25										
	12/22												0.75														
	12/31																0.75										
12/31/03	12/1																0.25										
	12/1																	4.00									
	12/1																	0.75									
	12/2																0.25										
	12/2	McCray, S.	0.30															0.50									
	12/2																	1.50									
	12/2																	1.00									
	12/3																	0.50									
	12/4																	4.25									
	12/4																	0.50									
	12/5																	2.50									
	12/5																	0.25									
	12/5																	0.50									
	12/8																0.25										
	12/8																0.25										
	12/8																0.75										
	12/8																	0.25									
	12/8																	0.25									
	12/8																	5.50									
	12/9																0.75										
	12/9																	0.50									
	12/9																	5.00									
	12/10																	6.00									
	12/10																	1.50									
	12/11																0.25										
	12/11																	5.00									
	12/11																	1.50									
	12/12																1.75										
	12/12																	4.50									
	12/12																0.25										
	12/16																0.25										
	12/16																	4.00									
	12/16																	0.50									
	12/16																	0.25									
	12/17	Walsh, J.	0.30															1.25									
	12/18																	0.50									
	12/18																	2.50									
	12/19																0.50										
	12/19																	1.00									
	12/19																	2.50									
	12/22																	0.25									
	12/22																	0.25									
	12/22																	1.50									
	12/22																	5.00									
	12/22																	0.50									

Contra Costa Community College District
Collective Bargaining
FY 2003-2004
Summary of Reimbursable Legal Services
Atkinson, Andelson, Loya, Ruud Romo
Atkin-1

Billing	Service	Employee	Employee	Component 3			Comp 7						Component 6															
				Negotiations			PERB						Contract Administration															
				NP \$115	NP \$125	NP \$135	UP \$115	UP \$125	UP \$135	UP Costs	UH \$135	UH \$115	UH \$125	AI \$115	AI \$125	AI \$135	AT5 \$115	AT5 \$135	AT5 \$124	AT5 \$125	AG \$115	AG \$117	AG \$125	AG \$128	AG \$135	AGA \$135	AGA \$115	Costs
	1/26	Fuentes, E.	0.30														0.50											
		McCray, S.	0.30																									
	1/26																											
	1/27																											
	1/28																											
	1/28																											
	1/28	Fuentes, E.	0.30																									
		McCray, S.	0.30																									
		Murillo, C.	0.30																									
	1/29																											
	1/30																											
1/31/04	1/2																											
	1/5																											
	1/6																											
	1/6																											
	1/7	McCray, S.	0.25																									
	1/7	Walsh, J.	0.30																									
	1/7																											
	1/8																											
	1/8																											
	1/8																											
	1/9	McCray, S.	0.30																									
	1/9	McCray, S.	0.25																									
	1/9	McCray, S.	0.25																									
	1/11																											
	1/13																											
	1/16																											
	1/20																											
	1/21																											
	1/23																											
	1/26																											
	1/27																											
	1/28																											
	1/31																											
1/31/04	1/12																											
	1/16																											
	1/16																											
1/31/04	1/2																											
	1/5	McCray, S.	0.30																									
	1/7																											
	1/8	McCray, S.	0.30																									
	1/8																											
	1/9	McCray, S.	0.30																									
	1/12																											
	1/13																											
	1/13	Fuentes, E.	0.30																									
	1/13																											
	1/14	Fuentes, E.	0.30																									
	1/16	Fuentes, E.	0.30																									
	1/19																											
	1/19																											
	1/20	Fuentes, E.	0.60																									
	1/20																											
	1/22																											
	1/23																											
	1/23																											
	1/26	Fuentes, E.	0.30																									

Contra Costa Community College District
 Collective Bargaining
 FY 2003-2004
 Summary of Reimbursable Legal Services
 Atkinson, Andelson, Loya, Ruud Romo
 Atkin-1

Billing	Service	Employee	Employee	Component 3				Comp 7						Component 6																
				Negotiations				PERB						Contract Administration																
Date	Date	Contact	Time	NP \$115	NP \$125	NP \$135	UP \$115	UP \$125	UP \$135	UP Costs	UH \$135	UH \$115	UH \$125	AI \$115	AI \$125	AI \$135	AT5 \$115	AT5 \$135	AT5 \$124	AT5 \$125	AG \$115	AG \$117	AG \$125	AG \$128	AG \$135	AGA \$135	AGA \$115	Costs		
	3/30																													
	3/29																							0.25						
	3/11																													\$57.83
3/31/04	3/1																												\$77.86	
	3/1																		0.50											
	3/1																		0.75											
	3/11																		0.25											
	3/12																		0.25											
	3/15																		3.00											
	3/16																		1.25											
	3/16																		4.75											
	3/17																		0.75											
	3/17																		1.50											
	3/17																		0.25											
	3/17																		0.75											
	3/18																		1.00											
	3/19																		0.50											
	3/19																		0.25											
	3/19																		1.00											
	3/22	Gilliland, P.	0.25																		0.25									
	3/23																				0.25									
	3/24	Gilliland, P.	2.25																2.25											
	3/24																				0.25									
	3/25																		0.50											
	3/25																		1.25											
	3/26																		2.00											
	3/30																		0.75											
	3/30	Gilliland, P.	0.25																0.25											
	3/30																		0.50											
	3/30																		1.00											
	3/30	Hendrickson, J.	0.30																0.75											
	3/30	McCray, S.	0.30																											
	3/30																		0.25											
	3/31																		0.25											
	3/31	McCray, S.	0.30																2.50											
	3/31	Gilliland, P.	0.25																0.25											
	3/31																		0.25											
3/31/04	3/2																										0.25			
	3/3																											0.50		
	3/3	Garcia, Peter	0.50																									0.50		
	3/3																											3.25		
	3/4																		0.25									0.25		
	3/4																		0.25									0.25		
	3/4																		0.50									0.50		
	3/4	Fuentes, E.	0.25																0.25									0.25		
	3/4																		1.00									1.00		
	3/5																		1.25									1.25		
	3/5	Rosales, L.	0.30																0.75									0.75		
		Marvel, G.	0.30																											
		Maga, Carol	0.30																											
	3/5	Livingston, R.	0.30																									0.50		
	3/5																		3.00									3.00		
	3/8																		2.00									2.00		
	3/9																		0.50									0.50		
	3/9																		0.25									0.25		
	3/9	McCray, S.	0.25																0.25									0.25		
	3/9																		0.25									0.25		

Contra Costa Community College District
 Collective Bargaining
 F/Y 2003-2004
 Summary of Reimbursable Legal Services
 Atkinson, Andelson, Loya, Ruud Romo
 Atkin-1

Billing	Service	Employee	Employee	Component 3			Comp 7						Component 6											Costs				
				Negotiations			PERB						Contract Administration															
Date	Date	Contact	Time	NP \$115	NP \$125	NP \$135	UP \$115	UP \$125	UP \$135	UP Costs	UH \$135	UH \$115	UH \$125	AI \$115	AI \$125	AI \$135	AT5 \$115	AT5 \$135	AT5 \$124	AT5 \$125	AG \$115	AG \$117	AG \$125	AG \$128	AG \$135	AGA \$135	AGA \$115	
	6/11	Marvel, G.	0.25						0.25																			
	6/15														0.50													
	6/16															1.25												
	6/23																									0.25		
	6/16																											\$35.00
6/30/04	6/1																			0.25								
	6/1																				3.00							
	6/2																				0.25							
	6/4																				0.25							
	6/4	Gilliland, P.	0.25																		0.25							
	6/4																											
	6/8																				0.25							
	6/9																				0.50							
	6/9																				0.25							
	6/9																				0.25							
	6/9	Gilliland, P.	0.25																		0.25							
	6/9	Gilliland, P.	0.25																		0.25							
	6/15																				0.25							
	6/16																				1.00							
	6/17																				0.25							
	6/22																				0.75							
	6/23																				0.25							
	6/23																											
	6/24																											
6/30/04	6/1																											0.50
	6/1																											
	6/1																											
	6/1																											
	6/2																											
	6/2																											
	6/7																											
	6/7	Gilliland, P.	0.25																									
	6/8																											
	6/9																											
	6/9																											
	6/10																											
	6/11																											
	6/14																											
	6/15																											
	6/15																											
	6/15																											
	6/15																											
	6/16																											
	6/16																											
	6/16																											
	6/17																											
	6/17																											
	6/18																											
	6/18																											
	6/18																											
	6/18																											
	6/18																											
	6/18																											
	6/21																											
	6/21																											
	6/22																											
	6/22																											
	6/22																											
	6/23																											
	6/23																											

Contra Costa Community College District
Collective Bargaining
F/Y 2003-2004
Summary of District Time w/
Atkinson, Andelson, Loya, Ruud Romo
Atkin-2

Billing	Service	Employee	Employee	Comp 3	Comp 7	Component 6			
				Negot.	PERB	Contract Administration			
Date	Date	Contact	Time	NP	UP	AI	AT5	AG	AGA
7/31/03	7/29	Marvel, G.	0.30		0.30				
	7/29	Fuentes, E.	0.25				0.25		
	7/30	McCray, S.	0.25				0.25		
	7/2	McCray, S.	0.25					0.25	
	7/9	Fuentes, E.	0.30					0.30	
		McCray, S.	0.30					0.30	
	7/10	McCray, S.	0.25					0.25	
	7/21	McCray, S.	0.25					0.25	
	7/24	Marvel, G.	0.25					0.25	
	7/30	Fuentes, E.	0.25					0.25	
	7/30	McCray, S.	0.30					0.30	
		Fuentes, E.	0.30					0.30	
8/31/03	8/11	Courtney, J.	0.25				0.25		
	8/13	McCray, S.	0.75				0.75		
	8/18	Marvel, G.	0.25				0.25		
9/30/03	9/24	Marvel, G.	0.25			0.25			
	9/26	Fuentes, E.	0.50				0.50		
	9/30	McCray, S.	0.25				0.25		
	9/9	McCray, S.	0.30				0.30		
	9/18	Fuentes, E.	0.25					0.25	
	9/22	McCray, S.	0.30				0.30		
10/31/03	10/2	Marvel, G.	0.50			0.50			
	10/2	Marvel, G.	0.25			0.25			
	10/15	Marvel, G.	0.30			0.30			
	10/22	Marvel, G.	0.75	0.75					
	10/22	McCray, S.	0.25				0.25		
	10/22	McCray, S.	0.25			0.25			
	10/22	McCray, S.	0.30				0.30		
	10/1	McCray, S.	0.25				0.25		
	10/2	McCray, S.	0.25				0.25		
	10/7	Fuentes, E.	0.25				0.25		
	10/7	McCray, S.	0.30				0.30		
	10/8	Cutler, Bruce	0.30				0.30		
	10/22	Cutler, Bruce	0.25				0.25		
	10/29	McCray, S.	0.25				0.25		
	10/8	Marvel, G.	1.00		1.00				
	10/13	Maga, Carol	0.50		0.50				
11/30/03	11/4	McCray, S.	0.25				0.25		
	11/21	McCray, S.	0.25				0.25		
	11/25	McCray, S.	0.25				0.25		
	11/25	Marvel, G.	0.25				0.25		
	11/25	Marvel, G.	0.25				0.25		
	11/3	McCray, S.	0.25				0.25		
	11/4	McCray, S.	0.50				0.50		
	11/5	McCray, S.	0.50				0.50		
	11/5	McCray, S.	0.25				0.25		
	11/6	McCray, S.	0.25				0.25		
	11/6	McCray, S.	0.30				0.30		
	11/14	McCray, S.	0.30				0.30		
	11/17	McCray, S.	0.30				0.30		
	11/18	Fuentes, E.	0.25				0.25		
		McCray, S.	0.25				0.25		
		Garcia, P.	0.25				0.25		
	11/18	McCray, S.	0.25				0.25		

Contra Costa Community College District
 Collective Bargaining
 F/Y 2003-2004
 Summary of District Time w/
 Atkinson, Andelson, Loya, Ruud Romo
 Atkin-2

Billing	Service	Employee	Employee	Comp 3	Comp 7	Component 6			
				Negot.	PERB	Contract Administration			
Date	Date	Contact	Time	NP	UP	AI	AT5	AG	AGA
	11/20	McCray, S.	0.30				0.30		
	11/20	McCray, S.	0.25				0.25		
	11/21	McCray, S.	0.25				0.25		
	11/24	Hendrickson, J	0.25				0.25		
		McCray, S.	0.25				0.25		
	11/24	Garcia, P.	0.30				0.30		
	11/24	Hendrickson, J	0.50				0.50		
		McCray, S.	0.50				0.50		
	11/26	Garcia, P.	1.00				1.00		
	11/6	McCray, S.	0.30					0.30	
	11/7	McCray, S.	0.30					0.30	
	11/7	McCray, S.	0.50					0.50	
	11/11	McCray, S.	0.25					0.25	
	11/12	McCray, S.	0.30					0.30	
	11/14	McCray, S.	0.25				0.25		
	11/17	McCray, S.	0.30				0.30		
	11/19	Fuentes, E.	0.25						0.25
	11/21	Fuentes, E.	0.30					0.30	
	11/24	Fuentes, E.	0.25					0.25	
	11/24	Fuentes, E.	0.25					0.25	
	11/24	McCray, S.	0.25					0.25	
	11/25	Murillo, C.	0.25					0.25	
	11/25	Marvel, G.	0.30					0.30	
	11/25	McCray, S.	0.25					0.25	
	11/26	Marvel, G.	0.30					0.30	
12/31/03	12/1	Marvel, G.	0.30				0.30		
		Murillo, C.	0.30				0.30		
		McCray, S.	0.30				0.30		
	12/19	Fuentes, E.	0.30				0.30		
	12/2	McCray, S.	0.30				0.30		
	12/17	Walsh, J.	0.30				0.30		
	12/31	McCray, S.	0.25				0.25		
	12/19	Rosales, L.	0.50			0.50			
	12/22	Rosales, L.	0.25			0.25			
	12/22	Rosales, L.	0.30			0.30			
	12/1	Marvel, G.	0.30					0.30	
		McCray, S.	0.30					0.30	
	12/15	Fuentes, E.	0.25					0.25	
	12/16	Fuentes, E.	0.60					0.60	
		Marvel, G.	0.30					0.30	
	12/18	Fuentes, E.	0.30					0.30	
1/31/04	1/9	McCray, S.	0.30			0.30			
	1/20	Fuentes, E.	0.25				0.25		
	1/26	Fuentes, E.	0.30				0.30		
		McCray, S.	0.30				0.30		
	1/28	Fuentes, E.	0.30				0.30		
		McCray, S.	0.30				0.30		
		Murillo, C.	0.30				0.30		
	1/7	McCray, S.	0.25				0.25		
	1/7	Walsh, J.	0.30				0.30		
	1/9	McCray, S.	0.30				0.30		
	1/9	McCray, S.	0.25				0.25		
	1/9	McCray, S.	0.25				0.25		
	1/5	McCray, S.	0.30					0.30	

Contra Costa Community College District
 Collective Bargaining
 F/Y 2003-2004
 Summary of District Time w/
 Atkinson, Andelson, Loya, Ruud Romo
 Atkin-2

Billing	Service	Employee	Employee	Comp 3	Comp 7	Component 6			
				Negot.	PERB	Contract Administration			
Date	Date	Contact	Time	NP	UP	AI	AT5	AG	AGA
	1/8	McCray, S.	0.30					0.30	
	1/9	McCray, S.	0.30					0.30	
	1/13	Fuentes, E.	0.30					0.30	
	1/14	Fuentes, E.	0.30					0.30	
	1/16	Fuentes, E.	0.30					0.30	
	1/20	Fuentes, E.	0.60					0.60	
	1/26	Fuentes, E.	0.30					0.30	
2/29/04	1/28	Marvel, G.	0.30			0.30			
	1/30	Carr, Helen	0.25			0.25			
	2/2	Fuentes, E.	0.30			0.30			
	2/3	Fuentes, E.	0.25					0.25	
	2/4	Fuentes, E.	0.50			0.50			
	2/23	Gilliland, P.	0.25			0.25			
	2/23	Gilliland, P.	0.75			0.75			
	2/23	McCray, S.	0.25			0.25			
	2/24	Fuentes, E.	0.25			0.25			
		Marvel, G.	0.25			0.25			
		McCray, S.	0.25			0.25			
	2/26	McCray, S.	0.25			0.25			
	2/9	Cutler, Bruce	0.30				0.30		
	2/10	McCray, S.	0.25				0.25		
	2/11	McCray, S.	0.30				0.30		
		Courtney, J.	0.30				0.30		
	2/12	McCray, S.	0.25				0.25		
	2/17	Courtney, J.	0.30				0.30		
	2/2	McCray, S.	0.30					0.30	
		Fuentes, E.	0.30					0.30	
	2/5	Fuentes, E.	0.30					0.30	
	2/5	McCray, S.	0.30					0.30	
	2/9	McCray, S.	0.30					0.30	
		Marvel, G.	0.30					0.30	
	2/10	McCray, S.	0.25					0.25	
	2/11	McCray, S.	0.25					0.25	
	2/12	McCray, S.	0.30					0.30	
	2/19	Fuentes, E.	0.25					0.25	
	2/19	McCray, S.	0.25					0.25	
	2/19	Fuentes, E.	0.25					0.25	
	2/20	Fuentes, E.	0.30					0.30	
	2/20	Fuentes, E.	0.25					0.25	
	2/23	McCray, S.	0.30					0.30	
	2/24	Fuentes, E.	0.30					0.30	
		McCray, S.	0.30					0.30	
	2/25	McCray, S.	0.30					0.30	
3/31/04	3/1	Marvel, G.	0.25			0.25			
	3/1	Marvel, G.	0.25			0.25			
	3/3	Fuentes, E.	0.25			0.25			
	3/5	Hendrickson, J.	0.25			0.25			
	3/5	Hendrickson, J.	0.30			0.30			
	3/9	McCray, S.	0.25			0.25			
	3/9	McCray, S.	0.25			0.25			
		Fuentes, E.	0.25			0.25			
	3/9	McCray, S.	0.25			0.25			
	3/15	Marvel, G.	0.25			0.25			
	3/15	Fuentes, E.	0.30					0.30	

Contra Costa Community College District
Collective Bargaining
F/Y 2003-2004
Summary of District Time w/
Atkinson, Andelson, Loya, Ruud Romo
Atkin-2

Billing	Service	Employee	Employee	Comp 3	Comp 7	Component 6			
				Negot.	PERB	Contract Administration			
Date	Date	Contact	Time	NP	UP	AI	AT5	AG	AGA
	3/16	Hendrickson, J.	0.25			0.25			
	3/17	Marvel, G.	0.30			0.30			
	3/17	McCray, S.	0.25			0.25			
	3/17	Marvel, G.	0.50			0.50			
	3/18	Marvel, G.	0.30			0.30			
	3/19	Marvel, G.	0.30			0.30			
	3/19	Marvel, G.	0.30			0.30			
	3/22	Marvel, G.	0.30			0.30			
	3/22	McCray, S.	0.30			0.30			
	3/23	Marvel, G.	0.75	0.75					
	3/24	Gilliland, P.	1.00			1.00			
	3/26	Hendrickson, J.	0.25			0.25			
	3/29	Hendrickson, J.	0.25					0.25	
	3/29	McCray, S.	0.25					0.25	
	3/22	Gilliland, P.	0.25				0.25		
	3/24	Gilliland, P.	2.25				2.25		
	3/30	Gilliland, P.	0.25				0.25		
	3/30	Hendrickson, J.	0.30				0.30		
	3/30	McCray, S.	0.30				0.30		
	3/31	McCray, S.	0.30				0.30		
	3/31	Gilliland, P.	0.25				0.25		
	3/3	Garcia, Peter	0.50						0.50
	3/4	Fuentes, E.	0.25						0.25
	3/5	Rosales, L.	0.30						0.30
		Marvel, G.	0.30						0.30
		Maga, Carol	0.30						0.30
	3/5	Livingston, R.	0.30						0.30
	3/9	McCray, S.	0.25						0.25
	3/15	Fuentes, E.	0.25						0.25
4/30/04	4/2	Marvel, G.	0.30	0.30					
	4/5	McCray, S.	0.25	0.25					
	4/5	McCray, S.	0.25	0.25					
	4/5	McCray, S.	0.25	0.25					
	4/7	Cerruti, Linda	0.25	0.25					
	4/7	Cerruti, Linda	0.25			0.25			
	4/7	McCray, S.	0.25			0.25			
	4/8	McCray, S.	0.25	0.25					
	4/14	Carr, Helen	0.25	0.25					
	4/19	McCray, S.	0.25	0.25					
	4/22	Medovoy, G.	0.25	0.25					
	4/22	Medovoy, G.	0.30	0.30					
	4/22	McCray, S.	0.30	0.30					
	4/29	McCray, S.	0.30	0.30					
	4/1	Courtney, J.	0.50				0.50		
	4/13	Courtney, J.	0.25				0.25		
	4/20	Courtney, J.	0.25				0.25		
	4/29	Gilliland, P.	0.25				0.25		
	4/13	Fuentes, E.	0.50					0.50	
	4/14	Carr, Helen	0.25					0.25	
	4/15	Henry, Dan	0.75					0.75	
	4/16	Carr, Helen	0.30					0.30	
	4/19	Carr, Helen	0.30					0.30	
	4/21	Armstrong, Terry	0.50					0.50	
	4/22	McCray, S.	0.25					0.25	

Contra Costa Community College District
Collective Bargaining
F/Y 2003-2004
Summary of District Time w/
Atkinson, Andelson, Loya, Ruud Romo
Atkin-2

Billing	Service	Employee	Employee	Comp 3	Comp 7	Component 6			
				Negot.	PERB	Contract Administration			
Date	Date	Contact	Time	NP	UP	AI	AT5	AG	AGA
	4/27	McCray, S.	0.30					0.30	
	4/28	McCray, S.	0.25					0.25	
	4/28	McCray, S.	0.30					0.30	
	4/30	Fuentes, E.	0.30					0.30	
	4/30	Williams, McKinley	0.30					0.30	
	4/30	Edelstein, M.	0.30					0.30	
5/31/04	5/3	Marvel, G.	0.30					0.30	
	5/3	McCray, S.	0.30					0.30	
	5/3	Marvel, G.	0.25					0.25	
	5/5	Fuentes, E.	0.25					0.25	
		Scott-Summers, D.	0.25					0.25	
	5/6	McCray, S.	0.25					0.25	
	5/11	McCray, S.	0.25					0.25	
	5/13	Fuentes, E.	0.50					0.50	
	5/21	Fuentes, E.	0.25			0.25			
	5/26	Gilliland, P.	0.50			0.50			
	5/27	McCray, S.	0.30			0.30			
	5/27	McCray, S.	0.25			0.25			
	5/27	McCray, S.	0.30			0.30			
	5/28	Marvel, G.	0.50		0.50				
	5/5	McCray, S.	0.30				0.30		
	5/14	Gilliland, P.	0.50				0.50		
	5/17	Gilliland, P.	0.25				0.25		
	5/25	McCray, S.	2.00	2.00					
	5/4	Fuentes, E.	0.30					0.30	
	5/5	Murillo, C.	0.25					0.25	
	5/6	McCray, S.	0.30					0.30	
	5/11	Gilliland, P.	0.25					0.25	
	5/21	McCray, S.	0.25					0.25	
	5/3	McCray, S.	0.25				0.25		
	5/5	McCray, S.	0.25				0.25		
	5/5	McCray, S.	0.25				0.25		
	5/6	McCray, S.	0.25				0.25		
	5/7	McCray, S.	0.25				0.25		
	5/11	McCray, S.	0.25				0.25		
	5/11	McCray, S.	0.25				0.25		
	5/11	McCray, S.	0.25				0.25		
	5/11	McCray, S.	0.30				0.30		
		Gilliland, P.	0.30				0.30		
	5/12	McCray, S.	0.25				0.25		
	5/13	McCray, S.	0.25				0.25		
	5/14	McCray, S.	0.30				0.30		
	5/19	Fuentes, E.	0.30				0.30		
6/30/04	6/1	McCray, S.	0.30			0.30			
	6/2	Courtney, J.	0.50			0.50			
	6/2	McCray, S.	0.50			0.50			
	6/3	McCray, S.	0.30			0.30			
	6/7	Fuentes, E.	0.25					0.25	
	6/8	Marvel, G.	0.25			0.25			
	6/9	Marvel, G.	0.25	0.25					
	6/11	Marvel, G.	0.25		0.25				
	6/4	Gilliland, P.	0.25				0.25		
	6/9	Gilliland, P.	0.25				0.25		

Contra Costa Community College District
Collective Bargaining
F/Y 2003-2004
Summary of District Time w/
Atkinson, Andelson, Loya, Ruud Romo
Atkin-2

Billing	Service	Employee	Employee	Comp 3	Comp 7	Component 6			
				Negot.	PERB	Contract Administration			
Date	Date	Contact	Time	NP	UP	AI	AT5	AG	AGA
	6/9	Gilliland, P.	0.25				0.25		
	6/7	Gilliland, P.	0.25					0.25	
	6/28	McCray, S.	0.30					0.30	
		Fuentes, E.	0.30					0.30	
	6/29	McCray, S.	0.30					0.30	
	6/29	Gilliland, P.	0.30					0.30	
		McCray, S.	0.30					0.30	
	6/30	Gilliland, P.	0.50					0.50	
		McCray, S.	0.50					0.50	
	6/30	Gilliland, P.	0.30					0.30	
	6/30	McCray, S.	0.30					0.30	
	6/3	Gilliland, P.	1.50					1.50	
	6/10	Marvel, G.	0.25					0.25	
	6/15	Gilliland, P.	0.50		0.50				
	6/17	Smith, T	0.25		0.25				
	6/17	Marvel, G.	0.25		0.25				
	Totals		93.60	6.95	3.55	17.05	32.30	31.05	2.70

Staff Allocation	Employee	Time	NP	UP	AI	AT5	AG	AGA
	Armstrong, T.	0.50					0.50	
	Carr, H.	1.35	0.25		0.25		0.85	
	Cerruti, L.	0.50	0.25		0.25			
	Courtney, J.	2.35			0.50	1.85		
	Cutler, B.	0.85				0.85		
	Edelstein, M.	0.30					0.30	
	Fuentes, E.	15.00			1.80	2.70	9.75	0.75
	Garcia, P.	2.05				1.55		0.50
	Gilliland, P.	11.15		0.50	2.50	5.05	3.10	
	Hendrickson, J.	2.35			1.05	1.05	0.25	
	Henry, D.	0.75					0.75	
	Livingston, R.	0.30						0.30
	Maga, C.	0.80		0.50				0.30
	Marvel, G.	13.10	2.05	2.30	4.85	1.05	2.55	0.30
	McCray, S.	37.85	3.85		4.80	17.00	11.95	0.25
	Medovoy, G.	0.55	0.55					
	Murillo, C.	1.10				0.60	0.50	
	Rosales, L.	1.35			1.05			0.30
	Scott-Summers, D.	0.25					0.25	
	Smith, T.	0.25		0.25				
	Walsh, J.	0.60				0.60		
	Williams, M.	0.30					0.30	
	TOTALS	93.60	6.95	3.55	17.05	32.30	31.05	2.70

Key	Code	Description
	NP	Negotiation Preparation
	UP	PERB Preparation
	UH	PERB Hearings/Appeals
	AI	Contract Interpretation
	AT5	Title 5 Discrimination
	AG	Grievances
	AGA	Grievance Arbitration

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2003
 INVOICE NO. 230701
 CLIENT NO. 005142
 PML
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
07/01/03	REVIEW CORRESPONDENCE RE GRASSLEY REQUEST FOR INVESTIGATION REPORT	PJL	0.25	28.75
07/02/03	CONFERENCE OFFICE RE PANEL MEMBER IN DRAA DISMISSAL	PJL	0.25	28.75
07/02/03	TELEPHONE S. LEVER RE PROPOSED CHANGES TO STUDENT CODE OF CONDUCT	EBH	0.25	28.75
07/02/03	TELEPHONE A. JONES-HARTZELL RE SZOSTAK PITCHESS MOTION	MLS	0.25	28.75
07/02/03	CORRESPONDENCE R. COUSER RE SZOSTAK PITCHESS MOTION	MLS	0.25	28.75
07/02/03	TELEPHONE R. COUSER RE SZOSTAK PITCHESS MOTION; LEGAL RESEARCH RE RECORDS DISCOVERABLE	MLS	0.75	86.25
07/02/03	TELEPHONE A. JONES RE SZOSTAK PITCHESS MOTION	MLS	0.25	28.75
07/02/03	TELEPHONE R. COUSER RE CONTINUANCE OF SZOSTAK PITCHESS MOTION AND OBLIGATION TO PRODUCE RECORDS	MLS	0.25	28.75
07/03/03	CALENDAR NEW DATE FOR HEARING ON PITCHESS MOTION RE SZOSTAK	MJP	0.25	28.75
07/08/03	TELEPHONE S. LEVER RE REVISIONS TO STUDENT CODE OF CONDUCT	EBH	0.25	28.75
07/08/03	CONFERENCE OPPOSING COUNSEL RE MOVING PITNER INFORMAL CONFERENCE DATE (MARVEL)	SVU	0.25	28.75
07/10/03	LEGAL RESEARCH RE DRUG TESTING	PJL	0.25	28.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.5
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

JULY 31, 2003
INVOICE NO. 230701
CLIENT NO. 005142
PML
PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
07/28/03	LEGAL RESEARCH RE LOS MEDANOS COLLEGE FOUNDATION SPONSORSHIP AND BEER SALES AT BASEBALL GAMES ON CAMPUS; PREPARE OPINION LETTER	SLK	2.00	230.00
07/28/03	LEGAL RESEARCH RE FICTITIOUS CHECK AND LIABILITY OF PARTIES	SLK	0.50	57.50
07/29/03	CORRESPONDENCE CLIENT RE USE OF ALCOHOLIC BEVERAGES AT BASEBALL GAMES PLAYED BY MINOR LEAGUE PROFESSIONALS	PJL	0.50	57.50
07/29/03	TELEPHONE G. MARVEL RE DRUG TESTING BASED ON REASONABLE SUSPICION	PJL	0.25	28.75
07/29/03	TELEPHONE G. MARVEL RE PITNER UNFAIR PRACTICE CHARGE HEARING; PREPARE FILE MEMO	PJL	0.50	57.50
07/29/03	TELEPHONE J. HENDRICKSON RE INCUBATOR AGREEMENT	MSW	0.25	28.75
07/29/03	CORRESPONDENCE S. LEVER RE STUDENT CODE OF CONDUCT REVISIONS	EBH	0.75	86.25
07/29/03	REVISE STUDENT CODE OF CONDUCT (LEVER)	EBH	0.50	57.50
07/29/03	TELEPHONE S. MCCRAY RE PARK TERMINATION	MLS	0.25	28.75
07/30/03	CORRESPONDENCE CLIENT RE STUDENT CODE OF CONDUCT	PJL	0.25	28.75
07/30/03	CONFERENCE OFFICE; DOCUMENT SEARCH RE POSSIBLE CRIMINAL USE OF INTERNET	PJL	0.25	28.75
07/30/03	REVIEW INCUBATOR AGREEMENT	MSW	0.50	57.50
07/30/03	CONFERENCE OFFICE RE REVISIONS TO STUDENT CODE OF CONDUCT	EBH	0.25	28.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2003
 INVOICE NO. 230701
 CLIENT NO. 005142
 PML
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

CURRENT DISBURSEMENTS \$576.50

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEAREY, ELIZABETH B.	EBH	115/hr.	3.50	402.50
HEIN, JANICE J.	JJH	115/hr.	20.75	2,386.25
HENRY, JENNIFER, E.	JEH	115/hr.	7.25	833.75
KAPLAN, SUSAN L.	SLK	115/hr.	7.25	833.75
LUCEY, PETER J.	PJL	115/hr.	6.75	776.25
POLLARD, MARIANNE J.	MJP	115/hr.	0.25	28.75
QUAIDE, CHESLEY D.	CDQ	115/hr.	0.25	28.75
SACKS, MARLEEN L.	MLS	115/hr.	15.25	1,753.75
UZELAC, SUZANNE V.	SVU	115/hr.	0.25	28.75
WILLIAMS, MARK S.	MSW	115/hr.	5.75	661.25

FEE SUMMARY TOTAL 7,733.75

TOTAL MATTER BILLING 8,310.25

Total: 17.25hrs

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
07/18/03	REVIEW POWELL/ROSSOVICH INVESTIGATION MATERIALS	PJL	0.75	86.25
07/21/03	REVIEW AND REVISE CORRESPONDENCE RE POWELL/ROSSOVICH HARRASSMENT INVESTIGATION	PJL	4.00	460.00
07/22/03	CORRESPONDENCE CLIENT RE ROSSOVICH/POWELL	PJL	0.25	28.75
07/22/03	CORRESPONDENCE C. POWELL RE RESULTS OF FURTHER INVESTIGATION	PJL	1.50	172.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2003
 INVOICE NO. 230701
 CLIENT NO. 005142
 PML
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
07/22/03	CONFERENCE OFFICE RE POWELL/ROSSOVICH INVESTIGATION AND CORRESPONDENCE TO RESPONDENT AND COMPLAINANT	PJL	0.75	86.25
07/22/03	CONFERENCE OFFICE RE POWELL INVESTIGATION	CDL	0.25	28.75
07/22/03	REVIEW POWELL INVESTIGATIVE REPORTS AND SUPPLEMENTS; CONFERENCE OFFICE RE POWELL DISCIPLINE	MLS	1.75	201.25
07/22/03	CONFERENCE OFFICE RE POWELL/ROSSOVICH COMPLAINT	MLS	0.50	57.50
07/23/03	CONFERENCE OFFICE; LEGAL RESEARCH RE DISCIPLINARY LETTERS IN POWELL/ROSSOVICH	PJL	0.50	57.50
07/23/03	PREPARE FILE RESEARCH MEMO RE POWELL/ROSSOVICH INVESTIGATION AND REVISION OF CORRESPONDENCE TO RESPONDENT	PJL	0.50	57.50
07/23/03	CONFERENCE OFFICE RE POWELL INVESTIGATION	CDL	0.25	28.75
07/24/03	CORRESPONDENCE OFFICE RE POWELL INVESTIGATION (NO CHARGE)	CDL	0.25	0.00
07/24/03	TELEPHONE OFFICE RE POWELL INVESTIGATION	CDL	0.25	28.75
07/25/03	LEGAL RESEARCH RE APPROPRIATE DISCIPLINE FOR SEXUAL HARASSMENT IN POWELL/ROSSOVICH INVESTIGATION	PJL	0.25	28.75
07/25/03	CONFERENCE OFFICE RE CORRESPONDENCE IN SUPPLEMENTAL INVESTIGATION	CDL	0.25	28.75
07/28/03	CORRESPONDENCE CLIENT RE POWELL/ROSSOVICH INVESTIGATION	PJL	0.25	28.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2003
 INVOICE NO. 230701
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
07/28/03	CORRESPONDENCE POWELL RE INVESTIGATION FINDINGS	CDL	0.50	57.50
07/29/03	TELEPHONE E. FUENTES RE POWELL/ROSSOVICH INVESTIGATION RESULTS	PJL	0.25	28.75
07/29/03	CORRESPONDENCE C. POWELL RE FINDINGS OF SUPPLEMENTAL INVESTIGATION	CDL	1.25	143.75
07/29/03	CONFERENCE OFFICE RE POWELL FINDINGS	CDL	0.25	28.75
07/29/03	CORRESPONDENCE CLIENT RE POWELL CORRESPONDENCE	CDL	0.50	57.50
07/30/03	TELEPHONE CHANCELLOR AND VICE CHANCELLOR RE INVESTIGATION OF DISCRIMINATION COMPLAINT	PJL	0.25	28.75
07/30/03	REVIEW CORRESPONDENCE RE GULA DISCRIMINATION COMPLAINT	PJL	0.25	28.75
07/30/03	REVISE FORM LETTER FOR RESPONDENTS RE GULA DISCRIMINATION COMPLAINT	PJL	0.50	57.50
07/30/03	TELEPHONE S. MCCRAY RE POWELL INVESTIGATION	CDL	0.25	28.75
07/30/03	CONFERENCE OFFICE RE INVESTIGATION OF AGE DISCRIMINATION COMPLAINT	MLS	0.25	28.75
07/30/03	REVIEW COMPLAINT; CORRESPONDENCE RESPONDENTS; TELEPHONE J. HUDAK TO INVESTIGATE RE GULA AGE DISCRIMINATION COMPLAINT	SLK	1.00	115.00

CURRENT FEES: \$ 1,983.75

FEE SUMMARY

500

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2003
 INVOICE NO. 230701
 CLIENT NO. 005142
 PML
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

NAME	INT	RATE	HOURS	AMOUNT
KAPLAN, SUSAN L.	SLK	115/hr.	1.00	115.00
LOVELY, CHRISTINE D.	CDL	108/hr. 115	4.00 3.75	431.25
LUCEY, PETER J.	PJL	115/hr.	10.00	1,150.00
SACKS, MARLEEN L.	MLS	115/hr.	2.50	287.50
FEE SUMMARY TOTAL				1,983.75
TOTAL MATTER BILLING				1,983.75

RETIREEES

Date		Atty.	Hrs.	Amt.
07/11/03	REVIEW CORRESPONDENCE RE RETIREE MEDICAL BENEFITS	PJL	0.25	28.75
07/15/03	TELEPHONE G. MARVEL RE HEALTH PLAN FOR EX MANAGEMENT EMPLOYEE	PJL	0.25	28.75
07/16/03	LEGAL RESEARCH; REVIEW CORRESPONDENCE RE MARTINCICH RETIREE BENEFITS COMPLAINT	PJL	1.00	115.00
07/16/03	CORRESPONDENCE CLIENT RE MARTINCICH RETIREE BENEFITS CLAIM	PJL	2.25	258.75
07/16/03	CONFERENCE OFFICE RE RETIREE BENEFITS	JEM	0.50	57.50
CURRENT FEES:				\$ 488.75

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJL	115/hr.	3.75	431.25
MORRISON, JOSHUA E.	JEM	115/hr.	0.50	57.50
FEE SUMMARY TOTAL				488.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2003
 INVOICE NO. 230701
 CLIENT NO. 005142
 PML
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

Total: \$115 - 5.25hrs
 \$117 - 5.00hrs

TOTAL MATTER BILLING 488.75

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
06/30/03	CONFERENCE OFFICE RE DRAA NONREELECTION GRIEVANCE	PJL	0.25	38.75
07/01/03	LEGAL RESEARCH RE BANK SICK LEAVE CALCULATION GRIEVANCE	PJL	0.25	28.75
07/01/03	CORRESPONDENCE S. MCCRAY RE DRAA GRIEVANCE; CONFERENCE OFFICE	MLS	0.25	28.75
07/02/03	TELEPHONE S. MCCRAY RE DRAA AND BANK GRIEVANCE FACTFINDING PROCEDURE AND SELECTION OF PANEL MEMBERS AND ADVOCATES	MLS	0.25	28.75
07/02/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE BANK AND DRAA GRIEVANCE PROCESSING	MLS	0.25	28.75
07/03/03	CONFERENCE OFFICE RE PANEL MEMBER FOR DRAA GRIEVANCE	PJL	0.25	28.75
07/03/03	CONFERENCE OFFICE RE DRAA GRIEVANCE FACTFINDING	MLS	0.25	28.75
07/08/03	CORRESPONDENCE S. MCCRAY RE DRAA GRIEVANCE	MLS	0.25	28.75
07/08/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE DRAA GRIEVANCE	MLS	0.25	28.75
07/09/03	TELEPHONE E. KUENTES AND S. MCCRAY RE POWELL GRIEVANCE; REVIEW FILE	PJL	1.00	115.00
07/10/03	TELEPHONE S. MCCRAY CORRESPONDENCE CLIENT RE BANK GRIEVANCE	JJH	0.75	86.25
07/21/03	TELEPHONE S. MCCRAY RE POWELL GRIEVANCE	PJL	0.25	28.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2003
 INVOICE NO. 230701
 CLIENT NO. 005142
 PML
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
07/23/03	LEGAL RESEARCH RE SELECTION OF ARBITRATOR FOR UF-BANK GRIEVANCE	PJL	0.25	28.75
07/23/03	PREPARE FOR BANK ARBITRATION	JJH	0.50	57.50
07/23/03	CONFERENCE OFFICE RE BANK ARBITRATION	MLS	0.50	57.50
07/23/03	TELEPHONE S. WEINBERG RE BANK ARBITRATOR SELECTION	MLS	0.25	28.75
07/24/03	PREPARE OFFICE MEMO RE POWELL/ROSSOVICH GRIEVANCE AND INVESTIGATION	PJL	0.25	28.75
07/24/03	TELEPHONE G. MARVEL RE BANK ARBITRATION	MLS	0.25	28.75
07/29/03	REVIEW CORRESPONDENCE FROM S. WEINBERG RE BANK ARBITRATOR SELECTION	MLS	0.25	28.75
07/29/03	CONFERENCE OFFICE RE POWELL REPRIMAND	MLS	0.25	28.75
07/30/03	TELEPHONE E. FUENTES RE DRAA SETTLEMENT AGREEMENT	PJL	0.25	28.75
07/30/03	REVIEW PROPOSED AGREEMENT TO SETTLE DRAA GRIEVANCE; CONFERENCE OFFICE RE PROPOSED SETTLEMENT; TELEPHONE S. MCCRAY AND E. FUENTES RE SETTLEMENT AGREEMENT	PJL	2.25	258.75
07/30/03	REVIEW CORRESPONDENCE FROM M. CALLAHAN RE BANK ARBITRATOR SELECTION	MLS	0.25	28.75
07/30/03	REVIEW DRAA SETTLEMENT AGREEMENT; CONFERENCE OFFICE	MLS	0.75	86.25

CURRENT FEES: \$ 1,188.75

FEE SUMMARY

503

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2003
 INVOICE NO. 230701
 CLIENT NO. 005142
 PML
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

NAME	INT	RATE	HOURS	AMOUNT
HEIN, JANICE J.	JJH	115/hr.	1.25	143.75
LUCEY, PETER J.	PJL	117/hr.	5.00	585.00
SACKS, MARLEEN L.	MLS	115/hr.	4.00	460.00

FEE SUMMARY TOTAL 1,188.75

\$115 UH - 4.25 hrs
 Total: UP - 15.00 hrs
 PITNER UNFAIR LABOR PRACTICE

TOTAL MATTER BILLING 1,188.75

Date		Atty.	Hrs.	Amt.
07/07/03	CONFERENCE CLIENT RE FACTS FOR PITNER INTERVIEW (EDELSTEIN)	SVU	0.25	28.75
07/07/03	CONFERENCE CLIENT RE PITNER COMPLAINT (EDELSTEIN)	SVU	0.25	28.75
07/07/03	CORRESPONDENCE CLIENT RE PITNER MATTER (EDELSTEIN)	SVU	0.50	57.50
07/08/03	REVISE CLIENT'S ANSWER TO PERB PITNER COMPLAINT (MARVEL)	SVU	0.50	57.50
07/08/03	VERIFY FACTS FOR INFORMAL CONFERENCE RE PITNER (MARVEL)	SVU	0.50	57.50
07/08/03	CONFERENCE CLIENT RE PITNER INFORMAL CONFERENCE (MARVEL)	SVU	0.25	28.75
07/08/03	TELEPHONE PERB RE MOVING DATE OF PITNER INFORMAL CONFERENCE (MARVEL)	SVU	0.25	28.75
07/08/03	CORRESPONDENCE PERB RE MOVING DATE OF PITNER INFORMAL CONFERENCE (MARVEL)	SVU	0.50	57.50
07/08/03	REVIEW PITNER INTERVIEW DOCUMENTS (MARVEL)	SVU	0.50	57.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2003
 INVOICE NO. 230701
 CLIENT NO. 005142
 PML
 PAGE: 16

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

PITNER UNFAIR LABOR PRACTICE

Date		Atty.	Hrs.	Amt.
07/08/03	REVIEW FACTS FOR CONFERENCE WITH CLIENT RE PITNER (MARVEL)	SVU	0.50	57.50
07/09/03	REVIEW CORRESPONDENCE FROM S. LEVER RE STUDENT CODE OF CONDUCT	EBH	0.25	28.75
07/09/03	CONFERENCE PERB RE NEW CONFERENCE DATE IN PITNER (MARVEL)	SVU	0.25	28.75
07/09/03	TELEPHONE OPPOSING COUNSEL RE NEW INFORMAL CONFERENCE DATE IN PITNER (MARVEL)	SVU	0.25	28.75
07/09/03	TELEPHONE CLIENT RE DATE FOR NEW INFORMAL CONFERENCE IN PITNER (MARVEL)	SVU	0.25	28.75
07/09/03	CALENDAR NEW DATE FOR INFORMAL CONFERENCE RE PITNER	MJP	0.25	28.75
07/10/03	TELEPHONE CLIENT RE ATTENDANCE AT PITNER INFORMAL CONFERENCE (MARVEL)	SVU	0.25	28.75
07/10/03	CONFERENCE PERB RE NEW INFORMAL HEARING DATE (MARVEL)	SVU	0.25	28.75
07/10/03	TELEPHONE OPPOSING COUNSEL RE PITNER INFORMAL CONFERENCE (MARVEL)	SVU	0.25	28.75
07/11/03	REVIEW PERB RE-NOTICE OF INFORMAL CONFERENCE IN PITNER (MARVEL)	SVU	0.25	28.75
07/18/03	PREPARE FOR PITNER INFORMAL CONFERENCE (MARVEL)	SVU	1.25	143.75
07/21/03	CONFERENCE CLIENT TO VERIFY PITNER INTERVIEW FACTS (MARVEL)	SVU	0.50	57.50
07/21/03	CONFERENCE F. ARCE RE PITNER INTERVIEW (MARVEL)	SVU	0.25	28.75

AT. .. JN, ANDELSON, LOYA, RUUD & R. ...)
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2003
 INVOICE NO. 230701
 CLIENT NO. 005142
 PML
 PAGE: 17

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

PITNER UNFAIR LABOR PRACTICE

Date		Atty.	Hrs.	Amt.
07/21/03	TELEPHONE CLIENT RE ARCE NOTES FROM PITNER INTERVIEW (MARVEL)	SVU	0.25	28.75
07/21/03	TELEPHONE CLIENT RE FACULTY INTERVIEW NOTES IN PITNER (MARVEL)	SVU	0.25	28.75
07/21/03	REVIEW FILE; PREPARE FOR INFORMAL CONFERENCE RE PITNER PERB COMPLAINT (MARVEL)	SVU	2.00	230.00
07/21/03	TELEPHONE CLIENT RE PITNER INTERVIEW UNION QUESTIONS (G. MARVEL)	SVU	0.25	28.75
07/21/03	REVIEW ARCE INTERVIEW/REFERENCE DOCUMENTS AND FACULTY INTERVIEW NOTES RE PITNER (MARVEL)	SVU	0.50	57.50
07/24/03	ATTEND PERB INFORMAL CONFERENCE RE PITNER (MARVEL)	SVU	4.25	488.75
07/24/03	LEGAL RESEARCH RE PITNER MATTER ISSUES (MARVEL)	SVU	1.50	172.50
07/24/03	REVIEW CLIENT DOCUMENTS; LEGAL RESEARCH RE PITNER HEARING (MARVEL)	SVU	1.50	172.50
07/25/03	CONFERENCE OFFICE; LEGAL RESEARCH RE PITNER UNFAIR PRACTICE CHARGE	PJL	0.25	28.75
07/25/03	CONFERENCE OFFICE RE PITNER MATTER (MARVEL)	SVU	0.25	28.75

CURRENT FEES: \$ 2,213.75

FEE SUMMARY

NAME
 HEAREY, ELIZABETH B.

INT
 EBH

506

RATE	HOURS
115/hr.	0.25

AMOUNT
 28.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.5
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JULY 31, 2003
 INVOICE NO. 230701
 CLIENT NO. 005142
 PML
 PAGE: 18

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

LUCEY, PETER J.	PJL	115/hr.	0.25	28.75
POLLARD, MARIANNE J.	MJP	115/hr.	0.25	28.75
UZELAC, SUZANNE V.	SVU	115/hr.	18.50	2,127.50
FEE SUMMARY TOTAL				2,213.75

TOTAL MATTER BILLING 2,213.75

DISBURSEMENTS:

05/15/03	MISCELLANEOUS TRAVEL EXPENSES	56.00
06/26/03	OVERNIGHT DELIVERY	9.77
06/30/03	OVERNIGHT DELIVERY	16.30
07/25/03	PHOTOCOPIES	17.20
07/31/03	DOCUMENT PREPARATION AND WORD PROCESSING	120.00
07/14/03	LONG DISTANCE AND TELEPHONE TOLLS	1.63
07/31/03	FAX/TELECOPY CHARGES	152.00
07/31/03	POSTAGE	6.50

CURRENT DISBURSEMENTS **\$379.40**

TOTAL MATTER BILLING 379.40

TOTAL CURRENT FEES 1,983.75

TOTAL CURRENT DISBURSEMENTS 955.90

INTEREST CHARGES 172.90

JULY BILLING 3,112.55

JULY CASH RECEIPTS 11,381.76

PREVIOUS BALANCE 28,352.59

BALANCE DUE 20,083.38

ACCOUNT STATUS THROUGH THIS STATEMENT

507



Invoice Number: 4-777-12809

Invoice Date: Jul 11, 2003

Account Number: 1043-8222-3

Page: 10 of 12

FedEx Express Shipment Detail By Payor Type (Original)

Dropped off: Jun 30, 2003

Payor: Third Party

Reference: 5142

- Fuel Surcharge - FedEx has applied a fuel surcharge of 3.50% to this shipment.
- Distance Based Pricing, Zone 2
- FedEx has audited this shipment for correct packages, weight, and service. Any changes made are reflected in the invoice amount.

Tracking ID	836889058601	Sender		Recipient	
Service Type	FedEx Priority Overnight	MARK S WILLAIMS		JOHN HENDRICKSON	
Package Type	FedEx Pak	ATKINSON ANDELSON LOYA RUUD		CONTRA COSTA COMMUNITY	
Zone	2	5776 STONERIDGE MALL RD # 200		500 COURT ST COLLEGE DISTRICT	
Packages	1	PLEASANTON CA 94588-2871 US		MARTINEZ CA 94553 US	
Weight	1.0 lbs, 0.5 kgs				
Delivered	Jul 01, 2003 09:40				
Svc Area	A2	Transportation Charge			15.
Signed by	A.CORNETT	Fuel Surcharge			0.
FedEx Use	181239770/01486/	Total Transportation Charges		USD \$	15.

Dropped off: Jul 01, 2003

Payor: Third Party

Reference: 5470

- Fuel Surcharge - FedEx has applied a fuel surcharge of 3.50% to this shipment.
- Distance Based Pricing, Zone 2

InternetShip					
Tracking ID	781427923360				
Service Type	FedEx Priority Overnight				
Package Type	FedEx Envelope				
Zone	2				
Packages	1				
Weight	1.0 lbs, 0.5 kgs				13.
Delivered	Jul 02, 2003 09:40	Fuel Surcharge			0.
Svc Area	AA	Total Transportation Charges		USD \$	14.
Signed by	S.SBAR				
FedEx Use	523349841/00186/				

Dropped off: Jul 02, 2003

Payor: Third Party

Reference: 0840

- Fuel Surcharge - FedEx has applied a fuel surcharge of 3.50% to this shipment.
- Distance Based Pricing, Zone 5
- FedEx has audited this shipment for correct packages, weight, and service. Any changes made are reflected in the invoice amount.
- Release signature on file.

Tracking ID	836889058520				
Service Type	FedEx Priority Overnight				
Package Type	FedEx Pak				
Zone	5				
Packages	1				
Weight	4.0 lbs, 1.8 kgs				
Delivered	Jul 03, 2003 14:07	Transportation Charge			32.
Svc Area	PM	Fuel Surcharge			1.
Signed by	N.ANCEY PAYNE	Residential Delivery			1.
FedEx Use	183153700/01552/02	Delivery Area Surcharge			1.
		Total Transportation Charges		USD \$	36.



Delivery Service Invoice

Invoice date **July 5, 2003**
Invoice number **0000790863273**
Shipper number **790863**
Page 3 of 5

Outbound

UPS OnLine WorldShip

Pickup Date	Pickup Record	Message Codes	Number of Packages	Published Charge	Incentive Credit	Billed Charge
06/30	1057437006		11	242.10	-49.78	192.32
07/01	1057437010		5	86.80	-18.99	67.81
07/02	1057437021		1	12.94	-3.17	9.77
07/03	1057437032		1	14.39		14.39
	1057437043		1	46.44	-10.03	36.41
Total UPS OnLine WorldShip			19 Package(s)	402.67	-81.97	320.70



Air Shipping Document

Pickup Date	Tracking Number	Service	ZIP Code	Zone	Weight	Published Charge	Incentive Credit	Billed Charge
06/26	1Z7908632210012695	Next Day Air Commercial	95758	102	Letter	12.75	-3.12	9.63
		Fuel Surcharge				0.19	-0.05	0.14
		Total				12.94	-3.17	9.77

1st ref: 0840

Sender : MELISSA BRIONES
ATKINSON ANDELSON
PLEASANTON CA 94566

Receiver: CHRISTINE LOVELY
AALRR
ELK GROVE CA 95758

1Z7908632210012702	Next Day Air Commercial	94553	102	Letter	12.75	-3.12	9.63
	Fuel Surcharge				0.19	-0.05	0.14
	Total				12.94	-3.17	9.77

1st ref: 05142

Sender : CHRISTINE LOVELY
ATKINSON ANDELSON
PLEASANTON CA 94566

Receiver: ERNIE FUENTES X1222
CONTRA COSTA CCD
MARTINEZ CA 94553

1Z7908632210016262	Next Day Air Commercial	90703	104	Letter	15.00	-3.68	11.32
	Fuel Surcharge				0.23	-0.06	0.17
	Total				15.23	-3.74	11.49

1st ref: 0840

Sender : RECEPTIONIST
ATKINSON ANDELSON
PLEASANTON CA 94566

Receiver: RECEPTIONIST
ATKINSON ANDELSON
CERRITOS CA 90703

06/30	1Z7908632210016324	Next Day Air Commercial	90703	104	2	23.25	-5.02	18.23
		Fuel Surcharge				0.35	-0.08	0.27
		Total				23.60	-5.10	18.50

1st ref: 0840

Sender : RECEPTIONIST
ATKINSON ANDELSON
PLEASANTON CA 94566

Receiver: RECEPTIONIST
ATKINSON ANDELSON
CERRITOS CA 90703

07/01	1Z7908632210016333	Next Day Air Commercial	90703	104	Letter	15.00	-3.68	11.32
		Fuel Surcharge				0.23	-0.06	0.17
		Total				15.23	-3.74	11.49

1st ref: 0840

Sender : RECEPTIONIST
ATKINSON ANDELSON
PLEASANTON CA 94566

Receiver: RECEPTIONIST
ATKINSON ANDELSON
CERRITOS CA 90703

Total Air Shipping Document			5 Package(s)	79.94	-18.92	61.02
------------------------------------	--	--	---------------------	--------------	---------------	--------------

AT. JON, ANDELSON, LOYA, RUUD & R. ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

AUGUST 31, 2003
 INVOICE NO. 231815
 CLIENT NO. 005142
 PML
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
08/14/03	TELEPHONE CLIENT RE OATH FOR POLICE CHIEF (MCCRAY)	SVU	0.25	28.75
08/14/03	LEGAL RESEARCH RE OATH FOR POLICE CHIEF (MCCRAY)	SVU	1.50	172.50
08/15/03	REVIEW CORRESPONDENCE RE HEARING ON DISMISSAL CHARGES IN PARK	PJL	0.25	28.75
08/15/03	TELEPHONE CLIENT RE PATRIOT ACT PROCEDURES (MOJDEH)	SVU	0.25	28.75
08/15/03	LEGAL RESEARCH RE APPLICABLE PROVISIONS OF PATRIOT ACT TO COMMUNITY COLLEGES (MOJDEH)	SVU	1.00	115.00
08/15/03	TELEPHONE CLIENT RE LOYALTY OATH FOR POLICE CHIEF (MCCRAY)	SVU	0.25	28.75
08/19/03	TELEPHONE G. ELLIOT RE RESULT IN ASHBY CASE	PJL	0.25	28.75
08/20/03	CONFERENCE CHANCELLOR'S OFFICE RE APPLICABILITY OF SB 1386 TO COMMUNITY COLLEGES (MOJDEH)	SVU	0.25	28.75
08/21/03	TELEPHONE S. MCCRAY RE SHIPMAN REQUEST FOR HEARING	PJL	0.25	28.75
08/22/03	TELEPHONE CLIENT RE REPORT OUT OF CLOSED SESSION	PJL	0.25	28.75
08/22/03	REVIEW ASHBY JUDGMENT RE TENURE RIGHTS	PJL	0.25	28.75
08/22/03	TELEPHONE P. ONYEIJE RE FACULTY PHONE LISTING	MLS	0.50	57.50
08/22/03	TELEPHONE CHANCELLOR'S OFFICE RE SB 1386 (MOJDEH)	SVU	0.25	28.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

AUGUST 31, 2003
 INVOICE NO. 231815
 CLIENT NO. 005142
 PML
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

UZELAC, SUZANNE V.	SVU	115/hr.	12.25	1,408.75
WILLIAMS, MARK S.	MSW	115/hr.	6.00	690.00
			FEE SUMMARY TOTAL	4,456.25
			TOTAL MATTER BILLING	4,505.75

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
08/05/03	REVIEW GULA COMPLAINT; CONFERENCE OFFICE RE COMPLAINT; CORRESPONDENCE INVESTIGATOR RE GULA	PJL	0.50	57.50
08/05/03	TELEPHONE S. MCCRAY RE FINDINGS OF SEXUAL HARASSMENT INVESTIGATION	CDL	0.25	28.75
08/05/03	DRAFT R. BLACK REPORT RE ROSSOVICH COMPLAINT	CDL	0.50	57.50
08/05/03	REVIEW R. BLACK REPORT RE ROSSOVICH DISCRIMINATION COMPLAINT	GBT	1.75	201.25
08/06/03	FORWARD FOLLOW-UP INVESTIGATION REPORT RE ROSSOVICH COMPLAINT TO R. BLACK	GBT	0.75	86.25
08/07/03	CORRESPONDENCE R. BLACK RE ROSSOVICH COMPLAINT	GBT	1.75	201.25
08/11/03	TELEPHONE J. HUDAK RE INVESTIGATION OF GULA AGE DISCRIMINATION COMPLAINT	PJL	0.50	57.50
08/11/03	TELEPHONE J. COURTNEY RE GULA INVESTIGATION AND SELECTION OF INVESTIGATOR	PJL	0.25	28.75
08/11/03	CORRESPONDENCE CLIENT RE INVESTIGATION OF GULA COMPLAINT	PJL	0.50	57.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

AUGUST 31, 2003
 INVOICE NO. 231815
 CLIENT NO. 005142
 PML
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
08/11/03	REVIEW AND REVISE REPORT TO R. BLACK, STATE CHANCELLOR RE POWELL/ROSSOVICH	CDL	0.50	57.50
08/11/03	TELEPHONE CLIENT RE REPORT TO R. BLACK, STATE CHANCELLOR	CDL	0.25	28.75
08/12/03	TELEPHONE J. HUDAK RE GULA DISCRIMINATION COMPLAINT INVESTIGATION	PJL	0.25	28.75
08/12/03	FORWARD DOCUMENTS AND POLICY TO J. HUDAK RE INVESTIGATION OF GULA DISCRIMINATION COMPLAINT	GBT	1.50	172.50
08/13/03	TELEPHONE S. MCCRAY RE PROCEDURES FOR INVESTIGATION OF DISCRIMINATION CLAIMS	PJL	0.75	86.25
08/13/03	LEGAL RESEARCH; CONFERENCE OFFICE RE PROCEDURES IN GULA SEXUAL DISCRIMINATION INVESTIGATION	PJL	0.25	28.75
08/15/03	TELEPHONE J. HUDAK; PREPARE FILE MEMO RE INVESTIGATION PROCESS IN GULA	PJL	0.50	57.50
08/15/03	TELEPHONE CHANCELLOR RE DISCRIMINATION COMPLAINTS	PJL	0.25	28.75
08/15/03	REVIEW MESSAGE TO J. HUDAK RE FORMAT FOR INVESTIGATION REPORTS	GBT	0.25	28.75
08/19/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE PARK TERMINATION HEARING	MLS	0.25	28.75
08/19/03	TELEPHONE S. MCCRAY RE PANAGUA-BUDD DFEH COMPLAINT STATUS	MLS	0.25	28.75
08/25/03	TELEPHONE S. MCCRAY RE JONES TELEPHONE LISTING IN INSTRUCTOR DIRECTORY	MLS	0.25	28.75
08/25/03	TELEPHONE S. MCCRAY RE JONES TERMINATION STATUS	MLS	0.25	28.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aaltr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

AUGUST 31, 2003
 INVOICE NO. 231815
 CLIENT NO. 005142
 PML
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

CURRENT FEES: \$ 1,408.75

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LOVELY, CHRISTINE D.	CDL	115/hr.	1.50	172.50
LUCEY, PETER J.	PJL	115/hr.	3.75	431.25
SACKS, MARLEEN L.	MLS	115/hr.	1.00	115.00
TABAK, G B.	GBT	115/hr.	6.00	690.00

Total: 11.25 hrs
 AT-5

FEE SUMMARY TOTAL 1,408.75

TOTAL MATTER BILLING 1,408.75

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
08/12/03	TELEPHONE CLIENT RE STATUS OF MANAGERIAL EMPLOYEES	PJL	0.25	28.75
08/18/03	TELEPHONE G. MARVEL RE PREPARATION OF RESPONSE TO ASHBY GRIEVANCE	PJL	0.25	28.75
08/25/03	LEGAL RESEARCH; CONFERENCE OFFICE RE ASHBY GRIEVANCE	PJL	0.75	86.25
08/25/03	CORRESPONDENCE G. MARVEL RE ARBITRATION STATUS	MLS	0.25	28.75
08/25/03	PREPARE FOR BANKS ARBITRATION	MLS	0.50	57.50
08/26/03	LEGAL RESEARCH; REVIEW DOCUMENTS RE RESPONSE TO ASHBY/UF GRIEVANCE	PJL	0.50	57.50
08/26/03	PREPARE FOR BANKS ARBITRATION	MLS	0.25	28.75
08/27/03	CORRESPONDENCE CLIENT; PREPARE RESPONSE TO ASHBY GRIEVANCE; REVIEW FILE	PJL	2.00	230.00

ATK. JON, ANDELSON, LOYA, RUUD & R.C. b
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

AUGUST 31, 2003
 INVOICE NO. 231815
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

CURRENT FEES: \$ 546.25

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJL	115/hr.	3.75	431.25
SACKS, MARLEEN L.	MLS	115/hr.	1.00	115.00

FEE SUMMARY TOTAL 546.25

TOTAL MATTER BILLING 546.25

PITNER UNFAIR LABOR PRACTICE

Date		Atty.	Hrs.	Amt.
08/11/03	CALENDAR POTENTIAL DATES FOR PERB HEARING RE PITNER	MJP	0.25	28.75
08/26/03	TELEPHONE PERB RE STATUS IN PITNER HEARING DATES (MARVEL)	SVU	0.25	28.75
08/26/03	TELEPHONE PERB HEARING OFFICER RE STATUS OF HEARING IN PITNER (MARVEL)	SVU	0.25	28.75
08/27/03	CONFERENCE PERB HEARING OFFICER RE CHANGE OF HEARING DATES IN PITNER (MARVEL)	SVU	0.25	28.75

CURRENT FEES: \$ 115.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
POLLARD, MARIANNE J.	MJP	115/hr.	0.25	28.75
UZELAC, SUZANNE V.	SVU	115/hr.	0.75	86.25

514

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2003
 INVOICE NO. 232957
 CLIENT NO. 005142
 PML
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
09/02/03	REVISE TRANSMITTAL RE BIO-SCIENCE INCUBATOR AGREEMENT	MSW	0.50	57.50
09/02/03	TELEPHONE E. TAKAGUHI RE IEC CONTRACT; REVIEW AND REVISE CONTRACT	JJH	1.00	115.00
09/02/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE SHIPMAN SKELLY HEARING NOTES	MLS	0.25	28.75
09/02/03	TELEPHONE S. MCCRAY AND T. SIMONSON RE SHIPMAN HEARING	MLS	0.50	57.50
09/02/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE SHIPMAN PAY AND BENEFITS STATUS	MLS	0.25	28.75
09/03/03	REVIEW ZIPPER CLAUSE IN UNITED FACULTY AGREEMENT	EBH	2.00	230.00
09/03/03	PREPARE REVISED IEC CONTRACT; TELEPHONE J. HENDRICKSON; CORRESPONDENCE CLIENT RE CONTRACT	JJH	0.50	57.50
09/03/03	TELEPHONE S. MCCRAY RE STATEMENT OF CHARGES AGAINST MORRIS	MLS	0.25	28.75
09/03/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE MORRIS STATEMENT OF CHARGES; REVIEW AND REVISE CHARGES; CORRESPONDENCE S. MCCRAY	MLS	0.75	86.25
09/04/03	TELEPHONE S. MCCRAY RE MORRIS AND BANKS STATUS	MLS	0.25	28.75
09/04/03	REVIEW CORRESPONDENCE AND CORRESPONDENCE S. MCCRAY RE WORKERS' COMPENSATION INJURY ACCOMMODATION	MLS	0.50	57.50
09/05/03	CONFERENCE OFFICE RE CONTRACT ZIPPER CLAUSE	PML	0.25	28.75

515

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2003
 INVOICE NO. 232957
 CLIENT NO. 005142
 PML
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
09/05/03	TELEPHONE J. HENDRICKSON RE IEC CONTRACT; CORRESPONDENCE OPPOSING COUNSEL RE IEC CONTRACT	JJH	0.25	28.75
09/08/03	CONFERENCE OFFICE RE EFFECT OF ZIPPER CLAUSE ON COLLECTIVE BARGAINING AGREEMENTS	EBH	0.25	28.75
09/08/03	LEGAL RESEARCH RE EFFECTS OF ZIPPER CLAUSE ON NEGOTIATION REQUIREMENTS	EBH	3.00	345.00
09/08/03	CORRESPONDENCE G. MARVEL RE EFFECTS OF ZIPPER CLAUSE ON NEGOTIATION RIGHTS	EBH	2.50	287.50
09/08/03	LEGAL RESEARCH RE STUDENT UNION FEES; CONFERENCE OFFICE RE ZIPPER CLAUSE	JJH	0.50	57.50
09/08/03	TELEPHONE E. FUENTES RE DRUG TESTING OF CUSTODIANS	MLS	0.25	28.75
09/08/03	LEGAL RESEARCH RE DRUG TESTING OF EMPLOYEES SUSPECTED OF SMOKING POT; TELEPHONE E. FUENTES	MLS	0.25	28.75
09/09/03	CONFERENCE OFFICE RE USE OF ZIPPER CLAUSE IN COLLECTIVE BARGAINING AGREEMENT	EBH	0.25	28.75
09/09/03	CONFERENCE OFFICE RE IMPOSITION OF FEES ON BRENTWOOD CENTER STUDENTS	EBH	0.25	28.75
09/09/03	LEGAL RESEARCH; TELEPHONE STATE CHANCELLOR'S OFFICE RE STUDENT CENTER FEES	JJH	1.75	201.25
09/09/03	TELEPHONE S. MCCRAY RE ACCOMMODATION OF CUSTODIAN WITH EPILEPSY	MLS	0.25	28.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2003
 INVOICE NO. 232957
 CLIENT NO. 005142
 PML
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
09/18/03	REVIEW CORRESPONDENCE FROM E. FUENTES RE UNION RIGHT TO SIT IN ON NONDISCIPLINARY MEETINGS	MLS	0.25	28.75
09/18/03	CORRESPONDENCE G. MARVEL RE REDUCING HEALTH BENEFIT PREMIUM CONTRIBUTIONS FOR UNREPRESENTED EMPLOYEES; LEGAL RESEARCH	MLS	3.00	345.00
09/18/03	CONFERENCE M. MEHDIZADEH RE BUSINESS PROCEDURES REQUEST; LEGAL RESEARCH RE NEW FEDERAL LEGISLATION (MEHDIZADEH)	SVU	2.00	230.00
09/18/03	CORRESPONDENCE CLIENT RE BUSINESS PROCEDURES REQUEST (MEHDIZADEH)	SVU	0.50	57.50
09/18/03	LEGAL RESEARCH RE BOARD POLICIES THAT REFERENCE STUDENT AND EMPLOYEE RECORD DISCLOSURE	GBT	0.50	57.50
09/19/03	LEGAL RESEARCH RE STUDENT AND EMPLOYEE RECORD DISCLOSURE	GBT	0.75	86.25
09/22/03	CORRESPONDENCE S. MCCRAY RE RESPONSE TO UNION ON MEETING WITHOUT REPRESENTATION; LEGAL RESEARCH	MLS	1.00	115.00
09/23/03	REVIEW CORRESPONDENCE; LEGAL RESEARCH RE REASONABLE ACCOMMODATION FOR EMPLOYEE WITH DISABILITY	PJL	0.50	57.50
09/23/03	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE CHANGE OF HEALTH BENEFITS FOR ACTIVE EMPLOYEES	PJL	0.50	57.50
09/23/03	CORRESPONDENCE S. MCCRAY RE RESPONSE TO UNITED FACULTY ON ATTENDING INVESTIGATORY MEETINGS	MLS	0.50	57.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2003
 INVOICE NO. 232957
 CLIENT NO. 005142
 PML
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
09/23/03	CONFERENCE OFFICE RE ACCOMMODATION OF EPILEPTIC EMPLOYEE; LEGAL RESEARCH RE STATE LAW ON SELF PROTECTION AND PROTECTION OF OTHERS	MLS	1.00	115.00
09/23/03	CONFERENCE OFFICE RE REDUCTION OF HEALTH BENEFITS FOR UNREPRESENTED EMPLOYEES; CORRESPONDENCE G. MARVEL	MLS	1.25	143.75
09/23/03	TELEPHONE G. MARVEL RE RESPONSE TO UNITED FACULTY ON DUTY TO MEET	MLS	0.25	28.75
09/23/03	CORRESPONDENCE G. MARVEL RE OPINION LETTER ON UNITED FACULTY MEMBERS OBLIGATION TO MEET WITH MANAGEMENT FOR INVESTIGATORY INTERVIEWS	MLS	0.25	28.75
09/23/03	TELEPHONE S. MCCRAY RE RIGHT TO UNION REPRESENTATION DURING INVESTIGATORY INTERVIEW	MLS	0.25	28.75
09/24/03	TELEPHONE G. MARVEL RE LAYOFF BASED ON STUDENT DROPS	MLS	0.25	28.75
09/25/03	CORRESPONDENCE CLIENT RE CHANGE OF SALARY AND BENEFITS FOR UNREPRESENTED EMPLOYEES	PJL	0.50	57.50
09/25/03	TELEPHONE J. HENDRICKSON RE STUDENT UNION FEES	JJH	0.25	28.75
09/25/03	CORRESPONDENCE G. MARVEL RE OPINION ON REDUCING UNREPRESENTED EMPLOYEES HEALTH BENEFITS AND SALARIES	MLS	0.25	28.75
09/26/03	CORRESPONDENCE CLIENT RE ALCOHOLIC BEVERAGES AND STUDENT AFFAIRS ASSOCIATION	JJH	1.50	172.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2003
 INVOICE NO. 232957
 CLIENT NO. 005142
 PML
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

09/22/03	AUTOMATED LEGAL RESEARCH	99.00
09/23/03	AUTOMATED LEGAL RESEARCH	8.50

CURRENT DISBURSEMENTS \$288.97

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEAREY, ELIZABETH B.	EBH	115/hr.	8.25	948.75
HEIN, JANICE J.	JJH	115/hr.	16.50	1,897.50
LOYA, PAUL M.	PML	115/hr.	0.25	28.75
LUCEY, PETER J.	PJL	115/hr.	3.25	373.75
SACKS, MARLEEN L.	MLS	115/hr.	23.75	2,731.25
TABAK, G B.	GBT	115/hr.	1.25	143.75
UZELAC, SUZANNE V.	SVU	115/hr.	2.75	316.25
WILLIAMS, MARK S.	MSW	115/hr.	0.50	57.50

FEE SUMMARY TOTAL 6,497.50

TOTAL MATTER BILLING 6,786.47

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
09/26/03	REVIEW CORRESPONDENCE RE CRAWFORD DISCRIMINATION COMPLAINT	PJL	0.50	57.50
09/26/03	TELEPHONE E. FUENTES RE DISCRIMINATION COMPLAINT	PJL	0.50	57.50
09/29/03	REVIEW FILE RE CRAWFORD; CORRESPONDENCE A. CRAWFORD	GBT	0.75	86.25
09/30/03	TELEPHONE S. MCCRAY RE CRAWFORD	GBT	0.25	28.75

CURRENT FEES: \$ 230.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aaltr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2003
 INVOICE NO. 232957
 CLIENT NO. 005142
 PML
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJL	115/hr.	1.00	115.00
TABAK, G B.	GBT	115/hr.	1.00	115.00
FEE SUMMARY TOTAL				230.00
TOTAL MATTER BILLING				230.00

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
09/02/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE SIGNED DRAA SETTLEMENT AGREEMENT	MLS	0.25	28.75
09/05/03	REVIEW CORRESPONDENCE FROM G. MARVEL RE PROSECUTION OF GRIEVANCE	MLS	0.25	28.75
09/09/03	TELEPHONE S. MCCRAY RE ASHBY GRIEVANCE; REVIEW CORRESPONDENCE FROM S. MCCRAY	MLS	0.75	86.25
09/11/03	CORRESPONDENCE S. MCCRAY RE PARK RESOLUTION	MLS	0.25	28.75
09/12/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE PARK HEARING; LEGAL RESEARCH; CORRESPONDENCE S. MCCRAY	MLS	0.75	86.25
09/12/03	CORRESPONDENCE S. MCCRAY RE RESPONSE TO ASHBY GRIEVANCE	MLS	0.50	57.50
09/18/03	TELEPHONE E. FUENTES RE RESPONSE TO UNION INSTRUCTION TO FACULTY NOT TO MEET AND WALENSKY GRIEVANCE	MLS	0.25	28.75
09/22/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE ASHBY GRIEVANCE; TELEPHONE S. MCCRAY	MLS	0.50	57.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2003
 INVOICE NO. 232957
 CLIENT NO. 005142
 PML
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
09/22/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE WALENSKY GRIEVANCE; CORRESPONDENCE S. MCCRAY RE PROPOSED GRIEVANCE RESPONSE	MLS	0.75	86.25
09/26/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE COUNSELOR GRIEVANCE; CORRESPONDENCE S. MCCRAY	MLS	0.75	86.25
09/26/03	REVIEW CORRESPONDENCE FROM D. HENRY RE COUNSELOR GRIEVANCE	MLS	0.25	28.75
09/29/03	REVIEW CORRESPONDENCE FROM D. HENRY RE COUNSELOR GRIEVANCE	MLS	0.25	28.75
09/30/03	CORRESPONDENCE S. MCCRAY RE RESPONSE TO COUNSELOR GRIEVANCE	MLS	0.75	86.25
09/30/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE ASHBY GRIEVANCE	MLS	0.25	28.75

CURRENT FEES: \$ 747.50

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
SACKS, MARLEEN L.	MLS	115/hr.	6.50	747.50
FEE SUMMARY TOTAL				747.50
TOTAL MATTER BILLING				747.50

PITNER UNFAIR LABOR PRACTICE

Date	Atty.	Hrs.	Amt.
------	-------	------	------

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aaltr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2003
 INVOICE NO. 232957
 CLIENT NO. 005142
 PML
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

PITNER UNFAIR LABOR PRACTICE

Date		Atty.	Hrs.	Amt.
09/02/03	CONFERENCE PERB HEARING OFFICER RE PITNER UNFAIR HEARING (MARVEL)	SVU	0.25	28.75
09/02/03	CORRESPONDENCE CLIENT RE PERB CONFIRMED HEARING DATES IN PITNER (MARVEL)	SVU	0.25	28.75
09/02/03	TELEPHONE PERB HEARING OFFICER RE NEED TO USE DISTRICT LOCATION FOR HEARING IN PITNER (MARVEL)	SVU	0.25	28.75
09/02/03	CALENDAR NEW PERB UNFAIR PRACTICE HEARING DATE RE PITNER	MJP	0.25	28.75
09/03/03	TELEPHONE CLIENT RE USE OF DISTRICT BOARD ROOM FOR PITNER UNFAIR HEARING (MARVEL) (NO CHARGE)	SVU	0.00	0.00
09/03/03	CONFERENCE PERB RE USE OF DISTRICT BOARD ROOM FOR UNFAIR HEARING IN PITNER (MARVEL)	SVU	0.25	28.75
09/05/03	LEGAL RESEARCH RE PERB HEARING REGULATIONS IN PITNER (MARVEL)	SVU	1.50	172.50
09/05/03	CORRESPONDENCE F. ARCE RE PERB HEARING IN PITNER (MARVEL)	SVU	0.50	57.50
09/05/03	CORRESPONDENCE CLIENT RE PERB HEARING IN PITNER (MARVEL)	SVU	0.50	57.50
09/05/03	LEGAL RESEARCH RE RELEVANT CODE OF REGULATIONS AND GOVERNMENT CODE IN PITNER	MJP	0.50	57.50
09/09/03	CONFERENCE CLIENT RE PRE-PITNER UNFAIR CONFERENCE (MARVEL)	SVU	0.25	28.75
09/09/03	CONFERENCE CLIENT RE PITNER HEARING (MARVEL)	SVU	0.25	28.75

ATK. JON, ANDELSON, LOYA, RUUD & RC. b
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

SEPTEMBER 30, 2003
 INVOICE NO. 232957
 CLIENT NO. 005142
 PML
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

PITNER UNFAIR LABOR PRACTICE

Date		Atty.	Hrs.	Amt.
09/09/03	REVIEW PITNER NOTICE OF FORMAL HEARING (MARVEL)	SVU	0.25	28.75
09/09/03	CORRESPONDENCE CLIENT RE NOTICE OF FORMAL HEARING IN PITNER (MARVEL)	SVU	0.50	57.50
09/09/03	CORRESPONDENCE F. ARCE RE NOTICE OF FORMAL HEARING AND PRE-HEARING CONFERENCE IN PITNER (MARVEL)	SVU	0.50	57.50
09/09/03	CALENDAR CONFERENCE TO PREPARE FOR PERB UNFAIR HEARING RE PITNER	MJP	0.25	28.75
09/11/03	CONFERENCE F. ARCE RE PITNER PERB HEARING (MARVEL)	SVU	0.25	28.75
09/18/03	REVIEW CORRESPONDENCE RE PITNER	MSW	0.25	28.75
09/23/03	CORRESPONDENCE CLIENT RE PITNER PERSONNEL FILE (MARVEL)	SVU	0.25	28.75
09/23/03	PREPARE DIRECT EXAM QUESTIONS FOR F. ARCE RE PITNER UNFAIR HEARING (MARVEL)	SVU	1.50	172.50
09/29/03	REVIEW PITNER FILE; PREPARE FOR HEARING RE PITNER	MSW	1.00	115.00
09/30/03	PREPARE FOR PITNER HEARING (MARVEL)	SVU	1.00	115.00

CURRENT FEES: \$ 1,207.50

Total UP: 10.50 hrs

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
POLLARD, MARIANNE J.	MJP	115/hr.	1.00	115.00
UZELAC, SUZANNE V.	SVU	115/hr.	8.25	948.75
WILLIAMS, MARK S.	MSW	115/hr.	1.25	143.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

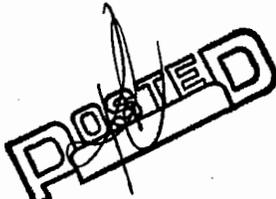
OCTOBER 31, 2003
 INVOICE NO. 233859
 CLIENT NO. 005142
 PJJ
 PAGE: 19

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISBURSEMENTS:

10/31/03	DOCUMENT PREPARATION AND WORD PROCESSING	230.00
10/01/03	AUTOMATED LEGAL RESEARCH	5.50
10/01/03	AUTOMATED LEGAL RESEARCH	152.00
10/01/03	AUTOMATED LEGAL RESEARCH	5.50
10/23/03	PHOTOCOPIES	143.60
10/31/03	FAX/TELECOPY CHARGES	266.00
10/28/03	LONG DISTANCE AND TELEPHONE TOLLS	2.20
10/31/03	POSTAGE	5.67



CURRENT DISBURSEMENTS	\$810.47
TOTAL MATTER BILLING	810.47
TOTAL CURRENT FEES	28,826.25
TOTAL CURRENT DISBURSEMENTS	1,310.47
CURRENT ADJUSTMENTS	-750.00
OCTOBER BILLING	29,386.72
OCTOBER CASH RECEIPTS	18,748.24
PREVIOUS BALANCE	16,491.49
BALANCE DUE	27,129.97

Voucher # 386736
 PO/BPO # BC4383.6
 Entered By: [Signature]
 GL # 110110102067300155700
 Vendor # 1020
 Mgr. Approval [Signature]

ACCOUNT STATUS THROUGH THIS STATEMENT

CURRENT	1 MONTH	2 MONTHS	3 MONTHS	4 & OVER
27,129.97	0.00	0.00	0.00	0.00

Shipment Number: 15104-100014-200
Ship Date: 8/26/2003
Delivery Date: 8/27/2003
Pieces/Weight: 1/1
Reference #: 000840.00000

Order: \$20.90

Shipment Number: 15104-100015-200
Ship Date: 8/27/2003
Delivery Date: 8/28/2003
Pieces/Weight: 1/0
Reference #: 000840.00000

Origin Location:

Delivery Location:

Order: \$15.15

Shipment Number: 15104-100008-213
Ship Date: 8/28/2003
Delivery Date: 8/29/2003
Pieces/Weight: 1/0
Reference #: 000840.00000

Origin Location:

Delivery Location:

Order: \$15.15

Shipment Number: 15104-100007-232
Ship Date: 8/28/2003
Delivery Date: 8/29/2003
Pieces/Weight: 1/0
Reference #: 000845.00000

Origin Location:

Order: \$12.88

Shipment Number: 15104-100006-232
Ship Date: 8/25/2003
Delivery Date: 8/26/2003
Pieces/Weight: 1/2
Reference #: 005142.00001

Origin Location:

Delivery Location:

Kari K. Miller
Atkinson, Andelson, Loya, Rudd
Pleasanton 94588

Linda Best
Contra Costa Econo
Martinez 94553

Service:
Morning Overnite
Fuel Surcharge

Charge:
\$15.75
\$0.16

Order: \$15.91

Shipment Number: 15104-100004-232
Ship Date: 8/25/2003
Delivery Date: 8/26/2003
Pieces/Weight: 1/2
Reference #: 005142.00001

Origin Location:

Delivery Location:

Kari K. Miller
Atkinson, Andelson, Loya, Rudd
Pleasanton 94588

John E. Hendrickso
Contra Costa Commu
Martinez 94553

Service:
Morning Overnite
Fuel Surcharge

Charge:
\$15.75
\$0.16

Order: \$15.91

Shipment Number: 15104-100003-232
Ship Date: 8/25/2003
Delivery Date: 8/26/2003
Pieces/Weight: 1/0
Reference #: 005175.00001

Origin Location:

Delivery Location:

Order: \$12.88

Phone #: 453101
Phone Total: \$258.12

Questions about a particular shipment or charge? Call 800-683-7648 Extension 4
Questions about billing in general? Email accounting@overniteexpress.com
Overnite Express



Invoice Number: 456148
 Account Number: 15104
 Invoice Date: 9/8/2003
 Terms: NET 15 Days
 Total Account Balance:

\$591.03

Current Invoice Amount:

\$123.48

P.O. Box 14384, Irvine, CA, 92623-4384

Invoice Submitted to:
 Attn: Accounts Payable
 Atkinson, Andelson, Loya, Rudd & Romo-Pleasanton
 17871 Park Plaza Drive Ste: 200
 Cerritos CA 90703

Remittance Copy
 Please Return With Payment

3 -

Shipments from 9/1/2003 to 9/7/2003

Shipment Number: 15104-100009-213
 Pick-Up Date: 9/1/2003
 Delivery Date: 9/2/2003
 Pieces/Weight: 1/1
 Reference #: 000840.00000

Origin Location:

Delivery Location:

Order: \$20.96

Shipment Number: 15104-100010-213
 Pick-Up Date: 9/2/2003
 Delivery Date: 9/3/2003
 Pieces/Weight: 1/2
 Reference #: 000840.00000

Origin Location:

Delivery Location:

Order: \$23.48

Shipment Number: 15104-100016-200
 Pick-Up Date: 9/4/2003
 Delivery Date: 9/5/2003
 Pieces/Weight: 1/0
 Reference #: 000840.00000

Origin Location:

Delivery Location:

Order: \$15.15

Shipment Number: 15104-100008-232
 Pick-Up Date: 9/1/2003
 Delivery Date: 9/2/2003
 Pieces/Weight: 1/6
 Reference #: 000845.00000

Origin Location:

Delivery Location:

Order: \$33.08

Shipment Number: 15104-100009-232
 Pick-Up Date: 9/2/2003
 Delivery Date: 9/3/2003
 Pieces/Weight: 1/1
 Reference #: 000512.00001

Origin Location:
 Mark S. Williams
 Atkinson, Andelson, Loya, Rudd
 Pleasanton 94588

Delivery Location:
 John E. Hendrickso
 Contra Costa Commu
 Martinez 94553

Service:
 Morning Overnite
 Fuel Surcharge

Charge:
 \$14.75
 \$0.15

Order: \$14.90 ✓



Invoice #: 456148
 Invoice Total: \$123.48

Questions about a particular shipment or charge? Call 800-683-7648 Extension 4
 Questions about billing in general? Email accounting@overniteexpress.com

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2003
 INVOICE NO. 233859
 CLIENT NO. 005142
 P.J.L.
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
10/02/03	TELEPHONE G. MARVEL RE OBLIGATION TO BARGAIN IN AB 1207	PJL	0.50	57.50
10/02/03	LEGAL RESEARCH RE AB 1207	PJL	0.25	28.75
10/02/03	TELEPHONE G. MARVEL RE BARGAINING OBLIGATION	PJL	0.25	28.75
10/02/03	TELEPHONE ALCOHOL BEVERAGE CONTROL RE SERVING ALCOHOL ON CAMPUS	JJH	0.25	28.75
10/06/03	LEGAL RESEARCH RE MORRIS FRAUD; CORRESPONDENCE CLIENT RE ALCOHOLIC BEVERAGES	JJH	3.75	431.25
10/07/03	PREPARE LETTER OF INTENT FOR LEASE OF LOS MEDANOS COLLEGE BASEBALL FIELD	PJL	2.00	230.00
10/07/03	REVIEW LOS MEDANOS COLLEGE LETTER OF INTENT FOR USE OF BASEBALL FIELDS	PJL	1.50	172.50
10/07/03	TELEPHONE T. BECKETT RE SAN RAMON CAMPUS AND AGREEMENT FOR INFRASTRUCTURE IMPROVEMENTS	PJL	0.50	57.50
10/07/03	TELEPHONE T. SIMPSON RE PITCHESS MOTION	MLS	0.25	28.75
10/07/03	CALENDAR HEARING DATE FOR PITCHESS MOTION AND RELATED DEADLINES RE HARVEY-JONES	MJP	0.25	28.75
10/08/03	REVIEW AND REVISE LETTER OF INTENT TO DEVELOP LOS MEDANOS COLLEGE BASEBALL FIELDS	PJL	2.50	287.50
10/08/03	TELEPHONE J. HENDRICKSON RE BIO-SCIENCE INCUBATOR GROUP	MSW	0.25	28.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2003
 INVOICE NO. 233859
 CLIENT NO. 005142
 PJJ
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date	Atty.	Hrs.	Amt.
10/15/03	PJL	0.50	80.00
10/15/03	PJL	0.75	120.00
10/15/03	JJH	5.25	840.00
10/15/03	MLS	0.50	80.00
10/16/03	PJL	0.25	40.00
10/16/03	MSW	2.00	320.00
10/17/03	PJL	0.75	120.00
10/17/03	PJL	0.50	80.00
10/20/03	PJL	0.25	40.00
10/20/03	PJL	0.50	80.00
10/20/03	MSW	1.25	200.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2003
 INVOICE NO. 233859
 CLIENT NO. 005142
 P/JL
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amnt.
10/21/03	TELEPHONE S. MCCRAY RE ACCOMMODATION OF EPILEPTIC PERSON AND SHIPMAN STATUS	MLS	0.25	40.00
10/22/03	TELEPHONE G. MARVEL RE NEGOTIATIONS	PJL	0.75	120.00
10/22/03	TELEPHONE G. CALAGARI RE RECIPROCAL BASEMENT AGREEMENT FOR SAN RAMON CENTER	PJL	0.25	40.00
10/22/03	TELEPHONE S. MCCRAY RE TITLE FIVE RESTRICTIONS ON PROMOTIONAL OPPORTUNITIES	MLS	0.25	40.00
10/22/03	TELEPHONE S. MCCRAY RE ENTITLEMENT OF FAMILY LEAVE	MLS	0.25	40.00
10/22/03	TELEPHONE S. MCCRAY RE TITLE FIVE RESTRICTIONS ON IN-HOUSE PROMOTIONS; LEGAL RESEARCH; CORRESPONDENCE S. MCCRAY	MLS	1.00	160.00
10/24/03	TELEPHONE T. BECKETT RE SAN RAMON CENTER OPINION LETTER	PJL	0.50	80.00
10/24/03	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE SAN RAMON CENTER OPINION LETTER	PJL	3.00	480.00
10/27/03	DEVELOP STRIKE MANUAL	PJL	0.25	40.00
10/27/03	TELEPHONE J. HENDRICKSON RE RECENT LEGISLATION ON CLASSIFIED SHORT-TERM EMPLOYEES	PJL	0.25	40.00
10/27/03	LEGAL RESEARCH RE SCHEDULING OF SPECIAL BOARD MEETING	PJL	0.25	40.00
10/27/03	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE CONTRACT FOR SITE WORK FOR SAN RAMON VALLEY CENTER	PJL	3.50	560.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2003
 INVOICE NO. 233859
 CLIENT NO. 005142
 PJJ
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amnt.
10/27/03	REVISE BIO-SCIENCE INCUBATOR AGREEMENT	MSW	1.00	160.00
10/27/03	TELEPHONE T. SIMPSON RE PITCHES MOTION HEARING	MLS	0.25	40.00
10/27/03	LEGAL RESEARCH RE STRIKE MATERIALS	GBT	0.50	62.50
10/28/03	LEGAL RESEARCH RE AB 1207; CONFERENCE OFFICE	MLS	1.00	160.00
10/28/03	PREPARE FOR AND ATTEND HARVEY-JONES PITCHES MOTION	MLS	3.00	480.00
10/29/03	CONFERENCE OFFICE; LEGAL RESEARCH RE GOLDEN HANDSHAKE	PML	0.75	120.00
10/29/03	LEGAL RESEARCH RE GOLDEN HANDSHAKE AND NEGOTIATIONS ISSUES	PML	1.50	240.00
10/29/03	TELEPHONE S. WEINBERG RE GOLDEN HANDSHAKE	PML	0.25	40.00
10/29/03	CORRESPONDENCE G. MARVEL RE GOLDEN HANDSHAKE	PML	0.50	80.00
10/29/03	LEGAL RESEARCH; CONFERENCE OFFICE RE GOLDEN HANDSHAKE FOR PART-TIME EMPLOYEES	PJJ	0.25	40.00
10/29/03	TELEPHONE G. MARVEL RE GOLDEN HANDSHAKE	PJJ	0.25	40.00
10/29/03	TELEPHONE L. BEST RE INCUBATOR AGREEMENT	MSW	0.25	40.00
10/29/03	CONFERENCE OFFICE RE AB 1207 IMPLEMENTATION AND PART-TIME EMPLOYEES	MLS	0.50	80.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2003
 INVOICE NO. 233859
 CLIENT NO. 005142
 P.J.L.
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
10/30/03	PREPARE PROPOSED PROTECTIVE ORDER ON JONES-HARVEY PITCHESS MOTION; CORRESPONDENCE P. JOHNSON	MLS	0.50	80.00
10/31/03	CORRESPONDENCE CLIENT RE SAN RAMON VALLEY CENTER SITE IMPROVEMENT OPINION	PJL	0.50	80.00
10/31/03	TELEPHONE G. MARVEL RE GOLDEN HANDSHAKE LANGUAGE FOR SETTLEMENT	PJL	0.50	80.00

CURRENT FEES: \$ 8,432.50

GENERAL LEGAL ADVICE
 PO #BC 4383.4

DISBURSEMENTS:

10/01/03	AUTOMATED LEGAL RESEARCH	5.00
10/01/03	AUTOMATED LEGAL RESEARCH	57.00
10/01/03	AUTOMATED LEGAL RESEARCH	33.00

CURRENT DISBURSEMENTS \$95.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEIN, JANICE J.	JJH	143/hr.	10.75	1,540.00
LOYA, PAUL M.	PML	160/hr.	3.00	480.00
LUCEY, PETER J.	PJL	146/hr.	24.75	3,622.50
POLLARD, MARIANNE J.	MJP	115/hr.	0.25	28.75
SACKS, MARLEEN L.	MLS	151/hr.	10.25	1,550.00
TABAK, G B.	GBT	125/hr.	0.50	62.50
WILLIAMS, MARK S.	MSW	158/hr.	7.25	1,148.75

FEE SUMMARY TOTAL 8,432.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2003
 INVOICE NO. 233859
 CLIENT NO. 005142
 P.J.L.
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

Total: \$135 - 2.75 hrs
 \$124 - 18.50 hrs
 DISCRIMINATION COMPLAINTS

TOTAL MATTER BILLING 8,527.50

Date		Atty.	Hrs.	Amt.
10/01/03	REVIEW CORRESPONDENCE RE BILL FOR SERVICES FROM J. HUDAK RE GULA COMPLAINT (HENDRICKSON)	PJL	0.25	28.75
10/01/03	TELEPHONE A. CRAWFORD AND S. MCCRAY RE COMPLAINT	GBT	0.25	28.75
10/02/03	TELEPHONE S. MCCRAY RE CRAWFORD COMPLAINT	GBT	0.25	28.75
10/06/03	TELEPHONE A. CRAWFORD RE COMPLAINT	GBT	0.25	28.75
10/07/03	TELEPHONE E. FUENTES RE INVESTIGATION OF DISCRIMINATION COMPLAINT IN CRAWFORD	PJL	0.25	28.75
10/07/03	TELEPHONE AND E-MAIL A. CRAWFORD; TELEPHONE S. MCCRAY	GBT	0.50	57.50
10/08/03	TELEPHONE B. CUTLER RE CRAWFORD; TELEPHONE DISTRICT RE CRAWFORD INTERVIEW; E-MAIL A. CRAWFORD	GBT	1.00	115.00
10/10/03	TELEPHONE J. HUDAK RE EXTENSION OF TIME FOR INVESTIGATION IN GULA DISCRIMINATION COMPLAINT	PJL	0.50	80.00
10/13/03	REVIEW AND APPROVE J. HUDAK BILL FOR SERVICES IN GULA INVESTIGATION	PJL	0.25	40.00
10/13/03	REVIEW CORRESPONDENCE; TELEPHONE J. HUDAK RE LETTER OF EXTENSION IN GULA INVESTIGATION	PJL	0.50	80.00
10/13/03	LEGAL RESEARCH RE CRAWFORD INVESTIGATION	PJL	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2003
 INVOICE NO. 233859
 CLIENT NO. 005142
 PJL
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
10/13/03	CONFERENCE OFFICE RE CRAWFORD DISCRIMINATION COMPLAINT INVESTIGATION	PJL	0.25	40.00
10/13/03	TELEPHONE J. HUDAK RE GULA DISCRIMINATION COMPLAINT INVESTIGATION AND REQUEST FOR EXTENSION	PJL	0.25	40.00
10/13/03	PREPARE FOR AND INTERVIEW A. CRAWFORD RE COMPLAINT	GBT	5.50	687.50
10/20/03	REVIEW CORRESPONDENCE FROM K. CHARLTON RE TRANSFER OF AGENTS INVESTIGATING DFEH COMPLAINT	MLS	0.25	40.00
10/22/03	TELEPHONE B. CUTLER RE INVESTIGATION OF CRAWFORD DISCRIMINATION COMPLAINT	GBT	0.25	31.25
10/27/03	REVIEW INVESTIGATION REPORT RE CRAWFORD	GBT	1.25	156.25
10/28/03	REVIEW INVESTIGATION REPORT RE CRAWFORD DISCRIMINATION COMPLAINT; PREPARE FOR STAFF INTERVIEWS	GBT	2.75	343.75
10/29/03	TELEPHONE S. MCCRAY REVIEW CORRESPONDENCE RE FLORES COMPLAINT	PJL	0.25	40.00
10/29/03	INTERVIEW EMPLOYEES RE CRAWFORD DISCRIMINATION COMPLAINT	GBT	5.50	687.50
10/29/03	REVIEW FLORES DISABILITY DISCRIMINATION COMPLAINT	GBT	0.25	31.25
10/31/03	TELEPHONE M. FLORES RE DISCRIMINATION COMPLAINT; TELEPHONE CONTRA COSTA COLLEGE RE CONFERENCE ROOM	GBT	0.50	62.50
10/31/03	TELEPHONE DISTRICT RE CRAWFORD'S COMPLAINT AND ADDITIONAL ONES	GBT	0.25	31.25

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2003
 INVOICE NO. 233859
 CLIENT NO. 005142
 PJJ
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

CURRENT FEES: \$ 2,747.50

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJJ	152/hr.	2.75	417.50
SACKS, MARLEEN L.	MLS	160/hr.	0.25	40.00
TABAK, G.B.	GBT	124/hr.	18.50	2,290.00

FEE SUMMARY TOTAL 2,747.50

TOTAL MATTER BILLING 2,747.50

RETIREEES

Date		Atty.	Hrs.	Amt.
10/27/03	TELEPHONE T. RICH RE PRE-1984 RETIREES	PJJ	0.25	40.00
10/30/03	TELEPHONE T. RICH RE RETIREES' RIGHTS TO MEDICARE BENEFITS	PJJ	0.25	40.00

CURRENT FEES: \$ 80.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJJ	160/hr.	0.50	80.00

FEE SUMMARY TOTAL 80.00

TOTAL MATTER BILLING 80.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2003
 INVOICE NO. 233859
 CLIENT NO. 005142
 PJJ
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES *AG Total: \$135 - 0.50 hrs*
\$128 - 4.50 hrs

Date		Atty.	Hrs.	Amt.
10/01/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE COUNSELOR GRIEVANCE	MLS	0.50	57.50
10/01/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE SHIPMAN HEARING	MLS	0.25	28.75
10/07/03	REVIEW CORRESPONDENCE RE ASHBY REQUEST FOR FACT-FINDING	PJJ	0.25	28.75
10/07/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE SHIPMAN HBARING STATUS	MLS	0.25	28.75
10/07/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE UNIFIED FACULTY DEMAND FOR FACT FINDING IN ASHBY	MLS	0.25	28.75
10/07/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE POTENTIAL RESOLUTION OF COUNSELING GRIEVANCES	MLS	0.25	28.75
10/07/03	CONFERENCE OFFICE RE ASHBY GRIEVANCE STATUS	MLS	0.25	28.75
10/07/03	TELEPHONE C. DOOLITTLE RE SHIPMAN HEARINGS	MLS	0.25	28.75
10/07/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE ASHBY STUDENT COMPLAINTS	MLS	0.25	28.75
10/08/03	CONFERENCE OFFICE RE SELECTING HEARING OFFICER FOR SHIPMAN HEARING; CORRESPONDENCE C. DOOLITTLE	MLS	0.50	57.50
10/08/03	CORRESPONDENCE S. MCCRAY RE ASHBY GRIEVANCE STATUS	MLS	0.25	28.75
10/09/03	CONFERENCE OFFICE RE RESPONSE TO ASHBY GRIEVANCE	MLS	0.25	28.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2003
 INVOICE NO. 233859
 CLIENT NO. 005142
 PJL
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
10/10/03	CORRESPONDENCE G. MARVEL RE SHIPMAN HEARING	MLS	0.25	40.00
10/12/03	LEGAL RESEARCH RE USE OF STATUTE OF LIMITATIONS DEFENSE IN ASHBY GRIEVANCE	PJL	0.25	40.00
10/15/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE STATUS OF COUNSELING GRIEVANCE	MLS	0.25	40.00
10/20/03	TELEPHONE C. HARRIS' OFFICE RE ARBITRATION DATES	MLS	0.25	40.00
10/23/03	REVIEW CORRESPONDENCE FROM C. HARRIS RE ARBITRATION DATES IN BANKS GRIEVANCE	MLS	0.25	40.00
10/31/03	CORRESPONDENCE C. HARRIS RE SELECTING DATE FOR BANK ARBITRATION	MLS	0.25	40.00

CURRENT FEES: \$ 642.50

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJL	138/hr.	0.50	68.75
SACKS, MARLEEN L.	MLS	128/hr.	4.50	573.75

FEE SUMMARY TOTAL 642.50

TOTAL MATTER BILLING 642.50

BUSINESS AND TAX-GENERAL

Date	Atty.	Hrs.	Amt.
------	-------	------	------

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2003
 INVOICE NO. 233859
 CLIENT NO. 005142
 PJJ
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

		Total UP: 41.75 hrs \$115.		
Date	Description	Atty.	Hrs.	Amt.
10/03/03	REVIEW FACTS; PREPARE WITNESS QUESTIONS RE PITNER HEARING (MARVEL)	SVU	2.75	316.25
10/06/03	CONFERENCE OFFICE RE PITNER	MSW	0.25	28.75
10/06/03	REVIEW PITNER FILE	MSW	0.50	57.50
10/06/03	REVIEW CORRESPONDENCE FROM CLIENT RE PITNER PRE-HEARING CONFERENCE (MARVEL)	SVU	0.25	28.75
10/06/03	REVIEW FACTS FOR PRE-HEARING CLIENT CONFERENCE RE PITNER (MARVEL)	SVU	0.25	28.75
10/06/03	LEGAL RESEARCH; PREPARE FOR PITNER HEARING (MARVEL)	SVU	4.00	460.00
10/07/03	PREPARE FOR PITNER HEARING; CONFERENCE OFFICE	MSW	0.50	57.50
10/07/03	PREPARE FOR PITNER HEARING; LEGAL RESEARCH (MARVEL)	SVU	3.25	373.75
10/07/03	LEGAL RESEARCH RE PITNER (MARVEL)	SVU	2.00	230.00
10/08/03	REVIEW PITNER FILE; CONFERENCE M. EDELSTEIN; CONFERENCE G. MARVEL RE PITNER	MSW	5.00	800.00
10/08/03	PREPARE WITNESS EXAMINATION QUESTIONS RE PITNER	SVU	2.50	400.00
10/08/03	CONFERENCE OFFICE RE STRATEGY IN PITNER (MARVEL)	SVU	1.00	115.00
10/08/03	TELEPHONE CLIENT RE PITNER PERSONNEL FILE (MARVEL)	SVU	0.25	28.75
10/08/03	TELEPHONE CLIENT RE PITNER (MARVEL)	SVU	0.25	28.75
10/08/03	CONFERENCES CLIENT RE PITNER (MARVEL)	SVU	4.75	546.25

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

OCTOBER 31, 2003
 INVOICE NO. 233859
 CLIENT NO. 005142
 PJL
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

PITNER UNFAIR LABOR PRACTICE

Date		Atty.	Hrs.	Amt.
10/08/03	REVIEW CLIENT DOCUMENTS RE PITNER (MARVEL)	SVU	0.50	57.50
10/09/03	CONFERENCE OFFICE RE PITNER	MSW	0.25	28.75
10/09/03	TELEPHONE F. ARCE RE PRE-HEARING CONFERENCE IN PITNER (MARVEL)	SVU	0.25	28.75
10/09/03	TELEPHONE CLIENT RE PITNER MATTER (MARVEL)	SVU	0.25	28.75
10/09/03	TELEPHONE M. HARTSHORN RE EDELSTEIN INTERVIEW IN PITNER (MARVEL)	SVU	0.25	28.75
10/09/03	TELEPHONE CLIENT RE APPLICATION PACKETS FOR PITNER MATTER (MARVEL)	SVU	0.25	40.00
10/09/03	TELEPHONE F. ARCE RE RESCHEDULING PRE-HEARING CONFERENCE IN PITNER (MARVEL)	SVU	0.25	40.00
10/10/03	PREPARE FOR PITNER HEARING; PREPARE QUESTIONS FOR G. MARVEL IN PITNER (MARVEL)	MSW	4.00	640.00
10/10/03	PREPARE FOR PITNER HEARING; PREPARE EXHIBITS AND MOTIONS RE PITNER (MARVEL)	MSW	6.00	960.00
10/10/03	CONFERENCE M. HARTSHORN RE PITNER MATTER (MARVEL)	SVU	0.25	40.00
10/10/03	TELEPHONE CLIENT RE PITNER JOB ANNOUNCEMENT (MARVEL)	SVU	0.25	40.00
10/10/03	REVIEW JOB APPLICATIONS AND JOB ANNOUNCEMENT IN PITNER (MARVEL)	SVU	1.00	160.00
10/10/03	CONFERENCE M. HARTSHORN RE PITNER (MARVEL)	SVU	0.25	40.00
10/13/03	TELEPHONE INTERVIEW C. <u>MAGA</u> RE PITNER (MARVEL)	MSW	0.50	80.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2003
 INVOICE NO. 235283
 CLIENT NO. 005142
 PJL
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
11/03/03	CORRESPONDENCE CLIENT RE OPINION ON SAN RAMON CENTER	PJL	0.50	80.00
11/03/03	TELEPHONE E. FUENTES RE PERSONNEL ISSUES	MSW	0.25	40.00
11/03/03	REVIEW COMPUTER PRIZE FORM	MSW	0.25	40.00
11/03/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE ASHBY COMPLAINT	GBT	0.25	31.25
11/03/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE WILLIAMS MATTER	GBT	0.25	31.25
11/04/03	REVIEW CORRESPONDENCE RE DASILVA LETTER OF INTENT	PJL	0.25	40.00
11/04/03	CONFERENCE OFFICE RE ASHBY; TELEPHONE S. MCCRAY	GBT	0.25	31.25
11/05/03	REVIEW CORRESPONDENCE; REVIEW DASILVA OFFER OF PROPERTY EXCHANGE	PJL	0.25	40.00
11/05/03	CORRESPONDENCE CLIENT RE CLOSED SESSION AGENDA ITEM	PJL	0.50	80.00
11/06/03	TELEPHONE E. FUENTES RE USE OF CATEGORICAL FUNDS (EOPS AND DSPS)	PJL	0.25	40.00
11/06/03	TELEPHONE T. BECKETT RE SAN RAMON VALLEY CENTER RESOLUTION	PJL	0.25	40.00
11/06/03	REVIEW CORRESPONDENCE RE COMPUTER PRIZE	MSW	0.25	40.00
11/06/03	TELEPHONE K. CHARLTON RE JONES INVESTIGATION	MLS	0.50	80.00
11/06/03	TELEPHONE K. SPINETTA RE ASHBY; REVIEW FILE RE ASHBY	JJH	0.50	80.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2003
 INVOICE NO. 235283
 CLIENT NO. 005142
 PJL
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
11/07/03	CORRESPONDENCE CLIENT RE INTERPRETATION OF AB 290	PJL	1.75	280.00
11/07/03	LEGAL RESEARCH; CONFERENCE OFFICE RE USE OF CATEGORICAL FUNDS FOR REHIRE OF CLASSIFIED EMPLOYEES	PJL	0.50	80.00
11/07/03	CORRESPONDENCE S. MCCRAY RE JONES STATUS	MLS	0.25	40.00
11/07/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE JONES STATUS	MLS	0.25	40.00
11/07/03	TELEPHONE K. SPINETTA RE ASHBY	JJH	0.25	40.00
11/10/03	LEGAL RESEARCH RE IMPLEMENTATION OF PATRIOT ACT	PJL	0.25	40.00
11/12/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE JONES EXHAUSTION OF LEAVE	MLS	0.25	40.00
11/12/03	CORRESPONDENCE S. MCCRAY RE JONES STATUS OF TERMINATION	MLS	0.25	40.00
11/13/03	CONFERENCE OFFICE RE JOINT OCCUPANCY AGREEMENT	CDL	0.25	40.00
11/13/03	LEGAL RESEARCH RE JOINT USE AGREEMENTS	CDL	0.50	80.00
11/13/03	REVIEW CORRESPONDENCE AND CORRESPONDENCE S. MCCRAY RE TERMINATION HEARING IN JONES	MLS	0.25	40.00
11/13/03	TELEPHONE K. CHARLETON RE JONES DIRECTORY LISTING CORRECTION	MLS	0.25	40.00
11/14/03	TELEPHONE G. MEDOVOY RE RELEASE OF PERSONNEL INFORMATION TO PRESS	PJL	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2003
 INVOICE NO. 235283
 CLIENT NO. 005142
 PJJ
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
11/14/03	DRAFT RESOLUTION RE JOINT OCCUPANCY OF SAN RAMON CAMPUS	CDL	2.75	440.00
11/14/03	CORRESPONDENCE CLIENT RE JOINT OCCUPANCY RESOLUTION	CDL	1.25	200.00
11/14/03	LEGAL RESEARCH RE JOINT OCCUPANCY RESOLUTION	CDL	1.00	160.00
11/14/03	TELEPHONE J. HENDRICKSON RE PROPOSED POLICY ON REPORTING STUDENT CRIME	EBH	0.25	40.00
11/14/03	REVIEW FILE RE PROPOSED BUSINESS POLICY ON REPORTING CRIME	EBH	0.25	40.00
11/14/03	CORRESPONDENCE C. DOOLITTLE RE JONES TERMINATION	MLS	0.50	80.00
11/14/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE JONES DIRECTORY INFORMATION	MLS	0.25	40.00
11/14/03	CORRESPONDENCE S. MCCRAY RE BANK FACTFINDING DATE	MLS	0.25	40.00
11/17/03	CONFERENCE OFFICE RE PROPOSED JOINT OCCUPANCY AGREEMENT	CDL	0.25	40.00
11/17/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE JONES SICK LEAVE; CORRESPONDENCE S. MCCRAY	MLS	1.00	160.00
11/17/03	CORRESPONDENCE S. MCCRAY RE JONES STATUS	MLS	0.50	80.00
11/18/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE JONES LEAVE	MLS	0.25	40.00
11/18/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE JONES UNEMPLOYMENT CLAIMS	MLS	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2003
 INVOICE NO. 235283
 CLIENT NO. 005142
 PJL
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
11/19/03	TELEPHONE CLIENT RE JOINT OCCUPANCY AGREEMENT FOR SAN RAMON SITE	CDL	0.50	80.00
11/19/03	CONFERENCE OFFICE RE JOINT OCCUPANCY AGREEMENT REVISIONS	CDL	0.25	40.00
11/19/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE JONES; CORRESPONDENCE S. MCCRAY	MLS	0.50	80.00
11/20/03	TELEPHONE L. BEST RE INCUBATOR AGREEMENT	MSW	0.25	40.00
11/20/03	TELEPHONE CLIENT RE REVISIONS TO JOINT OCCUPANCY AGREEMENT	CDL	0.25	40.00
11/20/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE JONES PERSONNEL FILE	MLS	0.25	40.00
11/21/03	TELEPHONE CLIENT RE JOINT OCCUPANCY RESOLUTION	CDL	0.25	40.00
11/21/03	REVIEW REVISED JOINT OCCUPANCY RESOLUTION	CDL	0.25	40.00
11/21/03	CORRESPONDENCE CLIENT RE REVISIONS TO JOINT OCCUPANCY RESOLUTION	CDL	0.25	40.00
11/21/03	CORRESPONDENCE CLIENT RE ASHBY DISPUTE	JJH	0.50	80.00
11/21/03	REVIEW ASHBY STUDENT COMPLAINT FILE	JJH	0.50	80.00
11/21/03	TELEPHONE S. MCCRAY RE ASHBY COMPLAINT	JJH	0.25	40.00
11/24/03	TELEPHONE C. DOOLITTLE RE JONES STATUS	MLS	0.25	40.00
11/24/03	TELEPHONE S. MCCRAY RE JONES DOCTOR CERTIFICATION FOR RETURN TO WORK	MLS	0.25	40.00
11/25/03	TELEPHONE S. MCCRAY RE ASHBY	JJH	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2003
 INVOICE NO. 235283
 CLIENT NO. 005142
 PJL
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
11/25/03	TELEPHONE S. MCCRAY RE NOTICE TO JONES RE SKELLY	MLS	0.25	40.00
11/25/03	PREPARE FOR AND ATTEND TELEPHONE CONFERENCE G. MARVEL RE ASHBY	JJH	0.25	40.00
11/25/03	TELEPHONE S. MCCRAY RE ASHBY DISCIPLINE	JJH	0.25	40.00
11/26/03	REVIEW DASILVA PROPOSAL FOR EXCHANGE OF PROPERTY FOR CONSTRUCTION WORK	PJL	0.50	80.00
11/26/03	TELEPHONE K. CHARLTON AT DFEH RE JONES SETTLEMENT OPTIONS	MLS	0.25	40.00
11/26/03	TELEPHONE K. CHARLTON AND S. MCCRAY RE JONES SETTLEMENT DEMAND	MLS	0.50	80.00
11/26/03	TELEPHONE K. SPINETTA RE ASHBY; CORRESPONDENCE CLIENT RE ASHBY	JJH	0.75	120.00

CURRENT FEES: \$ 4,133.75

GENERAL LEGAL ADVICE
 PO #BC 4383.4

DISBURSEMENTS:

11/30/03	FAX/TELECOPY CHARGES	466.00
11/30/03	POSTAGE	6.69

CURRENT DISBURSEMENTS \$472.69

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEAREY, ELIZABETH B.	EBH	160/hr.	0.50	80.00
HEIN, JANICE J.	JJH	160/hr.	3.50	560.00
LOVELY, CHRISTINE D.	CDL	160/hr.	7.75	1,240.00

543

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

NOVEMBER 30, 2003
INVOICE NO. 235283
CLIENT NO. 005142
PJJ
PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

LUCEY, PETER J.	PJJ	160/hr.	5.25	840.00
SACKS, MARLEEN L.	MLS	160/hr.	7.25	1,160.00
TABAK, G B.	GBT	125/hr.	0.75	93.75
WILLIAMS, MARK S.	MSW	160/hr.	1.00	160.00

FEE SUMMARY TOTAL 4,133.75

AT5 \$125 - 52.00 hrs
Totals: \$135 - 19.50 hrs

TOTAL MATTER BILLING 4,606.44

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
11/03/03	TELEPHONE S. MCCRAY RE INVESTIGATION OF DISCRIMINATION COMPLAINTS	PJJ	0.25	40.00
11/03/03	LEGAL RESEARCH; CONFERENCE OFFICE RE COMMENCING INVESTIGATIONS	PJJ	0.50	80.00
11/03/03	TELEPHONE B. GREENE RE CRAWFORD DISCRIMINATION COMPLAINT	GBT	0.25	31.25
11/03/03	TELEPHONE M. FLORES RE INTERVIEW; REVIEW POLICE REPORT	GBT	0.50	62.50
11/04/03	LEGAL RESEARCH RE FLORES, BATES AND ANDREWS INVESTIGATIONS	PJJ	0.75	120.00
11/04/03	TELEPHONE S. MCCRAY RE PENDING DISCRIMINATION COMPLAINTS	PJJ	0.50	80.00
11/04/03	CONFERENCE OFFICE RE DISCRIMINATION INVESTIGATIONS	JJH	0.50	80.00
11/04/03	CORRESPONDENCE R. BUSHNELL RE ANDREWS; CONFERENCE OFFICE; TELEPHONE S. MCCRAY	GBT	0.75	93.75
11/04/03	REVIEW ORTIZ DISCRIMINATION COMPLAINT	GBT	0.25	31.25
11/05/03	CONFERENCE OFFICE; LEGAL RESEARCH RE FLORES, BATES AND ANDREWS INVESTIGATIONS	PJJ	1.00	160.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2003
 INVOICE NO. 235283
 CLIENT NO. 005142
 PJL
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
11/05/03	TELEPHONE S. MCCRAY RE PENDING DISCRIMINATION COMPLAINTS (FLORES, BATES AND ANDREWS)	PJL	0.50	80.00
11/05/03	TELEPHONE S. MCCRAY RE ORTIZ DISCRIMINATION COMPLAINT	GBT	0.25	31.25
11/05/03	PREPARE FOR AND INTERVIEW M. FLORES RE HER DISCRIMINATION COMPLAINT	GBT	3.50	437.50
11/05/03	REVIEW ORTIZ DISCRIMINATION COMPLAINT	GBT	0.25	31.25
11/06/03	TELEPHONE S. MCCRAY RE INVESTIGATIONS	PJL	0.25	40.00
11/06/03	TELEPHONE AND CORRESPONDENCE DISTRICT RE ORTIZ INTERVIEW	GBT	1.00	125.00
11/06/03	TELEPHONE INTERVIEW M. WEST RE CRAWFORD DISCRIMINATION COMPLAINT; PREPARE INVESTIGATION REPORT; TELEPHONE S. MCCRAY	GBT	4.75	593.75
11/07/03	TELEPHONE INTERVIEW C. DOOLITTLE RE COMPLAINT	GBT	1.75	218.75
11/07/03	REVIEW INVESTIGATION REPORT RE FLORES COMPLAINT	GBT	1.00	125.00
11/10/03	TELEPHONE INTERVIEW A. MUNOZ RE FLORES DISCRIMINATION COMPLAINT	GBT	2.50	312.50
11/11/03	TELEPHONE P. ORTIZ RE INVESTIGATION OF DISCRIMINATION COMPLAINT	GBT	0.25	31.25
11/11/03	E-MAIL S. MCCRAY RE FLORES DISCRIMINATION COMPLAINT	GBT	0.25	31.25
11/13/03	TELEPHONE P. ORTIZ'S ATTORNEY RE DISCRIMINATION COMPLAINT	GBT	0.75	93.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2003
 INVOICE NO. 235283
 CLIENT NO. 005142
 PJL
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
11/13/03	TELEPHONE M. HENRY RE FLORES DISCRIMINATION COMPLAINT	GBT	0.50	62.50
11/13/03	TELEPHONE CLIENT RE EXTENSION FROM R. ANDREWS	GBT	0.25	31.25
11/13/03	CALCULATE AND CALENDAR NEW DEADLINE TO COMPLETE INVESTIGATION RE ANDREWS	MJP	0.25	31.25
11/14/03	TELEPHONE S. MCCRAY RE ANDREWS DISCRIMINATION COMPLAINT; REVIEW COMPLAINT	GBT	0.50	62.50
11/14/03	PREPARE FOR C. BUGG INTERVIEW RE CRAWFORD DISCRIMINATION COMPLAINT	GBT	1.50	187.50
11/14/03	REVIEW CORRESPONDENCE FROM P. ORTIZ'S ATTORNEY RE INTERVIEW	GBT	0.25	31.25
11/17/03	INTERVIEW C. LI-BUGG RE CRAWFORD DISCRIMINATION COMPLAINT	GBT	4.00	500.00
11/17/03	TELEPHONE S. MCCRAY; REVIEW SMITH COMPLAINT	GBT	0.50	62.50
11/18/03	REVIEW ORTIZ COMPLAINT; CORRESPONDENCE OPPOSING COUNSEL	JJH	0.75	120.00
11/18/03	TELEPHONE E. FUENTES, S. MCCRAY AND P. GARCIA RE IT DEPARTMENT AND VARIOUS INVESTIGATIONS	GBT	0.25	31.25
11/18/03	TELEPHONE S. MCCRAY RE ANDREWS INVESTIGATION	GBT	0.25	31.25
11/18/03	CONFERENCE OFFICE RE ORTIZ DISCRIMINATION COMPLAINT; CORRESPONDENCE G. SNYDER	GBT	0.75	93.75
11/19/03	REVIEW ORTIZ DISCRIMINATION COMPLAINT; TELEPHONE E. ORTIZ	GBT	0.50	62.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

NOVEMBER 30, 2003
INVOICE NO. 235283
CLIENT NO. 005142
PJM
PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
11/19/03	CORRESPONDENCE P. ORTIZ'S ATTORNEY RE INTERVIEW OR ALTERNATIVES	GBT	0.50	62.50
11/19/03	REVIEW INVESTIGATION REPORT RE CRAWFORD	GBT	2.00	250.00
11/20/03	CONFERENCE OFFICE; LEGAL RESEARCH RE ORTIZ DISCRIMINATION INVESTIGATION	PJL	0.25	40.00
11/20/03	TELEPHONE S. MCCRAY RE BATES, EDWARDS AND ORTIZ INVESTIGATIONS; CONFERENCE OFFICE; TELEPHONE K. SPINETTA RE BATES; TELEPHONE J. VROMAN RE BATES; CORRESPONDENCE OPPOSING COUNSEL RE BATES RESPONSE; CORRESPONDENCE OPPOSING COUNSEL RE BATES	JJH	5.75	920.00
11/20/03	TELEPHONE S. MCCRAY RE ANDREWS; CONFERENCE OFFICE	GBT	0.25	31.25
11/20/03	TELEPHONE R. ANDREWS; REVIEW PREVIOUS INTERVIEWS AND OTHER DOCUMENTATION	GBT	1.00	125.00
11/20/03	TELEPHONE WITNESSES RE COMPLAINT	GBT	0.25	31.25
11/20/03	CORRESPONDENCE P. ORTIZ'S ATTORNEY RE DISCRIMINATION COMPLAINT AND NECESSITY FOR INTERVIEW	GBT	0.50	62.50
11/20/03	REVIEW INVESTIGATION REPORT RE CRAWFORD DISCRIMINATION COMPLAINT	GBT	2.75	343.75
11/20/03	REVIEW ORTIZ DISCRIMINATION COMPLAINT	GBT	0.50	62.50
11/21/03	TELEPHONE S. MCCRAY RE ANDREWS INVESTIGATION AND DISCIPLINE	JJH	0.25	40.00
11/21/03	LEGAL RESEARCH RE STUDENT COMPLAINT PROCEDURE	JJH	0.75	120.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2003
 INVOICE NO. 235283
 CLIENT NO. 005142
 PJL
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
11/21/03	CONFERENCE OFFICE RE ASHBY STUDENT COMPLAINT PROCESSING	MLS	0.25	40.00
11/21/03	CORRESPONDENCE E. SMITH RE APPOINTMENT	GBT	0.25	31.25
11/21/03	CORRESPONDENCE AND TELEPHONE E. ORTIZ RE DISCRIMINATION COMPLAINT	GBT	0.50	62.50
11/21/03	TELEPHONE INTERVIEW A. WILSON RE ANDREWS DISCRIMINATION COMPLAINT	GBT	0.75	93.75
11/24/03	CONFERENCE OFFICE RE INVESTIGATION INTO SEXUAL HARASSMENT CLAIM IN ANDREWS	CDQ	0.25	40.00
11/24/03	REVIEW ANDREWS COMPLAINT FILE	JJH	1.25	200.00
11/24/03	TELEPHONE J. HENDRICKSEN AND S. MCCRAY RE ANDREWS DISCIPLINE AND INVESTIGATION	JJH	0.50	80.00
11/24/03	CORRESPONDENCE CLIENT RE ANDREWS	JJH	0.50	80.00
11/24/03	CONFERENCE OFFICE RE ANDREWS INVESTIGATION	JJH	0.25	40.00
11/24/03	TELEPHONE E. ORTIZ RE DISCRIMINATION COMPLAINT	GBT	0.25	31.25
11/24/03	INTERVIEW P. GARCIA AND M. MCGREGOR RE CRAWFORD DISCRIMINATION COMPLAINT; PREPARE INVESTIGATION REPORT	GBT	1.75	218.75
11/24/03	CONFERENCE J. HENDRICKSON, J. WALSH AND S. MCCRAY RE ANDREWS DISCIPLINE AND DISCRIMINATION COMPLAINTS	GBT	0.50	62.50
11/25/03	TELEPHONE J. HUDAK RE CONTACT OF WITNESSES IN GULA INVESTIGATION	PJL	0.25	40.00
11/25/03	REVIEW CORRESPONDENCE RE EXTENSION OF TIME FOR GULA COMPLAINT INVESTIGATION	PJL	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2003
 INVOICE NO. 235283
 CLIENT NO. 005142
 PJL
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date	Atty.	Hrs.	Amt.
11/25/03	JJH	2.25	360.00
			TELEPHONE S. MCCRAY RE ANDREWS REPRIMANDS; REVIEW AND REVISE REPRIMANDS; CORRESPONDENCE CLIENT
11/25/03	JJH	0.50	80.00
			TELEPHONE N. BALLE RE STATUS IN BATES INVESTIGATION AND GRIEVANCES
11/25/03	JJH	0.50	80.00
			CONFERENCE OFFICE RE STATUS IN BATES, ASHBY, ANDREWS AND ORTIZ CASES
11/25/03	JJH	0.25	40.00
			FOLLOW-UP RE ORTIZ INVESTIGATION
11/25/03	GBT	0.25	31.25
			TELEPHONE E. SMITH RE INTERVIEW IN DISCRIMINATION COMPLAINT
11/25/03	GBT	0.25	31.25
			TELEPHONE D. MAIER AND R. ANDREWS ATTORNEY RE APPOINTMENT
11/25/03	GBT	0.25	31.25
			CORRESPONDENCE P. ORTIZ ATTORNEY RE ORTIZ'S DISCRIMINATION COMPLAINT
11/25/03	GBT	5.00	625.00
			REVIEW INVESTIGATION REPORT RE CRAWFORD DISCRIMINATION COMPLAINT
11/26/03	JJH	0.50	80.00
			PREPARE REPRIMAND FOR R. ANDREWS; REVIEW CONTRACT
11/26/03	GBT	2.00	250.00
			INTERVIEW P. GARCIA RE CRAWFORD DISCRIMINATION COMPLAINT; PREPARE INVESTIGATION REPORT
11/26/03	GBT	0.75	93.75
			REVIEW ORTIZ DISCRIMINATION COMPLAINT; PREPARE FOR INTERVIEW
11/26/03	GBT	4.25	531.25
			PREPARE FOR M. HENRY INTERVIEW RE FLORES DISCRIMINATION COMPLAINT; PREPARE INVESTIGATION REPORT

CURRENT FEES: \$ 9,620.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2003
 INVOICE NO. 235283
 CLIENT NO. 005142
 PJL
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEIN, JANICE J.	JJH	160/hr.	14.50	2,320.00
LUCEY, PETER J.	PJL	160/hr.	4.50	720.00
POLLARD, MARIANNE J.	MJP	125/hr.	0.25	31.25
QUAIDE, CHESLEY D.	CDQ	160/hr.	0.25	40.00
SACKS, MARLEEN L.	MLS	160/hr.	0.25	40.00
TABAK, G B.	GBT	125/hr.	51.75	6,468.75
FEE SUMMARY TOTAL				9,620.00
TOTAL MATTER BILLING				9,620.00

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
11/03/03	REVIEW CORRESPONDENCE FROM M. BATES RE AUDIT INVESTIGATION	GBT	0.25	31.25
11/04/03	REVIEW BATES FILE	JJH	0.25	40.00
11/04/03	CONFERENCE OFFICE RE BATES MATTER	GBT	0.50	62.50
11/05/03	REVIEW ORTIZ GRIEVANCE; REVIEW SMITH GRIEVANCE	GBT	0.50	62.50
11/06/03	TELEPHONE N. BALLE RE BATES; TELEPHONE S. MCCRAY RE BATES; REVIEW FILE RE BATES	JJH	0.50	80.00
11/07/03	TELEPHONE S. MCCRAY AND K. SPINETTA RE BATES	JJH	0.50	80.00
11/07/03	TELEPHONE S. MCCRAY RE ORTIZ AND SMITH GRIEVANCES	GBT	0.50	62.50
11/10/03	CONFERENCE OFFICE RE ORTIZ GRIEVANCE RESPONSE	MLS	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO)
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2003
 INVOICE NO. 235283
 CLIENT NO. 005142
 PJL
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
11/10/03	REVIEW ORTIZ AND SMITH GRIEVANCES; CONFERENCE OFFICE RE INVESTIGATION	MLS	0.50	80.00
11/10/03	CONFERENCE RE SMITH AND ORTIZ GRIEVANCES	GBT	0.25	31.25
11/11/03	CORRESPONDENCE S. MCCRAY RE SMITH AND ORTIZ GRIEVANCES	MLS	1.50	240.00
11/11/03	TELEPHONE S. MCCRAY RE RESPONSES TO SMITH AND ORTIZ GRIEVANCES	MLS	0.25	40.00
11/11/03	TELEPHONE C. LI-BUGG RE RESPONSE TO ORTIZ AND SMITH GRIEVANCES; REVIEW RESPONSE FROM P. GARCIA	GBT	2.50	312.50
11/12/03	TELEPHONE N. BALLEES; TELEPHONE J. VROMAN; TELEPHONE S. MCCRAY; REVIEW FILE RE BATES	JJH	1.50	240.00
11/12/03	TELEPHONE G. MARVEL RE SHIPMAN DEMOTION	MLS	0.25	40.00
11/13/03	CORRESPONDENCE E. FUENTES RE SHIPMAN SETTLEMENT	MLS	0.25	40.00
11/13/03	TELEPHONE E. ORTIZ RE POSSIBLE RETALIATION AND UNION GRIEVANCE	GBT	0.75	93.75
11/14/03	TELEPHONE K. SPINETTA; TELEPHONE N. BALLEES; CORRESPONDENCE OPPOSING COUNSEL RE BATES	JJH	1.50	240.00
11/14/03	TELEPHONE S. MCCRAY RE STATUS OF BANK, ASHBY AND JONES MATTERS	MLS	0.25	40.00
11/17/03	TELEPHONE S. MCCRAY RE ASHBY GRIEVANCE AND FACTFINDING DEMAND; REVIEW FILE	MLS	0.50	80.00
11/17/03	TELEPHONE S. WEINBERG RE FACTFINDING PANEL	MLS	0.50	80.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2003
 INVOICE NO. 235283
 CLIENT NO. 005142
 PJL
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
11/19/03	CORRESPONDENCE OPPOSING COUNSEL RE BATES	JJH	0.50	80.00
11/19/03	TELEPHONE E. FUENTES RE BANK ARBITRATION DATE	MLS	0.25	40.00
11/20/03	LEGAL RESEARCH; CONFERENCE OFFICE RE BATES INVESTIGATION	PJL	0.25	40.00
11/21/03	CORRESPONDENCE OPPOSING COUNSEL RE BATES	JJH	0.50	80.00
11/21/03	CORRESPONDENCE CLIENT RE BATES	JJH	0.50	80.00
11/21/03	TELEPHONE E. FUENTES AND J. VROMAN RE BATES INVESTIGATION	JJH	0.50	80.00
11/21/03	REVIEW ORTIZ GRIEVANCE LEVEL THREE	MLS	0.25	40.00
11/21/03	REVIEW GRIEVANCE FROM E. ORTIZ; REVIEW COLLECTIVE BARGAINING AGREEMENT	GBT	0.25	31.25
11/24/03	TELEPHONE E. FUENTES RE STATUS IN BATES AUDIT	JJH	0.25	40.00
11/24/03	TELEPHONE N. BALLE RE STATUS IN BATES COMPLAINT	JJH	0.25	40.00
11/24/03	TELEPHONE J. VROMAN RE STATUS OF BATES INVESTIGATION AND EVALUATION	JJH	0.25	40.00
11/24/03	TELEPHONE E. FUENTES RE BATES EVALUATION	JJH	0.25	40.00
11/24/03	TELEPHONE S. MCCRAY RE BATES EVALUATION	JJH	0.25	40.00
11/24/03	REVIEW EVALUATION PROCESS RE BATES	JJH	1.25	200.00
11/24/03	CORRESPONDENCE S. MCCRAY RE RESPONSE TO ORTIZ GRIEVANCES	MLS	0.50	80.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2003
 INVOICE NO. 235283
 CLIENT NO. 005142
 PJJ
 PAGE: 16

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
11/25/03	LEGAL RESEARCH; CONFERENCE OFFICE RE RESPONSE TO ASHBY GRIEVANCE	PJJ	0.50	80.00
11/25/03	TELEPHONE N. BALLE RE CHANGE IN EVALUATION DATE AND EXTENSION FOR GRIEVANCE RESPONSE IN BATES	JJH	0.25	40.00
11/25/03	TELEPHONE A. MURILLO RE EVALUATION AND STATEMENT OF CHARGES IN BATES	JJH	0.25	40.00
11/25/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE SMITH GRIEVANCE	MLS	0.25	40.00
11/25/03	CORRESPONDENCE S. MCCRAY RE DENIAL OF SMITH GRIEVANCES AGAINST CRAWFORD AND LI-BUGG	MLS	0.50	80.00
11/25/03	PREPARE FOR AND ATTEND TELEPHONE CONFERENCE G. MARVEL RE BATES	JJH	0.50	80.00
11/25/03	TELEPHONE S. MCCRAY RE BATES EVALUATION	JJH	0.25	40.00
11/25/03	CORRESPONDENCE E. SMITH RE GRIEVANCE APPEAL	GBT	0.25	31.25
11/26/03	LEGAL RESEARCH RE EVALUATION PROCESS; TELEPHONE K. SPINETTA RE BATES EVALUATION; TELEPHONE G. MARVEL RE BATES	JJH	2.00	320.00
11/26/03	TELEPHONE N. BALLE RE BATES EVALUATION; CORRESPONDENCE OPPOSING COUNSEL	JJH	0.75	120.00
11/26/03	TELEPHONE K. SPINETTA RE BATES	JJH	0.50	80.00

CURRENT FEES: \$ 3,918.75

FEE SUMMARY

NAME INT RATE HOURS AMOUNT

553

ATKINSON, ANDELSON, LOYA, RUUD & ROMO

TAX ID# 95-3378600

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2003
 INVOICE NO. 235283
 CLIENT NO. 005142
 PJL
 PAGE: 17

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

HEIN, JANICE J.	JJH	160/hr.	13.25	2,120.00
LUCEY, PETER J.	PJL	160/hr.	0.75	120.00
SACKS, MARLEEN L.	MLS	160/hr.	6.00	960.00
TABAK, G B.	GBT	125/hr.	5.75	718.75

FEE SUMMARY TOTAL 3,918.75

TOTAL MATTER BILLING 3,918.75

BUSINESS AND TAX-GENERAL

Date		Atty.	Hrs.	Amt.
11/19/03	REVIEW MASTER LEASE/PURCHASE AGREEMENT FOR ELECTRONIC DATA PROCESSING EQUIPMENT AND REVIEW DISTRICT RESOLUTION	JTB	2.00	320.00

CURRENT FEES: \$ 320.00

BUSINESS AND TAX-GENERAL

DISBURSEMENTS:

11/30/03	FAX/TELECOPY CHARGES			4.00
11/30/03	PHOTOCOPIES			0.80

CURRENT DISBURSEMENTS \$4.80

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
BOEHM, JOEL T.	JTB	160/hr.	2.00	320.00

FEE SUMMARY TOTAL 320.00

TOTAL MATTER BILLING 324.80

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

NOVEMBER 30, 2003
 INVOICE NO. 235283
 CLIENT NO. 005142
 PJL
 PAGE: 18

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

PITNER UNFAIR LABOR PRACTICE

Date		Atty.	Hrs.	Amt.
11/11/03	REVIEW PERB CORRESPONDENCE RE PITNER	MSW	0.25	40.00
11/12/03	PREPARE BRIEF; REVIEW TRANSCRIPT; LEGAL RESEARCH RE PITNER	MSW	8.00	1,280.00
11/13/03	CONFERENCE OFFICE RE PITNER	MSW	0.25	40.00
11/13/03	CALCULATE AND CALENDAR DEADLINES FOR FILING MOTION TO CORRECT HEARING TRANSCRIPT AND FOR FILING POST-HEARING BRIEFS RE PITNER	MJP	0.25	31.25
11/17/03	CONFERENCE OFFICE RE PITNER	MSW	0.25	40.00
11/24/03	PREPARE PITNER POST-HEARING BRIEF (MARVEL)	SVU	0.75	120.00
11/24/03	REVIEW PITNER HEARING TRANSCRIPT (MARVEL)	SVU	0.75	120.00

CURRENT FEES: \$ 1,671.25

PITNER UNFAIR LABOR PRACTICE

DISBURSEMENTS:

11/10/03	DEPOSITION FEES AND COSTS			246.03
			CURRENT DISBURSEMENTS	\$246.03

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
POLLARD, MARIANNE J.	MJP	125/hr.	0.25	31.25
UZELAC, SUZANNE V.	SVU	160/hr.	1.50	240.00
WILLIAMS, MARK S.	MSW	160/hr.	8.75	1,400.00
FEE SUMMARY TOTAL				1,671.25

555

11-14-03

Expedite pay. It per MSW. Need transcript for brief due in 30 days. Pay ASAP. any question call MSW Thanks Nancy

NORTHAND REI REPORTING CORPORATION
Madshaw Road, Suite 240
Berkeley, CA 94702
(916) 362-2345
TIN: 94-2313574

INVOICE NUMBER: E-84779
Please write this number on your check to assure proper credit for your account.

INVOICE DATE: November 10, 2003

Bill To:

Same

5775 Stoneridge Mall Road
Suite 200
Pleasanton, CA 94588
Attn: Mark Williams

5142.19

V. 11/10/03
DJP

Date Taken: 10/22/03
Reporter: Loverro
Job Number: MM752
Case: Pitner vs Contra Costa CCD
SF-CE-2292-E

One Copy
177 Pages @ 1.39

\$ 246.03

Invoice Total: \$ 246.03

AP
11/12/03

RECEIVED
NOV 12 2003

11/10/03
 BILL CLIENT
 BILLED



ATKINSON, ANDELSON, LOYA, RUUD & ROMO)
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2003
 INVOICE NO. 236708
 CLIENT NO. 005142
 PJL
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
11/26/03	CORRESPONDENCE J. HENDRICKSON RE BIO-SCIENCE INCUBATOR AGREEMENT	MSW	0.25	40.00
12/01/03	REVIEW CORRESPONDENCE RE RELEASE OF PROBATIONARY FACULTY MEMBER (LIPMAN)	PJL	0.25	40.00
12/01/03	TELEPHONE A. MURILLO; TELEPHONE K. SPINETTA; TELEPHONE G. MARVEL; TELEPHONE S. MCCRAY; CORRESPONDENCE CLIENT RE ASHBY	JJH	1.50	240.00
12/01/03	CORRESPONDENCE OPPOSING COUNSEL RE LIPMAN; REVIEW FILE; TELEPHONE S. MCCRAY RE RESIGNATION DOCUMENTS	JJH	1.50	240.00
12/01/03	TELEPHONE S. MCCRAY RE SERVICE OF SUMMONS	JJH	0.25	40.00
12/01/03	TELEPHONE S. MCCRAY RE JONES SETTLEMENT OPTIONS	MLS	0.25	40.00
12/01/03	TELEPHONE K. CHARLETON RE JONES SETTLEMENT OFFER	MLS	0.25	40.00
12/01/03	TELEPHONE K. CHARLETON RE JONES SETTLEMENT	MLS	0.25	40.00
12/01/03	REVIEW CORRESPONDENCE FROM C. DOOLITTLE RE JONES HEARING	MLS	0.25	40.00
12/01/03	TELEPHONE S. MCCRAY RE JONES SETTLEMENT AGREEMENT; PREPARE PROPOSED AGREEMENT; CORRESPONDENCE K. CHARLTON	MLS	1.00	160.00
12/02/03	LEGAL RESEARCH RE RELEASE OF PROBATIONARY FACULTY MEMBER (LIPMAN)	PJL	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

DECEMBER 31, 2003
INVOICE NO. 236708
CLIENT NO. 005142
PJL
PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
12/02/03	CONFERENCE OFFICE RE JONES SETTLEMENT STATUS	MLS	0.25	40.00
12/02/03	TELEPHONE K. CHARLETON RE JONES SETTLEMENT STATUS	MLS	0.25	40.00
12/02/03	CORRESPONDENCE C. DOOLITTLE RE JONES MEDICAL VERIFICATION REQUEST	MLS	0.50	80.00
12/02/03	TELEPHONE S. MCCRAY RE JONES SETTLEMENT STATUS AND UNEMPLOYMENT CLAIM	MLS	0.25	40.00
12/02/03	LEGAL RESEARCH RE JONES UNEMPLOYMENT/SDI CLAIM	MLS	0.25	40.00
12/02/03	TELEPHONE S. MCCRAY, S. BINNING, D. LOQUAIO AND C. DOOLITTLE RE JONES SKELLY AND UNEMPLOYMENT BENEFITS APPEAL	MLS	1.00	160.00
12/02/03	TELEPHONE C. DOOLITTLE RE JONES SKELLY MEETING AND SETTLEMENT ISSUES	MLS	0.25	40.00
12/03/03	TELEPHONE S. MCCRAY RE JONES SETTLEMENT ISSUES AND UNEMPLOYMENT CLAIM	MLS	0.50	80.00
12/05/03	TELEPHONE K. CHARLETON RE JONES SETTLEMENT OFFER	MLS	0.25	40.00
12/08/03	CONFERENCE OFFICE; REVIEW CORRESPONDENCE RE LIPMAN EXPULSION COMPLAINT	PJL	0.25	40.00
12/08/03	CONFERENCE OFFICE RE ASHBY DISCIPLINE AND STATUS IN LIPMAN	JJH	0.25	40.00
12/08/03	PREPARE CHARGES AGAINST ASHBY; TELEPHONE K. SPINETTA	JJH	1.50	240.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2003
 INVOICE NO. 236708
 CLIENT NO. 005142
 PJL
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
12/15/03	TELEPHONE E. FUENTES RE JONES UNEMPLOYMENT HEARING	MLS	0.25	40.00
12/15/03	CONFERENCE OFFICE RE LIPMAN	MLS	0.25	40.00
12/15/03	PREPARE FOR AND ATTEND JONES UNEMPLOYMENT HEARING	MLS	3.50	560.00
12/16/03	TELEPHONE E. FUENTES RE ORTEGA NOTICE; PREPARE NOTICE	JJH	2.50	400.00
12/16/03	PREPARE EXHIBITS TO NOTICE OF UNPROFESSIONAL CONDUCT; REVIEW NOTICE RE ORTEGA	SLK	1.50	187.50
12/18/03	TELEPHONE G. MARVEL RE NEW LEGISLATION ON SHORT TERM EMPLOYEES	PJL	0.25	40.00
12/18/03	TELEPHONE M. WILLIAMS RE ORTEGA; TELEPHONE E. FUENTES RE ORTEGA; REVISE NOTICE; CORRESPONDENCE CLIENT; EMAILS TO AND FROM E. FUENTES, M. WILLIAMS AND S. LAMB; TELEPHONE S. LAMB; REVIEW CONTRACT RE UNDERLOAD	JJH	2.00	320.00
12/18/03	REVIEW ASHBY FILE; AMEND NOTICE OF UNPROFESSIONAL CONDUCT; TELEPHONE K. SPINETTA; EMAIL E. FUENTES	JJH	1.25	200.00
12/19/03	TELEPHONE DISTRICT AUDITOR RE PENDING LIABILITIES	PJL	0.25	40.00
12/19/03	PREPARE FILE MEMO RE RESPONSE TO AUDIT REQUEST	PJL	0.25	40.00
12/19/03	CORRESPONDENCE CLIENT RE ASHBY; REVIEW NEW DOCUMENTS; REVISE NOTICE; EMAILS E. FUENTES AND K. SPINETTA; TELEPHONE K. SPINETTA; TELEPHONE E. FUENTES	JJH	2.25	360.00

559

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2003
 INVOICE NO. 236708
 CLIENT NO. 005142
 PJL
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
12/19/03	TELEPHONE E. FUENTES RE SAMPLE PROOF OF SERVICE; CORRESPONDENCE C. ECKELMANN	MLS	0.50	80.00
12/19/03	PREPARE ANNUAL AUDIT RESPONSE	MLS	0.25	40.00
12/22/03	PREPARE AUDIT RESPONSE	PJL	0.50	80.00
12/22/03	LEGAL RESEARCH; CORRESPONDENCE L. ROSALES RE FIRST RETIREES SUIT REQUIREMENT FOR CONTINUANCE OF DENTAL PLAN BENEFITS	PJL	0.75	120.00
12/22/03	LEGAL RESEARCH RE LICENSE AGREEMENTS	JJH	0.25	40.00
12/22/03	TELEPHONE J. HENDRICKSON RE PROPOSED LICENSE AGREEMENT FOR CAREER EXPLORATION INSTRUCTIONAL MODULE	EBH	0.25	40.00
12/22/03	PREPARE CONTRACT FOR USE OF CAREER EXPLORATION MODULES PROGRAM	EBH	2.00	320.00
12/31/03	PREPARE FILES RE ASHBY	SLK	0.75	93.75
12/31/03	PREPARE FILES RE ORTEGA	SLK	0.75	93.75
CURRENT FEES:				\$ 8,815.00

GENERAL LEGAL ADVICE
 PO #BC 4383.4

DISBURSEMENTS:

12/16/03	OVERNIGHT DELIVERY	12.88
12/18/03	DOCUMENT PREPARATION AND WORD PROCESSING	20.00
CURRENT DISBURSEMENTS		\$32.88

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
ATKINSON, ANDELSON, LOYA, RUUD & ROMO	560			
			TAX ID# 95-3378600	

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2003
 INVOICE NO. 236708
 CLIENT NO. 005142
 PJL
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

HEAREY, ELIZABETH B.	EBH	160/hr.	2.25	360.00
HEIN, JANICE J.	JJH	160/hr.	25.75	4,120.00
KAPLAN, SUSAN L.	SLK	125/hr.	3.00	375.00
LUCEY, PETER J.	PJL	160/hr.	6.75	1,080.00
SACKS, MARLEEN L.	MLS	160/hr.	17.00	2,720.00
WILLIAMS, MARK S.	MSW	160/hr.	1.00	160.00
FEE SUMMARY TOTAL				8,815.00
TOTAL MATTER BILLING				8,847.88

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
12/01/03	PREPARE LETTER OF REPRIMAND FOR R. ANDREWS	JJH	0.25	40.00
12/01/03	INTERVIEW E. ORTIZ RE DISCRIMINATION COMPLAINT	GBT	4.00	500.00
12/01/03	TELEPHONE INTERVIEW A. ODOM RE FLORES DISCRIMINATION COMPLAINT; PREPARE INVESTIGATION REPORT	GBT	0.75	93.75
12/02/03	LEGAL RESEARCH; CONFERENCE OFFICE RE ORTIZ DISCRIMINATION COMPLAINT	PJL	0.25	40.00
12/02/03	CONFERENCE RE ORTIZ DISCRIMINATION COMPLAINT; TELEPHONE S. MCCRAY	GBT	0.50	62.50
12/02/03	CORRESPONDENCE AND TELEPHONE D. MAIER; PREPARE INVESTIGATION REPORT RE ANDREWS	GBT	1.50	187.50
12/02/03	INTERVIEW K. DE LA CRUZ RE FLORES DISCRIMINATION COMPLAINT; TELEPHONE S. MCCRAY	GBT	1.00	125.00
12/03/03	REVIEW INVESTIGATION REPORT RE ANDREWS DISCRIMINATION COMPLAINT	GBT	0.50	62.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2003
 INVOICE NO. 236708
 CLIENT NO. 005142
 PJL
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
12/04/03	PREPARE FOR AND INTERVIEW E. SMITH RE DISCRIMINATION COMPLAINT	GBT	4.25	531.25
12/04/03	PREPARE INVESTIGATION REPORT RE FLORES	GBT	0.50	62.50
12/05/03	REVIEW INVESTIGATION REPORT RE FLORES DISCRIMINATION COMPLAINT; CALL DSPS AT DISTRICT	GBT	2.50	312.50
12/05/03	TELEPHONE G. SNYDER RE ORTIZ COMPLAINT	GBT	0.25	31.25
12/05/03	PREPARE FOR ANDREWS INTERVIEW	GBT	0.50	62.50
12/08/03	CONFERENCE OFFICE RE ORTIZ DISCRIMINATION COMPLAINT	PJL	0.25	40.00
12/08/03	CORRESPONDENCE CLIENT RE ANDREWS	JJH	0.25	40.00
12/08/03	REVIEW FILE; CONFERENCE OFFICE RE ORTIZ INVESTIGATION	JJH	0.75	120.00
12/08/03	CORRESPONDENCE S. MCCRAY RE SICK LEAVE CALCULATION IN SMITH	GBT	0.25	31.25
12/08/03	CONFERENCE OFFICE RE ORTIZ DISCRIMINATION COMPLAINT AND TIMELINES	GBT	0.25	31.25
12/08/03	INTERVIEW R. ANDREWS RE DISCRIMINATION COMPLAINT	GBT	5.50	687.50
12/09/03	CORRESPONDENCE CLIENT RE FLORES COMPLAINT	JJH	0.75	120.00
12/09/03	PREPARE INVESTIGATION REPORT RE FLORES COMPLAINT	GBT	0.50	62.50
12/09/03	PREPARE INVESTIGATION REPORT RE ANDREWS; PREPARE FOR J. WALSH AND M. CARPENTER INTERVIEWS	GBT	5.00	625.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

DECEMBER 31, 2003
INVOICE NO. 236708
CLIENT NO. 005142
PJM
PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
12/10/03	INTERVIEW J. WALSH, M. CARPENTER AND A. WION RE ANDREWS COMPLAINT	GBT	6.00	750.00
12/10/03	REVIEW INVESTIGATION REPORT RE CRAWFORD DISCRIMINATION COMPLAINT	GBT	1.50	187.50
12/11/03	CONFERENCE OFFICE RE CRAWFORD COMPLAINT	JJH	0.25	40.00
12/11/03	REVIEW INVESTIGATION REPORT RE CRAWFORD DISCRIMINATION COMPLAINT	GBT	5.00	625.00
12/11/03	REVIEW INVESTIGATION REPORT RE ANDREWS DISCRIMINATION COMPLAINT	GBT	1.50	187.50
12/12/03	REVIEW CRAWFORD INVESTIGATION; REVIEW FILE	JJH	1.75	280.00
12/12/03	REVIEW CORRESPONDENCE FROM K. CHARLETON RE LIST OF WITNESSES FOR JONES INVESTIGATION	MLS	0.25	40.00
12/12/03	CORRESPONDENCE E. FUENTES RE JONES DFEH INVESTIGATION	MLS	0.25	40.00
12/12/03	REVIEW INVESTIGATION REPORT RE ANDREWS DISCRIMINATION COMPLAINT; INTERVIEW WITNESSES J. HAMMER AND A. CLARK	GBT	4.50	562.50
12/12/03	REVIEW INVESTIGATION REPORT RE CRAWFORD DISCRIMINATION COMPLAINT	GBT	0.25	31.25
12/15/03	REVIEW CORRESPONDENCE FROM E. FUENTES RE JONES DFEH INVESTIGATION	MLS	0.25	40.00
12/15/03	CORRESPONDENCE A. CRAWFORD AND S. MCCRAY RE INVESTIGATION RESULTS	GBT	3.50	437.50
12/15/03	TELEPHONE WITNESSES N. DUNN AND M. ALFORD; TELEPHONE J. WALSH; PREPARE INVESTIGATION REPORT	GBT	2.50	312.50

ATKI DN, ANDELSON, LOYA, RUUD & RO.)
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2003
 INVOICE NO. 236708
 CLIENT NO. 005142
 PJL
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
12/16/03	CONFERENCE OFFICE RE ANDREWS INVESTIGATION	JJH	0.25	40.00
12/16/03	CORRESPONDENCE K. CHARLTON RE JONES INTERVIEWS	MLS	0.25	40.00
12/16/03	REVIEW INVESTIGATION REPORT RE ANDREWS DISCRIMINATION COMPLAINT	GBT	4.00	500.00
12/16/03	FORWARD REPORT TO R. BLACK RE CRAWFORD COMPLAINT	GBT	0.50	62.50
12/16/03	REVIEW STATUS OF INVESTIGATION OF ANDREWS' EMPLOYMENT CLAIMS	MJP	0.25	31.25
12/17/03	TELEPHONE K. CHARLETON RE CANCELLATION OF DFEH INVESTIGATION INTERVIEWS IN JONES	MLS	0.25	40.00
12/17/03	CORRESPONDENCE M. MAGALONG RE RESCHEDULING JONES DFEH INTERVIEWS	MLS	0.25	40.00
12/17/03	FORWARD INVESTIGATION REPORT TO STATE CHANCELLOR AND E. FUENTES RE CRAWFORD	GBT	1.25	156.25
12/17/03	TELEPHONE J. WALSH RE ANDREWS DISCRIMINATION COMPLAINT; PREPARE INVESTIGATION REPORT	GBT	1.25	156.25
12/18/03	REVIEW CORRESPONDENCE FROM K. CHARLETON RE JONES WITNESS INTERVIEWS; CORRESPONDENCE M. MAGALONG	MLS	0.50	80.00
12/18/03	CORRESPONDENCE P. ORTIZ RE INVESTIGATION OF DISCRIMINATION COMPLAINT	GBT	0.50	62.50
12/18/03	REVIEW INVESTIGATION OF ANDREWS DISCRIMINATION COMPLAINT; INTERVIEW WITNESS D. SWEAT	GBT	2.50	312.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO)
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2003
 INVOICE NO. 236708
 CLIENT NO. 005142
 PJL
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
12/19/03	REVIEW AND REVISE RESPONSE RE ORTIZ INVESTIGATION	JJH	0.50	80.00
12/19/03	TELEPHONE R. MCCALL RE STATUS OF CLAIM IN JONES	MLS	0.50	80.00
12/19/03	CORRESPONDENCE P. ORTIZ RE INVESTIGATION OF DISCRIMINATION COMPLAINT	GBT	1.00	125.00
12/19/03	REVIEW INVESTIGATION REPORT RE ANDREWS DISCRIMINATION COMPLAINT; TELEPHONE WITNESS A. MORRISON	GBT	2.50	312.50
12/22/03	CONFERENCE OFFICE RE ORTIZ DISCRIMINATION COMPLAINT RESPONSE	PJL	0.25	40.00
12/22/03	REVIEW AND REVISE CORRESPONDENCE G. SNYDER RE ORTIZ INVESTIGATION	JJH	0.25	40.00
12/22/03	REVIEW AND REVISE ANDREWS' INVESTIGATION REPORT; REVIEW FILE	JJH	1.50	240.00
12/22/03	REVIEW INVESTIGATION REPORT RE ANDREWS DISCRIMINATION COMPLAINT; CORRESPONDENCE R. ANDREWS RE RESULTS OF INVESTIGATION	GBT	5.00	625.00
12/22/03	CORRESPONDENCE P. ORTIZ RE INVESTIGATION OF DISCRIMINATION COMPLAINT	GBT	0.50	62.50
12/23/03	REVIEW AND REVISE ANDREWS INVESTIGATION SUMMARY	JJH	0.50	80.00
12/23/03	REVIEW INVESTIGATION REPORT RE ANDREWS DISCRIMINATION COMPLAINT; CORRESPONDENCE R. ANDREWS	GBT	3.00	375.00
12/23/03	FORWARD REPORT TO R. BLACK RE CRAWFORD DISCRIMINATION COMPLAINT	GBT	1.50	187.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2003
 INVOICE NO. 236708
 CLIENT NO. 005142
 PJL
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
12/24/03	REVIEW INVESTIGATION REPORT RE ORTIZ DISCRIMINATION COMPLAINT	GBT	0.50	62.50
12/24/03	REVIEW INVESTIGATION REPORT RE CRAWFORD COMPLAINT TO STATE CHANCELLOR	GBT	0.25	31.25
12/29/03	FORWARD INVESTIGATION REPORT AND MEMO TO E. FUENTES RE ANDREWS DISCRIMINATION COMPLAINT	GBT	1.00	125.00
12/29/03	REVIEW INVESTIGATION REPORT RE ORTIZ DISCRIMINATION COMPLAINT	GBT	3.00	375.00
12/30/03	REVIEW R. BLACK INVESTIGATION REPORT RE ANDREWS DISCRIMINATION COMPLAINT	GBT	1.75	218.75
12/30/03	REVIEW INVESTIGATION REPORT RE SMITH DISCRIMINATION COMPLAINT	GBT	2.75	343.75
12/30/03	REVIEW INVESTIGATION REPORT RE ORTIZ DISCRIMINATION COMPLAINT	GBT	1.50	187.50
12/31/03	CORRESPONDENCE R. BLACK RE CRAWFORD DISCRIMINATION COMPLAINT	GBT	2.00	250.00
12/31/03	TELEPHONE S. MCCRAY RE CORRESPONDENCE R. ANDREWS	GBT	0.25	31.25

CURRENT FEES: \$ 12,796.25

DISCRIMINATION COMPLAINTS

DISBURSEMENTS:

11/26/03	MISCELLANEOUS TRAVEL EXPENSES	76.32
12/17/03	DOCUMENT PREPARATION AND WORD PROCESSING	70.00

CURRENT DISBURSEMENTS \$146.32

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2003
 INVOICE NO. 236708
 CLIENT NO. 005142
 PJL
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEIN, JANICE J.	JJH	160/hr.	7.00	1,120.00
LUCEY, PETER J.	PJL	160/hr.	0.75	120.00
POLLARD, MARIANNE J.	MJP	125/hr.	0.25	31.25
SACKS, MARLEEN L.	MLS	160/hr.	2.50	400.00
TABAK, G B.	GBT	125/hr.	89.00	11,125.00
FEE SUMMARY TOTAL				12,796.25
TOTAL MATTER BILLING				12,942.57

RETIREES

Date		Atty.	Hrs.	Amt.
12/19/03	CORRESPONDENCE CLIENT; TELEPHONE L. ROSALES RE RETIREES' SUIT	PJL	0.50	80.00
12/19/03	TELEPHONE T. RICH RE EXTENSION OF BENEFITS UNDER RETIREE CONTRACT	PJL	0.25	40.00
12/21/03	LEGAL RESEARCH RE RIGHTS OF PRE 7/1/84 RETIREES TO CONTINUATION OF DENTAL BENEFITS	PJL	0.25	40.00
12/21/03	CORRESPONDENCE CLIENT RE RIGHTS OF PRE 7/1/84 RETIREES TO CONTINUATION OF DENTAL BENEFITS COVERAGE	PJL	0.50	80.00
12/22/03	TELEPHONE T. RICH; CORRESPONDENCE L. ROSALES RE CONTINUATION OF DENTAL BENEFITS FOR RETIREES	PJL	0.75	120.00
12/22/03	TELEPHONE T. RICH RE DENTAL BENEFITS FOR POST 7/1/84 RETIREES	PJL	0.25	40.00
12/22/03	TELEPHONE L. ROSALES RE DENTAL BENEFITS FOR POST 7/1/84 RETIREES	PJL	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2003
 INVOICE NO. 236708
 CLIENT NO. 005142
 PJL
 PAGE: 16

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RETIREES

Date		Atty.	Hrs.	Amt.
12/22/03	TELEPHONE T. RICH AND L. ROSALES PREPARE FILE MEMO RE MEDICARE RETIREMENT BENEFITS	PJL	0.50	80.00

CURRENT FEES: \$ 520.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJL	160/hr.	3.25	520.00
FEE SUMMARY TOTAL				520.00
TOTAL MATTER BILLING				520.00

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
12/01/03	CORRESPONDENCE OPPOSING COUNSEL; TELEPHONE K. SPINETTA; TELEPHONE G. MARVEL AND S. MCCRAY CORRESPONDENCE OPPOSING COUNSEL RE BATES	JJH	1.50	240.00
12/01/03	CALENDAR DEADLINE FOR COUNSEL FOR BATES TO RESPOND TO PERFORMANCE EVALUATION	MJP	0.25	31.25
12/09/03	TELEPHONE T. SINCLAIR RE KIRSCHBAUM GRIEVANCE	MLS	0.25	40.00
12/09/03	CORRESPONDENCE S. MCCRAY RE KIRSCHBAUM GRIEVANCE	MLS	0.25	40.00
12/10/03	REVIEW CORRESPONDENCE FROM T. SINCLAIR RE KIRSCHBAUM GRIEVANCE	MLS	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2003
 INVOICE NO. 236708
 CLIENT NO. 005142
 PJL
 PAGE: 17

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
12/10/03	TELEPHONE D. SMITH RE KIRSCHBAUM GRIEVANCE	MLS	0.25	40.00
12/11/03	CORRESPONDENCE T. SINCLAIR RE KIRSCHBAUM GRIEVANCE	MLS	0.50	80.00
12/11/03	TELEPHONE D. SMITH RE KIRSCHBAUM GRIEVANCE	MLS	0.25	40.00
12/12/03	REVIEW CORRESPONDENCE FROM S. MCCRAY RE SHIPMAN SETTLEMENT STATUS	MLS	0.25	40.00
12/15/03	TELEPHONE E. FUENTES RE BATES	JJH	0.25	40.00
12/16/03	TELEPHONE E. FUENTES; TELEPHONE E. FUENTES AND G. MARVEL; CORRESPONDENCE CLIENT; CORRESPONDENCE OPPOSING COUNSEL RE BATES	JJH	1.50	240.00
12/17/03	TELEPHONE C. HARRIS' OFFICE RE CONFIRMATION ON MARCH 10 ARBITRATION DATE	MLS	0.25	40.00
12/17/03	TELEPHONE C. DOOLITTLE RE JONES AND SHIPMAN SELECTION OF HEARING OFFICER	MLS	0.25	40.00
12/18/03	LEGAL RESEARCH RE DISMISSAL ACTION AGAINST BATES	PJL	0.25	40.00
12/18/03	TELEPHONE E. FUENTES RE BATES; REVIEW AUDIT REPORT	JJH	2.00	320.00
12/19/03	REVIEW CORRESPONDENCE FROM C. HARRIS RE CONFIRMATION OF ARBITRATION DATE	MLS	0.25	40.00
12/22/03	CALENDAR ARBITRATION HEARING DATE AND RELATED DEADLINES RE BANK	MJP	0.25	31.25
12/31/03	PREPARE FILES RE BATES	SLK	1.00	125.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2003
 INVOICE NO. 236708
 CLIENT NO. 005142
 PJL
 PAGE: 18

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

CURRENT FEES: \$ 1,507.50

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEIN, JANICE J.	JJH	160/hr.	5.25	840.00
KAPLAN, SUSAN L.	SLK	125/hr.	1.00	125.00
LUCEY, PETER J.	PJL	160/hr.	0.25	40.00
POLLARD, MARIANNE J.	MJP	125/hr.	0.50	62.50
SACKS, MARLEEN L.	MLS	160/hr.	2.75	440.00

FEE SUMMARY TOTAL 1,507.50

TOTAL MATTER BILLING 1,507.50

BUSINESS AND TAX-GENERAL

Date		Atty.	Hrs.	Amt.
12/15/03	FINALIZE DOCUMENTS RE MASTER LEASE PURCHASE AGREEMENT	JTB	2.00	320.00
12/15/03	REVIEW BIDDING DOCUMENTS RE MASTER LEASE PURCHASE AGREEMENT	JTB	1.00	160.00
12/15/03	PREPARE AND DISTRIBUTE FIRM OPINION	JTB	2.00	320.00
12/30/03	CONFERENCE OFFICE RE LICENSE AGREEMENT	LRA	0.25	40.00

CURRENT FEES: \$ 840.00

BUSINESS AND TAX-GENERAL

DISBURSEMENTS:

12/31/03	FAX/TELECOPY CHARGES			12.00
----------	----------------------	--	--	-------

CURRENT DISBURSEMENTS \$12.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2003
 INVOICE NO. 236708
 CLIENT NO. 005142
 PJL
 PAGE: 19

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
ALLRED, LISA R.	LRA	160/hr.	0.25	40.00
BOEHM, JOEL T.	JTB	160/hr.	5.00	800.00
FEE SUMMARY TOTAL				840.00
TOTAL MATTER BILLING				852.00

PITNER UNFAIR LABOR PRACTICE

Date		Atty.	Hrs.	Amt.
12/01/03	PREPARE PITNER POST-HEARING BRIEF (MARVEL)	SVU	3.75	600.00
12/07/03	LEGAL RESEARCH IN SUPPORT OF PITNER POST-HEARING BRIEF (MARVEL)	SVU	4.50	720.00
12/08/03	PREPARE PITNER POST-HEARING BRIEF; LEGAL RESEARCH (MARVEL)	SVU	6.50	1,040.00
12/09/03	TELEPHONE M. HARTSHORN RE PITNER	MSW	0.25	40.00
12/09/03	REVISE PITNER POST-HEARING BRIEF	MSW	1.00	160.00
12/09/03	REVISE PITNER BRIEF	MSW	0.50	80.00
12/09/03	PREPARE POST-HEARING BRIEF; LEGAL RESEARCH (MARVEL)	SVU	10.50	1,680.00
12/09/03	LEGAL RESEARCH RE POST-HEARING BRIEF IN PITNER	MJP	0.25	31.25
12/10/03	PREPARE PITNER POST-HEARING BRIEF; LEGAL RESEARCH (MARVEL)	SVU	10.00	1,600.00
12/10/03	LEGAL RESEARCH RE PITNER UNFAIR LABOR PRACTICE POST-HEARING BRIEF	SLK	3.00	375.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

DECEMBER 31, 2003
 INVOICE NO. 236708
 CLIENT NO. 005142
 PJJ
 PAGE: 20

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

PITNER UNFAIR LABOR PRACTICE

Date		Atty.	Hrs.	Amt.
12/12/03	REVIEW CHARGING PARTY'S POST HEARING BRIEF RE PITNER (MARVEL)	SVU	0.75	120.00

CURRENT FEES: \$ 6,446.25

PITNER UNFAIR LABOR PRACTICE

DISBURSEMENTS:

12/07/03	AUTOMATED LEGAL RESEARCH			34.98
12/07/03	AUTOMATED LEGAL RESEARCH			256.84
12/08/03	AUTOMATED LEGAL RESEARCH			42.47
12/08/03	AUTOMATED LEGAL RESEARCH			56.96
12/08/03	AUTOMATED LEGAL RESEARCH			8.25

CURRENT DISBURSEMENTS \$399.50

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
KAPLAN, SUSAN L.	SLK	125/hr.	3.00	375.00
POLLARD, MARIANNE J.	MJP	125/hr.	0.25	31.25
UZELAC, SUZANNE V.	SVU	160/hr.	36.00	5,760.00
WILLIAMS, MARK S.	MSW	160/hr.	1.75	280.00

FEE SUMMARY TOTAL 6,446.25

TOTAL MATTER BILLING 6,845.75

DISBURSEMENTS:

12/29/03	DOCUMENT PREPARATION AND WORD PROCESSING			600.00
12/24/03	PHOTOCOPIES			110.40
12/23/03	LONG DISTANCE AND TELEPHONE TOLLS			4.33
12/31/03	FAX/TELECOPY CHARGES			700.00
12/31/03	POSTAGE			18.69

572



Account #: 15104
 Invoice: 487509
 Invoice Date: 12/22/2003
 Terms: NET 15
 Current Invoice Amount:

251.91



Box 26830, Santa Ana, CA 92799-6830

Invoice Submitted to:
 Attn: Accounts Payable
Atkinson, Andelson, Loya, Rudd & Romo-Pleasanton
 17871 Park Plaza Drive ste: 200
 Cerritos CA 90703

Shipments from 12/16/2003 to 12/22/2003

Shipment #:	15104-000067-001	Origin Location:	Delivery Location:
Invoice #:	HC-Holiday Coupon		
Ship Date:	12/16/2003		
Delivery Date:	12/16/2003		
Weight:	1.00/0.00		

Shipment #:	15104-100023-028	Origin Location:	
Invoice #:	005092.00000		ERC
Ship Date:	12/19/2003		
Delivery Date:	12/22/2003		
Weight:	1.00/1.00		
Service:			
Morr.			
Fuel			

Shipment #:	15104-100018-028	Origin Location:	Delivery Location:	Shipment Total: 14.90
Invoice #:	005142-00001	Peter J. Lucy	Russell E. Spittler Esq.	
Ship Date:	12/16/2003	Atkinson, Andelson, L	Law Offices	
Delivery Date:	12/17/2003	Pleasanton 94588	Walnut Creek 94598	
Weight:	1.00/0.00			
Service:				Charge:
Morning Overnite				12.75
Fuel Surcharge				0.13
				Shipment Total: 12.88

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2004
 INVOICE NO. 237961
 CLIENT NO. 005142
 P.J.L.
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
01/02/04	REVIEW UNEMPLOYMENT INSURANCE APPEALS BOARD DECISION IN JONES; CORRESPONDENCE S. MCCRAY	MLS	0.50	80.00
01/02/04	PREPARE FILES RE ORTEGA	SLK	0.75	93.75
01/02/04	PREPARE FILES RE ASHBY	SLK	0.75	93.75
01/05/04	LEGAL RESEARCH; CONFERENCE OFFICE RE STATUS IN PROPOSED RELEASE OF FOURTH YEAR INSTRUCTOR (ORTEGA)	PJL	0.25	40.00
01/05/04	REVIEW CONSULTANT SERVICES AGREEMENT PERSEUS & ASSOCIATES	PJL	0.25	40.00
01/05/04	CORRESPONDENCE L. BEST WITH LETTER AGREEMENT RE BIO-SCIENCE INCUBATOR AGREEMENT	MSW	0.25	40.00
01/05/04	CONFERENCE OFFICE RE PREPARATION OF AGREEMENT FOR USE OF SOFTWARE	EBH	0.25	40.00
01/05/04	REVIEW CORRESPONDENCE FROM C. DOOLITTLE RE SELECTION OF HEARING OFFICER FOR JONES AND SHIPMAN	MLS	0.25	40.00
01/05/04	TELEPHONE S. MCCRAY AND C. DOOLITTLE RE JONES SETTLEMENT AGREEMENT	MLS	0.50	80.00
01/06/04	CONFERENCE OFFICE RE STATUS OF PENDING PERSONNEL MATTERS	JJH	0.50	80.00
01/06/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE JONES STATE BAR COMPLAINT	MLS	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2004
 INVOICE NO. 237961
 CLIENT NO. 005142
 PJL
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
01/07/04	TELEPHONE C. DOOLITTLE RE JONES SETTLEMENT; CORRESPONDENCE C. DOOLITTLE RE PROPOSED SETTLEMENT AGREEMENT; TELEPHONE K. CHARLETON	MLS	0.75	120.00
01/08/04	TELEPHONE C. DOOLITTLE RE REQUESTED CHANGES TO SETTLEMENT AGREEMENT IN JONES	MLS	0.25	40.00
01/08/04	REVISE JONES SETTLEMENT AGREEMENT; CORRESPONDENCE C. DOOLITTLE	MLS	0.50	80.00
01/09/04	CONFERENCE OFFICE RE IMPACT OF 45 DAY CLASSIFIED LAYOFF NOTICE LAW ON PRE-JANUARY LAYOFF	CDQ	0.25	40.00
01/09/04	TELEPHONE J. HENDRICKSON RE BROWN ACT	JJH	0.25	40.00
01/09/04	TELEPHONE S. MCCRAY RE CLASSIFIED LAYOFFS; LEGAL RESEARCH	JJH	0.50	80.00
01/12/04	TELEPHONE K. CHARLTON AND C. DOOLITTLE RE JONES SETTLEMENT AGREEMENT	MLS	0.50	80.00
01/12/04	CORRESPONDENCE K. CHARLTON AND C. DOOLITTLE RE PROPOSED JONES SETTLEMENT AGREEMENT	MLS	0.25	40.00
01/12/04	CORRESPONDENCE S. MCCRAY RE JONES TELEPHONE NUMBER	MLS	0.25	40.00
01/12/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE JONES REQUEST FOR TELEPHONE LISTING REMOVAL	MLS	0.25	40.00
01/13/04	TELEPHONE J. HENDRICKSON RE AMENDMENT TO LEASE	PJL	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2004
 INVOICE NO. 237961
 CLIENT NO. 005142
 PJL
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
01/14/04	REVISE BIO-SCIENCE INCUBATOR AGREEMENT; PREPARE MEMORANDUM OF UNDERSTANDING WITH THE CITY OF RICHMOND	MSW	1.50	240.00
01/16/04	TELEPHONE T. BECKETT RE TITLE SEARCH FOR CONTRA COSTA COLLEGE PROPERTY	PJL	0.50	80.00
01/16/04	CORRESPONDENCE CLIENT RE REVIEW OF CONTRACT WITH PERSEUS ASSOCIATES (MARVEL)	PJL	1.25	200.00
01/19/04	CORRESPONDENCE K. SPINETTA RE ASHBY	JJH	2.00	320.00
01/20/04	CONFERENCE OFFICE RE INCUBATOR PROJECT AND USE OF AN ESCROW (HENDRICKSON)	EBH	0.25	40.00
01/20/04	TELEPHONE K. SPINETTA; TELEPHONE E. FUENTES RE ASHBY	JJH	0.25	40.00
01/21/04	REVIEW CORRESPONDENCE; LEGAL RESEARCH RE PROPOSED POLICY ON ACADEMIC FREEDOM/SEXUAL HARASSMENT ISSUE; CONFERENCE OFFICE RE POLICY	PJL	0.50	80.00
01/21/04	TELEPHONE J. HENDRICKSON RE BIO-SCIENCE INCUBATOR AGREEMENT	MSW	0.25	40.00
01/21/04	REVIEW AND REVISE PROGRESS PAYMENT APPLICATION	MSW	1.00	160.00
01/21/04	PREPARE REVISIONS TO BIO-SCIENCE INCUBATOR AGREEMENT	MSW	0.50	80.00
01/21/04	CONFERENCE J. HENDRICKSON AND C. SPENCE RE BIO-SCIENCE INCUBATOR AGREEMENT	MSW	1.00	160.00
01/23/04	CORRESPONDENCE CLIENT; LEGAL RESEARCH RE PROCEDURES FOR FACULTY LAYOFF	PJL	1.50	240.00

Atty. JON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2004
 INVOICE NO. 237961
 CLIENT NO. 005142
 PJL
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
01/23/04	CONFERENCE R. DRAGOLOVICH RE BIO-SCIENCE INCUBATOR AGREEMENT; REVISE AGREEMENT	MSW	1.00	160.00
01/26/04	CORRESPONDENCE CLIENT RE FACULTY LAYOFF MATERIALS	PJL	1.25	200.00
01/26/04	CORRESPONDENCE CLIENT RE D. ASHBY'S RESPONSE TO NOTICE OF UNPROFESSIONAL CONDUCT	JJH	0.50	80.00
01/26/04	TELEPHONE E. FUENTES AND S. MCCRAY RE PENDING CASES	JJH	0.50	80.00
01/26/04	CORRESPONDENCE K. CHARLTON RE JONES SETTLEMENT STATUS	MLS	0.25	40.00
01/26/04	LEGAL RESEARCH RE SEXUAL HARASSMENT/ACADEMIC FREEDOM BOARD POLICY (MCCRAY)	JEH	5.25 2.0	840.00
01/27/04	TELEPHONE J. HENDRICKSON RE KONIGSBURG LEASE AGREEMENT (NO CHARGE)	MSW	0.25	0.00
01/27/04	TELEPHONE S. MCCRAY RE ADA ACCOMMODATION ISSUE AT LOS MEDANOS COLLEGE	TAG	0.25	40.00
01/27/04	LEGAL RESEARCH RE ACADEMIC FREEDOM BOARD POLICY; PREPARE NEW POLICY LANGUAGE; CORRESPONDENCE S. MCCRAY RE RECOMMENDED LANGUAGE	JEH	2.25	360.00
01/28/04	TELEPHONE J. HENDRICKSON RE LEASE ISSUES	PJL	0.25	40.00
01/28/04	CORRESPONDENCE CLIENT; REVIEW AND REVISE LAYOFF DOCUMENTS (FUENTES)	PJL	0.50	80.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2004
 INVOICE NO. 237961
 CLIENT NO. 005142
 PJL
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
01/28/04	TELEPHONE E. FUENTES AND S. MCCRAY RE CONTRA COSTA COLLEGE DISCIPLINE OF CLASSIFIED EMPLOYEES	PJL	0.50	80.00
01/28/04	LEGAL RESEARCH RE ASHBY NOTICE OF UNPROFESSIONAL CONDUCT	PJL	0.25	40.00
01/28/04	TELEPHONE E. FUENTES, A. MURILLO, K. SPINETTA AND S. MCCRAY RE PENDING CASES	JJH	0.75	120.00
01/28/04	CORRESPONDENCE C. DOOLITTLE RE STATUS OF JONES SETTLEMENT	MLS	0.25	40.00
01/28/04	TELEPHONE C. DOOLITTLE RE JONES SETTLEMENT STATUS; CORRESPONDENCE S. MCCRAY RE JONES	MLS	0.50	80.00
01/28/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE JONES SETTLEMENT STATUS AND HEARING DATE	MLS	0.25	40.00
01/28/04	TELEPHONE S. MCCRAY RE REVIEW OF REASONABLE ACCOMMODATION FOR PROBLEM EMPLOYEES	TAG	0.25	40.00
01/29/04	LEGAL RESEARCH RE PLACEMENT OF FACULTY MEMBER ON IMMEDIATE SUSPENSION (BATES)	PJL	0.50	80.00
01/29/04	REVIEW CORRESPONDENCE; LEGAL RESEARCH RE DISCIPLINE OF CHILD CARE CENTER EMPLOYEES	PJL	0.75	120.00
01/29/04	LEGAL RESEARCH; CONFERENCE OFFICE RE POTENTIAL REDUCTION IN STAFF	CDW	0.50	80.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2004
 INVOICE NO. 237961
 CLIENT NO. 005142
 PJL
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
01/29/04	TELEPHONE K. SPINETTA; CORRESPONDENCE CLIENT; TELEPHONE D. KILLINGS; TELEPHONE E. FUENTES; TELEPHONE S. MCCRAY; FINALIZE CHARGES; LEGAL RESEARCH; CONFERENCE OFFICE; TELEPHONE J. VROMAN RE BATES	JJH	8.00	1,280.00
01/29/04	TELEPHONE K. CHARLETON RE JONES DFEH COMPLAINT STATUS	MLS	0.25	40.00
01/30/04	CONFERENCE OFFICE; TELEPHONE E. FUENTES RE ORTEGA	JJH	0.50	80.00
01/30/04	REVIEW CORRESPONDENCE FROM CLIENT RE LEGAL OPINION ON INFORMATION THAT MUST BE DISCLOSED ABOUT ELECTED OFFICIALS	SVU	0.25	40.00
01/30/04	LEGAL RESEARCH RE DISMISSAL OF ACADEMIC EMPLOYEES; TELEPHONE D. KILLINGS	GBT	0.50	62.50
			CURRENT FEES:	\$ 7,130.00

GENERAL LEGAL ADVICE
 PO #BC 4383.4

DISBURSEMENTS:

12/15/03	OVERNIGHT DELIVERY			8.50
01/30/04	DOCUMENT PREPARATION AND WORD PROCESSING			80.00
01/26/04	AUTOMATED LEGAL RESEARCH			5.00
01/26/04	AUTOMATED LEGAL RESEARCH			15.00
01/26/04	AUTOMATED LEGAL RESEARCH			33.00
01/26/04	AUTOMATED LEGAL RESEARCH			4.25
01/27/04	AUTOMATED LEGAL RESEARCH			5.00
01/27/04	AUTOMATED LEGAL RESEARCH			11.00
01/27/04	AUTOMATED LEGAL RESEARCH			4.25

CURRENT DISBURSEMENTS \$166.00

579

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2004
 INVOICE NO. 237961
 CLIENT NO. 005142
 PJL
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
GOLUBA, TODD A.	TAG	160/hr.	0.50	80.00
HEAREY, ELIZABETH B.	EBH	160/hr.	0.50	80.00
HEIN, JANICE J.	JJH	160/hr.	13.75	2,200.00
HENRY, JENNIFER, E.	JEH	160/hr.	7.50	1,200.00
KAPLAN, SUSAN L.	SLK	125/hr.	1.50	187.50
LUCEY, PETER J.	PJL	160/hr.	8.50	1,360.00
QUAIDE, CHESLEY D.	CDQ	160/hr.	0.25	40.00
SACKS, MARLEEN L.	MLS	160/hr.	5.75	920.00
TABAK, G B.	GBT	125/hr.	0.50	62.50
UZELAC, SUZANNE V.	SVU	160/hr.	0.25	40.00
WEILER, CLIFFORD D.	CDW	160/hr.	0.50	80.00
WILLIAMS, MARK S.	MSW	153/hr.	5.75	880.00
FEE SUMMARY TOTAL				7,130.00

TOTAL MATTER BILLING 7,296.00

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
01/02/04	FORWARD INVESTIGATION REPORT TO R. BLACK RE ANDREWS COMPLAINT	GBT	1.00	125.00
01/05/04	REVIEW CORRESPONDENCE; LEGAL RESEARCH RE INVESTIGATION OF GULA COMPLAINT	PJL	0.50	80.00
01/06/04	TELEPHONE J. HUDAK RE STATUS IN GULA INVESTIGATION	PJL	0.50	80.00
01/06/04	REVIEW CORRESPONDENCE FROM M. MAGALONG AND E. FUENTES RE JONES DFEH INTERVIEWS	MLS	0.50	80.00
01/06/04	CONFERENCE OFFICE RE STATUS OF INVESTIGATIONS	GBT	0.25	31.25

580

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

JANUARY 31, 2004
INVOICE NO. 237961
CLIENT NO. 005142
P JL
PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
01/06/04	CORRESPONDENCE E. ORTIZ; REVIEW INVESTIGATION REPORT RE ORTIZ DISCRIMINATION COMPLAINT	GBT	2.50	312.50
01/06/04	FORWARD REPORT TO R. BLACK RE ANDREWS DISCRIMINATION COMPLAINT	GBT	2.25	281.25
01/07/04	TELEPHONE S. MCCRAY RE ANDREWS AND CRAWFORD MATTERS	GBT	0.25	31.25
01/07/04	CORRESPONDENCE M. CARPENTER AND J. WALSH RE INVESTIGATION RESULTS OF ANDREWS COMPLAINT; TELEPHONE J. WALSH	GBT	0.75	93.75
01/07/04	TELEPHONE M. FLORES RE DISCRIMINATION COMPLAINT AND DISCIPLINE OF HENRY	GBT	0.25	31.25
01/08/04	CONFERENCE OFFICE RE ANDREWS INVESTIGATION/DISCIPLINE; REVIEW AND REVISE CORRESPONDENCE J. WALSH AND M. CARPENTER	JJH	0.50	80.00
01/08/04	CONFERENCE OFFICE RE ANDREWS DISCRIMINATION COMPLAINT	GBT	0.25	31.25
01/08/04	TELEPHONE C. LI-BUGG RE ORTIZ DISCRIMINATION COMPLAINT; PREPARE INVESTIGATION REPORT	GBT	0.75	93.75
01/09/04	REVIEW AND REVISE ORTIZ INVESTIGATION REPORT; TELEPHONE S. MCCRAY	JJH	0.50	80.00
01/09/04	TELEPHONE S. MCCRAY RE ANDREWS DISCIPLINE	JJH	0.25	40.00
01/09/04	TELEPHONE S. MCCRAY RE JONES DFEH INTERVIEWS	MLS	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2004
 INVOICE NO. 237961
 CLIENT NO. 005142
 PJL
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
01/09/04	CORRESPONDENCE S. MCCRAY RE CORRESPONDENCE J. WALSH AND M. CARPENTER IN ANDREWS DISCRIMINATION COMPLAINT	GBT	0.50	62.50
01/09/04	TELEPHONE S. MCCRAY RE ORTIZ AND SMITH DISCRIMINATION COMPLAINTS	GBT	0.25	31.25
01/11/04	TELEPHONE J. HUDAK RE STATUS IN GULA COMPLAINT INVESTIGATION	PJL	0.75	120.00
01/12/04	CORRESPONDENCE E. ORTIZ RE INVESTIGATION RESULTS	GBT	1.50	187.50
01/13/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE JONES TELEPHONE NUMBER DISPUTE	MLS	0.25	40.00
01/13/04	CORRESPONDENCE A. CRAWFORD RE INVESTIGATION RESULTS OF ORTIZ COMPLAINT	GBT	0.50	62.50
01/14/04	TELEPHONE E. FUENTES RE STATUS OF JONES SETTLEMENT	MLS	0.25	40.00
01/15/04	TELEPHONE S. MCCRAY RE SHIPMAN AND JONES STATUS	MLS	0.25	40.00
01/15/04	TELEPHONE C. DOOLITTLE RE JONES SETTLEMENT STATUS	MLS	0.25	40.00
01/16/04	TELEPHONE J. HUDAK RE GULA INVESTIGATION	PJL	0.25	40.00
01/20/04	CORRESPONDENCE E. ORTIZ, A. CRAWFORD AND C. LI-BUGG RE INVESTIGATION RESULTS OF ORTIZ DISCRIMINATION COMPLAINT	GBT	1.50	187.50
01/21/04	FORWARD INVESTIGATION REPORT TO R. BLACK RE ORTIZ COMPLAINT; CORRESPONDENCE E. ORTIZ, A. CRAWFORD AND C. LI-BUGG	GBT	1.75	218.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2004
 INVOICE NO. 237961
 CLIENT NO. 005142
 P.J.L.
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
01/22/04	REVIEW EMAIL FROM S. MCCRAY RE CORRESPONDENCE FROM STATE CHANCELLOR ON DISCRIMINATION COMPLAINTS; INTERVIEW B. CUTLER, C. LI-BUGG, C. BENZLER AND K. STANTON RE SMITH DISCRIMINATION COMPLAINT; PREPARE INVESTIGATION REPORT	GBT	5.00	625.00
01/23/04	REVIEW AND REVISE ORTIZ INVESTIGATION CORRESPONDENCE	JJH	0.75	120.00
01/26/04	CORRESPONDENCE CLIENT RE ORTIZ DISCRIMINATION COMPLAINT	GBT	0.75	93.75
01/27/04	TELEPHONE J. HUDAK RE STATUS IN GULA INVESTIGATION	PJL	0.50	80.00
01/27/04	FORWARD ORTIZ INVESTIGATION REPORT TO S. MCCRAY	GBT	0.50	62.50
01/27/04	TELEPHONE AND CORRESPONDENCE S. MCCRAY RE INVESTIGATION; TELEPHONE S. MCCRAY RE ADDITIONAL ALLEGATIONS	GBT	0.75	93.75
01/28/04	TELEPHONE INTERVIEW E. SMITH RE ADDITIONAL ALLEGATIONS IN GENDER DISCRIMINATION	GBT	0.75	93.75

CURRENT FEES: \$ 3,750.00

DISCRIMINATION COMPLAINTS

DISBURSEMENTS:

12/10/03	MISCELLANEOUS TRAVEL EXPENSES	78.12
01/26/04	DOCUMENT PREPARATION AND WORD PROCESSING	50.00

CURRENT DISBURSEMENTS \$128.12

FEE SUMMARY

583

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2004
 INVOICE NO. 237961
 CLIENT NO. 005142
 PJL
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

NAME	INT	RATE	HOURS	AMOUNT
HEIN, JANICE J.	JJH	160/hr.	2.00	320.00
LUCEY, PETER J.	PJL	160/hr.	2.50	400.00
SACKS, MARLEEN L.	MLS	160/hr.	1.75	280.00
TABAK, G B.	GBT	125/hr.	22.00	2,750.00
FEE SUMMARY TOTAL				3,750.00
TOTAL MATTER BILLING				3,878.12

RETIREEES

Date		Atty.	Hrs.	Amt.
01/12/04	TELEPHONE T. RICH RE PRE-1984 RETIREES	PJL	0.25	40.00
01/16/04	TELEPHONE T. RICH; REVIEW CORRESPONDENCE FROM T. RICH RE DENTAL BENEFITS FOR SPOUSES OF RETIREES	PJL	0.50	80.00
01/16/04	PREPARE FILE MEMO RE DENTAL BENEFITS FOR SPOUSES OF RETIREES	PJL	0.25	40.00

CURRENT FEES: \$ 160.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJL	160/hr.	1.00	160.00
FEE SUMMARY TOTAL				160.00
TOTAL MATTER BILLING				160.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2004
 INVOICE NO. 237961
 CLIENT NO. 005142
 PJL
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
01/02/04	PREPARE FILES RE BATES	SLK	0.50	62.50
01/05/04	LEGAL RESEARCH RE STATUS; CONFERENCE OFFICE	PJL	0.25	40.00
01/05/04	REVIEW CORRESPONDENCE RE STATUS IN LIPMAN MATTER	PJL	0.25	40.00
01/05/04	REVIEW BATES FILE AND FACULTY CONTRACT TIMELINES; CALCULATE DUE DATE FOR LEVEL II GRIEVANCE RESPONSE; TELEPHONE S. MCCRAY RE DISTRICT OFFICE CLOSURE DATES	SLK	1.00	125.00
01/07/04	TELEPHONE R. HOH RE SHIPMAN HEARING DATES	MLS	0.25	40.00
01/07/04	CORRESPONDENCE S. MCCRAY RE SHIPMAN PROPOSED HEARING DATES	MLS	0.25	40.00
01/07/04	CORRESPONDENCE S. MCCRAY RE SHIPMAN HEARING; PREPARE FOR HEARING	MLS	0.50	80.00
01/08/04	REVIEW FILE; REVIEW CORRESPONDENCE FROM OPPOSING COUNSEL AND PREPARE RESPONSE TO LEVEL II GRIEVANCE; TELEPHONE S. MCCRAY AND K. SPINETTA RE BATES	JJH	4.50	720.00
01/08/04	TELEPHONE S. WEINBERG RE SELECTION OF ARBITRATOR IN ASHBY	MLS	0.25	40.00
01/08/04	TELEPHONE C. DOOLITTLE RE SCHEDULING OF SHIPMAN HEARING	MLS	0.25	40.00
01/09/04	TELEPHONE K. SPINETTA RE BATES DISMISSAL AND GRIEVANCE; TELEPHONE S. MCCRAY; REVISE GRIEVANCE RESPONSE	JJH	1.00	160.00
01/09/04	TELEPHONE C. DOOLITTLE RE SHIPMAN HEARING	MLS	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2004
 INVOICE NO. 237961
 CLIENT NO. 005142
 PJL
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date	Atty.	Hrs.	Amt.
01/09/04	MLS	0.25	40.00
01/09/04	MLS	0.25	40.00
01/12/04	JJH	5.00	800.00
01/13/04	PJL	0.50	80.00
01/13/04	JJH	3.00	480.00
01/13/04	MLS	0.25	40.00
01/14/04	JJH	0.75	120.00
01/16/04	JJH	0.50	80.00
01/19/04	PJL	0.25	40.00
01/19/04	JJH	2.50	400.00
01/19/04	MLS	0.25	40.00
01/19/04	MLS	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2004
 INVOICE NO. 237961
 CLIENT NO. 005142
 PJL
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
01/20/04	TELEPHONE K. SPINETTA; TELEPHONE E. FUENTES; REVISE DRAFT CHARGES AND CORRESPONDENCE E. FUENTES RE BATES	JJH	1.00	160.00
01/20/04	TELEPHONE S. LEWIS RE LIPMAN	JJH	0.25	40.00
01/22/04	CORRESPONDENCE CLIENT RE BATES	JJH	0.75	120.00
01/23/04	LEGAL RESEARCH; CONFERENCE OFFICE RE LIPMAN GRIEVANCE	PJL	0.25	40.00
01/23/04	REVIEW FILE RE LIPMAN; CONFERENCE OFFICE	JJH	0.25	40.00
01/26/04	TELEPHONE OPPOSING COUNSEL RE LIPMAN GRIEVANCE; TELEPHONE E. FUENTES RE GRIEVANCE	JJH	0.50	80.00
01/28/04	PREPARE BATES DISMISSAL PAPERS	JJH	1.25	200.00
01/30/04	TELEPHONE E. FUENTES RE BATES DISMISSAL; CORRESPONDENCE CLIENT RE BATES GRIEVANCE; ANALYZE GRIEVANCES; REVIEW CONTRACT; TELEPHONE E. FUENTES RE GRIEVANCE ; TELEPHONE S. MCCRAY RE GRIEVANCE; PREPARE GRIEVANCE RESPONSE RE BATES	JJH	5.00	800.00

CURRENT FEES: \$ 5,107.50

RE: GRIEVANCES

		DISBURSEMENTS:	
01/29/04	DOCUMENT PREPARATION AND WORD PROCESSING		270.00
CURRENT DISBURSEMENTS			\$270.00

FEE SUMMARY

NAME	RATE	HOURS	AMOUNT
------	------	-------	--------

587

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2004
 INVOICE NO. 237961
 CLIENT NO. 005142
 PJL
 PAGE: 16

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

HEIN, JANICE J.	JJH	160/hr.	26.25	4,200.00
KAPLAN, SUSAN L.	SLK	125/hr.	1.50	187.50
LUCEY, PETER J.	PJL	160/hr.	1.50	240.00
SACKS, MARLEEN L.	MLS	160/hr.	3.00	480.00

FEE SUMMARY TOTAL 5,107.50

TOTAL MATTER BILLING 5,377.50

BUSINESS AND TAX-GENERAL

Date		Atty.	Hrs.	Amt.
01/24/04	CONFERENCE OFFICE RE VILLAGE CENTER AGREEMENT	EBH	0.25	40.00
01/24/04	REVIEW FILE RE VILLAGE CENTER AGREEMENT	EBH	0.25	40.00
01/28/04	REVIEW FILE RE VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	1.50	240.00

CURRENT FEES: \$ 320.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEAREY, ELIZABETH B.	EBH	160/hr.	2.00	320.00

FEE SUMMARY TOTAL 320.00

TOTAL MATTER BILLING 320.00

PITNER UNFAIR LABOR PRACTICE

Date		Atty.	Hrs.	Amt.
------	--	-------	------	------

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JANUARY 31, 2004
 INVOICE NO. 237961
 CLIENT NO. 005142
 PJL
 PAGE: 17

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

PITNER UNFAIR LABOR PRACTICE

Date		Atty.	Hrs.	Amt.
01/27/04	TELEPHONE MB HARTSHORN RE PERB POST-HEARING DECISION STATUS IN PITNER (MARVEL)	SVU	0.25	40.00

CURRENT FEES: \$ 40.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
UZELAC, SUZANNE V.	SVU	160/hr.	0.25	40.00

FEE SUMMARY TOTAL 40.00

TOTAL MATTER BILLING 40.00

DISBURSEMENTS:

12/08/03	MISCELLANEOUS TRAVEL EXPENSES			52.21
01/28/04	PHOTOCOPIES			69.40
01/28/04	DOCUMENT PREPARATION AND WORD PROCESSING			70.00
01/16/04	LONG DISTANCE AND TELEPHONE TOLLS			0.26
01/31/04	FAX/TELECOPY CHARGES			166.00
01/31/04	POSTAGE			5.53

CURRENT DISBURSEMENTS \$363.40

TOTAL MATTER BILLING 363.40

TOTAL CURRENT FEES 16,507.50

TOTAL CURRENT DISBURSEMENTS 927.52

JANUARY BILLING 17,435.02

JANUARY CASH RECEIPTS 80,756.40

589

OLDEN STATE OVERNIGHT

INVOICE

Company:	ATKINSON, ANDELSON, L.L.C.	SOS:	Priority Saturday
Invoice #:	841046	EPS:	Early Overnight
Invoice Date:	12/15/2003	ESS:	Early Saturday
Total Due:	\$ 258.10	CPS:	California Parcel

Invoice #	Delivery Company Delivery Address	Zip City	POD Information Delivery Time	Reference# Comments	COD Chrg Ins Chrg	Type #LBS	Total Charges
1/2 25						S L	\$ 8.50
						PDS L	\$ 8.50
						PDS 30	\$ 35.90
1/2 20							\$ 8.50
1/2003 7243105						PDS L	\$ 8.50
						PDS L	\$ 8.50
12/2 721						PDS L	\$ 8.50
						PDS 2	\$ 11.30
15/2003 172321059	CONTRA COSTA CC DIST 500 COURT STREET	94553 MARTINEZ	UNDER DOOR 8:26 AM	051420001		PDS L	\$ 8.50

Shipping Charges	\$ 208.95
Fuel Surcharge	\$ 8.36
Total for invoice	\$ 217.31

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 29, 2004
 INVOICE NO. 238940
 CLIENT NO. 005142
 PJL
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
01/28/04	LEGAL RESEARCH; TELEPHONE G. MARVEL RE LAYOFF NOTICES	MSW	0.50	80.00
01/28/04	CONFERENCE OFFICE RE LAYOFF OF TEACHERS	MSW	0.25	40.00
01/30/04	TELEPHONE H. CARR RE ORTEGA	PJL	0.25	40.00
02/02/04	CONFERENCE J. HENDRICKSON RE MARKETING	MSW	2.00	320.00
02/02/04	CONFERENCE OFFICE; LEGAL RESEARCH RE SCOPE OF POTENTIAL CERTIFICATED LAYOFF	CDW	0.25	40.00
02/02/04	TELEPHONE T. BECKETT RE WINDEMERE REIMBURSEMENT AGREEMENT	EBH	0.50	80.00
02/02/04	CORRESPONDENCE CLIENT RE ORTEGA; REVIEW CONTRACT; TELEPHONE PRESIDENT'S OFFICE; TELEPHONE B. FUENTES; TELEPHONE S. LAMB; TELEPHONE OPPOSING COUNSEL A. LATHROP; REVIEW FILE; REVIEW CONTRACT	JJH	2.00	320.00
02/02/04	LEGAL RESEARCH RE HOLIDAY PAY OPINION	JJH	0.50	80.00
02/02/04	REVIEW CORRESPONDENCE FROM C. SPENCE RE BROWN ACT AND AGENDA SETTING RESOLUTION	TAG	0.25	40.00
02/02/04	CORRESPONDENCE C. SPENCE RE BROWN ACT AND AGENDA SETTING RESOLUTION	TAG	0.50	80.00
02/02/04	LEGAL RESEARCH RE POLICY ON FREEDOM OF EXPRESSION (MEHDIZADEH)	JEH	4.75	760.00
02/02/04	CORRESPONDENCE CLIENT RE PUBLIC RECORDS ACT FOR ELECTED BOARD OFFICIALS (SPENCE)	SVU	2.00	320.00
02/02/04	TELEPHONE J. COURTNEY RE POTENTIAL BROWN ACT VIOLATION	PO1	0.25	31.25

591

ATKINSON, ANDELSON, LOYA, RUUD & DOMINGUEZ
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 29, 2004
 INVOICE NO. 238940
 CLIENT NO. 005142
 PJJ
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
02/03/04	TELEPHONE E. FUENTES RE ORTEGA	JJH	0.25	40.00
02/03/04	LEGAL RESEARCH RE DISCLOSURE OF ELECTED BOARD MEMBER INFORMATION TO PUBLIC (SPENCE)	SVU	0.50	80.00
02/03/04	LEGAL RESEARCH RE FREEDOM OF EXPRESSION POLICY; PREPARE OPINION OF COUNSEL M. MEHDIZADEH	JEH	1.50	240.00
02/03/04	LEGAL RESEARCH RE FACULTY LAYOFFS	GBT	0.25	31.25
02/04/04	TELEPHONE E. FUENTES RE NONRELECTION OF CONTRACT EMPLOYEE	MSW	0.50	80.00
02/04/04	TELEPHONE J. HENDRICKSON RE SOFTWARE LICENSING AGREEMENT	EBH	0.25	40.00
02/05/04	CONFERENCE OFFICE RE LEGAL RESEARCH ON PLACEMENT OF NOTICE OF UNPROFESSIONAL CONDUCT IN EMPLOYEE'S FILE	TAG	0.25	40.00
02/05/04	LEGAL RESEARCH RE LAYOFF OF ADMINISTRATORS (FUENTES)	SVU	1.25	200.00
02/06/04	LEGAL RESEARCH RE ADMINISTRATIVE LAYOFF PROCEDURE (FUENTES)	SVU	2.25	360.00
02/06/04	CORRESPONDENCE CLIENT RE PROCESS FOR ADMINISTRATOR LAYOFF (FUENTES)	SVU	1.00	160.00
02/06/04	TELEPHONE CLIENT RE ADMINISTRATIVE LAYOFF (FUENTES)	SVU	0.25	40.00
02/06/04	CORRESPONDENCE CLIENT RE PUBLIC DISCLOSURE OF ELECTED OFFICIAL INFORMATION; LEGAL RESEARCH (SPENCE)	SVU	1.00	160.00

AT. NELSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 29, 2004
 INVOICE NO. 238940
 CLIENT NO. 005142
 PJL
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
02/09/04	REVIEW PERSONNEL FILE MATERIALS; CONFERENCE OFFICE; LEGAL RESEARCH RE STATUS OF COACH (ORTEGA)	PJL	2.50	400.00
02/09/04	TELEPHONE H. CARR RE PROPOSED ACTION IN ORTEGA	PJL	0.25	40.00
02/09/04	TELEPHONE P. HAWKINS RE ACCESS AGREEMENT FOR ACCESS TO DISTRICT COMPUTER PROGRAMS	EBH	0.75	120.00
02/09/04	CONFERENCE OFFICE RE ACCESS AGREEMENT FOR COMPUTER USE	EBH	0.50	80.00
02/09/04	TELEPHONE P. HAWKINS RE COMPUTER ACCESS AGREEMENT	EBH	0.25	40.00
02/09/04	PREPARE ACCESS AGREEMENT FOR USE OF COMPUTERS	EBH	3.00	480.00
02/09/04	TELEPHONE E. HEAREY RE LICENSE AGREEMENT FOR COMPUTER ACCESS; FILE MEMO	LRA	0.75	120.00
02/09/04	REVISE LEGAL OPINION RE DISCLOSURE OF ELECTED OFFICIAL INFORMATION; LEGAL RESEARCH (SPENCE)	SVU	2.75	440.00
02/09/04	LEGAL RESEARCH RE NON-EMPLOYEE STANDING TO FILE GRIEVANCE	SLK	1.50	187.50
02/10/04	CORRESPONDENCE CLIENT RE DISCLOSURE OF BOARD MEMBER'S E-MAIL ADDRESSES	PJL	0.50	80.00
02/10/04	LEGAL RESEARCH RE FINALIZATION PROCEDURES FOR DISCRIMINATION COMPLAINTS	PJL	0.25	40.00
02/10/04	TELEPHONE G. MARVEL RE REASSIGNMENT OF FACULTY MEMBER TO NON-COACHING POSITION	PJL	0.50	80.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 29, 2004
 INVOICE NO. 238940
 CLIENT NO. 005142
 P JL
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
02/10/04	LEGAL RESEARCH; CONFERENCE OFFICE RE COLLECTIVE BARGAINING AGREEMENT PROCEDURES FOR FACULTY REASSIGNMENT	PJL	0.50	80.00
02/10/04	PREPARE ON-LINE ACCESS AGREEMENT AND TERMS OF USE	EBH	2.50	400.00
02/10/04	CORRESPONDENCE OPPOSING COUNSEL RE ORTEGA	JJH	0.50	80.00
02/10/04	CONFERENCE OFFICE RE BOARD MEMBER E-MAIL ADDRESS DISCLOSURE (SPENCE)	SVU	0.25	40.00
02/10/04	CONFERENCE CLIENT RE BOARD MEMBER E-MAIL ADDRESS DISCLOSURE (SPENCE)	SVU	0.25	40.00
02/10/04	TELEPHONE COUNTY ELECTION OFFICE RE INFORMATION BOARD MEMBER CANDIDATE MUST PUBLICLY DISCLOSE AS PART OF CANDIDACY (SPENCE)	SVU	0.25	40.00
02/10/04	LEGAL RESEARCH RE CALIFORNIA PUBLIC RECORDS ACT REQUIRING DISCLOSURE OF BOARD MEMBERS E-MAIL ADDRESSES (SPENCE)	SVU	0.50	80.00
02/10/04	REVISE CORRESPONDENCE CLIENT RE CALIFORNIA PUBLIC RECORDS ACT REQUIRING DISCLOSURE OF BOARD MEMBERS E-MAIL ADDRESSES (SPENCE)	SVU	0.75	120.00
02/10/04	CORRESPONDENCE RE BOARD MEMBER RECORD DISCLOSURE	SVU	3.25	520.00
02/10/04	LEGAL RESEARCH RE PUBLIC RECORDS ACT AND BOARD MEMBER INFORMATION	SVU	1.25	200.00
02/10/04	LEGAL RESEARCH RE NON-EMPLOYEE STANDING TO FILE GRIEVANCE	SLK	0.50	62.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 29, 2004
 INVOICE NO. 238940
 CLIENT NO. 005142
 PJL
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
02/11/04	TELEPHONE CONFERENCE DESILVA GROUP RE DIABLO VALLEY COLLEGE PROPERTY	PJL	0.25	40.00
02/11/04	LEGAL RESEARCH; CONFERENCE OFFICE RE BERRY AND MAZZI DISCIPLINE	PJL	0.50	80.00
02/11/04	TELEPHONE E. FUENTES AND S. MCCRAY RE BERRY AND MAZZI DISCIPLINARY ACTIONS	PJL	0.50	80.00
02/11/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE ASHBY HEARING	MLS	0.25	40.00
02/11/04	TELEPHONE DESILVA GROUP RE SCHEDULING CONFERENCE FOR DIABLO VALLEY COLLEGE ISSUE	PO1	0.25	31.25
02/12/04	TELEPHONE J. HENDRICKSON RE LIABILITY OF DISTRICT FOR SPECIALLY FUNDED PROJECTS	PJL	0.25	40.00
02/12/04	TELEPHONE S. MCCRAY RE CAPELLE CONTRACT	MSW	0.25	40.00
02/12/04	LEGAL RESEARCH RE CAPELLE	MSW	0.25	40.00
02/12/04	TELEPHONE T. BECKETT RE PROPOSED TITLE OPINION	EBH	0.50	80.00
02/12/04	REVISE PROPOSED TITLE OPINION	EBH	0.50	80.00
02/12/04	REVISE COMPUTER ACCESS AGREEMENT FOR INSTRUCTIONAL MODULES	EBH	1.00	160.00
02/12/04	CORRESPONDENCE S. LAMB RE NOTICE OF UNPROFESSIONAL CONDUCT IN ORTEGA	JJH	0.25	40.00
02/12/04	TELEPHONE DESILVA GROUP RE RESCHEDULING CONFERENCE FOR DIABLO VALLEY COLLEGE ISSUE	PO1	0.25	31.25

AT. ANSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 29, 2004
 INVOICE NO. 238940
 CLIENT NO. 005142
 PJL
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
02/13/04	TELEPHONE E. FUENTES RE PART-TIME TEACHER REPORT OF DRUG OFFENSE AND PROCEDURES FOR WAIVER	PJL	0.25	40.00
02/16/04	TELEPHONE S. MCCRAY RE CAPELLE	MSW	0.25	40.00
02/16/04	CORRESPONDENCE S. MCCRAY RE CAPELLE SETTLEMENT	MSW	0.25	40.00
02/17/04	CORRESPONDENCE CLIENT RE RESOLUTION AND NOTICES FOR FACULTY LAYOFF	PJL	1.50	240.00
02/17/04	CORRESPONDENCE CLIENT RE BERRY-WILLIAMS AND MAZZI DISCIPLINARY ACTIONS; LEGAL RESEARCH	PJL	1.50	240.00
02/17/04	TELEPHONE S. MCCRAY RE CAPELLE	MSW	0.25	40.00
02/19/04	REVIEW FAX FROM RTI RE NONDISCLOSURE AGREEMENT	MSW	0.25	40.00
02/19/04	CONFERENCE OFFICE RE INTELLECTUAL PROPERTY ISSUE	MSW	0.25	40.00
02/20/04	REVIEW AND REVISE ORTEGA RESPONSE TO NOTICE OF REPRIMAND; PREPARE RESPONSE TO OPPOSING COUNSEL; CONFERENCE OFFICE; TELEPHONE E. FUENTES RE RESPONSE	JJH	1.00	160.00
02/23/04	TELEPHONE P. GILLILAND; LEGAL RESEARCH RE REDUCTION IN STAFF	PJL	0.25	40.00
02/23/04	TELEPHONE P. GILLILAND RE LAYOFF OF CLASSIFIED PERSONNEL	PJL	0.75	120.00
02/23/04	LEGAL RESEARCH; CONFERENCE OFFICE RE CLASSIFIED LAYOFF	PJL	0.50	80.00
02/23/04	TELEPHONE S. MCCRAY RE LAYOFF RESOLUTION	MSW	0.25	40.00

596

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 29, 2004
 INVOICE NO. 238940
 CLIENT NO. 005142
 PJL
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
02/23/04	CONFERENCE OFFICE RE LEGAL RESEARCH ON CLASSIFIED REDUCTION IN HOURS OF HR POSITIONS	TAG	0.25	40.00
02/23/04	TELEPHONE P. HAWKINS RE DRAFT ONLINE ACCESS AGREEMENT	EBH	0.50	80.00
02/23/04	CONFERENCE OFFICE RE COPYRIGHT FOR INSTRUCTIONAL MODULES AND ONLINE ACCESS AGREEMENT	EBH	0.50	80.00
02/23/04	REVISE ONLINE ACCESS AGREEMENT AND TERMS OF USE	EBH	1.50	240.00
02/23/04	CORRESPONDENCE P. HAWKINS RE PROPOSED ONLINE ACCESS AGREEMENT	EBH	1.00	160.00
02/23/04	CONFERENCE OFFICE RE PROPOSED ONLINE USE AGREEMENT AND DRAFT DOCUMENTS	EBH	0.25	40.00
02/23/04	TELEPHONE E. FUNETES RE ORTEGA	JJH	0.25	40.00
02/23/04	TELEPHONE S. MCCRAY RE SHIPMAN STATUS	MLS	0.25	40.00
02/23/04	TELEPHONE E. HEAREY RE COPYRIGHT LICENSING AND REGISTRATION OF INSTRUCTIONAL MODULES	LRA	0.50	80.00
02/24/04	LEGAL RESEARCH RE FILE RESEARCH MEMO FOR CLASSIFIED LAYOFF RULES	PJL	0.75	120.00
02/24/04	TELEPHONE E. FUENTES, G. MARVEL AND S. MCCRAY RE FACULTY LAYOFF	PJL	0.25	40.00
02/24/04	LEGAL RESEARCH RE REVIEW OF INTELLECTUAL PROPERTY ISSUES FOR RTI	PJL	0.25	40.00
02/24/04	TELEPHONE T. BECKETT RE VILLAGE CENTER REIMBURSEMENT AGREEMENT REVISIONS	EBH	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 29, 2004
 INVOICE NO. 238940
 CLIENT NO. 005142
 PJL
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
02/24/04	CONFERENCE OFFICE RE LICENSING OF INSTRUCTIONAL MODULES AND COPYRIGHT ISSUES	EBH	0.75	120.00
02/24/04	TELEPHONE P. HAWKINS RE COPYRIGHT OF INSTRUCTIONAL MATERIALS AND LICENSING AGREEMENT	EBH	0.25	40.00
02/24/04	REVIEW EMAIL RE COPYRIGHT ISSUES; REVIEW DRAFT ONLINE ACCESS AGREEMENT; REVIEW TERMS OF USE; REVIEW CORRESPONDENCE P. HAWKINS; CONFERENCE OFFICE COPYRIGHT OWNERSHIP, LICENSING AND REGISTRATION	LRA	3.75	600.00
02/24/04	REVIEW CORRESPONDENCE FROM M. WILLIAMS AND E. BUGG; LEGAL RESEARCH; TELEPHONE E. BUGG; REVIEW TRANSMITTED DOCUMENT FROM E. BUGG ABOUT VERISIGN RE RTI NONDISCLOSURE AGREEMENT	LRA	3.50	560.00
02/24/04	CONFERENCE OFFICE RE REGIONAL TRAINING INSTITUTE AGREEMENT	LRA	0.25	40.00
02/25/04	LEGAL RESEARCH RE CLASSIFIED LAYOFF	PML	0.50	80.00
02/25/04	PREPARE LEGAL OPINION RE CLASSIFIED LAYOFF	PML	1.75	280.00
02/25/04	REVIEW AND REVISE LEGAL OPINION RE LAYOFF	PML	0.25	40.00
02/25/04	TELEPHONE T. BECKETT RE VILLAGE CENTER IMPROVEMENT AGREEMENTS	EBH	0.50	80.00
02/25/04	REVIEW PROPOSED IMPROVEMENT REIMBURSEMENT AGREEMENT FOR VILLAGE CENTER	EBH	0.50	80.00
02/25/04	REVIEW BOARD POLICIES ON INTERNET USE AND COPYRIGHT FOR ONLINE ACCESS AGREEMENT	EBH	0.75	120.00

598

A1. ~~NSUN~~, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 29, 2004
 INVOICE NO. 238940
 CLIENT NO. 005142
 PJJ
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
02/25/04	REVISE ONLINE ACCESS AGREEMENT; CORRESPONDENCE P. HAWKINS	EBH	1.00	160.00
02/25/04	CONFERENCE OFFICE RE ONLINE ACCESS AGREEMENT DRAFT AND PROCEDURES BEFORE ADOPTION	EBH	0.50	80.00
02/25/04	CONFERENCE OFFICE RE RESPONSE TO ORTEGA AND INVESTIGATION; REVIEW RESPONSE	JJH	0.75	120.00
02/25/04	CONFERENCE OFFICE RE DISTRICT POLICIES	JJH	0.25	40.00
02/25/04	REVIEW POLICIES RE COPYRIGHT AND TECHNOLOGY	SLK	1.00	125.00
02/26/04	TELEPHONE S. MCCRAY RE ACADEMIC MANAGERS LAYOFF	TAG	0.25	40.00
02/26/04	REVIEW CORRESPONDENCE RE COPYRIGHT FOR INSTRUCTIONAL MODULES	LRA	0.25	40.00
02/26/04	REVIEW TRANSMITTED DOCUMENT RE DISTRICT BUSINESS PROCEDURES, BOARD POLICIES AND HUMAN RESOURCE PROCEDURES IN COPYRIGHT OF INSTRUCTIONAL MODULES	LRA	0.25	40.00
02/27/04	TELEPHONE S. MCCRAY RE RETREAT RIGHTS FOR MANAGERS EMPLOYED AFTER JULY 1, 1990	TAG	0.25	40.00
02/27/04	LEGAL RESEARCH RE RETREAT RIGHTS OF EDUCATIONAL ADMINISTRATORS	TAG	0.25	40.00
02/27/04	TELEPHONE S. MCCRAY RE RETREAT RIGHTS FOR EDUCATIONAL ADMINISTRATORS	TAG	0.25	40.00

CURRENT FEES: \$ 13,260.00

GENERAL LEGAL ADVICE

599

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 29, 2004
 INVOICE NO. 238940
 CLIENT NO. 005142
 P.J.L.
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

PO #BC 4383.4

DISBURSEMENTS:

02/02/04	AUTOMATED LEGAL RESEARCH	6.58
02/02/04	AUTOMATED LEGAL RESEARCH	129.75
02/02/04	AUTOMATED LEGAL RESEARCH	4.82
02/02/04	AUTOMATED LEGAL RESEARCH	1.86
02/17/04	DOCUMENT PREPARATION AND WORD PROCESSING	56.99

CURRENT DISBURSEMENTS \$200.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
ALLRED, LISA R.	LRA	160/hr.	9.25	1,480.00
GOLUBA, TODD A.	TAG	160/hr.	2.25	360.00
HEAREY, ELIZABETH B.	EBH	160/hr.	18.00	2,880.00
HEIN, JANICE J.	JJH	160/hr.	5.75	920.00
HENRY, JENNIFER, E.	JEH	160/hr.	6.25	1,000.00
KAPLAN, SUSAN L.	SLK	125/hr.	3.00	375.00
LOYA, PAUL M.	PML	160/hr.	2.50	400.00
LUCEY, PETER J.	PJL	160/hr.	12.25	1,960.00
SACKS, MARLEEN L.	MLS	160/hr.	0.50	80.00
STANSBURY, CECELIA O.	PO1	125/hr.	0.75	93.75
TABAK, G B.	GBT	125/hr.	0.25	31.25
UZELAC, SUZANNE V.	SVU	160/hr.	17.50	2,800.00
WEILER, CLIFFORD D.	CDW	160/hr.	0.25	40.00
WILLIAMS, MARK S.	MSW	160/hr.	5.25	840.00

FEE SUMMARY TOTAL 13,260.00

TOTAL MATTER BILLING 13,460.00

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
01/29/04	REVIEW SEXUAL HARASSMENT COMPLAINT	MSW	0.25	40.00

600

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 29, 2004
 INVOICE NO. 238940
 CLIENT NO. 005142
 P/JL
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
01/29/04	TELEPHONE S. MCCRAY RE SEXUAL HARASSMENT COMPLAINT	MSW	0.50	80.00
02/03/04	TELEPHONE S. MCCRAY RE COMPLAINT	MSW	0.25	40.00
02/03/04	CONFERENCE OFFICE RE INVESTIGATION OF INTERNAL SEXUAL HARASSMENT COMPLAINT	MLS	0.25	40.00
02/04/04	TELEPHONE S. MCCRAY RE SEXUAL HARASSMENT INVESTIGATION	MSW	0.25	40.00
02/04/04	TELEPHONE C. WESTIN RE INVESTIGATION	MSW	0.25	40.00
02/09/04	TELEPHONE J. HUDAK RE GULA INVESTIGATION	GBT	0.25	31.25
02/09/04	TELEPHONE B. CUTLER, S. SCHMIDT AND G. FULK RE SMITH COMPLAINT	GBT	1.25	156.25
02/10/04	CONFERENCE OFFICE RE GULA DISCRIMINATION COMPLAINT; TELEPHONE S. MCCRAY	GBT	0.25	31.25
02/10/04	TELEPHONE C. LI-BUGG RE SMITH DISCRIMINATION COMPLAINT; PREPARE INVESTIGATION REPORT	GBT	0.75	93.75
02/11/04	TELEPHONE S. MCCRAY AND J. COURTNEY RE RESULTS IN GULA INVESTIGATION	P/JL	0.50	80.00
02/12/04	TELEPHONE C. HASTON RE SEXUAL HARASSMENT COMPLAINT	MSW	0.25	40.00
02/12/04	REVIEW STRANGFELD FILE; CONFERENCE OFFICE RE INVESTIGATION OF COMPLAINT	MLS	0.50	80.00
02/12/04	TELEPHONE S. MCCRAY RE GULA DISCRIMINATION COMPLAINT, PREPARE INVESTIGATION AND CORRESPONDENCE	GBT	0.25	31.25
02/12/04	REVIEW INVESTIGATION REPORT RE SMITH DISCRIMINATION COMPLAINT	GBT	0.75	93.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 29, 2004
 INVOICE NO. 238940
 CLIENT NO. 005142
 PJL
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
02/13/04	TELEPHONE C. HASTON RE STRANGFELD COMPLAINT; CORRESPONDENCE C. HASTON	MLS	0.50	80.00
02/13/04	TELEPHONE C. HASTON RE INVESTIGATION OF STRANGFELD COMPLAINT	MLS	0.25	40.00
02/17/04	TELEPHONE J. HUDAK RE GULA INVESTIGATION	PJL	0.25	40.00
02/17/04	TELEPHONE J. COURTNEY RE GULA INVESTIGATION; MEMO TO FILE	PJL	0.50	80.00
02/17/04	TELEPHONE M. SINGH RE TESTIFYING AT HEARING IN SEXUAL HARASSMENT COMPLAINT	MLS	0.25	40.00
02/17/04	REVIEW INVESTIGATION REPORT RE SMITH DISCRIMINATION COMPLAINT; CORRESPONDENCE E. SMITH AND C. LI-BUGG; EMAIL S. MCCRAY	GBT	2.75	343.75
02/18/04	REVIEW INVESTIGATION REPORT RE SMITH COMPLAINT	GBT	0.25	31.25
02/19/04	REVIEW INVESTIGATION REPORT RE SMITH COMPLAINT	GBT	0.25	31.25
02/20/04	REVIEW SMITH DISCRIMINATION INVESTIGATION REPORT; CONFERENCE OFFICE	JJH	0.75	120.00
02/20/04	CONFERENCE OFFICE RE SMITH DISCRIMINATION COMPLAINT	GBT	0.25	31.25
02/20/04	TELEPHONE AND CORRESPONDENCE P. PULLEN RE ORTIZ DISCRIMINATION COMPLAINT	GBT	0.50	62.50
02/23/04	REVIEW GULA DISCRIMINATION REPORT	PJL	1.00	160.00
02/25/04	TELEPHONE L. WINKLER RE CAMBA	GBT	0.25	31.25
02/26/04	TELEPHONE L. WINKLER RE CAMBA DFEH COMPLAINT	GBT	0.25	31.25

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 29, 2004
 INVOICE NO. 238940
 CLIENT NO. 005142
 PJL
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
02/29/04	REVIEW CORRESPONDENCE RE GULA INVESTIGATION	PJL	0.25	40.00

CURRENT FEES: \$ 2,080.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEIN, JANICE J.	JJH	160/hr.	0.75	120.00
LUCEY, PETER J.	PJL	160/hr.	2.50	400.00
SACKS, MARLEEN L.	MLS	160/hr.	1.75	280.00
TABAK, G B.	GBT	125/hr.	8.00	1,000.00
WILLIAMS, MARK S.	MSW	160/hr.	1.75	280.00

FEE SUMMARY TOTAL 2,080.00

TOTAL MATTER BILLING 2,080.00

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
02/02/04	CORRESPONDENCE CLIENT RE BYLAWS; PREPARE BOARD RESOLUTION; TELEPHONE S. MCCRAY TELEPHONE E. FUENTES; PREPARE GRIEVANCE RESPONSES; CORRESPONDENCE CLIENT RE GRIEVANCE RESPONSES IN BATES	JJH	3.25	520.00
02/03/04	CORRESPONDENCE CLIENT RE BATES RESOLUTION	JJH	0.25	40.00
02/04/04	TELEPHONE A. LATHROP RE BATES RESPONSE	JJH	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 29, 2004
 INVOICE NO. 238940
 CLIENT NO. 005142
 P/JL
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
02/05/04	REVIEW CORRESPONDENCE FROM A. LATHROP RE BATES RESPONSE; TELEPHONE E. FUENTES; CORRESPONDENCE A. LATHROP; REVIEW CONTRACT; LEGAL RESEARCH RE DUE PROCESS RIGHTS	JJH	1.50	240.00
02/05/04	REVIEW CORRESPONDENCE FROM S. LIPMAN RE APPEAL OF GRIEVANCE; TELEPHONE S. MCCRAY; REVIEW FILE	JJH	1.00	160.00
02/05/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE UNION CONSIDERATION OF SETTLEMENT TO COUNSELING GRIEVANCE	MLS	0.25	40.00
02/05/04	CONFERENCE OFFICE RE ARBITRATION HEARING IN BANK	MJP	0.25	31.25
02/09/04	TELEPHONE S. MCCRAY; CORRESPONDENCE CLIENT RE GRIEVANCE; REVIEW FILE; TELEPHONE G. MARVEL; CONFERENCE OFFICE; LEGAL RESEARCH RE STANDING TO FILE GRIEVANCE IN LIPMAN	JJH	1.50	240.00
02/10/04	TELEPHONE M. ANGELO RE SELECTION OF DATE FOR ASHBY GRIEVANCE	MLS	0.25	40.00
02/10/04	CORRESPONDENCE S. MCCRAY RE ASHBY GRIEVANCE HEARING DATE	MLS	0.25	40.00
02/11/04	PREPARE FOR SHIPMAN HEARING	MLS	0.25	40.00
02/11/04	REVIEW COUNSELING GRIEVANCE FILE	MLS	0.25	40.00
02/11/04	CORRESPONDENCE S. MCCRAY RE DOCUMENTATION ON COUNSELING GRIEVANCE	MLS	0.25	40.00
02/12/04	LEGAL RESEARCH RE RESPONSE TO CORRESPONDENCE FROM LIPMAN COUNSEL	PJL	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 29, 2004
 INVOICE NO. 238940
 CLIENT NO. 005142
 PJL
 PAGE: 16

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
02/12/04	REVIEW CORRESPONDENCE FROM CLIENT RE LIPMAN GRIEVANCE; REVIEW GRIEVANCE RESPONSE; TELEPHONE S. MCCRAY; PREPARE CORRESPONDENCE S. LIPMAN; LEGAL RESEARCH RE STANDING TO FILE GRIEVANCE	JJH	1.75	280.00
02/12/04	REVIEW INVESTIGATION RE COUNSELING GRIEVANCES	MLS	0.25	40.00
02/13/04	CORRESPONDENCE OPPOSING COUNSEL RE STATUS OF LIPMAN GRIEVANCE	PJL	0.25	40.00
02/13/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE COUNSELING GRIEVANCE RESPONSE	MLS	0.25	40.00
02/13/04	CORRESPONDENCE S. MCCRAY RE COUNSELING GRIEVANCE RESPONSE	MLS	0.25	40.00
02/17/04	CONFERENCE OFFICE; REVIEW CORRESPONDENCE RE ASHBY GRIEVANCE	PJL	0.50	80.00
02/17/04	REVIEW CORRESPONDENCE FROM T. ANGELO RE ASHBY GRIEVANCE FACTFINDING	MLS	0.25	40.00
02/17/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE COUNSELING GRIEVANCE STATUS	MLS	0.25	40.00
02/17/04	CONFERENCE OFFICE RE PENDING GRIEVANCES	MLS	0.25	40.00
02/19/04	TELEPHONE E. FUENTES RE OFFER OF SETTLEMENT IN BATES	PJL	0.25	40.00
02/19/04	TELEPHONE S. MCCRAY RE BATES OFFER OF SETTLEMENT	PJL	0.25	40.00
02/19/04	TELEPHONE S. WEINBERG RE BATES OFFER OF SETTLEMENT	PJL	0.25	40.00
02/19/04	CORRESPONDENCE E. FUENTES RE DEAL POINTS IN BATES SETTLEMENT	PJL	0.50	80.00

605

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

FEBRUARY 29, 2004
INVOICE NO. 238940
CLIENT NO. 005142
PJL
PAGE: 17

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date	Atty.	Hrs.	Amt.
02/19/04	PJL	0.25	40.00
TELEPHONE E. FUENTES RE RESPONSE TO S. WEINBERG IN BATES SETTLEMENT POINTS			
02/19/04	MLS	0.50	80.00
CORRESPONDENCE S. MCCRAY RE SHIPMAN HEARING; TELEPHONE R. HOH RE SUBPOENA			
02/20/04	PJL	0.50	80.00
TELEPHONE E. FUENTES; CONFERENCE OFFICE; REVIEW CORRESPONDENCE RE BATES SETTLEMENT NEGOTIATIONS			
02/20/04	JJH	0.25	40.00
TELEPHONE E. FUENTES RE BATES; CONFERENCE OFFICE RE SETTLEMENT			
02/23/04	MLS	0.25	40.00
TELEPHONE C. DOOLITTLE RE SHIPMAN AND JONES STATUS			
02/23/04	MLS	0.25	40.00
TELEPHONE T. GREERTY RE SHIPMAN HEARING AND POSSIBLE CONTINUANCE			
02/23/04	JJH	2.50	400.00
PREPARE SETTLEMENT AGREEMENT; CORRESPONDENCE CLIENT RE BATES; TELEPHONE S. MCCRAY RE BATES			
02/24/04	JJH	1.50	240.00
PREPARE BATES' SETTLEMENT AGREEMENT; TELEPHONE S. WEINBERG, E. FUENTES AND S. MCCRAY RE BATES			
02/24/04	JJH	1.00	160.00
CORRESPONDENCE CLIENT RE BATES			
02/25/04	JJH	1.00	160.00
TELEPHONE S. MCCRAY RE BATES SETTLEMENT; CORRESPONDENCE OPPOSING COUNSEL RE BATES			
02/25/04	MLS	0.25	40.00
REVIEW CORRESPONDENCE FROM R. HOH RE CONFIRMATION OF SHIPMAN HEARING			
02/25/04	MLS	0.25	40.00
CORRESPONDENCE R. HOH RE REQUEST FOR SINGH SUBPOENA			

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

FEBRUARY 29, 2004
 INVOICE NO. 238940
 CLIENT NO. 005142
 PJL
 PAGE: 18

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
02/25/04	TELEPHONE M. SINGH RE UNWILLINGNESS TO TESTIFY AT SHIPMAN HEARING	MLS	0.25	40.00
02/25/04	CALENDAR TERMINATION HEARING AND RELATED DEADLINES RE SHIPMAN	MJP	0.25	31.25

CURRENT FEES: \$ 3,822.50

RE: GRIEVANCES

DISBURSEMENTS:

02/25/04	DOCUMENT PREPARATION AND WORD PROCESSING			20.00
----------	--	--	--	-------

CURRENT DISBURSEMENTS \$20.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEIN, JANICE J.	JJH	160/hr.	15.75	2,520.00
LUCEY, PETER J.	PJL	160/hr.	3.00	480.00
POLLARD, MARIANNE J.	MJP	125/hr.	0.50	62.50
SACKS, MARLEEN L.	MLS	160/hr.	4.75	760.00

FEE SUMMARY TOTAL 3,822.50

TOTAL MATTER BILLING 3,842.50

BUSINESS AND TAX-GENERAL

Date		Atty.	Hrs.	Amt.
01/28/04	PREPARE FOR CONFERENCE R. DRAGOLOVICH RE BIOSCIENCE INCUBATOR GROUP	MSW	0.25	40.00

607

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2004
 INVOICE NO. 239862
 CLIENT NO. 005142
 P.JL
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/01/04	LEGAL RESEARCH RE BID PROCESS FOR SAN RAMON SITE	PJL	0.25	40.00
03/01/04	TELEPHONE G. MARVEL RE LAYOFFS	MSW	0.25	40.00
03/01/04	TELEPHONE G. MARVEL RE LAYOFF PROCEDURES	MSW	0.25	40.00
03/01/04	CONFERENCE OFFICE RE PROPOSED ONLINE ACCESS AGREEMENT	EBH	1.50	240.00
03/01/04	TELEPHONE T. BECKETT RE PROPOSED VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	0.50	80.00
03/01/04	REVIEW CORRESPONDENCE FROM T. BECKETT RE PROPOSED REIMBURSEMENT AGREEMENT	EBH	0.50	80.00
03/01/04	CONFERENCE OFFICE RE PROCEDURE FOR REVIEW OF PROPOSED REIMBURSEMENT AGREEMENT FOR VILLAGE CENTER	EBH	0.25	40.00
03/01/04	TELEPHONE P. HAWKINS RE PROPOSED ONLINE ACCESS AGREEMENT.	EBH	0.75	120.00
03/01/04	CORRESPONDENCE T. BECKETT RE VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	1.50	240.00
03/01/04	REVIEW CORRESPONDENCE RE LABOR COMPLIANCE PROGRAM	EBH	0.75	120.00
03/01/04	REVISE VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	1.00	160.00
03/01/04	REVIEW REVISED COVER CORRESPONDENCE, AGREEMENT AND TERMS OF USE RE COPYRIGHT OF INSTRUCTIONAL MATERIALS; CONFERENCE OFFICE	LRA	2.00	320.00

608

AT. N. N, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2004
 INVOICE NO. 239862
 CLIENT NO. 005142
 PJL
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/01/04	CONFERENCE OFFICE RE COPYRIGHT OF INSTRUCTIONAL MATERIALS	LRA	0.50	80.00
03/01/04	LEGAL RESEARCH WEB CT TERMS AND CONDITIONS	LRA	1.25	200.00
03/02/04	CORRESPONDENCE P. GILLILAND RE CLASSIFIED EMPLOYEES LAYOFF	PJL	0.50	80.00
03/02/04	CONFERENCE OFFICE RE VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	0.25	40.00
03/02/04	REVISE PROPOSED VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	1.00	160.00
03/02/04	TELEPHONE T. BECKETT RE REIMBURSEMENT AGREEMENT FOR VILLAGE CENTER	EBH	0.50	80.00
03/02/04	REVISE PROPOSED REIMBURSEMENT AGREEMENT FOR VILLAGE CENTER	EBH	1.00	160.00
03/02/04	LEGAL RESEARCH RE RETENTION PERIODS FOR PAYMENTS DUE ON REIMBURSEMENT AGREEMENT (VILLAGE CENTER)	EBH	0.50	80.00
03/02/04	CORRESPONDENCE T. BECKETT RE REIMBURSEMENT AGREEMENT FOR VILLAGE CENTER	EBH	1.00	160.00
03/02/04	TELEPHONE M. WILLIAMS, J. WADE AND S. LAMB RE ORTEGA RESPONSE; PREPARE RESPONSE	JJH	3.25	520.00
03/02/04	LEGAL RESEARCH ON LICENSING OF WEB CT RE COPYRIGHT OF INSTRUCTIONAL MATERIALS	LRA	0.50	80.00
03/02/04	LEGAL RESEARCH RE WINDEMERE CONTRACT LANGUAGE AND 35 DAY WAITING PERIOD	SLK	1.00	125.00

A1. **ANDERSON, LOYA, RUUD & ROMO**
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MARCH 31, 2004
INVOICE NO. 239862
CLIENT NO. 005142
PJM
PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/03/04	CONFERENCE DESILVA GROUP RE EXCHANGE OF REAL PROPERTY FOR DVC PARKING STRUCTURE	PJL	2.00	320.00
03/03/04	TELEPHONE T. BECKETT RE DESILVA CONFERENCE	PJL	0.50	80.00
03/03/04	CORRESPONDENCE CLIENT RE DESILVA PROPOSAL FOR PARKING STRUCTURE EXCHANGE FOR REAL PROPERTY	PJL	1.00	160.00
03/03/04	CORRESPONDENCE CLIENT; LEGAL RESEARCH RE SAN RAMON CENTER AGREEMENT	PJL	0.50	80.00
03/03/04	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE WILLIAMS AND MAZZI CHARGES	PJL	1.25	200.00
03/03/04	TELEPHONE E. FUENTES; CORRESPONDENCE E. FUENTES RE FACULTY SERVICE AREAS AND SENIORITY	MSW	0.25	40.00
03/03/04	LEGAL RESEARCH RE LAYOFF PROCEDURES	MSW	1.50	240.00
03/03/04	REVISE CORRESPONDENCE P. HAWKINS RE ONLINE ACCESS AGREEMENT	EBH	1.00	160.00
03/03/04	TELEPHONE T. BECKETT RE VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	0.50	80.00
03/03/04	CONFERENCE OFFICE RE PROPOSED VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	0.25	40.00
03/03/04	REVISE PROPOSED VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	0.50	80.00
03/03/04	REVIEW EMAIL RE CONTRA COSTA COMMUNITY COLLEGE DISTRICT ONLINE ACCESS AGREEMENT AND TERMS OF USE	LRA	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2004
 INVOICE NO. 239862
 CLIENT NO. 005142
 PJL
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/04/04	TELEPHONE J. VROMAN RE B. WILLIAMS DISMISSAL	PJL	0.25	40.00
03/04/04	CONFERENCE OFFICE RE ONLINE ACCESS AGREEMENT	EBH	0.50	80.00
03/04/04	TELEPHONE T. BECKETT RE REVISIONS TO VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	0.75	120.00
03/04/04	CORRESPONDENCE T. BECKETT RE VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	0.75	120.00
03/04/04	REVIEW CORRESPONDENCE FROM T. BECKETT RE VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	0.25	40.00
03/04/04	LEGAL RESEARCH RE RETENTION REQUIREMENTS FOR VILLAGE CENTER AGREEMENT	EBH	0.50	80.00
03/04/04	REVISE CORRESPONDENCE P. HAWKINS RE ONLINE ACCESS AGREEMENT	EBH	0.25	40.00
03/04/04	CORRESPONDENCE OPPOSING COUNSEL RE ORTEGA RESPONSE	JJH	2.00	320.00
03/04/04	TELEPHONE E. FUENTES RE PERMISSION TO USE FACULTY PHOTOS IN PROMOTIONAL MATERIALS	MLS	0.25	40.00
03/04/04	REVIEW CORRESPONDENCE P. HAWKINS, AGREEMENT AND TERMS OF USE RE ONLINE ACCESS AGREEMENT	LRA	0.50	80.00
03/04/04	CONFERENCE OFFICE RE ONLINE ACCESS AGREEMENT	LRA	0.25	40.00
03/04/04	CONFERENCE OFFICE RE ONLINE ACCESS AGREEMENT	LRA	0.25	40.00

A1. JON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2004
 INVOICE NO. 239862
 CLIENT NO. 005142
 PJL
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date	Atty.	Hrs.	Amt.
03/05/04	PJL	0.25	40.00
03/05/04	PJL	0.50	80.00
03/05/04	MSW	0.25	40.00
03/05/04	MSW	0.25	40.00
03/05/04	MSW	0.75	120.00
03/05/04	MSW	0.25	40.00
03/05/04	EBH	0.25	40.00
03/08/04	EBH	0.25	40.00
03/08/04	EBH	0.25	40.00
03/08/04	EBH	0.50	80.00
03/08/04	EBH	0.25	40.00
03/08/04	MLS	0.25	40.00

A1. ~~Atkinson~~, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aaltr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2004
 INVOICE NO. 239862
 CLIENT NO. 005142
 PJL
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/08/04	REVIEW UNLAWFUL DISCRIMINATION POLICY	SLK	1.00	125.00
03/09/04	TELEPHONE S. MCCRAY RE CERTIFICATED LAYOFF	PJL	0.25	40.00
03/09/04	REVIEW CORRESPONDENCE; CORRESPONDENCE DESILVA GROUP RE PROPOSAL TO ACQUIRE DISTRICT PROPERTY BY EXCHANGE	PJL	0.50	80.00
03/09/04	CORRESPONDENCE CLIENT; PREPARE NOTICES RE LAYOFF	PJL	1.75	280.00
03/09/04	TELEPHONE S. MCCRAY AND E. FUENTES RE LAYOFF OF FACULTY	PJL	0.25	40.00
03/09/04	TELEPHONE S. MCCRAY RE PROCEDURES FOR SERVING MARCH 15 NOTICES	PJL	0.25	40.00
03/09/04	REVIEW LIPMAN WRIT OF MANDATE	PJL	0.75	120.00
03/09/04	LEGAL RESEARCH RE LIPMAN WRIT OF MANDATE	PJL	0.25	40.00
03/09/04	PREPARE RESPONSE E. FUENTES RE SENIORITY AND FACULTY SERVICE AREAS	MSW	0.50	80.00
03/09/04	REVIEW AND ANALYZE LIPMAN COMPLAINT; CONFERENCE OFFICE; CORRESPONDENCE CLIENT RE COMPLAINT	JJH	1.75	280.00
03/09/04	REVIEW REVISED COMPLAINT PROCEDURE; LEGAL RESEARCH RE HARASSMENT AND DISCRIMINATION	SLK	2.00	250.00
03/10/04	CONFERENCE CHANCELLOR RE FACULTY LAYOFF	PJL	0.25	40.00
03/10/04	CONFERENCE OFFICE RE LAYOFF PROCEDURE	MSW	0.25	40.00

AT. ON, ANDELSON, LOYA, RUUD & R. b
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2004
 INVOICE NO. 239862
 CLIENT NO. 005142
 PJJ
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/10/04	CONFERENCE OFFICE RE LAYOFFS	MSW	0.25	40.00
03/10/04	LEGAL RESEARCH RE LANGUAGE IN DISCRIMINATION BOARD POLICY	GBT	0.25	31.25
03/10/04	LEGAL RESEARCH; PREPARE RESPONSE RE UNLAWFUL DISCRIMINATION AND SEXUAL HARASSMENT PROCEDURE	SLK	1.00	125.00
03/11/04	REVIEW CORRESPONDENCE; LEGAL RESEARCH; CONFERENCE OFFICE RE OVERPAYMENT RECOVERY POLICY	PJJ	0.25	40.00
03/11/04	TELEPHONE T. BECKETT RE CLOSED SESSION FOR BOARD MEETING ON SAN RAMON CAMPUS	PJJ	0.50	80.00
03/11/04	REVIEW CORRESPONDENCE FROM CLIENT RE SALARY OVERPAYMENT LANGUAGE (HENDRICKSON)	SVU	0.25	40.00
03/11/04	LEGAL RESEARCH RE STATUTE OF LIMITATIONS ON REIMBURSEMENT OF SALARY OVERPAYMENT (HENDRICKSON)	SVU	2.50	400.00
03/11/04	CORRESPONDENCE CLIENT RE SALARY OVERPAYMENT POLICY (HENDRICKSON)	SVU	0.50	80.00
03/12/04	LEGAL RESEARCH; TELEPHONE CLIENT; PREPARE FILE MEMO RE LIPMAN	PJJ	0.50	80.00
03/12/04	CORRESPONDENCE CLIENT RE INFORMATION NEEDED FOR LAYOFF OF PERSONNEL	PJJ	1.00	160.00
03/12/04	REVIEW PROPOSED CHANGES TO SEXUAL HARASSMENT/DISCRIMINATION POLICIES AND PROCEDURES; CONFERENCE OFFICE	MLS	0.50	80.00
03/12/04	CONFERENCE OFFICE; PREPARE DISCRIMINATION PROCEDURE ANALYSIS	SLK	2.00	250.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2004
 INVOICE NO. 239862
 CLIENT NO. 005142
 PJJ
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/15/04	CONFERENCES OFFICE RE LAYOFF; LEGAL RESEARCH RE NOTICE OF LAYOFF	PML	0.50	80.00
03/15/04	TELEPHONE G. MARVEL RE LAYOFFS	MSW	0.25	40.00
03/15/04	CONFERENCE OFFICE RE LAYOFF APPROACHES	MSW	0.25	40.00
03/15/04	CONFERENCE OFFICE RE BLANKET REQUEST FOR HEARING BY UNION ATTORNEY	JSY	0.25	40.00
03/15/04	TELEPHONE S. MCCRAY RE PENDING PERSONNEL MATTERS	MLS	0.25	40.00
03/15/04	TELEPHONE B. FUENTES RE UNION MAKING BLANKET REQUEST FOR LAYOFF HEARING; CONFERENCE OFFICE	MLS	0.75	120.00
03/15/04	CONFERENCE OFFICE RE REVISIONS TO SEXUAL HARASSMENT/HARASSMENT POLICY; TELEPHONE S. MCCRAY	MLS	0.25	40.00
03/15/04	TELEPHONE T. BECKETT RE PROPOSED VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	0.25	40.00
03/15/04	REVIEW CORRESPONDENCE FROM T. BECKETT RE PROPOSED VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	0.75	120.00
03/15/04	CORRESPONDENCE T. BECKETT RE VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	0.50	80.00
03/15/04	CONFERENCE OFFICE; LEGAL RESEARCH RE PROCEDURES TO CHALLENGE FACULTY LAYOFF	CDW	0.25	40.00
03/15/04	REVISE HARASSMENT PROCEDURE LETTER	SLK	1.50	187.50
03/16/04	REVIEW CORRESPONDENCE RE OFFICE OF ADMINISTRATIVE HEARINGS' REQUEST IN FACULTY LAYOFFS	PJJ	0.25	40.00

615

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2004
 INVOICE NO. 239862
 CLIENT NO. 005142
 PJJ
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/16/04	CORRESPONDENCE CLIENT RE RESPONSE TO QUESTIONS ON FACULTY LAYOFF	PJJ	0.50	80.00
03/16/04	LEGAL RESEARCH; CONFERENCE OFFICE RE SIGNATURE NOTARIZATION FOR WINDEMERE REIMBURSEMENT AGREEMENT	PJJ	0.25	40.00
03/16/04	CORRESPONDENCE CLIENT RE PROPOSED CHANGE IN RECOVERY OF OVERPAYMENT PROCEDURES	PJJ	0.25	40.00
03/16/04	REVIEW CORRESPONDENCE RE REQUEST FOR HEARING IN LAYOFF	PJJ	0.25	40.00
03/16/04	TELEPHONE T. BECKETT RE VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	0.25	40.00
03/16/04	CONFERENCE OFFICE RE VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	0.25	40.00
03/16/04	REVIEW CORRESPONDENCE FROM T. BECKETT RE VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	0.25	40.00
03/16/04	CORRESPONDENCE T. BECKETT RE VILLAGE CENTER REIMBURSEMENT AGREEMENT	EBH	0.25	40.00
03/16/04	CORRESPONDENCE S. MCCRAY RE PROPOSED REVISIONS TO NEW HARASSMENT POLICY	MLS	0.25	40.00
03/16/04	TELEPHONE CLIENT RE PAYROLL SERVICES POLICY (HENDRICKSON)	SVU	0.25	40.00
03/16/04	LEGAL RESEARCH RE RECOVERY OF OVERPAID WAGES STATUTE OF LIMITATIONS (HENDRICKSON)	SVU	0.75	120.00
03/16/04	REVISE CORRESPONDENCE CLIENT RE PAYROLL SERVICES POLICY (HENDRICKSON)	SVU	0.75	120.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MARCH 31, 2004
INVOICE NO. 239862
CLIENT NO. 005142
PJL
PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
PO #BC 4383.4

Date	Atty.	Hrs.	Amt.
03/17/04	PJL	0.75	120.00
03/17/04	PJL	0.25	40.00
03/17/04	PJL	0.25	40.00
03/17/04	PJL	0.50	80.00
03/17/04	CDW	0.25	40.00
03/17/04	MLS	0.25	40.00
03/17/04	GBT	0.50	62.50
03/18/04	DDT	0.25	40.00
03/18/04	MSW	1.00	160.00
03/18/04	MSW	2.00	320.00
03/19/04	PJL	0.50	80.00
03/19/04	PJL	0.25	40.00

617

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2004
 INVOICE NO. 239862
 CLIENT NO. 005142
 PJJ
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date	Attorney	Hrs.	Amt.
03/19/04	PJJ	1.00	160.00
CORRESPONDENCE CLIENT; LEGAL RESEARCH; TELEPHONE G. MARVEL RE PROPOSED REDUCTION IN FACULTY WORK YEAR			
03/22/04	MSW	1.00	160.00
CORRESPONDENCE G. MARVEL RE LAYOFFS AND PARTIAL REDUCTIONS			
03/22/04	MSW	0.75	120.00
LEGAL RESEARCH RE PARTIAL LAYOFF PROCESS			
03/22/04	MSW	0.50	80.00
CONFERENCE OFFICE; TELEPHONE G. MARVEL RE LAYOFF PROCEDURE			
03/22/04	JEH	0.75	120.00
LEGAL RESEARCH RE ADMINISTRATIVE TENURE ISSUE; TELEPHONE S. MCCRAY			
03/23/04	PJJ	0.25	40.00
LEGAL RESEARCH; CONFERENCE OFFICE RE FACULTY LAYOFF			
03/23/04	PJJ	0.75	120.00
REVIEW CORRESPONDENCE; LEGAL RESEARCH RE CHARGE OF TRADEMARK INFRINGEMENT AGAINST RTI			
03/23/04	PJJ	0.75	120.00
TELEPHONE G. MARVEL RE NEGOTIABILITY OF REDUCTION OF WORK YEAR			
03/23/04	JJH	0.50	80.00
CORRESPONDENCE CLIENT RE TRADEMARK; TELEPHONE J. COURTNEY			
03/23/04	GBT	0.50	62.50
LEGAL RESEARCH RE CLASSIFIED LAYOFFS (CSEA V KINGCITY)			
03/24/04	PJJ	0.75	120.00
LEGAL RESEARCH RE CERTIFICATED LAYOFFS/PARTICULAR KINDS OF SERVICE			
03/24/04	PJJ	1.00	160.00
CONFERENCE P. GILLILAND AND OTHERS RE PROCEDURES FOR FACULTY LAYOFF			
03/24/04	PJJ	0.25	40.00
PREPARE NOTICE OF APPEARANCE FORM RE SCHEDULING OF LAYOFF HEARING			

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aaltr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2004
 INVOICE NO. 239862
 CLIENT NO. 005142
 PJI
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/24/04	REVIEW CORRESPONDENCE RE SAN RAMON VALLEY CENTER AGREEMENT	PJL	0.25	40.00
03/24/04	REVIEW CORRESPONDENCE RE LIST OF NOTICES FOR LAYOFF OF ADMINISTRATORS	PJL	0.25	40.00
03/24/04	CONFERENCE OFFICE RE EFFECT OF NOT TERMINATING REDUCED SERVICE BY START OF THE NEW YEAR	WSK	0.25	40.00
03/24/04	LEGAL RESEARCH AND CONFERENCE OFFICE RE EFFECTIVE DATE OF LAYOFF	CDW	0.25	40.00
03/25/04	CORRESPONDENCE CLIENT RE FORMS FOR LAYOFF ACCUSATION PACKET	PJL	0.50	80.00
03/25/04	CORRESPONDENCE OPPOSING COUNSEL RE LIPMAN SUMMONS	JJH	0.25	40.00
03/25/04	PREPARE ACCUSATION PACKET AND CORRESPONDENCE RE LAYOFFS (FUENTES)	SVU	2.25	360.00
03/26/04	CONFERENCE OFFICE; REVIEW AND REVISE LAYOFF PACKET	PJL	0.50	80.00
03/26/04	CORRESPONDENCE OPPOSING COUNSEL RE TRADEMARK INFRINGEMENT; TELEPHONE E. BUGG'S OFFICE	JJH	0.75	120.00
03/26/04	TELEPHONE J. HENDRICKSON RE LIPMAN COMPLAINT	JJH	0.25	40.00
03/26/04	PREPARE ACCUSATION PACKET AND CORRESPONDENCE CLIENT RE CERTIFICATED LAYOFF (FUENTES)	SVU	1.75	280.00
03/26/04	CORRESPONDENCE CLIENT RE CERTIFICATED LAYOFF RESOLUTION DETAILS (FUENTES)	SVU	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aaltr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2004
 INVOICE NO. 239862
 CLIENT NO. 005142
 PJL
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/29/04	TELEPHONE P. HAWKINS RE ONLINE ACCESS AGREEMENT	EBH	0.25	40.00
03/29/04	TELEPHONE J. HENDRICKSON RE LIPMAN; REVIEW FILE	JJH	0.25	40.00
03/29/04	CORRESPONDENCE CLIENT RE STUDENT TRIPS; TELEPHONE P. GILLILAND; LEGAL RESEARCH RE POLICIES AND AGREEMENTS	JJH	3.00	480.00
03/29/04	TELEPHONE S. MCCRAY RE PREGNANCY DISABILITY	JJH	0.25	40.00
03/29/04	TELEPHONE G. MARVEL RE POLICY ON GRADE APPEALS	MLS	0.25	40.00
03/29/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE HASTON REPORT ON STRANGFELD; CORRESPONDENCE S.MCCRAY	MLS	0.75	120.00
03/29/04	CONFERENCE OFFICE RE REDUCTION IN HOURS	CDW	0.25	40.00
03/29/04	CONFERENCE OFFICE RE STUDENT EXCURSION POLICIES AND WAIVERS	LRA	0.25	40.00
03/29/04	REVIEW BOARD REPORT ON FACULTY LAYOFFS	SVU	0.25	40.00
03/29/04	PREPARE FACULTY LAYOFF ACCUSATION PACKET (FUENTES)	SVU	0.50	80.00
03/29/04	CALENDAR HEARING AND RELATED DEADLINES RE TEACHER LAYOFFS	MJP	0.25	31.25
03/29/04	ARRANGE FOR COURT REPORTER FOR HEARINGS RE TEACHER LAYOFFS	MJP	0.25	31.25
03/29/04	TELEPHONE S. MCCRAY RE HEARING DATE FOR FACULTY LAYOFFS	PO1	0.25	31.25

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aatr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MARCH 31, 2004
INVOICE NO. 239862
CLIENT NO. 005142
PJL
PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/30/04	LEGAL RESEARCH; CONFERENCE OFFICE RE REDUCTION OF FACULTY TO ONE HALF-TIME POSITION	PJL	0.50	80.00
03/30/04	TELEPHONE G. MARVEL RE FACULTY SENATE DIVISION CHAIR LITIGATION	PJL	0.25	40.00
03/30/04	CONFERENCE OFFICE RE DIVISION CHAIR LITIGATION AND CHRONOLOGY OF CORRESPONDENCE	PJL	0.25	40.00
03/30/04	CORRESPONDENCE L. ROSALES RE SALARY REDUCTION AS CHARITABLE CONTRIBUTION	PJL	0.75	120.00
03/30/04	CONFERENCE OFFICE RE LEGAL RESEARCH ON TRAVEL TO CUBA FOR COMMUNITY COLLEGE CLASS	TAG	0.25	40.00
03/30/04	CORRESPONDENCE CLIENT RE PREGNANCY DISABILITY; LEGAL RESEARCH; TELEPHONE S. MCCRAY	JJH	0.75	120.00
03/30/04	REVIEW AND ANALYZE INTERNATIONAL PLANNING SERVICES CONTRACT FOR STUDIES IN CUBA; LEGAL RESEARCH RE STUDY ABROAD CONTRACTS; TELEPHONE P. GILLILAND; TELEPHONE CHANCELLOR'S OFFICE	JJH	3.75	600.00
03/30/04	TELEPHONE KEENAN RE LIPMAN	JJH	0.25	40.00
03/30/04	CONFERENCE OFFICE RE BOARD EMERGENCY POWERS ISSUE (SPENCE)	JEH	0.25	40.00
03/30/04	PREPARE FACULTY LAYOFF ACCUSATION PACKETS; REVISE CORRESPONDENCE (FUENTES)	SVU	3.00	480.00
03/30/04	TELEPHONE COURT REPORTER RE HEARING ON TEACHER LAYOFFS	MJP	0.25	31.25

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2004
 INVOICE NO. 239862
 CLIENT NO. 005142
 PJL
 PAGE: 16

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/31/04	REVIEW MANAGEMENT REORGANIZATION FILE	PJL	0.25	40.00
03/31/04	TELEPHONE C. SPENCE RE UF NEGOTIATIONS AND EMERGENCY POWERS	PJL	0.25	40.00
03/31/04	LEGAL RESEARCH RE BOARD EMERGENCY POWERS; PREPARE LEGAL OPINION CORRESPONDENCE C. SPENCE	JEH	2.25	360.00

CURRENT FEES: \$ 17,703.75

GENERAL LEGAL ADVICE - 00001
 PO #BC 4383.4

DISBURSEMENTS:

03/29/04	DOCUMENT PREPARATION AND WORD PROCESSING			57.83
03/09/04	OVERNIGHT DELIVERY			12.88
03/09/04	OVERNIGHT DELIVERY			12.88
03/11/04	AUTOMATED LEGAL RESEARCH			2.29
03/11/04	AUTOMATED LEGAL RESEARCH			77.86
03/23/04	AUTOMATED LEGAL RESEARCH			2.52

CURRENT DISBURSEMENTS \$166.26

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
ALLRED, LISA R.	LRA	160/hr.	5.75	920.00
GOLUBA, TODD A.	TAG	160/hr.	0.25	40.00
HEAREY, ELIZABETH B.	EBH	160/hr.	20.50	3,280.00
HEIN, JANICE J.	JJH	160/hr.	17.00	2,720.00
HENRY, JENNIFER, E.	JEH	160/hr.	3.25	520.00
KAPLAN, SUSAN L.	SLK	125/hr.	8.50	1,062.50
KINSLER, WARREN S.	WSK	160/hr.	0.25	40.00
LOYA, PAUL M.	PML	160/hr.	0.50	80.00

622

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2004
 INVOICE NO. 239862
 CLIENT NO. 005142
 PJJ
 PAGE: 17

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

LUCEY, PETER J.	PJL	160/hr.	26.00	4,160.00
POLLARD, MARIANNE J.	MJP	125/hr.	0.75	93.75
SACKS, MARLEEN L.	MLS	160/hr.	3.75	600.00
STANSBURY, CECELIA O.	PO1	125/hr.	0.25	31.25
TABAK, G B.	GBT	125/hr.	1.25	156.25
THOMPSON, DAVIS D.	DDT	160/hr.	0.25	40.00
UZELAC, SUZANNE V.	SVU	160/hr.	13.00	2,080.00
WEILER, CLIFFORD D.	CDW	160/hr.	1.00	160.00
WILLIAMS, MARK S.	MSW	160/hr.	10.50	1,680.00
YARNELL, JAMES S.	JSY	160/hr.	0.25	40.00

FEE SUMMARY TOTAL 17,703.75

TOTAL MATTER BILLING 17,870.00

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
03/01/04	REVIEW REPORT FROM J. HUDAK RE GULA INVESTIGATION	PJL	0.50	80.00
03/01/04	CORRESPONDENCE A. CRAWFORD RE SMITH DISCRIMINATION COMPLAINT; PREPARE FILE MATERIALS	GBT	0.75	93.75
03/11/04	TELEPHONE J. HUDAK RE STATUS IN GULA INVESTIGATION	PJL	0.25	40.00
03/12/04	TELEPHONE CHANCELLOR RE GULA INVESTIGATION	PJL	0.25	40.00
03/15/04	REVIEW GULA INVESTIGATION REPORT	PJL	3.00	480.00
03/16/04	TELEPHONE J. HUDAK RE LANGUAGE OF FINDINGS AND EVIDENTIARY ANALYSIS IN GULA INVESTIGATION	PJL	1.25	200.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2004
 INVOICE NO. 239862
 CLIENT NO. 005142
 PJL
 PAGE: 18

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
03/16/04	REVIEW GULA REPORT; CONFERENCE OFFICE; LEGAL RESEARCH RE FINDINGS IN GULA INVESTIGATION	PJL	4.75	760.00
03/17/04	TELEPHONE J. HUDAK RE AMENDMENTS TO REPORT IN GULA	PJL	0.75	120.00
03/17/04	CORRESPONDENCE CLIENT RE COSTS IN GULA INVESTIGATION	PJL	1.50	240.00
03/17/04	REVIEW CORRESPONDENCE RE MODIFICATIONS TO HUDAK REPORT IN GULA	PJL	0.25	40.00
03/17/04	REVIEW HUDAK INVOICE FOR SERVICES; TELEPHONE J. HUDAK RE GULA REPORT	PJL	0.75	120.00
03/18/04	CORRESPONDENCE CLIENT RE GULA INVESTIGATION REPORT	PJL	1.00	160.00
03/19/04	CORRESPONDENCE CLIENT RE GULA INVESTIGATION	PJL	0.50	80.00
03/19/04	TELEPHONE J. HUDAK RE REVISIONS TO GULA INVESTIGATION REPORT	PJL	0.25	40.00
03/19/04	CORRESPONDENCE CLIENT RE GULA INVESTIGATION	PJL	1.00	160.00
03/22/04	TELEPHONE CLIENT RE SCHEDULING CONFERENCE C. SPENCE AND P. GILLILAND IN GULA INVESTIGATION	PO1	0.25	31.25
03/23/04	TELEPHONE J. HUDAK RE GULA INVESTIGATION	PO1	0.25	31.25
03/24/04	CONFERENCE P. GILLILAND RE GULA INVESTIGATION	PJL	2.25	360.00
03/24/04	PREPARE FILE MEMO TELEPHONE CONVERSATIONS WITH J. HUDAK IN GULA INVESTIGATION	PO1	0.25	31.25

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2004
 INVOICE NO. 239862
 CLIENT NO. 005142
 PJL
 PAGE: 19

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
03/25/04	PREPARE FILE MEMO RE SETTLEMENT AGREEMENT IN GULA	PJL	0.50	80.00
03/25/04	PREPARE GULA SETTLEMENT AGREEMENT (SPENCE)	SVU	1.25	200.00
03/26/04	PREPARE GULA SETTLEMENT AGREEMENT	PJL	2.00	320.00
03/30/04	REVIEW CORRESPONDENCE RE GULA INVESTIGATION; PREPARE FILE MEMO	PJL	0.75	120.00
03/30/04	TELEPHONE P. GILLILAND RE GULA SETTLEMENT	PJL	0.25	40.00
03/30/04	LEGAL RESEARCH; REVIEW FILE RE GULA INVESTIGATION PAYMENT OF ATTORNEY'S BILL	PJL	0.50	80.00
03/30/04	CORRESPONDENCE CLIENT RE TERMS OF GULA SETTLEMENT	PJL	1.00	160.00
03/30/04	CORRESPONDENCE CLIENT; TELEPHONE J. HENDRICKSON AND S. MCCRAY RE HUDAK BILLING IN GULA	PJL	0.75	120.00
03/30/04	CONFERENCE OFFICE RE INVESTIGATION OF AGE DISCRIMINATION	EBH	0.25	40.00
03/31/04	CORRESPONDENCE P. GILLILAND RE GULA PROPOSED SETTLEMENT	PJL	0.25	40.00
03/31/04	TELEPHONE J. HUDAK; TELEPHONE S. MCCRAY; REVIEW CORRESPONDENCE RE LEGAL SERVICES INVOICE IN GULA; CORRESPONDENCE CLIENT	PJL	2.50	400.00
03/31/04	TELEPHONE P. GILLILAND RE GULA SETTLEMENT	PJL	0.25	40.00
03/31/04	PREPARE FILE MEMO RE STATUS IN GULA SETTLEMENT NEGOTIATIONS	PJL	0.25	40.00

CURRENT FEES: \$ 4,787.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MARCH 31, 2004
INVOICE NO. 239862
CLIENT NO. 005142
PJL
PAGE: 20

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS - 00002

DISBURSEMENTS:

03/29/04	DOCUMENT PREPARATION AND WORD PROCESSING	50.00
03/23/04	AUTOMATED LEGAL RESEARCH	40.00

CURRENT DISBURSEMENTS \$90.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEAREY, ELIZABETH B.	EBH	160/hr.	0.25	40.00
LUCEY, PETER J.	PJL	160/hr.	27.25	4,360.00
STANSBURY, CECELIA O.	PO1	125/hr.	0.75	93.75
TABAK, G B.	GBT	125/hr.	0.75	93.75
UZELAC, SUZANNE V.	SVU	160/hr.	1.25	200.00

FEE SUMMARY TOTAL 4,787.50

TOTAL MATTER BILLING 4,877.50

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
03/02/04	TELEPHONE J. DEVAN RE LOCATION OF BANK HEARING; CORRESPONDENCE S. MCCRAY	MLS	0.25	40.00
03/03/04	CONFERENCE OFFICE RE BANK GRIEVANCE ARBITRATION	PJL	0.50	80.00
03/03/04	TELEPHONE J. VAUGHN RE SHIPMAN HEARING	MLS	0.25	40.00
03/03/04	TELEPHONE P. GARCIA RE BANK FACTFINDING	MLS	0.50	80.00
03/03/04	PREPARE FOR BANK ARBITRATION; TELEPHONE L. ROSALES	MLS	3.25	520.00
03/04/04	CONFERENCE OFFICE RE FACT-FINDING IN BANK	JJH	0.25	40.00

626

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MARCH 31, 2004
INVOICE NO. 239862
CLIENT NO. 005142
PJJ
PAGE: 21

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
03/04/04	REVIEW CORRESPONDENCE FROM C. CAUGHLIN RE BANK SCHEDULES	MLS	0.25	40.00
03/04/04	REVIEW CORRESPONDENCE FROM R. HOH RE SUBPOENA; TELEPHONE RE CONTINUANCE OF SHIPMAN HEARING	MLS	0.50	80.00
03/04/04	TELEPHONE S. WEINBERG RE BANK FACTFINDING	MLS	0.25	40.00
03/04/04	TELEPHONE L. CERRUTI RE BANK ARBITRATION; CONFERENCE OFFICE	MLS	0.50	80.00
03/04/04	TELEPHONE J. VAUGHN RE CONTINUANCE OF SHIPMAN HEARING	MLS	0.25	40.00
03/04/04	TELEPHONE E. FUENTES RE SHIPMAN HEARING AND BANK ARBITRATION	MLS	0.25	40.00
03/04/04	PREPARE FOR BANK FACTFINDING	MLS	1.00	160.00
03/05/04	PREPARE FOR BANK FACTFINDING	MLS	1.25	200.00
03/05/04	TELEPHONE L. ROSALES, G. MARVEL AND C. MAGA RE BANK ARBITRATION	MLS	0.75	120.00
03/05/04	TELEPHONE D. LIVINGSTON AND V. KNOT RE BANK GRIEVANCE	MLS	0.50	80.00
03/05/04	PREPARE FOR BANK FACTFINDING; CORRESPONDENCE G. MARVEL, L. ROSALES AND D. LIVINGSTON RE PROPOSED TESTIMONY	MLS	3.00	480.00
03/08/04	TELEPHONE R. HOH RE SHIPMAN HEARING	MLS	0.25	40.00
03/08/04	PREPARE FOR SHIPMAN HEARING	MLS	0.50	80.00
03/08/04	PREPARE FOR BANK HEARING	MLS	2.00	320.00
03/08/04	TELEPHONE PROCESS SERVER RE SUBPOENA SERVICE ON M. SINGH IN SHIPMAN	PO2	0.25	31.25

627

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2004
 INVOICE NO. 239862
 CLIENT NO. 005142
 P JL
 PAGE: 22

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
03/09/04	PREPARE FOR BANK GRIEVANCE HEARING	P JL	0.50	80.00
03/09/04	CONFERENCE OFFICE RE BANK ARBITRATION	MLS	0.25	40.00
03/09/04	TELEPHONE S. MCCRAY RE SHIPMAN AND BANK HEARINGS	MLS	0.25	40.00
03/09/04	TELEPHONE T. SIMPSON RE SHIPMAN HEARING	MLS	0.25	40.00
03/09/04	TELEPHONE S. MCCRAY RE SHIPMAN HEARING; REVIEW CORRESPONDENCE RE BANK ARBITRATION	MLS	0.25	40.00
03/09/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE BANK ARBITRATION	MLS	0.25	40.00
03/09/04	PREPARE FOR BANK ARBITRATION	MLS	0.50	80.00
03/09/04	PREPARE FOR SHIPMAN HEARING	MLS	1.50	240.00
03/10/04	SERVE AS PANEL MEMBER RE BANK GRIEVANCE HEARING; PREPARE FILE MEMO RE BANK HEARING AND POST-HEARING BRIEF	P JL	7.00	1,120.00
03/10/04	PREPARE FOR AND ATTEND BANK FACTFINDING	MLS	9.00	1,440.00
03/11/04	REVIEW CORRESPONDENCE FROM T. GREERTY; TELEPHONE J. VAUGHN RE SUBPOENAS FOR SHIPMAN HEARING	MLS	0.25	40.00
03/11/04	REVIEW CORRESPONDENCE FROM T. GREERTY RE ISSUANCE OF SHIPMAN SUBPOENAS	MLS	0.25	40.00
03/11/04	PREPARE FOR SHIPMAN HEARING	MLS	2.00	320.00
03/12/04	PREPARE FILE MEMO RE SUMMARY OF EVIDENCE IN BANK GRIEVANCE AND STRATEGY FOR HEARING BRIEF	P JL	0.75	120.00
03/12/04	TELEPHONE E. FUENTES RE SHIPMAN SETTLEMENT	MLS	0.25	40.00

628

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MARCH 31, 2004
INVOICE NO. 239862
CLIENT NO. 005142
PJM
PAGE: 23

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
03/12/04	PREPARE PROPOSED SHIPMAN SETTLEMENT AGREEMENT; CORRESPONDENCE E. FUENTES	MLS	0.75	120.00
03/12/04	TELEPHONE C. DOOLITTLE RE SHIPMAN SETTLEMENT STATUS	MLS	0.25	40.00
03/12/04	PREPARE FOR SHIPMAN HEARING; TELEPHONE AND CORRESPONDENCE E. SKEEN RE HEARING	MLS	2.00	320.00
03/12/04	CORRESPONDENCE T. SIMPSON RE SHIPMAN HEARING	MLS	0.25	40.00
03/15/04	CONFERENCE OFFICE RE BANK FACTFINDING	MLS	0.25	40.00
03/15/04	TELEPHONE M. SINGH RE SHIPMAN HEARING	MLS	0.50	80.00
03/15/04	TELEPHONE R. COUSER RE SHIPMAN HEARING	MLS	0.25	40.00
03/15/04	TELEPHONE E. FUENTES RE SHIPMAN SETTLEMENT	MLS	0.25	40.00
03/15/04	TELEPHONE E. FUENTES RE SHIPMAN STATUS AND INDIVIDUAL REQUESTS FOR HEARINGS ON LAYOFF	MLS	0.25	40.00
03/15/04	TELEPHONE S. MCCRAY RE WITNESS CONTACT INFORMATION IN SHIPMAN HEARING	MLS	0.25	40.00
03/15/04	REVIEW CORRESPONDENCE FROM R. HOH RE ISSUANCE OF SHIPMAN SUBPOENAS	MLS	0.25	40.00
03/16/04	TELEPHONE C. DOOLITTLE RE SHIPMAN SETTLEMENT STATUS	MLS	0.25	40.00
03/16/04	TELEPHONE T. SIMPSON RE SHIPMAN HEARING	MLS	0.25	40.00
03/16/04	TELEPHONE T. TRUJILLO RE SHIPMAN HEARING	MLS	0.25	40.00
03/16/04	TELEPHONE S. MCCRAY RE SHIPMAN HEARING STATUS	MLS	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MARCH 31, 2004
 INVOICE NO. 239862
 CLIENT NO. 005142
 PJJ
 PAGE: 28

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

FEE SUMMARY TOTAL 3,120.00

TOTAL MATTER BILLING 3,120.00

PITNER UNFAIR LABOR PRACTICE

Date		Atty.	Hrs.	Amt.
03/11/04	TELEPHONE MB HARTSHORN RE STATUS OF PERB DECISION IN PITNER (MARVEL)	SVU	0.25	40.00

CURRENT FEES: \$ 40.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
UZELAC, SUZANNE V.	SVU	160/hr.	0.25	40.00
FEE SUMMARY TOTAL				40.00

TOTAL MATTER BILLING 40.00

LINDA JONES

Date		Atty.	Hrs.	Amt.
03/03/04	TELEPHONE E. FUENTES RE RESPONSES TO INQUIRY FROM STUDENT ADVOCATE IN JONES	MLS	0.25	40.00
03/04/04	TELEPHONE K. CHARLETON RE JONES COUNTER-PROPOSAL TO SETTLEMENT	MLS	0.25	40.00
03/04/04	TELEPHONE E. FUENTES RE STATUS OF JONES SETTLEMENT	MLS	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJL
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
03/29/04	CORRESPONDENCE CHANCELLOR RE PARTIAL LAYOFF OF CLASSIFIED EMPLOYEES	MSW	1.00	160.00
04/01/04	TELEPHONE CHANCELLOR RE NEGOTIATIONS FOR FACULTY LAYOFF	PJL	0.25	40.00
04/01/04	PREPARE CONTRACT FOR CUBA STUDY; TELEPHONE K. SPINETTA; TELEPHONE P. KAYA; TELEPHONE L. GALLIN	JJH	2.50	400.00
04/01/04	LEGAL RESEARCH RE EMERGENCY POWERS OF BOARD AND UNILATERAL CHANGE	JEH	3.50	560.00
04/01/04	REVIEW MANAGEMENT REORGANIZATION FILES AND CORRESPONDENCE TO STATE CHANCELLOR; CORRESPONDENCE G. MARVEL	SLK	1.50	187.50
04/02/04	REVIEW FILE; GATHER DOCUMENTS RE DIABLO VALLEY COLLEGE FACULTY SENATE LAWSUIT	PJL	0.50	80.00
04/02/04	TELEPHONE G. MARVEL; REVIEW CORRESPONDENCE RE RESCISSION OF FACULTY LAYOFF	PJL	0.50	80.00
04/02/04	LEGAL RESEARCH RE LAYOFF NOTICE	MSW	0.75	120.00
04/02/04	PREPARE CONTRACT FOR STUDY ABROAD	JJH	2.75	440.00
04/05/04	TELEPHONE S. MCCRAY RE CLASSIFIED LAYOFFS	MSW	0.25	40.00
04/05/04	TELEPHONE S. MCCRAY RE CLASSIFIED LAYOFFS	MSW	0.25	40.00
04/05/04	TELEPHONE S. MCCRAY RE CANCELLATION OF FACULTY LAYOFF	PO1	0.25	31.25
04/06/04	TELEPHONE S. MCCRAY RE RELEASE OF ADMINISTRATORS	PJL	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJL
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
04/06/04	E-MAIL S. MCCRAY RE RELEASE OF ADMINISTRATORS	PJL	0.25	40.00
04/06/04	TELEPHONE A. ILICH; PREPARE STUDY ABROAD CONTRACTS AND WAIVERS; CORRESPONDENCE CLIENT	JJH	3.00	480.00
04/06/04	TELEPHONE OFFICE OF ADMINISTRATIVE HEARINGS; CORRESPONDENCE OFFICE OF ADMINISTRATIVE HEARINGS RE CANCELLATION OF FACULTY LAYOFF HEARING	POI	0.25	31.25
04/07/04	TELEPHONE S. MCCRAY RE RELEASE OF ACADEMIC ADMINISTRATORS	PJL	0.25	40.00
04/07/04	TELEPHONE L. CERRUTI RE CORRESPONDENCE ADMINISTRATORS ON RELEASE/REASSIGNMENT	PJL	0.25	40.00
04/07/04	TELEPHONE L. CERRUTI RE NOTICES TO EMPLOYEES OF REASSIGNMENT/RELEASE	PJL	0.25	40.00
04/07/04	PREPARE CORRESPONDENCE FOR ADMINISTRATORS	PJL	2.00	320.00
04/07/04	CONFERENCES OFFICE AND LEGAL RESEARCH RE REDUCTION IN WORK YEAR FOR CLASSIFIED BARGAINING UNIT POSITIONS	GAC	0.75	120.00
04/07/04	CONFERENCE OFFICE RE CLASSIFIED LAYOFF LAW AND PROCEDURE	CDQ	0.50	80.00
04/07/04	REVIEW COLLECTIVE BARGAINING AGREEMENT RE CLASSIFIED LAYOFFS	MSW	0.25	40.00
04/07/04	TELEPHONE L. CERRUTI RE CLASSIFIED LAYOFFS	MSW	0.25	40.00
04/07/04	TELEPHONE S. MCCRAY RE RESOLUTION FOR CLASSIFIED LAYOFFS	EBH	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

APRIL 30, 2004
INVOICE NO. 241480
CLIENT NO. 005142
P JL
PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
04/07/04	CONFERENCE OFFICE RE RESOLUTION FOR CLASSIFIED LAYOFF	EBH	1.50	240.00
04/07/04	PREPARE RESOLUTION AND NOTICES FOR CLASSIFIED LAYOFFS	EBH	2.00	320.00
04/07/04	PREPARE STUDY ABROAD CONTRACT AND WAIVER	JJH	0.75	120.00
04/07/04	CONFERENCE OFFICE RE LEGAL RESEARCH ON CLASSIFIED LAYOFF	TAG	0.25	40.00
04/07/04	REVIEW LOCAL ONE ARTICLE 13; PREPARE CLASSIFIED LAYOFF NOTICE	SLK	0.25	31.25
04/08/04	LEGAL RESEARCH RE FURLOUGH OF CLASSIFIED EMPLOYEES	PJL	0.25	40.00
04/08/04	TELEPHONE S. MCCRAY RE BOARD RESOLUTION FOR LAYOFF	PJL	0.25	40.00
04/08/04	REVISE STUDY ABROAD CONTRACT AND WAIVER; CORRESPONDENCE CLIENT	JJH	0.50	80.00
04/12/04	TELEPHONE S. MCCRAY RE CALIFORNIA FAMILY RIGHTS ACT LEAVE AND USE OF VACATION FOR CLASSIFIED PREGNANT EMPLOYEE	TAG	0.25	40.00
04/13/04	TELEPHONE S. MCCRAY RE RELEASE OF ADMINISTRATOR AND ADMINISTRATOR RETIREMENT	PJL	0.25	40.00
04/13/04	CONFERENCE OFFICE RE LAYOFF NOTICES FOR CLASSIFIED EMPLOYEES	EBH	0.25	40.00
04/14/04	TELEPHONE H. CARR RE NEGOTIATIONS WITH UNITED FACULTY	PJL	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

APRIL 30, 2004
INVOICE NO. 241480
CLIENT NO. 005142
P JL
PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
04/14/04	TELEPHONE S. MCCRAY RE PENDING PERSONNEL ISSUES	MSW	0.25	40.00
04/14/04	CONFERENCE OFFICE RE RESOLUTIONS FOR REDUCTION IN HOURS OF HOURLY EMPLOYEES	EBH	0.25	40.00
04/15/04	REVIEW CORRESPONDENCE; LEGAL RESEARCH RE CONTRA COSTA COLLEGE DIVISION CHANGE	PJL	0.50	80.00
04/15/04	TELEPHONE H. CARR RE REQUEST FOR NEGOTIATIONS ON CHANGE OF DIVISIONS	PJL	0.25	40.00
04/15/04	TELEPHONE E. FUENTES RE LAST CHANCE AGREEMENT FOR POLICE OFFICER ON PROBATION	MLS	0.25	40.00
04/16/04	TELEPHONE S. MCCRAY RE HABIG TERMINATION	PJL	0.25	40.00
04/16/04	TELEPHONE S. MCCRAY RE LOCAL ONE DEMAND FOR PAYMENT OF CHILD CARE WORKERS	PJL	0.25	40.00
04/16/04	TELEPHONE E. FUENTES AND S. MCCRAY RE FURLOUGH OF MANAGEMENT EMPLOYEES	PJL	0.25	40.00
04/16/04	CORRESPONDENCE CLIENT RE DEMAND TO BARGAIN AT CONTRA COSTA COLLEGE	PJL	0.75	120.00
04/16/04	REVIEW CORRESPONDENCE RE PAYMENT TO LAID OFF CHILD CARE WORKERS	PJL	0.50	80.00
04/16/04	CONFERENCE OFFICE RE PAYMENT OF HOURLY EMPLOYEES	EBH	0.25	40.00
04/19/04	LEGAL RESEARCH RE BACK PAY REQUEST FOR CLASSIFIED EMPLOYEES ON 39-MONTH REEMPLOYMENT LIST	EBH	2.00	320.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJL
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date	Atty.	Hrs.	Amt.
04/19/04	EBH	0.25	40.00
04/19/04	EBH	0.50	80.00
04/19/04	JJH	0.50	80.00
04/19/04	JJH	4.25	680.00
04/20/04	PJL	0.50	80.00
04/20/04	MSW	0.50	80.00
04/20/04	MSW	0.50	80.00
04/20/04	MSW	0.25	40.00
04/20/04	MSW	1.00	160.00
04/20/04	EBH	0.50	80.00
04/20/04	JJH	2.50	400.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJJ
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
04/20/04	LEGAL RESEARCH RE CLASSIFIED EMPLOYEE REHIRE RIGHTS	JJH	0.75	120.00
04/21/04	TELEPHONE CLIENT; REVIEW CORRESPONDENCE RE DIABLO VALLEY COLLEGE FACULTY SENATE WRIT OF MANDATE	PJJ	0.50	80.00
04/21/04	TELEPHONE C. LEIVAS RE STUDY ABROAD POLICIES; ANALYZE DISTRICT POLICIES AND PROCEDURES; TELEPHONE A ILICH	JJH	2.25	360.00
04/22/04	TELEPHONE G. MEDOVOY RE LOCAL ONE COMMUNICATION	PJJ	0.25	40.00
04/22/04	REVIEW CORRESPONDENCE; LEGAL RESEARCH; TELEPHONE G. MEDOVOY RE COMMUNICATION WITH LOCAL ONE	PJJ	0.75	120.00
04/22/04	CONFERENCE OFFICE RE NEGOTIABILITY OF LAYOFF AND COMMUNICATION	PML	0.25	40.00
04/22/04	REVIEW AND ANALYZE FILE; LEGAL RESEARCH RE REHIRE RIGHTS; TELEPHONE S. MCCRAY	JJH	2.00	320.00
04/23/04	CORRESPONDENCE CLIENT RE MEMO TO LOCAL ONE MEMBERS ON FURLOUGH	PJJ	0.75	120.00
04/25/04	REVIEW DOCUMENTS AND POINTS AND AUTHORITIES RE DIABLO VALLEY COLLEGE LAWSUIT	PJJ	2.00	320.00
04/26/04	REVIEW DIABLO VALLEY COLLEGE WRIT OF MANDATE FILE AND SUPPORTING MATERIALS; PREPARE FOR CONFERENCE CHANCELLOR AND OTHERS	PJJ	2.00	320.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJL
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
04/26/04	CONFERENCE CHANCELLOR, G. MARVEL, L. CERRUTI, M. EDELSTEIN AND J. SHUPE RE DIABLO VALLEY COLLEGE SENATE MANDATE ACTION	PJL	3.00	480.00
04/26/04	CONFERENCE OFFICE RE FURLOUGH AND UNEMPLOYMENT INSURANCE ISSUE	RF	0.25	40.00
04/26/04	RESEARCH AND PREPARE BRIEF SUMMARY RE FURLOUGH ISSUE AND UNEMPLOYMENT INSURANCE	RF	0.50	80.00
04/28/04	LEGAL RESEARCH RE WORK SHARING PLANS	AKC	0.25	40.00
04/29/04	TELEPHONE ATTORNEY FOR DESILVA GROUP RE PROPERTY EXCHANGE	PJL	0.25	40.00
04/29/04	TELEPHONE S. MCCRAY RE HOURLY EMPLOYEES; REVIEW FILE	JJH	0.75	120.00
04/30/04	CONFERENCE OFFICE RE FLSA AND STATE LAW ISSUES RELATING TO UNION CONTRACT PROPOSAL	RF	0.50	80.00
04/30/04	LEGAL RESEARCH RE STATE LAW IMPACT OF UNION CONTRACT PROPOSAL	RF	0.50	80.00
04/30/04	LEGAL RESEARCH RE CLASSIFIED REDUCTION IN HOURS	JJH	3.50	560.00
04/30/04	TELEPHONE S. MCCRAY RE ORTEGA ISSUES	MLS	0.25	40.00
04/30/04	LEGAL RESEARCH RE CLASSIFIED SALARY PAYMENT CHANGE	SLK	0.75	93.75

CURRENT FEES: \$ 10,815.00

GENERAL LEGAL ADVICE - 00001

637

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJL
 PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

PO #BC 4383.4

DISBURSEMENTS:

03/30/04	AUTOMATED LEGAL RESEARCH	2.31
03/31/04	AUTOMATED LEGAL RESEARCH	16.80
03/31/04	AUTOMATED LEGAL RESEARCH	84.00
04/01/04	AUTOMATED LEGAL RESEARCH	4.20
04/01/04	AUTOMATED LEGAL RESEARCH	33.60
04/01/04	AUTOMATED LEGAL RESEARCH	2.31
04/01/04	AUTOMATED LEGAL RESEARCH	1.78
04/02/04	OVERNIGHT DELIVERY	15.92
04/26/04	DOCUMENT PREPARATION AND WORD PROCESSING	37.80
04/22/04	AUTOMATED LEGAL RESEARCH	2.10
04/22/04	AUTOMATED LEGAL RESEARCH	2.31
04/22/04	AUTOMATED LEGAL RESEARCH	1.78
04/22/04	AUTOMATED LEGAL RESEARCH	9.24
04/30/04	PHOTOCOPIES	1.77

CURRENT DISBURSEMENTS \$215.92

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
CONRADI, GERALD A.	GAC	160/hr.	0.75	120.00
CONWAY, ALICE, K.	AKC	160/hr.	0.25	40.00
FRIED, ROBERT	RF	160/hr.	1.75	280.00
GOLUBA, TODD A.	TAG	160/hr.	0.50	80.00
HEAREY, ELIZABETH B.	EBH	160/hr.	7.75	1,240.00
HEIN, JANICE J.	JJH	160/hr.	26.00	4,160.00
HENRY, JENNIFER, E.	JEH	160/hr.	3.50	560.00
KAPLAN, SUSAN L.	SLK	125/hr.	2.50	312.50
LOYA, PAUL M.	PML	160/hr.	0.25	40.00
LUCEY, PETER J.	PJL	160/hr.	18.25	2,920.00
QUAIDE, CHESLEY D.	CDQ	160/hr.	0.50	80.00
SACKS, MARLEEN L.	MLS	160/hr.	0.50	80.00
STANSBURY, CECELIA O.	PO1	125/hr.	0.50	62.50
WILLIAMS, MARK S.	MSW	160/hr.	5.25	840.00

FEE SUMMARY TOTAL 10,815.00

638

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJL
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

TOTAL MATTER BILLING 11,030.92

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
04/01/04	TELEPHONE J. COURTNEY RE REPORT FROM GULA INVESTIGATION	PJL	0.50	80.00
04/02/04	CORRESPONDENCE J. HENDRICKSON RE GULA INVOICE	PJL	0.25	40.00
04/05/04	REVIEW ATTORNEY'S BILLING RE GULA INVESTIGATION	PJL	1.25	200.00
04/06/04	REVIEW FILE RE PANIAGUA-BUDD DFEH COMPLAINT STATUS	MLS	0.25	40.00
04/07/04	REVIEW HUDAK BILLING RE GULA INVESTIGATION	PJL	0.25	40.00
04/08/04	CORRESPONDENCE CLIENT RE HUDAK BILL IN GULA INVESTIGATION	PJL	1.00	160.00
04/09/04	LEGAL RESEARCH; REVIEW CORRESPONDENCE RE HUDAK BILL IN GULA INVESTIGATION	PJL	0.25	40.00
04/09/04	CORRESPONDENCE CLIENT RE REVISION TO HUDAK BILL IN GULA INVESTIGATION	PJL	0.50	80.00
04/09/04	FINALIZE CORRESPONDENCE RE GULA DISCRIMINATION COMPLAINT	PJL	1.00	160.00
04/09/04	TELEPHONE T. BULLIVANT RE RESOLVING PANIAGUA-BUDD COMPLAINT	MLS	0.25	40.00
04/09/04	CORRESPONDENCE S. MCCRAY RE STATUS OF PANIAGUA-BUDD COMPLAINT	MLS	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

APRIL 30, 2004
INVOICE NO. 241480
CLIENT NO. 005142
PJM
PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date		Atty.	Hrs.	Amt.
04/09/04	TELEPHONE T. BULLIVANT; CORRESPONDENCE S. MCCRAY RE INTERVIEWS FOR PANIAGUA-BUDD INVESTIGATION	MLS	0.50	80.00
04/12/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE PANIAGUA-BUDD INVESTIGATION	MLS	0.25	40.00
04/12/04	REVIEW CORRESPONDENCE; CORRESPONDENCE S. MCCRAY RE REVISED STRANGFELD REPORT	MLS	0.50	80.00
04/12/04	REVIEW CORRESPONDENCE S. MCCRAY; CORRESPONDENCE CLIENT RE STRANGFELD COMPLAINT	MLS	0.25	40.00
04/12/04	TELEPHONE C. FITES-CHAVIS; TELEPHONE T. BULLIVANT RE PANIAGUA-BUDD COMPLAINT INVESTIGATION	MLS	0.75	120.00
04/13/04	CORRESPONDENCE T. GULA RE RESULTS OF INVESTIGATION	PJL	3.50	560.00
04/13/04	TELEPHONE J. COURTNEY RE CORRESPONDENCE TO PARTIES IN GULA INVESTIGATION	PJL	0.25	40.00
04/14/04	CORRESPONDENCE T. GULA RE RESULTS OF INVESTIGATION	PJL	2.50	400.00
04/14/04	TELEPHONE C. FITES-CHAVIS RE PANIAGUA-BUDD COMPLAINT	MLS	0.25	40.00
04/16/04	CORRESPONDENCE E. FUENTES RE GULA INVESTIGATION	PJL	1.00	160.00
04/16/04	REVIEW CORRESPONDENCE RE GULA INVESTIGATION RESULTS	PJL	0.25	40.00
04/19/04	TELEPHONE T. BULLIVANT RE PANIAGUA-BUDD ACCOMMODATION REQUEST	MLS	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMERO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJL
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

Date	Atty.	Hrs.	Amt.
04/20/04	PJL	0.25	40.00
04/20/04	PJL	2.00	320.00
04/20/04	PJL	0.25	40.00
04/22/04	PJL	0.25	40.00
04/26/04	MLS	0.25	40.00
04/26/04	MLS	0.50	80.00
04/26/04	MLS	0.25	40.00
04/26/04	MLS	0.25	40.00
04/26/04	MJP	0.25	31.25
04/27/04	MLS	0.25	40.00
04/29/04	PJL	0.25	40.00

CURRENT FEES: \$ 3,311.25

DISCRIMINATION COMPLAINTS - 00002

DISBURSEMENTS:		
04/21/04	DOCUMENT PREPARATION AND WORD PROCESSING	90.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJL
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

CURRENT DISBURSEMENTS \$90.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJL	160/hr.	15.50	2,480.00
POLLARD, MARIANNE J.	MJP	125/hr.	0.25	31.25
SACKS, MARLEEN L.	MLS	160/hr.	5.00	800.00

FEE SUMMARY TOTAL 3,311.25

TOTAL MATTER BILLING 3,401.25

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
04/01/04	TELEPHONE J. SHUPE RE LIPMAN; PREPARE FILE FOR SHUPE	JJH	1.00	160.00
04/01/04	CALENDAR FOLLOW-UP DATES FOR SETTLEMENT AND DISMISSAL DOCUMENTS RE SHIPMAN	MJP	0.25	31.25
04/02/04	CONFERENCE OFFICE/PREPARE FILE MEMO RE ASHBY GRIEVANCE HEARING	PJL	0.25	40.00
04/02/04	CONFERENCE OFFICE RE PREPARATION FOR ASHBY GRIEVANCE HEARING	PJL	0.25	40.00
04/02/04	CONFERENCE OFFICE RE BANK AND ASHBY GRIEVANCE STATUS AND STRATEGY	MLS	0.25	40.00
04/02/04	TELEPHONE M. SINGH RE SUBPOENA FOR SHIPMAN HEARING	MLS	0.25	40.00
04/02/04	PREPARE J. BANK TRANSCRIPT SUMMARY	MLS	0.75	120.00
04/05/04	CONFERENCE OFFICE RE LIPMAN	PJL	0.25	40.00

642

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJL
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
04/05/04	TELEPHONE J. SHUPE; REVIEW FILE; LEGAL RESEARCH RE RESIGNATION AND STATUTORY TENURE RIGHTS IN LIPMAN	JJH	0.50	80.00
04/05/04	PREPARE TRANSCRIPT SUMMARY RE BANK	MLS	1.75	280.00
04/05/04	TELEPHONE COURT REPORTER RE TEACHER LAYOFF HEARINGS	MJP	0.25	31.25
04/06/04	PREPARE J. BANK TRANSCRIPT SUMMARY RE BANK	MLS	2.50	400.00
04/07/04	PREPARE J. BANK TRANSCRIPT SUMMARY RE BANK	MLS	1.25	200.00
04/07/04	PREPARE CLOSING BRIEF RE BANK	MLS	3.75	600.00
04/08/04	PREPARE CLOSING BRIEF RE BANK	MLS	3.00	480.00
04/08/04	REVIEW CORRESPONDENCE FROM D. HENRY AND M. EDELSTEIN; CORRESPONDENCE E. FUENTES RE COUNSELOR GRIEVANCE	MLS	1.00	160.00
04/09/04	PREPARE CLOSING BRIEF RE BANK	MLS	0.50	80.00
04/12/04	REVIEW CORRESPONDENCE FROM D. HENRY RE RESPONSE TO COUNSELOR GRIEVANCE	MLS	0.25	40.00
04/12/04	REVIEW CORRESPONDENCE TO J. SHUPE RE LIPMAN	JJH	0.50	80.00
04/13/04	TELEPHONE E. FUENTES RE ORTEGA GRIEVANCE	PJL	0.50	80.00
04/13/04	REVIEW CORRESPONDENCE FROM E. FUENTES RE COUNSELOR GRIEVANCE	MLS	0.25	40.00
04/13/04	TELEPHONE E. FUENTES RE COUNSELOR GRIEVANCE AND CLASSIFIED DISCIPLINE/DISMISSAL ISSUES	MLS	0.50	80.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJJ
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
04/13/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE DRAA TENURE ISSUE	MLS	0.25	40.00
04/14/04	REVIEW ORTEGA GRIEVANCE; CONFERENCE OFFICE RE RESPONSE TO GRIEVANCE	PJJ	0.50	80.00
04/14/04	TELEPHONE H. CARR RE RESPONSE TO ORTEGA GRIEVANCE	PJJ	0.25	40.00
04/14/04	CONFERENCE OFFICE RE ORTEGA GRIEVANCE	MLS	0.25	40.00
04/14/04	CORRESPONDENCE S. MCCRAY RE DRAA STATUS	MLS	0.25	40.00
04/14/04	RESEARCH RE PREPARING REVISED RESPONSE TO COUNSELOR GRIEVANCE	MLS	0.25	40.00
04/15/04	PREPARE RESPONSE TO ORTEGA GRIEVANCE	PJJ	0.50	80.00
04/15/04	CONFERENCE OFFICE RE ORTEGA GRIEVANCE	PJJ	0.50	80.00
04/15/04	TELEPHONE D. HENRY RE COUNSELOR GRIEVANCE	MLS	0.75	120.00
04/15/04	PREPARE COUNSELOR GRIEVANCE RESPONSE; LEGAL RESEARCH RE COUNSELOR GRIEVANCE	MLS	1.50	240.00
04/15/04	REVIEW ORTEGA GRIEVANCE FILE; LEGAL RESEARCH RE ORTEGA GRIEVANCE	MLS	1.00	160.00
04/15/04	PREPARE ORTEGA GRIEVANCE RESPONSE; CORRESPONDENCE H. CARR RE ORTEGA GRIEVANCE	MLS	2.00	320.00
04/15/04	CORRESPONDENCE E. FUENTES RE RESPONSE TO COUNSELOR GRIEVANCE	MLS	0.25	40.00
04/15/04	REVIEW CORRESPONDENCE D. HENRY RE RESPONSE TO COUNSELING GRIEVANCE	MLS	0.25	40.00
04/16/04	REVIEW AND REVISE BRIEF RE BANK GRIEVANCE	PJJ	1.75	280.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJJ
 PAGE: 16

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
04/16/04	CONFERENCE OFFICE RE BANK GRIEVANCE	PJJ	0.50	80.00
04/16/04	REVIEW CORRESPONDENCE FROM D. FLOYD AND D. HENRY RE COUNSELOR GRIEVANCE RESPONSE	MLS	0.25	40.00
04/16/04	TELEPHONE, REVIEW CORRESPONDENCE AND CORRESPONDENCE H. CARR RE REVISED ORTEGA GRIEVANCE RESPONSE	MLS	0.75	120.00
04/16/04	CONFERENCE OFFICE RE BANK GRIEVANCE CLOSING BRIEF	MLS	0.25	40.00
04/16/04	PREPARE CLOSING BRIEF RE BANK	MLS	0.50	80.00
04/19/04	TELEPHONE; REVIEW CORRESPONDENCE FROM H. CARR RE DIVISION RESTRUCTURING GRIEVANCE	MLS	0.50	80.00
04/21/04	TELEPHONE T. ARMSTRONG RE COUNSELOR GRIEVANCE AND COUNSELORS' SCHEDULING BREAK/CATCH-UP TIME	MLS	0.50	80.00
04/21/04	REVIEW STATUS OF SETTLEMENT AND DISMISSAL RE SHIPMAN	MJP	0.25	31.25
04/22/04	LEGAL RESEARCH; CONFERENCE OFFICE RE PREPARATIONS FOR ASHBY GRIEVANCE	PJJ	0.50	80.00
04/22/04	CORRESPONDENCE S. MCCRAY RE ASHBY GRIEVANCE	MLS	0.25	40.00
04/22/04	TELEPHONE S. MCCRAY RE ASHBY INVESTIGATION	MLS	0.25	40.00
04/22/04	CONFERENCE OFFICE RE ASHBY GRIEVANCE	MLS	0.50	80.00
04/22/04	REVIEW D. ASHBY FILE; PREPARE CHRONOLOGY	MLS	1.50	240.00
04/23/04	LEGAL RESEARCH RE PREPARATION FOR ASHBY GRIEVANCE	PJJ	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

APRIL 30, 2004
INVOICE NO. 241480
CLIENT NO. 005142
PJL
PAGE: 17

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
04/23/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE UNITED FACULTY REQUEST FOR FACTFINDING ON COUNSELING GRIEVANCE	MLS	0.25	40.00
04/23/04	PREPARE D. ASHBY CHRONOLOGY	MLS	1.50	240.00
04/23/04	RESEARCH RE ASHBY PRIOR COMPLAINTS	GBT	0.50	62.50
04/26/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE ASHBY RETIREMENT	MLS	0.25	40.00
04/26/04	LEGAL RESEARCH RE ASHBY GRIEVANCE	MLS	0.50	80.00
04/26/04	TELEPHONE G. ELLIOT RE ASHBY FACTFINDING	MLS	0.25	40.00
04/26/04	PREPARE FOR ASHBY FACTFINDING	MLS	0.50	80.00
04/27/04	TELEPHONE S. MCCRAY RE COUNSELOR GRIEVANCE STATUS; STRANGFELD DISCIPLINE; ASHBY SETTLEMENT OPTIONS; WILLIAMS SKELLY	MLS	0.50	80.00
04/27/04	CONFERENCE OFFICE; REVIEW FILE; CORRESPONDENCE S. MCCRAY RE MAZZI AND WILLIAMS DISCIPLINE	MLS	0.75	120.00
04/27/04	TELEPHONE E. LEE RE ASHBY FILE	MLS	0.25	40.00
04/28/04	TELEPHONE S. MCCRAY RE ASHBY FACTFINDING	MLS	0.25	40.00
04/28/04	REVIEW CORRESPONDENCE FROM AND TELEPHONE S. MCCRAY RE ASHBY GRIEVANCE	MLS	0.50	80.00
04/28/04	PREPARE FOR ASHBY FACTFINDING	MLS	1.00	160.00
04/30/04	TELEPHONE C. BUSH RE LIPMAN AND SHUPE; REVIEW FILE; TELEPHONE E. FUENTES	JJH	1.00	160.00
04/30/04	REVIEW CORRESPONDENCE FROM M. WILLIAMS; TELEPHONE M. WILLIAMS RE ORTEGA GRIEVANCE	MLS	0.50	80.00

646

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJL
 PAGE: 18

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

Date		Atty.	Hrs.	Amt.
04/30/04	TELEPHONE M. EDELSTEIN RE ASHBY GRIEVANCE; PREPARE GRIEVANCE ANALYSIS; PREPARE FOR FACTFINDING	MLS	2.75	440.00

CURRENT FEES: \$ 7,636.25

RE: GRIEVANCES - 00004

DISBURSEMENTS:

04/01/04	TRANSCRIPT COSTS			709.80
04/16/04	DOCUMENT PREPARATION AND WORD PROCESSING			60.00

CURRENT DISBURSEMENTS \$769.80

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEIN, JANICE J.	JJH	160/hr.	3.00	480.00
LUCEY, PETER J.	PJL	160/hr.	6.00	960.00
POLLARD, MARIANNE J.	MJP	125/hr.	0.75	93.75
SACKS, MARLEEN L.	MLS	160/hr.	37.75	6,040.00
TABAK, G B.	GBT	125/hr.	0.50	62.50

FEE SUMMARY TOTAL 7,636.25

TOTAL MATTER BILLING 8,406.05

BUSINESS AND TAX-GENERAL

Date		Atty.	Hrs.	Amt.
04/01/04	TELEPHONE E. BUGG RE CENTER FOR INFORMATION SECURITY	LRA	0.25	40.00

647

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJL
 PAGE: 20

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

CURRENT FEES: \$ 1,760.00

BUSINESS AND TAX-GENERAL - 00010

DISBURSEMENTS:

04/20/04 OUTSIDE DUPLICATION COSTS 3.10

CURRENT DISBURSEMENTS \$3.10

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
ALLRED, LISA R.	LRA	160/hr.	10.25	1,640.00
HEAREY, ELIZABETH B.	EBH	160/hr.	0.25	40.00
WILLIAMS, MARK S.	MSW	160/hr.	0.50	80.00
FEE SUMMARY TOTAL				1,760.00

TOTAL MATTER BILLING 1,763.10

PITNER UNFAIR LABOR PRACTICE

Date		Atty.	Hrs.	Amt.
04/06/04	REVIEW PITNER DECISION; REVIEW CORRESPONDENCE CLIENT RE PITNER	MSW	0.50	80.00
04/06/04	TELEPHONE M. HARTSHORN RE STATUS OF PERB ADMINISTRATIVE LAW JUDGE DECISION (MARVEL)	SVU	0.25	40.00
04/14/04	REVIEW AND REVISE PITNER PRELIMINARY REPORT	MSW	0.50	80.00
04/15/04	CONFERENCE OFFICE RE PITNER DECISION	MSW	0.25	40.00
04/19/04	REVIEW CORRESPONDENCE FROM PERB RE SIGNATURE PAGE OF ADMINISTRATIVE LAW JUDGE PROPOSED DECISION IN PITNER (MCCRAY)	SVU	0.25	40.00

648

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

APRIL 30, 2004
INVOICE NO. 241480
CLIENT NO. 005142
P JL
PAGE: 21

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

PITNER UNFAIR LABOR PRACTICE

Date		Atty.	Hrs.	Amt.
04/19/04	REVIEW PROPOSED ADMINISTRATIVE LAW JUDGE DECISION IN PITNER (MCCRAY)	SVU	1.50	240.00
04/19/04	CORRESPONDENCE CLIENT RE ADMINISTRATIVE LAW JUDGE PROPOSED DECISION IN PITNER (MCCRAY)	SVU	1.25	200.00
04/19/04	TELEPHONE M. HARTSHORN RE ADMINISTRATIVE LAW JUDGE'S PROPOSED DECISION IN PITNER (MCCRAY)	SVU	0.25	40.00
04/19/04	CORRESPONDENCE CLIENT RE ADMINISTRATIVE LAW JUDGE PROPOSED DECISION IN PITNER (MCCRAY)	SVU	0.25	40.00
04/19/04	CALCULATE AND CALENDAR RELATED DEADLINES TO FILE STATEMENT OF EXCEPTIONS TO PROPOSED PERB DECISION RE PITNER	MJP	0.25	31.25
04/20/04	CORRESPONDENCE CLIENT RE DECISION IN PITNER	PJL	0.25	40.00
04/20/04	CORRESPONDENCE CLIENT RE ADMINISTRATIVE LAW JUDGE'S DECISION; REVIEW TRANSCRIPT AND DECISION RE PITNER (MCCRAY)	SVU	4.75	760.00
04/21/04	REVIEW CORRESPONDENCE RE PROPOSED DECISION IN PITNER	PJL	0.25	40.00
04/21/04	LEGAL RESEARCH; CONFERENCE OFFICE RE DECISION ON APPEAL IN PITNER	PJL	0.25	40.00
04/21/04	CONFERENCE OFFICE RE ADMINISTRATIVE LAW JUDGE DECISION IN PITNER (MCCRAY)	SVU	0.25	40.00
04/21/04	REVISE CORRESPONDENCE CLIENT RE PITNER DECISION (MCCRAY)	SVU	1.75	280.00
04/26/04	REVIEW PITNER'S STATEMENT OF EXCEPTIONS	SVU	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJJ
 PAGE: 22

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

PITNER UNFAIR LABOR PRACTICE

Date		Atty.	Hrs.	Amt.
04/26/04	CALCULATE AND CALENDAR DEADLINE TO RESPOND TO PITNER'S STATEMENT OF EXCEPTIONS RE PITNER	MJP	0.25	31.25
04/28/04	PREPARE RESPONSE AND SUPPORTING BRIEF TO PITNER'S STATEMENT OF EXCEPTIONS; REVIEW HEARING RECORD (MCCRAY)	SVU	6.75	1,080.00

CURRENT FEES: \$ 3,182.50

PITNER UNFAIR LABOR PRACTICE - 00019

DISBURSEMENTS:

04/19/04	AUTOMATED LEGAL RESEARCH			5.00
04/19/04	AUTOMATED LEGAL RESEARCH			5.50
04/28/04	DOCUMENT PREPARATION AND WORD PROCESSING			30.00

CURRENT DISBURSEMENTS \$40.50

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJJ	160/hr.	0.75	120.00
POLLARD, MARIANNE J.	MJP	125/hr.	0.50	62.50
UZELAC, SUZANNE V.	SVU	160/hr.	17.50	2,800.00
WILLIAMS, MARK S.	MSW	160/hr.	1.25	200.00

FEE SUMMARY TOTAL 3,182.50

TOTAL MATTER BILLING 3,223.00

KRISTINE ROSSOVICH COMPLAINT

Date		Atty.	Hrs.	Amt.
------	--	-------	------	------

650

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 P JL
 PAGE: 23

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

Total: 7.25 hrs

KRISTINE ROSSOVICH COMPLAINT

Date		Atty.	Hrs.	Amt.
04/27/04	REVIEW CORRESPONDENCE; TELEPHONE CLIENT; LEGAL RESEARCH RE MOST RECENT ROSSOVICH COMPLAINT	PJL	1.00	160.00
04/27/04	CORRESPONDENCE CLIENT RE MANAGEMENT, SUPERVISORY AND CONFIDENTIAL HANDBOOK FOR ROSSOVICH COMPLAINT	SVU	0.25	40.00
04/27/04	REVIEW CORRESPONDENCE BETWEEN G. HUFF AND K. ROSSOVICH RE COMPLAINT (MCCRAY)	SVU	0.25	40.00
04/27/04	CORRESPONDENCE CLIENT RE ROSSOVICH INVESTIGATION (MCCRAY)	SVU	0.50	80.00
04/27/04	CORRESPONDENCE FOR DISTRICT LETTERHEAD TO K. ROSSOVICH RE FURTHER DETAILS NEEDED ON COMPLAINT (MCCRAY)	SVU	0.50	80.00
04/28/04	CORRESPONDENCE CLIENT RE ROSSOVICH (MCCRAY)	SVU	0.25	40.00
04/28/04	REVIEW MANAGEMENT HANDBOOK RE ROSSOVICH COMPLAINT (MCCRAY)	SVU	0.25	40.00
04/29/04	CORRESPONDENCE K. ROSSOVICH RE INVESTIGATION	PJL	0.50	80.00
04/29/04	REVIEW ROSSOVICH DOCUMENTATION AND APPLICABLE DISTRICT GUIDELINES FOR EMPLOYEE COMPLAINTS (MCCRAY)	SVU	1.50	240.00
04/29/04	CORRESPONDENCE K. ROSSOVICH RE COMPLAINTS (MCCRAY)	SVU	1.50	240.00
04/30/04	TELEPHONE CLIENT RE ROSSOVICH INVESTIGATION (MCCRAY)	SVU	0.25	40.00
04/30/04	REVISE ROSSOVICH CORRESPONDENCE RE COMPLAINTS (MCCRAY)	SVU	0.25	40.00

651

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJL
 PAGE: 24

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

KRISTINE ROSSOVICH COMPLAINT

Date		Atty.	Hrs.	Amt.
04/30/04	REVIEW ROSSOVICH CORRESPONDENCE (MCCRAY)	SVU	0.25	40.00

CURRENT FEES: \$ 1,160.00

KRISTINE ROSSOVICH COMPLAINT - 00021

DISBURSEMENTS:

04/30/04	DOCUMENT PREPARATION AND WORD PROCESSING			60.00
----------	--	--	--	-------

CURRENT DISBURSEMENTS \$60.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJL	160/hr.	1.50	240.00
UZELAC, SUZANNE V.	SVU	160/hr.	5.75	920.00

FEE SUMMARY TOTAL 1,160.00

TOTAL MATTER BILLING 1,220.00

DISBURSEMENTS:

03/10/04	MISCELLANEOUS TRAVEL EXPENSES			22.50
04/27/04	PHOTOCOPIES			149.20
04/26/04	LONG DISTANCE AND TELEPHONE TOLLS			4.30
04/01/04	OVERNIGHT DELIVERY			14.90
04/30/04	FAX/TELECOPY CHARGES			376.00
04/30/04	POSTAGE			7.50

CURRENT DISBURSEMENTS \$574.40

TOTAL MATTER BILLING 574.40

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJL
 PAGE: 26

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

Raynee H. Mercado, CSR, RMR, CRR
 1164 Broadway
 Alameda, CA 94501-5344

Invoice

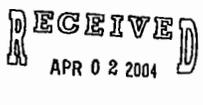
DATE	INVOICE #
4/1/2004	4117

U3369
 TRN

BILL TO Atkinson, Andelson, Loya, Ruud & Romo The Atrium, Suite 200 5776 Stoneridge Mall Road Pleasanton, CA 94588 Attn: Marlene Sacks, Attorney at Law

ATTENTION: Marlene L. Sacks, Attorney at Law
--

TAX ID	TERMS	CASE NAME
067-54-0305		JUDITH BANK

DESCRIPTION	AMOUNT
1/2 cost of 0+2 copies of hearing transcript - Arbitration btwn United Faculty of Contra Costa Community College District and Contra Costa Community College District re: Judith Bank - 3/10/04 - 172 pgs ASCII, condensed - n/c	709.80
  	OK PSL MLS bill to ccccd
Thank you for your business! It is a pleasure serving you.	Total \$709.80

5142.4

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

APRIL 30, 2004
 INVOICE NO. 241480
 CLIENT NO. 005142
 PJL
 PAGE: 27

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

Capitol - LLC
 555 Capitol Mall, Suite 540
 Sacramento, CA 95814



Invoice

916.449.2820
 916.449.2821

Invoice Date: 04/20/04
 Invoice No.: 10123
 Terms: Net 15 Days

To: Atkinson Andelson
 555 Capitol Mall #645
 Sacramento, CA 95814

Client Ref: 8142.10 *[Handwritten initials]*

Invoice Date	Invoice #	Client Name	Client Name	Client Name
04/20/04	10123	Joy	Dave Wilkinson	
Quantity	Description	Unit Price	Total	
48	Autofeed	0.06	2.88	

Invoice subtotal 2.88
 Sales tax @ 7.750% 0.22
 Invoice total 3.10

AP
 APR 26 2004

Print Name: _____ Signature: _____
 We recognize that some of our clients may be billing these expenses through to their customers. However, Capitol - LLC clients remain responsible to pay within our terms regardless of their receivables.
 Federal ID#: 94-3279768

Please remit payment to: P.O. Box 811788, Los Angeles, CA, 90081-1788

654

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2004
 INVOICE NO. 242519
 CLIENT NO. 005142
 PJJ
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE - 00001
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
04/30/04	CONFERENCE OFFICE RE REHIRE RIGHTS OF LAID OFF CLASSIFIED EMPLOYEES	CDQ	0.25	40.00
05/03/04	LEGAL RESEARCH RE CLASSIFIED EMPLOYEE PAYMENT SCHEDULE; TELEPHONE G. MARVEL	JJH	2.00	320.00
05/03/04	REVIEW CORRESPONDENCE FROM J. SHUPE RE LIPMAN; TELEPHONE S. MCCRAY	JJH	1.00	160.00
05/03/04	TELEPHONE G. MARVEL; CONFERENCE OFFICE RE CLASSIFIED FURLOUGH PROGRAM	MLS	0.25	40.00
05/03/04	LEGAL RESEARCH RE CLASSIFIED SALARY PAYMENT	SLK	1.00	125.00
05/04/04	REVIEW CORRESPONDENCE FROM J. SHUPE RE DEMURRER; CORRESPONDENCE J. SHUPE RE DEMURRER IN LIPMAN	JJH	1.00	160.00
05/04/04	CORRESPONDENCE CLIENT RE HOURLY SHORT TERM EMPLOYEES	JJH	0.50	80.00
05/05/04	TELEPHONE E. FUENTES AND D. SCOTT-SUMMERS RE ACCOMMODATION OF EMPLOYEE WANTING TO WORK PART TIME	MLS	0.25	40.00
05/06/04	TELEPHONE S. MCCRAY RE LAYOFF NOTICES	MSW	0.25	40.00
05/06/04	PREPARE K. STRANGFELD STATEMENT OF CHARGES	MLS	0.75	120.00
05/07/04	PREPARE STUDY ABROAD POLICIES AND PROCEDURES; CORRESPONDENCE CLIENT	JJH	1.00	160.00
05/07/04	TELEPHONE S. MCCRAY RE STRANGFELD STATEMENT OF CHARGES	MLS	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MAY 31, 2004
INVOICE NO. 242519
CLIENT NO. 005142
PIL
PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE - 00001
PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
05/07/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE STRANGFELD STATEMENT OF CHARGES	MLS	0.25	40.00
05/07/04	PREPARE K. STRANGFELD STATEMENT OF CHARGES	MLS	2.50	400.00
05/10/04	TELEPHONE A. ILICH'S OFFICE RE STUDY ABROAD POLICIES; TELEPHONE P. GILLILAND; REVIEW FILE	JJH	0.75	120.00
05/10/04	PREPARE DISCIPLINARY CHARGES AGAINST K. STRANGFELD	TAG	1.00	160.00
05/10/04	TELEPHONE S. MCCRAY RE PREPARATION OF DISCIPLINARY CHARGES AGAINST STRANGFELD	TAG	0.50	80.00
05/11/04	TELEPHONE S. MCCRAY RE LAID OFF EMPLOYEES	JJH	0.25	40.00
05/11/04	TELEPHONE A. ILICH RE COMMITTEE PROCEDURES; TELEPHONE CLIENT RE WAIVERS; PREPARE STUDENT WAIVER FOR STUDY ABROAD PROGRAMS; TELEPHONE P. GILLILAND'S OFFICE RE COMMITTEE PROCEDURES	JJH	2.50	400.00
05/11/04	REVIEW CORRESPONDENCE RE P. WILLIAMS; REVIEW CONTRACT; TELEPHONE S. MCCRAY	JJH	0.50	80.00
05/11/04	PREPARE STANGFELD CHARGES OF DISMISSAL	TAG	0.50	80.00
05/11/04	LEGAL RESEARCH RE SHORT-TERM EMPLOYEE CONTRACTS	SLK	0.50	62.50
05/13/04	TELEPHONE E. FUENTES RE CLASSIFIED EMPLOYEE ON LEAVE	PJL	0.50	80.00
05/13/04	CONFERENCE OFFICE; LEGAL RESEARCH RE SKELLY HEARINGS	PJL	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2004
 INVOICE NO. 242519
 CLIENT NO. 005142
 PJL
 PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE - 00001
 PO #BC 4383.4

Date	Atty.	Hrs.	Amt.
05/13/04	PJL	0.25	40.00
05/13/04	TAG	3.25	520.00
05/13/04	TAG	1.00	160.00
05/13/04	JJH	0.50	80.00
05/13/04	JJH	2.75	440.00
05/14/04	JJH	3.00	480.00
05/17/04	PJL	0.25	40.00
05/17/04	JJH	4.50	720.00
05/18/04	PJL	0.50	80.00
05/18/04	PJL	0.25	40.00
05/18/04	PJL	0.25	40.00
05/18/04	JJH	2.00	320.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 • (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2004
 INVOICE NO. 242519
 CLIENT NO. 005142
 PJJ
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE - 00001
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
05/20/04	PREPARE STUDY ABROAD POLICY AND PROCEDURES	JJH	3.50	560.00
05/21/04	CORRESPONDENCE CLIENT; REVIEW LEGISLATIVE COUNSEL'S OPINION RE DEFINITION OF COLLEGIATELY CONSULT	PJJ	0.50	80.00
05/21/04	TELEPHONE E. FUENTES RE BLOCKING OF EMAIL FROM UNION	PJJ	0.25	40.00
05/21/04	CORRESPONDENCE RE WATKINS RELEASE NOTICE	PJJ	0.50	80.00
05/21/04	REVIEW OF MANDATE RESPONSE IN FACULTY SENATE LAWSUIT	PJJ	1.00	160.00
05/21/04	REVISE STUDY ABROAD PROCEDURES	JJH	0.50	80.00
05/23/04	LEGAL RESEARCH RE UNION USE OF EMAIL SYSTEM (FUENTES)	SVU	0.50	80.00
05/24/04	REVIEW LEGISLATIVE COUNSEL OPINION; REVIEW POINTS AND AUTHORITIES IN FACULTY SENATE LAWSUIT; CORRESPONDENCE J. SHUPE RE COMMENTS ON FACULTY SENATE LAWSUIT	PJJ	2.50	400.00
05/24/04	REVIEW AND REVISE CORRESPONDENCE RE REASSIGNMENT NOTICE	CDQ	0.25	40.00
05/24/04	TELEPHONE S. MCCRAY RE LETTER OF REPRIMAND FOR K. STRANGFELD	TAG	0.25	40.00
05/24/04	PREPARE LETTER OF REPRIMAND FOR K. STRANGFELD	TAG	1.75	280.00
05/25/04	PREPARE LETTER OF REPRIMAND FOR K. STRANGFELD	TAG	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2004
 INVOICE NO. 242519
 CLIENT NO. 005142
 PJL
 PAGE: 6

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE - 00001
 PO #BC 4383.4

Date	Atty.	Hrs.	Amt.
05/26/04	PJL	6.50	80.00
TELEPHONE P. GILLILAND RE EXTENDED SICK LEAVE			
05/26/04	JEM	0.25	40.00
CONFERENCE OFFICE RE UNION ACCESS TO DISTRICT EMAIL			
05/26/04	SVU	8.00	1,280.00
LEGAL RESEARCH RE DISTRICT'S ABILITY TO BLOCK UNION EMAILS AND EMPLOYEE FROM FORWARDING CONTENT OF SUCH EMAIL; CORRESPONDENCE CLIENT; OFFICE CONFERENCE (FUENTES)			
05/27/04	PJL	1.00	160.00
LEGAL RESEARCH RE CONFIDENTIALITY OF MEDICAL RECORDS			
05/27/04	JJH	0.50	80.00
REVIEW CORRESPONDENCE S. MCCRAY RE LAID OFF EMPLOYEES; TELEPHONE S. MCCRAY			
05/27/04	MLS	0.25	40.00
TELEPHONE S. MCCRAY RE BUMPING RIGHTS OF LAID OFF CLASSIFIED EMPLOYEES			
05/27/04	MLS	0.50	80.00
LEGAL RESEARCH RE NUMBER OF MONTHS ON REHIRE LIST FOR CLASSIFIED LAID OFF EMPLOYEES; TELEPHONE S. MCCRAY			
05/27/04	SVU	2.25	360.00
LEGAL RESEARCH RE DISTRICT'S ABILITY TO RESTRICT UNION'S MASS EMAILS AND RESTRICT EMPLOYEES EMAILS; LEGAL RESEARCH (FUENTES)			
05/27/04	GBT	0.25	31.25
LEGAL RESEARCH RE UNION POSTING BANNERS ON COLLEGE CAMPUSES			
05/28/04	PJL	0.50	80.00
TELEPHONE G. MARVEL RE UNFAIR PRACTICE CHARGE AGAINST UNITED FACULTY			
05/28/04	PJL	0.50	80.00
LEGAL RESEARCH RE SETTLEMENT OF LOCAL ONE DISPUTE ON SHORT TERM EMPLOYEES			

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2004
 INVOICE NO. 242519
 CLIENT NO. 005142
 PJL
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE - 00001
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
05/28/04	REVIEW CORRESPONDENCE RE AGENDA FOR ADMINISTRATION CONTRACTS	PJL	0.25	40.00
05/28/04	REVIEW FILE RE CLASSIFIED EMPLOYEE REHIRE RIGHTS; TELEPHONE S. MCCRAY; CONFERENCE OFFICE	JJH	0.50	80.00

CURRENT FEES: \$ 10,178.75

DISBURSEMENTS:

03/16/04	OVERNIGHT DELIVERY			12.88
04/27/04	OVERNIGHT DELIVERY			22.68
04/30/04	AUTOMATED LEGAL RESEARCH			11.00
05/23/04	AUTOMATED LEGAL RESEARCH			10.00
05/23/04	AUTOMATED LEGAL RESEARCH			120.00
05/23/04	AUTOMATED LEGAL RESEARCH			4.25
05/25/04	DOCUMENT PREPARATION AND WORD PROCESSING			30.00
05/26/04	AUTOMATED LEGAL RESEARCH			30.00
05/26/04	AUTOMATED LEGAL RESEARCH			566.00
05/26/04	AUTOMATED LEGAL RESEARCH			5.50
05/26/04	AUTOMATED LEGAL RESEARCH			12.75

\$6252

CURRENT DISBURSEMENTS \$825.06

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
GOLUBA, TODD A.	TAG	160/hr.	8.50	1,360.00
HEIN, JANICE J.	JJH	160/hr.	27.25	4,360.00
KAPLAN, SUSAN L.	SLK	125/hr.	1.50	187.50
LUCEY, PETER J.	PJL	160/hr.	9.75	1,560.00
MORRISON, JOSHUA E.	JEM	160/hr.	0.25	40.00
QUAIDE, CHESLEY D.	CDQ	160/hr.	0.50	80.00
SACKS, MARLEEN L.	MLS	160/hr.	5.00	800.00

660

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2004
 INVOICE NO. 242519
 CLIENT NO. 005142
 PJL
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

TABAK, G B.	GBT	125/hr.	0.25	31.25
UZELAC, SUZANNE V.	SVU	160/hr.	10.75	1,720.00
WILLIAMS, MARK S.	MSW	160/hr.	0.25	40.00
FEE SUMMARY TOTAL				10,178.75
TOTAL MATTER BILLING				11,003.81

DISCRIMINATION COMPLAINTS - 00002

Date		Atty.	Hrs.	Amt.
05/05/04	TELEPHONE S. MCCRAY RE WILLIAMS GRIEVANCE; K. STRANGFELD STATEMENT OF CHARGES; PROBATIONARY PERIOD FOR FURLOUGHED EMPLOYEES	MLS	0.50	80.00
05/13/04	LEGAL RESEARCH; REVIEW CORRESPONDENCE RE REVIEW OF DISCRIMINATION COMPLAINT IN JOHNSON	PJL	0.50	80.00
05/13/04	REVIEW DOCUMENTS RE A. JOHNSON'S COMPLAINT IN PETERO	GBT	0.75	93.75
05/14/04	LEGAL RESEARCH; CONFERENCE OFFICE RE JOHNSON COMPLAINT AGAINST INSTRUCTOR	PJL	0.25	40.00
05/14/04	TELEPHONE P. GILLILAND RE GULA DISCRIMINATION COMPLAINT	PJL	0.50	80.00
05/14/04	TELEPHONE S. MCCRAY RE JOHNSON DISCRIMINATION COMPLAINT; LEGAL RESEARCH RE APPLICABLE POLICY; CORRESPONDENCE A. JOHNSON; TELEPHONE D. SCOTT-SUMMERS	GBT	2.75	343.75
05/17/04	REVIEW CORRESPONDENCE FROM G. MARVEL RE GULA INVESTIGATION	PJL	0.25	40.00
05/17/04	TELEPHONE P. GILLILAND RE GULA DISCRIMINATION COMPLAINT	PJL	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MAY 31, 2004
INVOICE NO. 242519
CLIENT NO. 005142
PJL
PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS - 00002

Date	Atty.	Hrs.	Amt.
05/17/04	GBT	1.00	125.00
			TELEPHONE E. FUENTES RE PETERO; TELEPHONE K. WHITE-TUPPER RE SEXUAL HARASSMENT; TELEPHONE S. MCCRAY TO SCHEDULE INTERVIEW
05/18/04	PJL	0.25	40.00
			TELEPHONE OPPOSING COUNSEL RE GULA DISCRIMINATION COMPLAINT SETTLEMENT NEGOTIATIONS
05/18/04	GBT	4.50	562.50
			PREPARE FOR AND INTERVIEW K. WHITE-TUPPER RE PETERO MATTER
05/19/04	PJL	0.25	40.00
			LEGAL RESEARCH; CONFERENCE OFFICE RE JOHNSON COMPLAINT
05/19/04	PJL	0.25	40.00
			TELEPHONE E. FUENTES AND S. MCCRAY RE RACIAL HARASSMENT DISCRIMINATION COMPLAINT FROM IRANIAN STUDENT
05/19/04	GBT	1.25	156.25
			TELEPHONE E. FUENTES, S MCCRAY, D. SCOTT-SUMMERS RE ZAREI DISCRIMINATION COMPLAINT; REVIEW COMPLAINT
05/19/04	SLK	0.50	62.50
			REVIEW DISCRIMINATION COMPLAINT RE DR. DALEY; CONFERENCE OFFICE RE INVESTIGATION
05/20/04	GBT	0.25	31.25
			EMAIL AND TELEPHONE S. MCCRAY RE ZAREI DISCRIMINATION COMPLAINT
05/20/04	GBT	0.75	93.75
			TELEPHONE D. SCOTT-SUMMERS, S. MCCRAY AND S. ZAREI RE ZAREI'S DISCRIMINATION COMPLAINT
05/20/04	GBT	0.50	62.50
			TELEPHONE D. SCOTT-SUMMERS, S. MCCRAY AND A. JOHNSON RE PETERO MATTER; REVIEW STATEMENT FROM D. SCOTT-SUMMERS
05/21/04	PJL	0.75	120.00
			LEGAL RESEARCH RE DISCRIMINATION COMPLAINT AGAINST INSTRUCTOR J. DALEY

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2004
 INVOICE NO. 242519
 CLIENT NO. 005142
 PJJ
 PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS - 00002

Date		Atty.	Hrs.	Amt.
05/21/04	REVIEW CORRESPONDENCE; LEGAL RESEARCH RE PETERO/JOHNSON INVESTIGATION	PJL	1.50	240.00
05/21/04	CORRESPONDENCE CLIENT RE PETERO/JOHNSON COMPLAINT	PJL	1.00	160.00
05/21/04	PREPARE FOR AND INTERVIEW S. ZAREI RE DISCRIMINATION COMPLAINT	GBT	6.75	843.75
05/24/04	CORRESPONDENCE AND STATEMENT TO K. TUPPER RE PETERO	GBT	3.50	437.50
05/24/04	TELEPHONE S. ZAREI RE APPEARANCE ON TELEVISION AND RADIO	GBT	0.25	31.25
05/25/04	PREPARE FOR CONFERENCE S. MCCRAY RE GULA SETTLEMENT NEGOTIATIONS	PJL	1.50	240.00
05/25/04	CONFERENCE S. MCCRAY RE GULA INVESTIGATION	PJL	2.00	320.00
05/25/04	LEGAL RESEARCH; CONFERENCE OFFICE RE INVESTIGATION OF COMPLAINT AGAINST INSTRUCTOR DALEY	PJL	0.25	40.00
05/25/04	CORRESPONDENCE TO J. DALEY RE INVESTIGATION OF DISCRIMINATION COMPLAINT; TELEPHONE RE TAPES OF INTERVIEW	GBT	0.75	93.75
05/25/04	CORRESPONDENCE A. PETERO RE INVESTIGATION OF DISCRIMINATION COMPLAINT; TELEPHONE K. TUPPER RE ADDITIONAL WITNESSES; TELEPHONE A. JOHNSON	GBT	1.50	187.50
05/26/04	TELEPHONE S. MCCRAY RE STUDENT NAMES; PREPARE INVESTIGATION REPORT; CORRESPONDENCE STATE CHANCELLOR'S OFFICE RE ZAREI COMPLAINT	GBT	2.00	250.00

663

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2004
 INVOICE NO. 242519
 CLIENT NO. 005142
 PJJ
 PAGE: 11

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS - 00002

Date		Atty.	Hrs.	Amt.
05/26/04	REVIEW ZAREI COMPLAINT; REVIEW INTERVIEW TRANSCRIPT; PREPARE STUDENT QUESTIONS RE DALEY DISCRIMINATION COMPLAINT	SLK	3.00	375.00
05/27/04	PREPARE INVESTIGATION REPORT RE ZAREI COMPLAINT	GBT	1.25	156.25
05/27/04	REVIEW ZAREI TRANSCRIPT; PREPARE STUDENT QUESTIONS RE DALEY COMPLAINT	SLK	1.00	125.00
05/28/04	CONFERENCE OFFICE; LEGAL RESEARCH RE JOHNSON/PETERO INVESTIGATION	PJJ	0.25	40.00
05/28/04	PREPARE INVESTIGATION REPORT RE ZAREI DISCRIMINATION COMPLAINT; TELEPHONE STATE CHANCELLOR'S OFFICE; CORRESPONDENCE S. ZAREI	GBT	2.75	343.75
05/28/04	CONFERENCE A. JOHNSON RE TUPPER DISCRIMINATION COMPLAINT	GBT	2.00	250.00
05/28/04	PREPARE FOR ZAREI COMPLAINT INVESTIGATION RE DALEY	SLK	2.50	312.50

CURRENT FEES: \$ 6,577.50

DISBURSEMENTS:

05/28/04	DOCUMENT PREPARATION AND WORD PROCESSING			590.00
	CURRENT DISBURSEMENTS			\$590.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
KAPLAN, SUSAN L.	SLK	125/hr.	7.00	875.00
LUCEY, PETER J.	PJJ	160/hr.	9.75	1,560.00
SACKS, MARLEEN L.	MLS	160/hr.	0.50	80.00

664

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2004
 INVOICE NO. 242519
 CLIENT NO. 005142
 PJL
 PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

TABAK, G B.	GBT	125/hr.	32.50	4,062.50
			FEE SUMMARY TOTAL	6,577.50
			TOTAL MATTER BILLING	7,167.50

RE: GRIEVANCES - 00004

Date		Atty.	Hrs.	Amt.
05/03/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE REQUEST FOR FACTFINDING ON COUNSELOR GRIEVANCE	MLS	0.25	40.00
05/03/04	TELEPHONE S. MCCRAY RE SHIPMAN AGREEMENT AND MAZZI ET AL SKELLY MEETINGS	MLS	0.25	40.00
05/03/04	REVIEW STATEMENT OF CHARGES RE MAZZI AND WILLIAMS	MLS	0.50	80.00
05/03/04	TELEPHONE J. BURNS RE ASHBY FACTFINDING	MLS	0.50	80.00
05/03/04	TELEPHONE J. BURNS RE ASHBY FACTFINDING	MLS	0.50	80.00
05/04/04	CONFERENCE OFFICE RE LITIGATION STRATEGY AND QUESTION OF ARBITRATION IN LIPMAN	CDQ	0.50	80.00
05/04/04	TELEPHONE E. FUENTES AND K. SPINETTA RE ASHBY FACTFINDING	MLS	1.00	160.00
05/04/04	PREPARE FOR ASHBY FACTFINDING	MLS	0.50	80.00
05/04/04	PREPARE FOR ASHBY FACTFINDING; CORRESPONDENCE K. SPINETTA AND E. FUENTES RE ASHBY	MLS	3.50	560.00
05/04/04	REVIEW ASHBY FILE	JJH	0.25	40.00
05/05/04	TELEPHONE A. MURILLO RE ASHBY FACTFINDING	MLS	0.25	40.00

665

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2004
 INVOICE NO. 242519
 CLIENT NO. 005142
 PJL
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES - 00004

Date		Atty.	Hrs.	Amt.
05/05/04	TELEPHONE S. LEVER RE MODIFICATION OF BENEFITS TO PART-TIMERS ABOUT TO RETIRE	MLS	0.50	80.00
05/05/04	PREPARE FOR D. ASHBY FACTFINDING	MLS	0.50	80.00
05/05/04	CORRESPONDENCE S. WEINBERG RE SETTLEMENT OFFER IN ASHBY	MLS	0.25	40.00
05/06/04	TELEPHONE S. MCCRAY RE ASHBY CONTINUANCE AND SETTLEMENT STATUS; REVIEW CORRESPONDENCE FROM C. MAGA RE ASHBY CLASS SCHEDULE	MLS	0.50	80.00
05/06/04	REVIEW CORRESPONDENCE FROM K. SPINETTA RE ASHBY	MLS	0.25	40.00
05/06/04	REVIEW CORRESPONDENCE FROM E. FUENTES RE ASHBY	MLS	0.25	40.00
05/06/04	REVIEW UNION CLOSING BRIEF RE BANK	MLS	0.25	40.00
05/07/04	CONFERENCE OFFICE; TELEPHONE CLIENT RE SKELLY MEETING IN WILLIAMS	CDQ	0.50	80.00
05/07/04	REVIEW CORRESPONDENCE FROM S. WEINBERG; CORRESPONDENCE RE ASHBY SETTLEMENT OPTIONS	MLS	0.50	80.00
05/07/04	REVIEW CORRESPONDENCE; CORRESPONDENCE S. WEINBERG RE ASHBY SETTLEMENT OPTIONS AND CONTINUANCE	MLS	0.25	40.00
05/10/04	CONFERENCE OFFICE RE LOCAL ONE DISCIPLINE HEARINGS IN GRIEVANCE	PML	0.25	40.00
05/10/04	TELEPHONE P. GILLILAND; TELEPHONE S. MCCRAY RE LOCAL ONE DISCIPLINE HEARINGS IN GRIEVANCE	PML	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & RO.
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2004
 INVOICE NO. 242519
 CLIENT NO. 005142
 PJJ
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES - 00004

Date		Atty.	Hrs.	Amt.
05/10/04	PREPARE FILE MEMO RE TELEPHONE CONVERSATION S. MCCRAY ON WILLIAMS SKELLY HEARING	PO1	0.25	31.25
05/11/04	REVIEW DOCUMENTS RE LOCAL ONE DISCIPLINARY GRIEVANCE	PML	1.00	160.00
05/11/04	TELEPHONE P. GILLILAND RE GRIEVANCE HEARING	PML	0.25	40.00
05/12/04	PREPARE FOR CONFERENCE P. GILLILAND RE LOCAL ONE CONTRACT	PML	0.50	80.00
05/12/04	CONFERENCE P. GILLILAND; REVIEW LOCAL ONE CONTRACT AND SKELLY PROCEDURES	PML	1.75	280.00
05/12/04	ATTEND LOCAL ONE HEARING RE DISCIPLINARY GRIEVANCE	PML	3.00	480.00
05/13/04	TELEPHONE S. WEINBERG AND DISTRICT RE CONTINUATION OF HEARING IN ASHBY	PO2	0.25	31.25
05/14/04	CONFERENCE OFFICE RE PREPARATION OF DISTRICT CASE IN WILLIAMS GRIEVANCE HEARING BEFORE BOARD	TAG	0.25	40.00
05/14/04	REVIEW WILLIAMS FILE; TELEPHONE S. MCCRAY; PREPARE EXECUTIVE SUMMARY FOR BOARD PACKET; PREPARE FOR HEARING RE WILLIAMS	JJH	3.75	600.00
05/17/04	PREPARE FOR LOCAL ONE GRIEVANCE HEARING; REVIEW DOCUMENTS; CONFERENCE OFFICE; RESEARCH CONTRACT PROCEDURES	PML	2.50	400.00
05/17/04	REVIEW CORRESPONDENCE FROM K. SPINETTA RE CONTINUANCE OF ASHBY GRIEVANCE FACTFINDING	MLS	0.25	40.00
05/17/04	REVIEW CORRESPONDENCE FROM S. WEINBERG RE ASHBY GRIEVANCE SETTLEMENT ISSUES	MLS	0.25	40.00

667

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MAY 31, 2004
INVOICE NO. 242519
CLIENT NO. 005142
PJL
PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES - 00004

Date		Atty.	Hrs.	Amt.
05/17/04	REVIEW CORRESPONDENCE FROM K. SPINETTA RE ASHBY SCHEDULES	MLS	0.25	40.00
05/17/04	TELEPHONE S.MCCRAY RE WILLIAMS GRIEVANCE; PREPARE BOARD MEMO; PREPARE FOR HEARING; TELEPHONE R. RUSSO RE WILLIAMS	JJH	2.50	400.00
05/17/04	CONFERENCE OFFICE; PREPARE EXHIBITS AND EXHIBIT LIST RE WILLIAMS GRIEVANCE HEARING	SLK	2.00	250.00
05/18/04	EMAIL S.MCCRAY RE WILLIAMS GRIEVANCE HEARING	JJH	0.25	40.00
05/20/04	PREPARE BOARD HEARING SCRIPT RE WILLIAMS GRIEVANCE	SLK	2.00	250.00
05/21/04	LEGAL RESEARCH; CONFERENCE OFFICE RE ASHBY GRIEVANCE	PJL	0.25	40.00
05/21/04	LEGAL RESEARCH; CONFERENCE OFFICE RE BANK GRIEVANCE	PJL	0.25	40.00
05/21/04	TELEPHONE S. MCCRAY RE WILLIAMS HEARING	JJH	0.25	40.00
05/21/04	CONFERENCE OFFICE RE BANK AND ASHBY GRIEVANCES STATUS	MLS	0.25	40.00
05/21/04	PREPARE HEARING SCRIPT RE WILLIAMS GRIEVANCE	SLK	0.50	62.50
05/24/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE WILLIAMS	JJH	0.25	40.00
05/24/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE UNITED FACULTY REQUEST TO COMBINE COUNSELING GRIEVANCES	MLS	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: GREG MARVEL, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

MAY 31, 2004
INVOICE NO. 242519
CLIENT NO. 005142
P JL
PAGE: 16

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES - 00004

Date		Atty.	Hrs.	Amt.
05/24/04	CORRESPONDENCE S. MCCRAY RE COUNSELING GRIEVANCE FACT-FINDING	MLS	0.25	40.00
05/26/04	CORRESPONDENCE S. MCCRAY RE SHIPMAN SETTLEMENT AGREEMENT	MLS	0.25	40.00
05/27/04	TELEPHONE E. FUENTES RE BATES SETTLEMENT; REVIEW FILE; REVIEW CONTRACT	JJH	0.50	80.00
05/27/04	REVIEW CORRESPONDENCE RE WILLIAMS	JJH	0.25	40.00
05/27/04	REVIEW CORRESPONDENCE S. MCCRAY RE SHIPMAN SETTLEMENT AGREEMENT	MLS	0.25	40.00
05/27/04	CORRESPONDENCE T. GREERTY RE SHIPMAN FULLY EXECUTED SETTLEMENT AGREEMENT	MLS	0.25	40.00
05/28/04	REVIEW BANK PROPOSED DECISION	PJL	0.50	80.00

CURRENT FEES: \$ 5,825.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
CHASE, HELENE O.	PO2	125/hr.	0.25	31.25
GOLUBA, TODD A.	TAG	160/hr.	0.25	40.00
HEIN, JANICE J.	JJH	160/hr.	8.00	1,280.00
KAPLAN, SUSAN L.	SLK	125/hr.	4.50	562.50
LOYA, PAUL M.	PML	160/hr.	9.50	1,520.00
LUCEY, PETER J.	PJL	160/hr.	1.00	160.00
QUAIDE, CHESLEY D.	CDQ	160/hr.	1.00	160.00
SACKS, MARLEEN L.	MLS	160/hr.	12.75	2,040.00
STANSBURY, CECELIA O.	PO1	125/hr.	0.25	31.25

FEE SUMMARY TOTAL 5,825.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2004
 INVOICE NO. 242519
 CLIENT NO. 005142
 PJJ
 PAGE: 19

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

FEE SUMMARY TOTAL 1,085.00

TOTAL MATTER BILLING 1,085.00

PITNER UNFAIR LABOR PRACTICE - 00019

Date		Atty.	Hrs.	Amt.
03/31/04	CONFERENCE OFFICE RE PITNER APPEAL	MSW	0.25	40.00
03/31/04	REVIEW STATEMENT OF EXCEPTIONS RE PITNER	MSW	0.50	80.00
05/03/04	REVIEW OF EXCEPTIONS TO DECISION RE PITNER	MSW	0.50	80.00
05/03/04	CORRESPONDENCE CLIENT RE PITNER (MCCRAY)	SVU	0.25	40.00
05/04/04	PREPARE PITNER RESPONSE AND STATEMENT OF EXCEPTIONS; REVIEW ADMINISTRATIVE HEARING RECORD (MCCRAY)	SVU	2.25	360.00
05/10/04	PREPARE PITNER STATEMENT OF EXCEPTIONS AND RESPONSE (MCCRAY)	SVU	3.25	520.00
05/11/04	PREPARE PITNER STATEMENT OF EXCEPTIONS (MCCRAY)	SVU	5.00	800.00
05/12/04	PREPARE PITNER STATEMENT OF EXCEPTIONS (MCCRAY)	SVU	7.75	1,240.00
05/13/04	PREPARE PITNER STATEMENT OF EXCEPTIONS AND SUPPORTING BRIEF (MCCRAY)	SVU	2.75	440.00
05/13/04	CONFERENCE OFFICE AND TELEPHONE PERB RE SERVICE OF RESPONSE TO PITNER'S STATEMENT OF EXCEPTIONS IN PITNER	MJP	0.25	31.25
05/13/04	REVIEW PERB REGULATIONS RE SERVICE OF RESPONSE TO STATEMENT OF EXCEPTIONS IN PITNER	MJP	0.25	31.25

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2004
 INVOICE NO. 242519
 CLIENT NO. 005142
 PJJ
 PAGE: 20

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

PITNER UNFAIR LABOR PRACTICE - 00019

Date		Atty.	Hrs.	Amt.
05/18/04	FINALIZE DISTRICT'S RESPONSE, STATEMENT OF EXCEPTIONS AND SUPPORTING BRIEFS RE ADMINISTRATIVE LAW JUDGE PROPOSED DECISION IN PITNER (MCCRAY)	SVU	1.00	160.00
05/20/04	REVIEW PITNER'S OBJECTION TO DISTRICT'S FILING OF STATEMENT OF EXCEPTIONS AND SUPPORTING BRIEF (MCCRAY)	SVU	0.25	40.00
05/20/04	LEGAL RESEARCH RE OBJECTION RAISED BY PITNER AS TO DISTRICT'S STATEMENT OF EXCEPTIONS (MCCRAY)	SVU	0.50	80.00
05/21/04	PREPARE RESPONSE TO PITNER'S OBJECTIONS TO STATEMENT OF EXCEPTIONS (MCCRAY)	SVU	0.50	80.00
05/21/04	CONFERENCE OFFICE; REVIEW FILE RE OPPOSING COUNSEL'S OBJECTION TO DISTRICT'S STATEMENT OF EXCEPTIONS TO DECISION IN PITNER	MJP	0.25	31.25
05/24/04	PREPARE RESPONSE TO PITNER'S OBJECTIONS	SVU	0.25	40.00
05/26/04	REVIEW PERB BOARD CORRESPONDENCE RE PITNER FILINGS ON PERB BOARD DOCKET (MCCRAY)	SVU	0.25	40.00

CURRENT FEES: \$ 4,133.75

DISBURSEMENTS:

05/24/04	DOCUMENT PREPARATION AND WORD PROCESSING	160.00
04/28/04	AUTOMATED LEGAL RESEARCH	5.00
04/28/04	AUTOMATED LEGAL RESEARCH	80.00

CURRENT DISBURSEMENTS **\$245.00**

FEE SUMMARY

671

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2004
 INVOICE NO. 242519
 CLIENT NO. 005142
 PJL
 PAGE: 21

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

NAME	INT	RATE	HOURS	AMOUNT
POLLARD, MARIANNE J.	MJP	125/hr.	0.75	93.75
UZELAC, SUZANNE V.	SVU	160/hr.	24.00	3,840.00
WILLIAMS, MARK S.	MSW	160/hr.	1.25	200.00

FEE SUMMARY TOTAL 4,133.75

Total: \$125 - 6.75 hrs
 \$135 - 12.25 hrs

TOTAL MATTER BILLING 4,378.75

KRISTINE ROSSOVICH COMPLAINT - 00021

Date		Atty.	Hrs.	Amt.
05/03/04	TELEPHONE CLIENT RE ROSSOVICH (MCCRAY)	SVU	0.25	40.00
05/03/04	REVIEW CORRESPONDENCE FROM CLIENT RE ROSSOVICH (MCCRAY)	SVU	0.25	40.00
05/04/04	REVIEW CORRESPONDENCE FROM CLIENT RE ROSSOVICH EMAIL (MCCRAY)	SVU	0.25	40.00
05/04/04	CORRESPONDENCE CLIENT RE ROSSOVICH EMAIL (MCCRAY)	SVU	0.25	40.00
05/05/04	REVIEW CORRESPONDENCE FROM CLIENT RE K. ROSSOVICH COMMUNICATION FOR THIRD LEVEL APPEAL ON PAY GRIEVANCE (MCCRAY)	SVU	0.25	40.00
05/05/04	REVIEW FACTS AND CORRESPONDENCE RE ROSSOVICH (MCCRAY)	SVU	0.50	80.00
05/05/04	CORRESPONDENCE K. ROSSOVICH RE COMPLAINT PROCESS (MCCRAY)	SVU	1.00	160.00
05/05/04	CONFERENCE CLIENT RE ROSSOVICH MATTER (MCCRAY)	SVU	0.25	40.00
05/05/04	REVIEW CORRESPONDENCE, DOCUMENTATION AND COMPLAINT PROCESS RE CLOSED BOARD MEETINGS IN ROSSOVICH (MCCRAY)	SVU	2.00	320.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2004
 INVOICE NO. 242519
 CLIENT NO. 005142
 PJL
 PAGE: 22

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

KRISTINE ROSSOVICH COMPLAINT - 00021

Date		Atty.	Hrs.	Amt.
05/05/04	TELEPHONE CLIENT RE ROSSOVICH UPDATE (MCCRAY)	SVU	0.25	40.00
05/05/04	CONFERENCE K. ROSSOVICH RE COMPLAINTS RELATED TO EMPLOYMENT (MCCRAY)	SVU	0.75	120.00
05/05/04	REVISE CORRESPONDENCE K. ROSSOVICH FOLLOWING CONFERENCE (MCCRAY)	SVU	0.50	80.00
05/06/04	TELEPHONE CLIENT RE ROSSOVICH MATTER (MCCRAY)	SVU	0.25	40.00
05/06/04	REVISE CORRESPONDENCE K. ROSSOVICH RE COMPLAINT (MCCRAY)	SVU	0.50	80.00
05/07/04	CONFERENCE CLIENT RE ROSSOVICH MATTER (MCCRAY)	SVU	0.25	40.00
05/07/04	CONFERENCE K. ROSSOVICH RE NUMEROUS COMPLAINTS (MCCRAY)	SVU	0.50	80.00
05/07/04	REVIEW FACTS/DOCUMENTS RE ROSSOVICH (MCCRAY)	SVU	0.50	80.00
05/10/04	REVISE CORRESPONDENCE K. ROSSOVICH RE INVESTIGATION OF COMPLAINTS (MCCRAY)	SVU	0.75	120.00
05/10/04	LEGAL RESEARCH RE PAID LEAVE FOR EMPLOYEE PREPARING COMPLAINT IN ROSSOVICH (MCCRAY)	SVU	0.50	80.00
05/11/04	TELEPHONE K. ROSSOVICH RE INVESTIGATION (MCCRAY)	SVU	0.25	40.00
05/11/04	REVIEW CORRESPONDENCE FROM CLIENT RE ROSSOVICH (MCCRAY)	SVU	0.25	40.00
05/11/04	TELEPHONE CLIENT RE ROSSOVICH (MCCRAY)	SVU	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2004
 INVOICE NO. 242519
 CLIENT NO. 005142
 PJJ
 PAGE: 23

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

KRISTINE ROSSOVICH COMPLAINT - 00021

Date		Atty.	Hrs.	Amt.
05/11/04	TELEPHONE CLIENT RE K. ROSSOVICH'S REQUEST TO RECEIVE CERTIFIED LETTER AT DISTRICT (MCCRAY)	SVU	0.25	40.00
05/11/04	TELEPHONE CLIENT RE K. ROSSOVICH'S DESIRE TO FOLLOW UP ON THIRD LEVEL OF PAY ISSUE COMPLAINT (MCCRAY)	SVU	0.25	40.00
05/11/04	TELEPHONE C. ROSSOVICH, S. (MCCRAY) AND P. (GILLILAND), REVIEW FILE; PREPARE INTERVIEW RE ROSSOVICH	GBT	1.50	187.50
05/12/04	TELEPHONE S. (MCCRAY) RE ROSSOVICH SICK LEAVE	GBT	0.25	31.25
05/13/04	TELEPHONE S. (MCCRAY) RE ROSSOVICH	GBT	0.25	31.25
05/14/04	CONFERENCE OFFICE RE ROSSOVICH RESIGNATION/WORKERS' COMPENSATION FILING (MCCRAY)	SVU	0.25	40.00
05/14/04	TELEPHONE S. (MCCRAY) RE ROSSOVICH DISCRIMINATION COMPLAINT AND WORKERS' COMPENSATION CLAIM	GBT	0.75	93.75
05/18/04	TELEPHONE C. ROSSOVICH RE INTERVIEW IN ROSSOVICH	GBT	0.25	31.25
05/19/04	CONFERENCE OFFICE RE ROSSOVICH INVESTIGATION; REVIEW ROSSOVICH DOCUMENTATION RE LEAVE (MCCRAY)	SVU	0.25	40.00
05/19/04	TELEPHONE E. (FUENTES) AND K. ROSSOVICH RE ROSSOVICH COMPLAINT; PREPARE FOR K. ROSSOVICH INTERVIEW	GBT	1.75	218.75
05/21/04	CORRESPONDENCE K. ROSSOVICH RE DISCRIMINATION COMPLAINT	GBT	0.75	93.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: GREG MARVEL, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

MAY 31, 2004
 INVOICE NO. 242519
 CLIENT NO. 005142
 PJL
 PAGE: 24

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

KRISTINE ROSSOVICH COMPLAINT - 00021

Date		Atty.	Hrs.	Amt.
05/24/04	REVISE CORRESPONDENCE K. ROSSOVICH RE MOVING FORWARD WITH THE INVESTIGATION (MCCRAY)	SVU	0.75	120.00
05/24/04	CORRESPONDENCE K. ROSSOVICH RE COMPLAINT	GBT	0.75	93.75
05/25/04	CORRESPONDENCE K. ROSSOVICH RE COMPLAINT	GBT	0.50	62.50

CURRENT FEES: \$ 2,803.75

DISBURSEMENTS:

05/25/04	DOCUMENT PREPARATION AND WORD PROCESSING	30.00
----------	--	-------

CURRENT DISBURSEMENTS \$30.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
TABAK, G B.	GBT	125/hr.	6.75	843.75
UZELAC, SUZANNE V.	SVU	160/hr.	12.25	1,960.00

FEE SUMMARY TOTAL 2,803.75

TOTAL MATTER BILLING 2,833.75

MISCELLANEOUS DISBURSEMENTS - 88888

DISBURSEMENTS:

05/27/04	DOCUMENT PREPARATION AND WORD PROCESSING	270.00
05/31/04	PHOTOCOPIES	102.60
05/31/04	FAX/TELECOPY CHARGES	594.00
05/25/04	LONG DISTANCE AND TELEPHONE TOLLS	4.70
05/31/04	POSTAGE	20.40

675



Invoice
 Invoice Date
 Account Number
 Page:

Shipment Detail

Payor:
 FedEx has applied a fuel surcharge of 6.00%
 Distance Based Pricing, Zone 2
 Sent from: 93612 zip code

Sender
 830335843300
 FedEx Standard Overnight
 FedEx Pak

FedEx Express Shipment Detail By Payor Type (Original)

Shipped off: Apr 27, 2004

Payor: Recipient

Reference: KEN 4227

5142.1

Fuel Surcharge - FedEx has applied a fuel surcharge of 5.50% to this shipment.
 Distance Based Pricing, Zone 2

Tracking ID: 843094185590
 Service Type: FedEx Priority Overnight
 Package Type: FedEx Pak
 Pieces: 2
 Weight: 1
 Weight: 6.0 lbs, 2.7 kgs
 Shipped: Apr 28, 2004 09:53
 Area: A2
 Shipped by: ACHINEY
 FedEx Use: 118201590/01486/

Sender
 ESTHER K LEE
 BERTRAND FOX & ELLIOT
 2749 HYDE ST
 SAN FRANCISCO CA 94109-1222 US

Recipient
 MARLEN SAKS ESQ
 ALKINS ANDELSON LOYA ETAL
 5776 STONERIDGE MALL RD STE 200
 PLEASANTON CA 94588 US

Transportation Charge		21.50
Fuel Surcharge		1.18
Total Charge	USD \$	22.68
Shipment Detail Subtotal	USD \$	22.68

Client: 005142.00001

Shipment #: 15104-100043-348
Reference #: 005142.00001
Pick-up Date: 3/16/2004
Delivery Date: 3/17/2004
Pcs./Weight: 1.00/0.00

Origin Location:
Elizabeth B. Hearey Esq.
Atkinson, Andelson, Loya, Ru
Pleasanton 94588

Delivery Location:
Tom Beckett
Contra Costa Community Coll
Martinez 94553

Service:
Morning Overnite
Fuel Surcharge

Charge:
12.75
0.12

Shipment Total: \$12.88

Total for 005142.00001 : \$12.88

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 PJL
 PAGE: 2

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE - 00001
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
05/06/04	CONFERENCE OFFICE RE STOP NOTICE LAW	MSW	0.25	40.00
06/01/04	LEGAL RESEARCH RE BROWN ACT REQUIREMENTS FOR EXTENSION OF ADMINISTRATOR'S CONTRACTS	PJL	0.50	80.00
06/01/04	TELEPHONE T. SMITH AND J. VROOM RE CLASSIFIED EMPLOYEE REHIRE RIGHTS; REVIEW FILE; TELEPHONE S. MCCRAY; PREPARE SETTLEMENT AGREEMENTS FOR SPANN AND HADDEN	JJH	2.00	320.00
06/02/04	TELEPHONE J. COURTNEY RE AGENDA LANGUAGE FOR CONTRACT EXTENSION	PJL	0.50	80.00
06/02/04	TELEPHONE J. COURTNEY RE LANGUAGE FOR AGENDA	PJL	0.25	40.00
06/02/04	TELEPHONE S. MCCRAY RE EMPLOYEE BUMPING RIGHTS; PREPARE FILE MEMO	PJL	0.50	80.00
06/03/04	REVIEW AND REVISE HADDEN SETTLEMENT AGREEMENT	PJL	0.25	40.00
06/03/04	REVIEW CORRESPONDENCE; CORRESPONDENCE CLIENT; REVIEW AND REVISE AGENDA FOR UPCOMING REGULAR MEETING	PJL	0.50	80.00
06/03/04	TELEPHONE S. MCCRAY RE LAID OFF EMPLOYEE RIGHTS; REVISE SETTLEMENT AGREEMENT	JJH	0.50	80.00
06/03/04	TELEPHONE CLIENT RE REVIEW OF CLIENT PREPARED MEMO TO CLASSIFIED EMPLOYEES ON EMAILS FROM UNIONS (FUENTES)	SVU	0.25	40.00
06/03/04	REVIEW CLIENT MEMORANDUM TO CLASSIFIED EMPLOYEES RE MASS EMAIL FROM UNIONS (FUENTES)	SVU	0.25	40.00

678

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 P JL
 PAGE: 3

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE - 00001
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
06/04/04	CONFERENCE OFFICE RE CLASSIFIED LAYOFF; REVISE SPANN AND HADDEN SETTLEMENT AGREEMENTS; CORRESPONDENCE CLIENT	JJH	0.50	80.00
06/04/04	REVIEW STATUS OF SETTLEMENT DOCUMENTS RE SHIPMAN	MJP	0.25	31.25
06/07/04	TELEPHONE E. FUENTES RE SPANN AND HADDEN SETTLEMENT AGREEMENTS	JJH	0.25	40.00
06/07/04	TELEPHONE E. FUENTES RE ORTEGA	JJH	0.25	40.00
06/08/04	TELEPHONE G. MARVEL RE RESOLUTION REDUCING SALARIES OF FACULTY	PJL	0.25	40.00
06/08/04	LEGAL RESEARCH RE RESOLUTION TO REDUCE SALARIES OF FACULTY PERSONNEL	PJL	0.25	40.00
06/08/04	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE RESOLUTION TO REDUCE SALARIES OF FACULTY PERSONNEL AND LEGAL AUTHORITY FOR ACTION	PJL	0.50	80.00
06/08/04	TELEPHONE CLIENT RE RESPONSE TO EMPLOYEE COMPLAINTS ON MASS UNION EMAILS (FUENTES)	SVU	0.25	40.00
06/08/04	REVISE CLIENT CORRESPONDENCE RE UNION MASS EMAILS (FUENTES)	SVU	0.75	120.00
06/08/04	LEGAL RESEARCH RE RIBLE V. HUGHES IN RESOLUTION	GBT	0.25	31.25
06/09/04	TELEPHONE G. MARVEL RE FACULTY NEGOTIATIONS	PJL	0.25	40.00
06/09/04	TELEPHONE G. HASHIMOTO RE SPINETTA CONSTRUCTION	PJL	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: PHYLLIS GILLILAND, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

JUNE 30, 2004
INVOICE NO. 243694
CLIENT NO. 005142
PJM
PAGE: 4

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE - 00001
PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
06/11/04	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE SHORT TERM EMPLOYEES	PJM	2.50	400.00
06/11/04	TELEPHONE G. MARVEL RE STATIONARY ENGINEERS UNFAIR PRACTICE CHARGE	PJM	0.25	40.00
06/11/04	TELEPHONE A. ILICH RE STUDY ABROAD POLICIES	JJH	0.25	40.00
06/15/04	TELEPHONE E. FUENTES RE ORTEGA AND WILLIAMS	JJH	0.25	40.00
06/15/04	LEGAL RESEARCH RE AB 290; PREPARE LAYOFF NOTICES TO CLASSIFIED EMPLOYEES	GBT	0.50	62.50
06/16/04	PREPARE RESOLUTION FOR REDUCTION OF SALARY OF EMPLOYEES	PJM	1.25	200.00
06/18/04	CORRESPONDENCE CLIENT RE MAZZI DISCIPLINARY ACTION	PJM	0.25	40.00
06/18/04	TELEPHONE P. GILLILAND RE MAZZI DISCIPLINE	PJM	0.25	40.00
06/21/04	TELEPHONE T. BECKETT RE PROPOSED MEMORANDUM OF UNDERSTANDING WITH WINDEMERE FOR CONSTRUCTION OF FOUNTAIN AT SAN RAMON VALLEY CAMPUS	EBH	0.50	80.00
06/21/04	REVIEW PROPOSED MEMORANDUM OF UNDERSTANDING WITH WINDEMERE FOR FOUNTAIN AT SAN RAMON VALLEY CAMPUS	EBH	0.75	120.00
06/21/04	REVIEW REVISED MEMORANDUM OF UNDERSTANDING WITH WINDEMERE FOR CONSTRUCTION OF FOUNTAIN AT SAN RAMON VALLEY CAMPUS	EBH	0.50	80.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 PJL
 PAGE: 5

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE - 00001
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
06/21/04	CONFERENCE OFFICE RE PROPOSED MEMORANDUM OF UNDERSTANDING WITH WINDEMERE FOR CONSTRUCTION OF FOUNTAIN AT SAN RAMON VALLEY CAMPUS	EBH	0.25	40.00
06/21/04	REVISE PROPOSED MEMORANDUM OF UNDERSTANDING WITH WINDEMERE AT SAN RAMON VALLEY CAMPUS	EBH	0.75	120.00
06/21/04	CORRESPONDENCE T. BECKETT RE PROPOSED MEMORANDUM OF UNDERSTANDING WITH WINDEMERE FOR FOUNTAIN AT SAN RAMON VALLEY CAMPUS	EBH	0.75	120.00
06/22/04	PREPARE LEGAL SERVICES PROPOSAL (NO CHARGE)	PJL	0.75	0.00
06/22/04	LEGAL RESEARCH; CONFERENCE OFFICE RE AGREEMENT IN MAINTENANCE OF FOUNTAIN AT SAN RAMON VALLEY CAMPUS	PJL	0.25	40.00
06/22/04	TELEPHONE P. GILLILAND RE APPOINTMENT OF INTERIM VICE CHANCELLOR FACILITIES	PJL	0.25	40.00
06/22/04	CONFERENCE OFFICE RE WINDEMERE PROPOSED FOUNTAIN AT SAN RAMON VALLEY CAMPUS	EBH	0.50	80.00
06/22/04	CORRESPONDENCE T. BECKETT RE COMMENTS ON FOUNTAIN AT SAN RAMON VALLEY CAMPUS	EBH	0.50	80.00
06/23/04	LEGAL RESEARCH; CONFERENCE OFFICE RE ASHBY TENURE STATUS	PJL	0.25	40.00
06/23/04	REVIEW CORRESPONDENCE RE AZULIX ATTORNEY AND POTENTIAL LITIGATION	PJL	0.25	40.00
06/23/04	REVIEW CORRESPONDENCE FROM T. BECKETT RE REVIEW OF FOUNTAIN AGREEMENT	EBH	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 PJL
 PAGE: 7

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE - 00001
 PO #BC 4383.4

Date		Atty.	Hrs.	Amt.
06/28/04	CORRESPONDENCE T. BECKETT RE PROPOSED MEMORANDUM OF UNDERSTANDING FOR CONSTRUCTION AND MAINTENANCE OF FOUNTAIN WITH WINDEMERE	EBH	0.50	80.00
06/29/04	REVIEW CORRESPONDENCE FROM T. BECKETT RE CONTRACT FOR FOUNTAIN WITH WINDEMERE	EBH	0.25	40.00
06/29/04	TELEPHONE L. LITTMAN RE AZULIX	JJH	0.25	40.00
06/30/04	TELEPHONE S. MCCRAY RE DENIAL OF PROMOTION IN BERRY-WILLIAMS	PJL	0.25	40.00
06/30/04	TELEPHONE T. BECKETT RE FOUNTAIN AGREEMENT APPROVAL WITH WINDEMERE	EBH	0.25	40.00
06/30/04	REVIEW CORRESPONDENCE FROM T. BECKETT RE FOUNTAIN CONSTRUCTION	EBH	0.25	40.00
06/30/04	TELEPHONE T. BECKETT RE EXHIBIT B, PLANS AND SPECIFICATIONS TO FOUNTAIN AGREEMENT WITH WINDEMERE	EBH	0.25	40.00
06/30/04	TELEPHONE S. MCCRAY RE ORTEGA DISCIPLINE	JJH	0.25	40.00

CURRENT FEES: \$ 4,685.00

DISBURSEMENTS:

06/25/04	DOCUMENT PREPARATION AND WORD PROCESSING			50.00
06/16/04	MESSENGER FEES			35.00

CURRENT DISBURSEMENTS \$85.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
HEAREY, ELIZABETH B.	EBH	160/hr.	6.75	1,080.00

682



INVOICE

4271

LIBERTY COURIER
512 SHADOW MOUNTAIN PLACE
SAN RAMON, CALIFORNIA 94583
510-813-8322

BILL TO: <i>Atkinson, Andelson</i>	DATE OF ORDER <i>6-16-04</i>	ORDERED BY <i>Helene</i>
ADDRESS <i>5776 Stoneridge Mall Rd., Ste 200 Pleasanton, Ca</i>	PICK UP LOCATION <i>1816 - 5th St, Berkeley, Ca</i>	
ATTENTION <i>Peter Lucet</i>	JOB PHONE <i>-</i>	STARTING DATE <i>6-16-04</i>
<input checked="" type="checkbox"/> DELIVERY <input type="checkbox"/> FILE <input type="checkbox"/> PROCESS SERVICE		

CASE# <i>n/a</i>	PLAINTIFF:	DEFENDANT:
COURT: <i>n/a</i>	<i>PUBLIC EMPLOYEES UNION LOCAL NO. ONE</i>	<i>CONTRA COSTA COUNTY COLLEGE DISTRICT</i>

Package A: - Sealed envelope

6-16-04 - Picked up Package A from Michael W. Roman at 1816 - 5th St, Berkeley, Ca 94710 and personally delivered to Atkinson, Andelson, ...

*V1212
WM.*



638 TIF

*OK
R2*

5142.1

*the
re*

MISCELLANEOUS CHARGES		
BRIDGE TOLL		<i>n/c</i>
PARKING		<i>n/c</i>
LABOR		AMOUNT
<i>Delivery Berkeley</i>		<i>35-00</i>
TOTAL LABOR		<i>35-00</i>
TOTAL MISCELLANEOUS		<i>n/c</i>
SUB TOTAL		<i>35-00</i>
GRAND TOTAL		<i>35-00</i>

PAYMENT METHOD

PRE-PAID: CASH
 CHECK #
 BILL:

GRAND TOTAL IS DUE UPON RECEIPT OF THIS INVOICE. A LATE CHARGE OF 1.5% PER MONTH WILL BE APPLIED TO ANY OUTSTANDING AMOUNTS AFTER THIRTY DAYS.

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 PJL
 PAGE: 8

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

HEIN, JANICE J.	JJH	160/hr.	6.25	1,000.00
LUCEY, PETER J.	PJL	149/hr.	10.50	1,560.00
POLLARD, MARIANNE J.	MJP	125/hr.	0.25	31.25
TABAK, G B.	GBT	125/hr.	0.75	93.75
UZELAC, SUZANNE V.	SVU	160/hr.	5.50	880.00
WILLIAMS, MARK S.	MSW	160/hr.	0.25	40.00
FEE SUMMARY TOTAL				4,685.00
TOTAL MATTER BILLING				4,770.00

DISCRIMINATION COMPLAINTS - 00002

Date		Atty.	Hrs.	Amt.
06/01/04	TELEPHONE OPPOSING COUNSEL RE GULA DISCRIMINATION COMPLAINT	PJL	0.25	40.00
06/01/04	CORRESPONDENCE CLIENT; LEGAL RESEARCH RE GULA AGE DISCRIMINATION INVESTIGATION AND SETTLEMENT	PJL	3.00	480.00
06/01/04	CONDUCT INVESTIGATION RE ZAREI COMPLAINT AGAINST DALEY	SLK	3.75	468.75
06/02/04	CORRESPONDENCE CLIENT RE GULA DISCRIMINATION CLAIM SETTLEMENT	PJL	0.25	40.00
06/02/04	LEGAL RESEARCH; CONFERENCE OFFICE RE INVESTIGATION OF DISCRIMINATION COMPLAINT AGAINST J. DALEY	PJL	0.50	80.00
06/02/04	TELEPHONE S. MCCRAY; CORRESPONDENCE S. MCCRAY RE STUDENT WITNESS' TELEPHONE NUMBERS; VIEW VIDEOTAPE OF CHANNEL 7 INTERVIEW	GBT	1.00	125.00
06/02/04	TELEPHONE STUDENTS; PREPARE INTERVIEW SUMMARIES; VIEW VIDEOTAPE RE ZAREI INVESTIGATION	SLK	5.00	625.00

684

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: PHYLLIS GILLILAND, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

JUNE 30, 2004
INVOICE NO. 243694
CLIENT NO. 005142
P JL
PAGE: 9

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS - 00002

Date		Atty.	Hrs.	Amt.
06/03/04	CONFERENCE; TELEPHONE E. FUENTES RE ZAREI DISCRIMINATION COMPLAINT	GBT	0.75	93.75
06/03/04	TELEPHONE E. FUENTES AND K. SPINETTA RE. PETERO MATTER	GBT	0.50	62.50
06/03/04	INTERVIEW STUDENTS; PREPARE INTERVIEW SUMMARIES RE ZAREI COMPLAINT	SLK	4.50	562.50
06/04/04	LEGAL RESEARCH RE INVESTIGATION OF JOHNSON/PETERO GENDER DISCRIMINATION COMPLAINT	PJL	0.25	40.00
06/04/04	CORRESPONDENCE J. DALEY RE INVESTIGATION	PJL	0.25	40.00
06/04/04	TELEPHONE P. GILLILAND RE GULA CORRESPONDENCE	PJL	0.25	40.00
06/04/04	CORRESPONDENCE A. PETERO RE INVESTIGATION	GBT	0.75	93.75
06/04/04	CORRESPONDENCE J. DALEY AND C. SPENCE RE STATUS OF ZAREI DISCRIMINATION COMPLAINT	GBT	0.75	93.75
06/04/04	REVIEW CORRESPONDENCE; CORRESPONDENCE K. TUPPER RE HER DISCRIMINATION COMPLAINT	GBT	0.75	93.75
06/07/04	CONFERENCE OFFICE RE TIMING OF INVESTIGATION AND PERSONNEL ACTION IN PETERO	CDQ	0.25	40.00
06/07/04	REVIEW CORRESPONDENCE TO A. PETERO FROM K. SPINETTA; REVIEW CORRESPONDENCE FROM K. SPINETTA	GBT	0.50	62.50
06/07/04	TELEPHONE J. DALEY RE ZAREI DISCRIMINATION COMPLAINT; INTERVIEW S. ZAREI WITNESSES P. BAHRAMI AND S. GOVIND; PREPARE INVESTIGATION REPORT	GBT	1.50	187.50

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: PHYLLIS GILLILAND, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

JUNE 30, 2004
INVOICE NO. 243694
CLIENT NO. 005142
PJL
PAGE: 10

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS - 00002

Date		Atty.	Hrs.	Amt.
06/08/04	TELEPHONE OPPOSING COUNSEL J. ROSS RE TERMS OF GULA SETTLEMENT	PJL	0.25	40.00
06/08/04	CONFERENCE OFFICE RE J. DALEY	GBT	0.25	31.25
06/08/04	PREPARE INVESTIGATION REPORT; TELEPHONE E. FUENTES RE K. TUPPER DISCRIMINATION COMPLAINT	GBT	1.75	218.75
06/09/04	LEGAL RESEARCH; CONFERENCE OFFICE RE INVESTIGATION OF JOHNSON/PETERO MATTER	PJL	0.25	40.00
06/09/04	TELEPHONE OPPOSING COUNSEL J. ROSS RE GULA SETTLEMENT	PJL	0.50	80.00
06/09/04	LEGAL RESEARCH; CONFERENCE OFFICE RE TERMS OF GULA SETTLEMENT	PJL	0.25	40.00
06/09/04	TELEPHONE OPPOSING COUNSEL J. ROSS RE GULA SETTLEMENT	PJL	0.25	40.00
06/09/04	TELEPHONE P. GILLILAND RE GULA SETTLEMENT	PJL	0.25	40.00
06/09/04	TELEPHONE P. GILLILAND RE GULA SETTLEMENT	PJL	0.25	40.00
06/09/04	TELEPHONE K. SPINETTA RE PETERO PERSONNEL FILE; PREPARE INVESTIGATION REPORT	GBT	2.50	312.50
06/09/04	TELEPHONE D. SCOTT-SUMMERS RE ZAREI AND TUPPER COMPLAINTS	GBT	0.50	62.50
06/10/04	LEGAL RESEARCH; CONFERENCE OFFICE RE PETERO PERSONNEL FILE MATERIALS	PJL	0.25	40.00
06/10/04	LEGAL RESEARCH RE PETERO INVESTIGATION PROCESS; CONFERENCE OFFICE	PJL	0.25	40.00
06/10/04	REVIEW CORRESPONDENCE RE COMPLAINT AGAINST INSTRUCTOR DALEY ON ETHNIC DISCRIMINATION	PJL	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aaltr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: PHYLLIS GILLILAND, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

JUNE 30, 2004
INVOICE NO. 243694
CLIENT NO. 005142
P JL
PAGE: 12

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS - 00002

Date		Atty.	Hrs.	Amt.
06/15/04	TELEPHONE OPPOSING COUNSEL RE SETTLEMENT AGREEMENT IN GULA INVESTIGATION	PJL	0.25	40.00
06/15/04	LEGAL RESEARCH; CONFERENCE OFFICE RE STATUS OF DALEY INVESTIGATION	PJL	0.25	40.00
06/15/04	INTERVIEW E. FUENTES RE ROSSOVICH COMPLAINT; PREPARE INVESTIGATION REPORT; TELEPHONE G. HUFF	GBT	5.00	625.00
06/15/04	TELEPHONE L. KRAUSE, A. MURILLO AND M. EDELSTEIN RE INTERVIEWS IN ZAREI DISCRIMINATION COMPLAINT	GBT	0.50	62.50
06/15/04	TELEPHONE STUDENTS; PREPARE TELEPHONE INTERVIEW SUMMARIES RE ZAREI COMPLAINT	SLK	3.00	375.00
06/16/04	CORRESPONDENCE CLIENT; CORRESPONDENCE OPPOSING COUNSEL RE GULA SETTLEMENT AGREEMENT	PJL	1.00	160.00
06/16/04	CONFERENCE OFFICE RE PETERO INVESTIGATION	MLS	0.25	40.00
06/16/04	INTERVIEW J. LILJA RE TUPPER DISCRIMINATION COMPLAINT	GBT	1.00	125.00
06/16/04	CONDUCT STUDENT TELEPHONE INTERVIEWS; PREPARE INTERVIEW SUMMARIES RE ZAREI COMPLAINT	SLK	3.00	375.00
06/17/04	CORRESPONDENCE CLIENT RE GULA SETTLEMENT	PJL	0.25	40.00
06/17/04	TELEPHONE K. ROBBINS RE PETERO PERSONNEL FILE	GBT	0.25	31.25

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 PJJ
 PAGE: 13

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS - 00002

Date		Atty.	Hrs.	Amt.
06/17/04	TELEPHONE A. MURILLO RE ZAREI DISCRIMINATION COMPLAINT; PREPARE INVESTIGATION REPORT; REVIEW CORRESPONDENCE FROM J. DALEY RE INTERVIEW	GBT	3.50	437.50
06/17/04	INTERVIEW STUDENTS; PREPARE INTERVIEW SUMMARIES; REVIEW CORRESPONDENCE FROM J. DALEY RE ZAREI COMPLAINT	SLK	2.00	250.00
06/18/04	PREPARE INVESTIGATION REPORT; CONFERENCE OFFICE RE DALEY; TELEPHONE J. DALEY; CORRESPONDENCE J. DALEY	GBT	3.50	437.50
06/18/04	TELEPHONE STUDENTS; PREPARE STUDENT INTERVIEWS RE ZAREI COMPLAINT	SLK	2.50	312.50
06/21/04	PREPARE FOR AND INTERVIEW L. KRAUSE RE ZAREI DISCRIMINATION COMPLAINT	GBT	3.50	437.50
06/21/04	TELEPHONE A. JOHNSON RE HER COMPLAINT IN PETERO	GBT	0.50	62.50
06/21/04	CONDUCT STUDENT TELEPHONE INTERVIEWS; PREPARE INTERVIEW SUMMARIES RE ZAREI COMPLAINT	SLK	2.00	250.00
06/22/04	TELEPHONE OPPOSING COUNSEL; CORRESPONDENCE OPPOSING COUNSEL K. DICKSON RE GULA SETTLEMENT	PJJ	0.75	120.00
06/22/04	REVIEW CORRESPONDENCE; CORRESPONDENCE J. DALEY RE SCHEDULING OF CONFERENCE	PJJ	0.50	80.00
06/22/04	PREPARE INVESTIGATION REPORT RE ZAREI DISCRIMINATION COMPLAINT	GBT	3.00	375.00
06/23/04	CORRESPONDENCE OPPOSING COUNSEL RE FINALIZED GULA SETTLEMENT AGREEMENT	PJJ	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO)
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 PJL
 PAGE: 14

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS - 00002

Date		Atty.	Hrs.	Amt.
06/23/04	PREPARE INVESTIGATION REPORT RE S. ZAREI DISCRIMINATION COMPLAINT; TELEPHONE INTERVIEW D. SCOTT-SUMMERS	GBT	3.50	437.50
06/23/04	PREPARE STATEMENTS TO A. JOHNSON AND J. LILJA RE TUPPER DISCRIMINATION COMPLAINT	GBT	1.50	187.50
06/23/04	CONFERENCE OFFICE RE DISCRIMINATION ISSUE	SLK	0.25	31.25
06/24/04	CORRESPONDENCE OPPOSING COUNSEL RE CHANGE IN GULA SETTLEMENT AGREEMENT	PJL	0.25	40.00
06/24/04	REVIEW CORRESPONDENCE FROM K. SPINETTA RE PETERO INVESTIGATION	MLS	0.25	40.00
06/24/04	PREPARE INVESTIGATION REPORT RE ZAREI DISCRIMINATION COMPLAINT	GBT	1.00	125.00
06/24/04	REVIEW CORRESPONDENCE FROM C. DEANE RE TUPPER AND JOHNSON DISCRIMINATION COMPLAINTS	GBT	0.50	62.50
06/25/04	TELEPHONE S. ZAREI RE DISCRIMINATION COMPLAINT; TELEPHONE WITNESS; ORGANIZE FILE MATERIALS; PREPARE INVESTIGATION REPORT; CORRESPONDENCE FROM J. DALEY IN ZAREI	GBT	2.25	281.25
06/28/04	REVIEW CORRESPONDENCE FROM STUDENTS WHO SUPPORT J. DALEY; PREPARE INVESTIGATION REPORT; TELEPHONE J. DALEY RE INTERVIEW; TELEPHONE S. MCCRAY RE STATUS IN ZAREI DISCRIMINATION COMPLAINT	GBT	2.50	312.50
06/28/04	TELEPHONE S. MCCRAY RE JOHNSON AND TUPPER'S COMPLAINTS IN PETERO	GBT	0.25	31.25

ATKINSON, ANDELSON, LOYA, RUUD & ROMO)
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 P JL
 PAGE: 15

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS - 00002

Date		Atty.	Hrs.	Amt.
06/29/04	PREPARE FOR AND INTERVIEW M. EDELSTEIN RE ZAREI; TELEPHONE MESSAGE TO J. DALEY RE DALEY INTERVIEW; PREPARE INVESTIGATION REPORT	GBT	1.00	125.00
06/30/04	TELEPHONE POTENTIAL WITNESSES INCLUDING C. DEANE, A. GEZELLE, S. WILKERSON, C. ANDERSON, P. PHALEN AND L. LIMA RE PETERO MATTER; PREPARE INVESTIGATION REPORT BASED ON CORRESPONDENCE FROM C. DEANE	GBT	3.50	437.50
06/30/04	TELEPHONE J. DALEY RE ZAREI INVESTIGATION; ARRANGE INTERVIEW	GBT	0.50	62.50

CURRENT FEES: \$ 12,976.25

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
KAPLAN, SUSAN L.	SLK	125/hr.	29.00	3,625.00
LUCEY, PETER J.	PJL	160/hr.	11.50	1,840.00
QUAIDE, CHESLEY D.	CDQ	160/hr.	0.25	40.00
SACKS, MARLEEN L.	MLS	160/hr.	2.75	440.00
TABAK, G B.	GBT	125/hr.	56.25	7,031.25
FEE SUMMARY TOTAL				12,976.25
TOTAL MATTER BILLING				12,976.25

RE: GRIEVANCES - 00004

Date	Atty.	Hrs.	Amt.
------	-------	------	------

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 PJL
 PAGE: 16

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES - 00004

Date		Atty.	Hrs.	Amt.
06/01/04	LEGAL RESEARCH; TELEPHONE T. SMITH RE SETTLEMENT OF LOCAL ONE GRIEVANCE IN REHIRE OF CHILD CARE EMPLOYEES	PJL	0.50	80.00
06/01/04	REVIEW DECISION FROM ARBITRATOR HARRIS RE BANK ARBITRATION	MLS	0.50	80.00
06/01/04	CONFERENCE OFFICE RE BANK DECISION	MLS	0.25	40.00
06/01/04	REVIEW CORRESPONDENCE FROM S. MCCRAY RE COUNSELOR GRIEVANCE	MLS	0.25	40.00
06/01/04	CORRESPONDENCE S. WEINBERG RE SELECTION OF PANEL MEMBER FOR COUNSELOR GRIEVANCE FACTFINDING	MLS	0.25	40.00
06/02/04	REVIEW FACULTY REASSIGNED TIME GRIEVANCE DOCUMENTATION	MLS	0.50	80.00
06/02/04	REVIEW CORRESPONDENCE; CORRESPONDENCE S. MCCRAY RE SHIPMAN BENEFITS	MLS	0.50	80.00
06/07/04	REVIEW CORRESPONDENCE; CORRESPONDENCE K. SPINETTA RE RESCHEDULING ASHBY GRIEVANCE	MLS	0.25	40.00
06/07/04	TELEPHONE P. GILLILAND; CORRESPONDENCE S. MCCRAY RE COUNSELOR GRIEVANCE STATUS	MLS	0.25	40.00
06/08/04	CORRESPONDENCE CLIENT RE BATES	JJH	0.50	80.00
06/09/04	TELEPHONE OPPOSING COUNSEL; TELEPHONE CLIENT RE STATUS IN BANK GRIEVANCE	PJL	0.50	80.00
06/09/04	TELEPHONE OPPOSING COUNSEL S. WEINBERG RE SCHEDULING OF BANK GRIEVANCE	PJL	0.50	80.00
06/10/04	PREPARE RESPONSE RE BATES CORRESPONDENCE; CORRESPONDENCE CLIENT RE BATES	JJH	1.25	200.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: PHYLLIS GILLILAND, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

JUNE 30, 2004
INVOICE NO. 243694
CLIENT NO. 005142
PJL
PAGE: 17

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES - 00004

Date		Atty.	Hrs.	Amt.
06/11/04	TELEPHONE C. HARRIS RE BANK GRIEVANCE	PO2	0.25	31.25
06/14/04	TELEPHONE S. WEINBERG RE ASHBY SETTLEMENT OPTIONS	MLS	0.25	40.00
06/15/04	REVIEW CORRESPONDENCE; LEGAL RESEARCH RE BANK GRIEVANCE ARBITRATION HEARING	PJL	0.50	80.00
06/15/04	LEGAL RESEARCH; CORRESPONDENCE CLIENT; CONFERENCE ARBITRATOR RE BANK GRIEVANCE	PJL	0.75	120.00
06/15/04	TELEPHONE E. FUENTES RE BATES	JJH	0.25	40.00
06/15/04	REVIEW CORRESPONDENCE FROM S. WEINBERG; CONFERENCE OFFICE RE RESPONSE TO ARBITRATOR'S OPINION IN BANK	MLS	0.75	120.00
06/15/04	CORRESPONDENCE C. HARRIS; CONFERENCE OFFICE RE BANK DECISION	MLS	1.00	160.00
06/16/04	CORRESPONDENCE RE RESPONSE TO BANK GRIEVANCE	PJL	0.25	40.00
06/16/04	CONFERENCE OFFICE RE BOARD HEARING ON WILLIAMS GRIEVANCE	PML	1.50	240.00
06/16/04	CORRESPONDENCE C. HARRIS RE BANK ARBITRATION DECISION	MLS	0.25	40.00
06/17/04	CORRESPONDENCE CLIENT RE WILLIAMS	JJH	0.50	80.00
06/17/04	REVIEW CORRESPONDENCE FROM S. MCCRAY; CORRESPONDENCE S. MCCRAY RE ORTEGA GRIEVANCE AND REQUEST FOR FACTFINDING	MLS	0.50	80.00
06/18/04	PREPARE FOR CONFERENCE ARBITRATOR RE BANK GRIEVANCE	PJL	1.50	240.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
17871 Park Plaza Drive, Suite 200
CERRITOS, CALIFORNIA 90703
(562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
DISTRICT
P.O. # BC4383.6
ATTN: PHYLLIS GILLILAND, HR DEPT.
500 COURT STREET
MARTINEZ, CA 94553

JUNE 30, 2004
INVOICE NO. 243694
CLIENT NO. 005142
PJL
PAGE: 18

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES - 00004

Date		Atty.	Hrs.	Amt.
06/18/04	CONFERENCE ARBITRATOR RE BANK GRIEVANCE DECISION	PJL	1.00	160.00
06/18/04	CONFERENCE OFFICE RE BANK DECISION	PJL	0.25	40.00
06/18/04	PREPARE FOR WILLIAMS HEARING	JJH	0.50	80.00
06/18/04	CONFERENCE S. WEINBERG AND C. HARRIS RE BANK ARBITRATION DECISION	MLS	1.00	160.00
06/21/04	REVIEW CORRESPONDENCE FROM S. WEINBERG RE DISSENT ON BANK GRIEVANCE	MLS	0.25	40.00
06/21/04	LEGAL RESEARCH; CORRESPONDENCE S. WEINBERG RE INVITED ERROR DOCTRINE AS APPLIED TO ASHBY GRIEVANCE	MLS	1.75	280.00
06/22/04	REVIEW CORRESPONDENCE RE DISSENTING OPINION OF UNION IN BANK GRIEVANCE	PJL	0.25	40.00
06/22/04	REVIEW DISCRIMINATION ISSUES RE WILLIAMS GRIEVANCE	SLK	0.25	31.25
06/23/04	CONFERENCE OFFICE RE ASHBY GRIEVANCE SETTLEMENT OPTIONS	MLS	0.25	40.00
06/23/04	TELEPHONE M. ANGELO RE STATUS OF ASHBY GRIEVANCE	MLS	0.25	40.00
06/23/04	REVIEW CORRESPONDENCE FROM C. HARRIS RE FINAL OPINION IN BANK ARBITRATION	MLS	0.25	40.00
06/24/04	CONFERENCE OFFICE RE WILLIAMS GRIEVANCE; PREPARE FOR HEARING	SLK	0.25	31.25
06/25/04	REVIEW DOCUMENTS RE WILLIAMS GRIEVANCE	PML	4.75	760.00
06/25/04	CORRESPONDENCE CLIENT RE PAYMENT OF INVOICE FOR ARBITRATOR SERVICES IN BANK GRIEVANCE	PJL	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 PJL
 PAGE: 19

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES - 00004

Date		Atty.	Hrs.	Amt.
06/28/04	PREPARE FOR WILLIAMS GRIEVANCE HEARING; REVIEW CORRESPONDENCE FROM STATE CHANCELLOR'S OFFICE; LEGAL RESEARCH RE DISCRIMINATION	PML	3.50	560.00
06/28/04	CONFERENCE OFFICE RE RESPONSE; TELEPHONE S. MCCRAY; TELEPHONE E. FUENTES RE WILLIAMS HEARING	JJH	0.50	80.00
06/29/04	PREPARE FOR GRIEVANCE HEARING; CONFERENCE OFFICE; TELEPHONE CLIENT RE WILLIAMS	PML	4.75	760.00
06/29/04	PREPARE FOR WILLIAMS HEARING; TELEPHONE S. MCCRAY	JJH	1.25	200.00
06/29/04	PREPARE FOR WILLIAMS HEARING; TELEPHONE R. RUSSO, TELEPHONE P. GILLILAND; TELEPHONE S. MCCRAY; CONFERENCE OFFICE; REVISE HEARING SCRIPT	SLK	2.50	312.50
06/30/04	REVIEW CORRESPONDENCE FROM S. MCCRAY; CONFERENCE OFFICE; PREPARE PROPOSED FINDINGS RE WILLIAMS GRIEVANCE	PML	3.50	560.00
06/30/04	CONFERENCE S. MCCRAY, P. GILLILAND AND R. RUSSO; ATTEND BOARD HEARING RE WILLIAMS	PML	5.25	840.00
06/30/04	PREPARE FOR WILLIAMS GRIEVANCE HEARING	JJH	1.25	200.00
06/30/04	PREPARE FOR P. WILLIAMS HEARING; TELEPHONE R. RUSSO, P. GILLILAND AND S. MCCRAY; CONFERENCE OFFICE; REVISE HEARING SCRIPT RE WILLIAMS	SLK	3.50	437.50

CURRENT FEES: \$ 8,003.75

DISBURSEMENTS:

06/22/04 ARBITRATION FEES

1,451.97

694

CATHERINE HARRIS, Esq.
Arbitrator • Factfinder • Mediator

Post Office Box 221427
Sacramento, CA 95822
(916) 444-3317 Fax (916) 443-4635

V1032
ARB

June 22, 2004

RECEIVED
JUN 23 2004

PETER LUCY, Esq.
Atkinson, Andelson, Loya, Ruud & Rome
5778 Stoneridge Mall Road Suite 200
Pleasanton, CA 94588

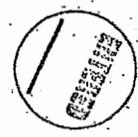
STEWART WEINBERG, Esq.
Weinberg, Roger & Rosenfeld
180 Grand Avenue Suite 1400
Oakland, CA 94612-3752

5142.4

Re: United Faculty Contra Costa County Community College District
and Contra Costa Community College District
CSMCS Case No. ARB-03-1567 - Judy Bank Sick Leave Deduction
Our File No. 58981811

STATEMENT FOR SERVICES

FOR PROFESSIONAL SERVICES	PER DIEM	\$
3/10/04 conduct hearing (1 day)		950.00
5/14/04 study and writing ($\frac{1}{2}$ day)		475.00
5/15/04 study and writing ($\frac{1}{2}$ day)		475.00
5/27/04 study and writing, letter to panelmembers ($\frac{1}{2}$ day)		475.00
6/18/04 prepare for and preside over panel deliberations, study and writing, letter to panel- members ($\frac{1}{2}$ day)		475.00



668. TH

PETER LUCY, Esq.
Atkinson, Andelson, Loya, Ruud & Romo

STEWART WEINBERG, Esq.
Weinberg, Roger & Rosenfeld

June 22, 2004
Page Two

STATEMENT FOR SERVICES

FOR PROFESSIONAL SERVICES	PER-DIEM	\$ 950.00
Total Per Diem		\$ 2850.00
Expenses:		53.94
mileage (140 mi @ 0.32/mi).....	\$	44.80
telephone and facsimiles	\$	3.00
postage	\$	6.14
Total Per Diem and Expenses:		\$ 2903.94

DUE:

PETER LUCY, Esq.
Atkinson, Andelson, Loya,
Ruud & Romo
Attorneys for Contra Costa
Community College District

\$ 1,451.97

STEWART WEINBERG, Esq.
Weinberg, Roger & Rosenfeld
Attorneys for United Faculty
Association (Judith Banks)

\$ 1,451.97

OK
PSL

Thank you.
Federal Tax I.D. Number: 68-0074878

OK to pay
6/22/04
Per mop/AS

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 PJJ
 PAGE: 20

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

06/30/04 DOCUMENT PREPARATION AND WORD PROCESSING 50.00

CURRENT DISBURSEMENTS \$1,501.97

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
CHASE, HELENE O.	PO2	125/hr.	0.25	31.25
HEIN, JANICE J.	JJH	160/hr.	6.00	960.00
KAPLAN, SUSAN L.	SLK	125/hr.	6.50	812.50
LOYA, PAUL M.	PML	160/hr.	23.25	3,720.00
LUCEY, PETER J.	PJJ	160/hr.	6.25	1,000.00
SACKS, MARLEEN L.	MLS	160/hr.	9.25	1,480.00

FEE SUMMARY TOTAL 8,003.75

TOTAL MATTER BILLING 9,505.72

BUSINESS AND TAX-GENERAL - 00010

Date		Atty.	Hrs.	Amt.
06/14/04	TELEPHONE T. BECKETT; TELEPHONE G. HASHIMOTO RE DASILVA DEVELOPMENT PROPOSAL	PJJ	0.25	40.00

CURRENT FEES: \$ 40.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJJ	160/hr.	0.25	40.00

FEE SUMMARY TOTAL 40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 PJL
 PAGE: 21

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

TOTAL MATTER BILLING 40.00

PITNER UNFAIR LABOR PRACTICE - 00019

Date		Atty.	Hrs.	Amt.
05/27/04	REVIEW PITNER STATEMENT OF OBJECTIONS	MSW	0.25	40.00

CURRENT FEES: \$ 40.00

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
WILLIAMS, MARK S.	MSW	160/hr.	0.25	40.00

FEE SUMMARY TOTAL 40.00

TOTAL MATTER BILLING 40.00

Total: \$125 - 26.75 hrs
 \$135 - 1.75 hrs
 KRISTINE ROSSOVICH COMPLAINT - 00021

Date		Atty.	Hrs.	Amt.
06/02/04	TELEPHONE A. ROSSOVICH RE K. ROSSOVICH'S DISCRIMINATION COMPLAINT	GBT	0.50	62.50
06/03/04	TELEPHONE G. HUFF RE ROSSOVICH MATTER	GBT	0.25	31.25
06/16/04	INVESTIGATION REPORT RE ROSSOVICH MATTER	GBT	2.50	312.50
06/21/04	PREPARE FOR G. HUFF INTERVIEW; PREPARE INVESTIGATION REPORT RE ROSSOVICH COMPLAINT	GBT	1.75	218.75
06/22/04	INTERVIEW G. HUFF RE ROSSOVICH COMPLAINT	GBT	3.00	375.00
06/23/04	CONFERENCE OFFICE RE STATUS IN ROSSOVICH INVESTIGATION (MCCRAY)	SVU	0.25	40.00

698

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 PJL
 PAGE: 22

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

KRISTINE ROSSOVICH COMPLAINT - 00021

Date		Atty.	Hrs.	Amt.
06/23/04	CONFERENCE OFFICE RE TIMELINES IN ROSSOVICH	GBT	0.50	62.50
06/24/04	CONFERENCE OFFICE RE FINALIZING ROSSOVICH INVESTIGATION (MCCRAY)	SVU	0.25	40.00
06/24/04	PREPARE INVESTIGATION REPORT; CONFERENCE OFFICE; TELEPHONE AND CORRESPONDENCE S. MCCRAY; TELEPHONE S. LEVER; TELEPHONE G. HUFF; TELEPHONE A. GONZALEZ-LEWIS RE ROSSOVICH	GBT	5.25	656.25
06/25/04	INTERVIEW A. GONZALEZ-LEWIS; TELEPHONE K. ROSSOVICH; CORRESPONDENCE K. ROSSOVICH; TELEPHONE A. ROSSOVICH RE COMPLAINT	GBT	3.00	375.00
06/28/04	INTERVIEW D. KILLINGS, M. HOUBLER, S. SHELL AND J. SHIMADA RE ROSSOVICH'S DISCRIMINATION COMPLAINT; TELEPHONE S. MCCRAY RE ALLEGATIONS AND DISTRICT'S RESPONSE	GBT	4.00	500.00
06/29/04	REVIEW NEWLY PROVIDED COMPLAINTS FROM K. ROSSOVICH	SVU	1.00	160.00
06/29/04	CONFERENCE OFFICE RE NEW ROSSOVICH COMPLAINTS	SVU	0.25	40.00
06/29/04	REVIEW ADDITIONAL COMPLAINTS AND TELEPHONE K. ROSSOVICH; REVIEW DOCUMENTS FROM S. MCCRAY RE ROSSOVICH	GBT	5.00	625.00
06/30/04	PREPARE INVESTIGATION REPORT RE ROSSOVICH COMPLAINT	GBT	1.00	125.00

CURRENT FEES: \$ 3,623.75

FEE SUMMARY

699

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 P/JL
 PAGE: 23

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

NAME	INT	RATE	HOURS	AMOUNT
TABAK, G B.	GBT	125/hr.	26.75	3,343.75
UZELAC, SUZANNE V.	SVU	160/hr.	1.75	280.00
FEE SUMMARY TOTAL				3,623.75
TOTAL MATTER BILLING				3,623.75

LOCAL ONE SUIT - 00022

Date		Atty.	Hrs.	Amt.
05/31/04	CONFERENCE OFFICE RE TEMPORARY RESTRAINING ORDER BY CLASSIFIED UNIT	MSW	0.25	40.00
06/03/04	TELEPHONE CHANCELLOR RE FURLOUGH OF CLASSIFIED EMPLOYEES	PJL	0.25	40.00
06/03/04	PREPARE FOR CONFERENCE WITH CHANCELLOR AND OTHERS RE FURLOUGHED CLASSIFIED EMPLOYEES	PJL	0.50	80.00
06/03/04	CONFERENCE CHANCELLOR, P. GILLILAND AND T. SMITH RE FURLOUGH OF EMPLOYEES	PJL	1.50	240.00
06/04/04	TELEPHONE T. SMITH RE SHORT TERM EMPLOYEE/FURLOUGH ISSUE	PJL	0.25	40.00
06/04/04	LEGAL RESEARCH RE STATUS OF FURLOUGHED EMPLOYEES AND SHORT TERM EMPLOYEES	PJL	1.50	240.00
06/09/04	CORRESPONDENCE CLIENT RE WORK FURLOUGH FOR CLASSIFIED EMPLOYEES	PJL	3.50	560.00
06/10/04	TELEPHONE G. MARVEL RE SIDE LETTER AGREEMENT FOR WORK FURLOUGH	PJL	0.25	40.00
06/10/04	REVIEW OF LEGISLATIVE HISTORY RE LOCAL ONE	MSW	2.00	320.00

700

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 PJL
 PAGE: 24

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

LOCAL ONE SUIT - 00022

Date		Atty.	Hrs.	Amt.
06/10/04	PREPARE OPPOSITION TO PRELIMINARY INJUNCTION RE LOCAL ONE	MSW	2.00	320.00
06/14/04	CORRESPONDENCE LOCAL ONE RE SIDE LETTER AGREEMENT FOR CLASSIFIED WORK FURLOUGH	PJL	1.50	240.00
06/14/04	PREPARE FOR PRELIMINARY INJUNCTION RE LOCAL ONE SUIT	MSW	0.50	80.00
06/15/04	TELEPHONE CHANCELLOR RE CLASSIFIED FURLOUGHS	PJL	0.25	40.00
06/15/04	TELEPHONE P. GILLILAND RE IMPLEMENTATION OF WORK FURLOUGH FOR CLASSIFIED STAFF	PJL	0.50	80.00
06/15/04	LEGAL RESEARCH; CORRESPONDENCE CLIENT RE WORK FURLOUGH ISSUE	PJL	0.50	80.00
06/15/04	PREPARE OPPOSITION TO APPLICATION FOR PRELIMINARY INJUNCTION RE LOCAL ONE SUIT	MSW	2.00	320.00
06/16/04	REVIEW CORRESPONDENCE RE LOCAL ONE TEMPORARY RESTRAINING ORDER	PJL	0.25	40.00
06/16/04	CORRESPONDENCE CLIENT RE LOCAL ONE TEMPORARY RESTRAINING ORDER	PJL	0.25	40.00
06/16/04	TELEPHONE CHANCELLOR RE BOARD MEETING ON WORK FURLOUGH PROJECT	PJL	0.25	40.00
06/16/04	CONFERENCE OFFICE AND LEGAL RESEARCH RE LOCAL ONE SUIT	PJL	2.00	320.00
06/16/04	TELEPHONE OPPOSING COUNSEL RE MODIFICATION OF TEMPORARY RESTRAINING ORDER DATE IN LOCAL ONE SUIT	PJL	0.25	40.00
06/16/04	CONFERENCE OFFICE RE PREPARATION OF RESPONSE TO PETITION FOR TEMPORARY RESTRAINING ORDER IN LOCAL ONE SUIT	PJL	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 PJL
 PAGE: 25

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

LOCAL ONE SUIT - 00022

Date		Atty.	Hrs.	Amt.
06/16/04	PREPARE OPPOSITION TO PETITION FOR RESTRAINING ORDER RE LOCAL ONE SUIT	MSW	2.00	320.00
06/16/04	PREPARE FOR PRELIMINARY INJUNCTION RE LOCAL ONE SUIT	MSW	0.50	80.00
06/16/04	CONFERENCE OFFICE RE LEGISLATIVE HISTORY IN LOCAL ONE SUIT	MSW	0.25	40.00
06/16/04	LEGAL RESEARCH RE LAYOFFS DUE TO ECONOMIC REASONS	GBT	0.25	31.25
06/17/04	TELEPHONE T. SMITH RE PREPARATION FOR TEMPORARY RESTRAINING ORDER HEARING IN LOCAL ONE SUIT	PJL	0.25	40.00
06/17/04	PREPARE OPPOSITION TO PETITION FOR TEMPORARY RESTRAINING ORDER; PREPARE DECLARATIONS RE LOCAL ONE SUIT	MSW	4.00	640.00
06/17/04	PREPARE ANSWER TO LOCAL ONE'S PETITION FOR INJUNCTIVE RELIEF RE REDUCTION IN WORKDAYS IN SUIT	SVU	4.00	640.00
06/17/04	CONFERENCE LRI RE TWO LEGISLATIVE HISTORIES FOR EDUCATION CODE SECTIONS CITED BY LOCAL ONE IN THEIR PETITION FOR INJUNCTIVE RELIEF IN SUIT	SVU	0.50	80.00
06/17/04	REVIEW CORRESPONDENCE FROM LRI RE LEGISLATIVE HISTORY ON EDUCATION CODE SECTIONS CITED BY LOCAL ONE IN SUPPORT OF THEIR PETITION FOR INJUNCTIVE RELIEF IN LOCAL ONE SUIT	SVU	0.25	40.00
06/17/04	CONFERENCE G. MARVEL RE STATUS OF LOCAL ONE NEGOTIATIONS IN SUPPORT OF DISTRICT'S OPPOSITION TO PETITION FOR INJUNCTIVE RELIEF IN SUIT	SVU	0.25	40.00

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 PJL
 PAGE: 26

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

LOCAL ONE SUIT - 00022

Date		Atty.	Hrs	Amt.
06/17/04	CONFERENCE OFFICE RE PREPARING OPPOSITION TO LOCAL ONE'S PETITION FOR INJUNCTIVE RELIEF RE REDUCTION IN WORK DAYS IN SUIT	SVU	0.25	40.00
06/17/04	CALENDAR CONFERENCE OF GOVERNING BOARD (NO CHARGE)	MJP	0.25	0.00
06/18/04	PREPARE FOR HEARING RE REQUEST FOR TEMPORARY RESTRAINING ORDER IN LOCAL ONE SUIT	PJL	2.00	320.00
06/18/04	ATTEND TEMPORARY RESTRAINING ORDER HEARING RE LOCAL ONE SUIT	PJL	2.00	320.00
06/18/04	CORRESPONDENCE CLIENT RE WORK FURLOUGH ISSUE	PJL	1.25	200.00
06/18/04	PREPARE OPPOSITION TO TEMPORARY RESTRAINING ORDER IN LOCAL ONE SUIT	MSW	9.00	1,440.00
06/18/04	CORRESPONDENCE LRI RE LEGISLATIVE HISTORY ORDER FOR EDUCATION CODE SECTIONS CITED BY LOCAL ONE IN THEIR PETITION	SVU	0.25	40.00
06/21/04	CORRESPONDENCE CLIENT RE CLASSIFIED WORK FURLOUGH AGREEMENT AND SHORT TERM EMPLOYEE ISSUE IN LOCAL ONE SUIT	PJL	2.25	360.00
06/21/04	REVIEW CORRESPONDENCE FROM C. SPENCE RE LOCAL ONE SUIT	MSW	0.50	80.00
06/21/04	CALENDAR ORDER TO SHOW CAUSE HEARING RE PRELIMINARY INJUNCTION AND RELATED DEADLINES PER ORDER IN PUBLIC EMPLOYEES UNION LOCAL ONE	MJP	0.25	31.25
06/21/04	ORGANIZE AND INDEX PLEADINGS RE LOCAL ONE SUIT	PO9	0.50	62.50

ATK. JON, ANDELSON, LOYA, RUUD & RC. b
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 PJL
 PAGE: 27

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

LOCAL ONE SUIT - 00022

Date		Atty.	Hrs.	Amt.
06/22/04	LEGAL RESEARCH RE LOCAL ONE; PREPARE FOR HEARING ON PRELIMINARY INJUNCTION	PJL	0.25	40.00
06/22/04	PREPARE OPPOSITION TO PETITION FOR RESTRAINING ORDER RE LOCAL ONE	MSW	2.00	320.00
06/23/04	PREPARE FOR AND ATTEND BOARD MEETING CLOSED SESSION RE WORK FURLOUGH FOR CLASSIFIED EMPLOYEES LITIGATION	PJL	2.00	320.00
06/25/04	LEGAL RESEARCH RE RESPONSE TO LOCAL ONE SUIT	PJL	0.25	40.00
06/29/04	CONFERENCE OFFICE RE RESPONSE TO LOCAL ONE SUIT	PJL	0.25	40.00
06/30/04	REVIEW STATUS OF RESPONSE TO ORDER TO SHOW CAUSE AND HEARING DATE ON PLAINTIFF'S PETITION FOR INJUNCTIVE RELIEF AND REQUEST FOR TEMPORARY RESTRAINING ORDER RE PUBLIC EMPLOYEES UNION LOCAL ONE	MJP	0.25	31.25

CURRENT FEES: \$ 8,916.25

FEE SUMMARY

NAME	INT	RATE	HOURS	AMOUNT
LUCEY, PETER J.	PJL	160/hr.	24.25	3,880.00
MILLER, KARI	PO9	125/hr.	0.50	62.50
POLLARD, MARIANNE J.	MJP	83/hr.	0.75	62.50
TABAK, G B.	GBT	125/hr.	0.25	31.25
UZELAC, SUZANNE V.	SVU	160/hr.	5.50	880.00
WILLIAMS, MARK S.	MSW	160/hr.	25.00	4,000.00

FEE SUMMARY TOTAL 8,916.25

704

ATKINSON, ANDELSON, LOYA, RUUD & ROMO
 PROFESSIONAL CORPORATION
 ATTORNEYS AT LAW
 17871 Park Plaza Drive, Suite 200
 CERRITOS, CALIFORNIA 90703
 (562) 653-3200 (714) 826-5480

Billing questions: invoices@aalrr.com

CONTRA COSTA COMMUNITY COLLEGE
 DISTRICT
 P.O. # BC4383.6
 ATTN: PHYLLIS GILLILAND, HR DEPT.
 500 COURT STREET
 MARTINEZ, CA 94553

JUNE 30, 2004
 INVOICE NO. 243694
 CLIENT NO. 005142
 PJL
 PAGE: 28

This Statement is payable in full upon presentation. Amounts remaining unpaid after 30 days shall be subjected to service charge of 1.0% per month. Annual rate of 12%

PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

	TOTAL MATTER BILLING	8,916.25
MISCELLANEOUS DISBURSEMENTS - 88888		
	DISBURSEMENTS:	
05/21/04	MISCELLANEOUS TRAVEL EXPENSES	45.01
06/18/04	PHOTOCOPIES	92.00
06/18/04	LONG DISTANCE AND TELEPHONE TOLLS	4.63
06/21/04	DOCUMENT PREPARATION AND WORD PROCESSING	290.00
06/30/04	FAX/TELECOPY CHARGES	368.00
06/30/04	POSTAGE	10.14
	CURRENT DISBURSEMENTS	\$809.78
	TOTAL MATTER BILLING	809.78
	TOTAL CURRENT FEES	38,285.00
	TOTAL CURRENT DISBURSEMENTS	2,396.75
	JUNE BILLING	40,681.75
	JUNE CASH RECEIPTS	29,618.72
	PREVIOUS BALANCE	61,504.23
	BALANCE DUE	72,567.26

\$ 764.77

ACCOUNT STATUS THROUGH THIS STATEMENT

CURRENT	1 MONTH	2 MONTHS	3 MONTHS	4 & OVER
40,681.75	31,885.51	0.00	0.00	0.00

COMMISSION ON STATE MANDATES

980 NINTH STREET, SUITE 300
 SACRAMENTO, CA 95814
 PHONE: (916) 323-3562
 FAX: (916) 445-0278
 E-mail: csminfo@csm.ca.gov



September 26, 2014

Mr. Keith Petersen
 SixTen & Associates
 P.O. Box 340430
 Sacramento, CA 95834-0430

Ms. Jill Kanemasu
 State Controller's Office
 Accounting and Reporting
 3301 C Street, Suite 700
 Sacramento, CA 95816

And Parties, Interested Parties, and Interested Persons (See Mailing List)

Re: **Draft Proposed Decision, Schedule for Comments, and Notice of Hearing**
Collective Bargaining and Collective Bargaining Agreement Disclosure, 08-4425-I-15
 Government Code Sections 3540-3549.9
 Statutes 1975, Chapter 961; Statutes 1991, Chapter 1213
 Fiscal Year 2001-2002, 2002-2003, 2003-2004
 Contra Costa Community College District, Claimant

Dear Mr. Petersen and Ms. Kanemasu:

The draft proposed decision for the above-named matter is enclosed for your review and comment.

Written Comments

Written comments may be filed on the draft proposed decision by **October 17, 2014**. You are advised that comments filed with the Commission are required to be simultaneously served on the other interested parties on the mailing list, and to be accompanied by a proof of service. However, this requirement may also be satisfied by electronically filing your documents. Please see <http://www.csm.ca.gov/dropbox.shtml> on the Commission's website for instructions on electronic filing. (Cal. Code Regs., tit. 2, § 1181.3.)

If you would like to request an extension of time to file comments, please refer to section 1187.9(a) of the Commission's regulations.

Hearing

This matter is set for hearing on **Friday, December 5, 2014**, at 10:00 a.m., State Capitol, Room 447, Sacramento, California. The proposed decision will be issued on or about November 21, 2014. Please let us know in advance if you or a representative of your agency will testify at the hearing, and if other witnesses will appear. If you would like to request postponement of the hearing, please refer to section 1187.9(b) of the Commission's regulations.

Please contact Heidi Palchik at (916) 323-3562 if you have any questions.

Sincerely,

Heather Halsey
 Executive Director

ITEM ___
INCORRECT REDUCTION CLAIM
DRAFT PROPOSED DECISION

Government Code sections 3540-3549.9
Statutes 1975, Chapter 961; Statutes 1991, Chapter 1213
Collective Bargaining and Collective Bargaining Agreement Disclosure
Fiscal Years 2001-2002 2002-2003, and 2003-2004
08-4425-I-15
Contra Costa Community College District, Claimant

EXECUTIVE SUMMARY

Overview

This analysis addresses an incorrect reduction claim (IRC) filed by Contra Costa Community College District (claimant) regarding the State Controller's Office's (Controller's) reductions to reimbursement claims totaling \$494,564 for costs incurred during fiscal years 2001-2002, 2002-2003 and 2003-2004 under the consolidated *Collective Bargaining and Collective Bargaining Agreement Disclosure* program.

The threshold issue is whether the Controller's audit of the reimbursement claim was timely completed. Because the analysis concludes that it was not, the remaining substantive allegations of the IRC are not addressed.

Collective Bargaining and Collective Bargaining Agreement Disclosure Mandates

On July 17, 1978, the Board of Control, predecessor to the Commission, found that Statutes 1975, chapter 961 imposed a reimbursable state mandate. On October 22, 1980, parameters and guidelines were adopted, which were amended several times.¹ Then, on March 26, 1998, the Commission adopted a second test claim decision on Statutes 1991, chapter 1213.² Parameters and guidelines for the two programs were consolidated on August 20, 1998, and have since been amended again, on January 27, 2000.

This IRC was filed for reimbursement claims for fiscal years 2001-2002, 2002-2003, and 2003-2004. At the time the claims were prepared and submitted to the Controller, the last amended version of the parameters and guidelines, adopted on January 27, 2000, were applicable. These parameters and guidelines authorize reimbursement for costs incurred to comply with sections

¹ Exhibit X, Parameters and Guidelines, *Collective Bargaining and Collective Bargaining Agreement Disclosure*, August 20, 1998; and Amended parameters and guidelines, January 27, 2000.

² Exhibit X, Test Claim Statement of Decision, 97-TC-08.

3540 through 3549.1, and “regulations promulgated by the Public Employment Relations Board,” including:

- Determination of appropriate bargaining units for representation and determination of the exclusive representation and determination of the exclusive representatives;
- Elections and decertification elections of unit representatives are reimbursable in the event the Public Employment Relations Board determines that a question of representation exists and orders an election held by secret ballot;
- Negotiations: reimbursable functions include – receipt of exclusive representative’s initial contract proposal, holding of public hearings, providing a reasonable number of copies of the employer’s proposed contract to the public, development and presentation of the initial district contract proposal, negotiation of the contract, reproduction and distribution of the final contract agreement;
- Impasse proceedings, including mediation, fact-finding, and publication of the findings of the fact-finding panel;
- Collective bargaining agreement disclosure before the adoption of the agreement by the governing body;
- Contract administration and adjudication of contract disputes either by arbitration or litigation, including grievances and administration and enforcement of the contract; and
- Unfair labor practice adjudication process and public notice complaints.³

Procedural History

Claimant filed reimbursement claims with the Controller for the 2001-2002, 2002-2003, and 2003-2004 fiscal years on December 24, 2002, January 13, 2004, and January 14, 2005, respectively. The Controller conducted an entrance conference on July 8, 2005 to initiate an audit of the reimbursement claims. On July 19, 2007, the Controller issued its final audit report concluding that claimant had overstated its costs for the program for salaries and benefits and contracted services. Claimant filed this IRC on July 18, 2008.⁴ On September 26, 2014, Commission staff issued the draft proposed decision for comment.

Commission Responsibilities

Government Code Section 17551(d) requires the Commission to hear and decide a claim that the Controller has incorrectly reduced payments to the local agency or school district. If the Commission determines that a reimbursement claim has been incorrectly reduced, section 1185.9 of the Commission’s regulations requires the Commission to send the decision to the Controller and request that the costs in the claim be reinstated.

³ Exhibit X, Amended Parameters and Guidelines, January 27, 2000.

⁴ Exhibit A, Incorrect Reduction Claim.

The Commission must review questions of law, including interpretation of parameters and guidelines, de novo, without consideration of conclusions made by the Controller in the context of an audit. The Commission is vested with exclusive authority to adjudicate disputes over the existence of state-mandated programs within the meaning of article XIII B, section 6.⁵ The Commission must also interpret the Government Code and implementing regulations in accordance with the broader constitutional and statutory scheme. In making its decisions, the Commission must strictly construe article XIII B, section 6 and not apply it as an “equitable remedy to cure the perceived unfairness resulting from political decisions on funding priorities.”⁶

With regard to the Controller’s audit decisions, the Commission must determine whether they were arbitrary, capricious, or entirely lacking in evidentiary support. This standard is similar to the standard used by the courts when reviewing an alleged abuse of discretion of a state agency.⁷

The Commission must also review the Controller’s audit in light of the fact that the initial burden of providing evidence for a claim of reimbursement lies with the claimant.⁸ In addition, section 1185.2(c) of the Commission’s regulations requires that any assertions of fact by the parties to an IRC must be supported by documentary evidence. The Commission’s ultimate findings of fact must be supported by substantial evidence in the record.⁹

Staff Analysis

A. The Controller’s Audit Was Completed Beyond the Two Year Deadline and is Void.

The reimbursement claims at issue in this case were filed with the Controller on December 24, 2002, January 13, 2004, and January 14, 2005. During this time period, three different versions of Government Code section 17558.5 existed. The first version of section 17558.5 was added in 1995 and was in effect when the first reimbursement claim for fiscal year 2001-2002 was filed on December 24, 2002.¹⁰ Section 17558.5, as added in 1995, required that a reimbursement claim was subject to audit if funds were appropriated, “no later than two years after the end of the calendar year in which the reimbursement claim is filed or last amended.”

⁵ *Kinlaw v. State of California* (1991) 54 Cal.3d 326, 331-334; Government Code sections 17551, 17552.

⁶ *County of Sonoma*, supra, 84 Cal.App.4th 1264, 1280, citing *City of San Jose v. State of California* (1996) 45 Cal.App.4th 1802, 1817.

⁷ *Johnston v. Sonoma County Agricultural* (2002) 100 Cal.App.4th 973, 983-984. See also *American Bd. of Cosmetic Surgery, Inc. v. Medical Bd. of California* (2008) 162 Cal.App.4th 534, 547.

⁸ *Gilbert v. City of Sunnyvale* (2005) 130 Cal.App.4th 1264, 1274-1275.

⁹ Government Code section 17559(b), which provides that a claimant or the state may commence a proceeding in accordance with the provisions of section 1094.5 of the Code of Civil Procedure to set aside a decision of the Commission on the ground that the Commission’s decision is not supported by substantial evidence in the record.

¹⁰ Government Code section 17558.5 (Stats. 1995, ch. 945 (SB 11)).

The Commission has determined that the phrase “subject to audit,” when read in the context of the whole statute and as clarified by the Legislature in 2002, means that the Controller has no later than two years after the calendar year in which the reimbursement claim is filed to initiate an audit. Thus, under the 1995 version of section 17558.5, the deadline to initiate an audit of the reimbursement claim for fiscal year 2001-2002 was December 31, 2004.

Effective January 1, 2003, Statutes 2002, chapter 1128, amended the statute of limitations for audits to clarify that when funds are appropriated, the claim is subject “to the initiation of an audit...” for the statutory period. The 2002 statute also changed the requirement to initiate the audit from *two years after the end of the calendar year* in which the reimbursement claim is filed or last amended, to *three years after the date that the actual reimbursement claim is filed* or last amended.¹¹

The Controller gets the benefit of the additional time provided by the 2002 version of section 17558.5 to initiate the audit of the 2001-2002 reimbursement claim, because the audit period for that claim had not expired when the 2002 statute became effective on January 1, 2003. As stated above, the audit period for the 2001-2002 reimbursement claim remained pending until December 31, 2004. Under the law, any enlargement of a statute of limitations that is made by a statutory amendment that becomes effective after a reimbursement claim is filed, but the audit period is still pending and not already barred, applies to those claims already filed.¹² Thus, under the 2002 version of section 17558.5, the deadline to initiate the audit of the 2001-2002 reimbursement claim was extended from December 31, 2004, to December 24, 2005 (three years after the reimbursement claim was filed).

The 2002 version of section 17558.5 was in effect when the claimant filed the reimbursement claim for fiscal year 2002-2003 on January 13, 2004, and, thus, the deadline to initiate the audit for the 2002-2003 claim was January 13, 2007. Finally, the reimbursement claim for fiscal year 2003-2004 was filed on January 14, 2005, and at that time, the statutory deadline in section 17558.5 to initiate an audit when funds are appropriated or payments made continued to be three years after the date that the actual reimbursement claim is filed or last amended. Thus, with respect to the 2003-2004 reimbursement claim, the deadline to initiate the claim was January 14, 2008.

On June 28, 2005, the Controller sent a letter to claimant confirming that an entrance conference to initiate the audit of all three fiscal year claims would be held on July 8, 2005. The entrance conference was held on July 8, 2005.¹³ Staff finds that the audit was timely initiated at the latest on July 8, 2005, well before the deadlines expired to initiate the audits for all three reimbursement claims.

However, effective January 1, 2005 (before the audit for these reimbursement claims was initiated), Statutes 2004, chapter 313 amended section 17558.5, to add a statutory deadline for the Controller to complete the audit “in any case” no later than two years after the audit is commenced. The two-year completion deadline applies to the audit in this case. The courts have

¹¹ Government Code section 17558.5 (Stats. 2002, ch. 1128 (AB 2834)).

¹² *Douglas Aircraft Co. v. Cranston* (1962) 58 Cal.2d 462, 465.

¹³ Exhibit A, Incorrect Reduction Claim, at 24.

held that where the state gives up a right previously possessed by it or one of its agencies (like the Controller's having no statutory deadline to complete an audit before January 1, 2005), the restriction in the new law becomes effective immediately upon the operative date of the change in law for all pending claims.¹⁴

Since the audit in this case was initiated at the latest on July 8, 2005, the Controller had until July 8, 2007 to complete the audit pursuant to section 17558.5 as amended in 2004. The only evidence in this case of when the audit was completed is the final audit report, which is dated July 19, 2007 – eleven days *after* the deadline.¹⁵ Thus, the Controller did not comply with completion deadline of section 17558.5.

Although section 17558.5 does not specify the consequences for failing to meet the deadlines imposed by the statute, staff finds that the deadlines in section 17558.5 are jurisdictional and the failure to meet the deadlines makes the audit findings void. Courts have ruled that, when a deadline is for the protection of a person or class of persons, and the language of the statute as a whole indicates the Legislature's intent to enforce the deadline, the deadline is mandatory. In addition, the California Supreme Court specifically rejected the notion that a statute could only be mandatory if it included a means of enforcement. Rather, the Court ruled that the important analysis is whether the purpose of the statute is to require an act.¹⁶ Here, the Legislature specifically amended section 17558.5 to require an audit be completed within two years, stating “[i]n any case, an audit shall be completed not later than two years after the date that the audit is commenced.” (Emphasis added.) The Controller had more than seven months notice that section 17558.5 had been amended to require completion of an audit within two years when the audit was initiated. The Controller failed to meet that statutory deadline. In these circumstances, failure to complete the audit within the two-year completion deadline is a jurisdictional bar to the Controller's reduction of claimant's reimbursement claims.

Accordingly, staff finds that the final audit of the 2001-2002, 2002-2003, and 2003-2004 fiscal year reimbursement claims was not timely completed pursuant to Government Code section 17558.5, as amended by Statutes 2004, chapter 213, and is therefore void.

Conclusion

Based on the foregoing, staff concludes that the Controller incorrectly reduced the reimbursement claims filed for fiscal years 2001-2002, 2002-2003, and 2003-2004. Pursuant to Government Code section 17551(d) and section 1185.9 of the Commission's regulations, staff recommends that the Commission request that the Controller reinstate all costs incorrectly reduced, totaling \$494,564, to the claimant.

Staff Recommendation

Staff recommends that the Commission adopt the proposed decision to approve the IRC, and authorize staff to make any technical, non-substantive changes following the hearing.

¹⁴ *California Employment Stabilization Commission v. Payne* (1948) 1931 Cal.2d 210, 215-216.

¹⁵ Exhibit A, Incorrect Reduction Claim, page 66.

¹⁶ *People v. McGee* (1977) 19 Cal.3d 948, 962, citing *Morris v. County of Marin* (18 Cal.3d 901, 909-910).

BEFORE THE
COMMISSION ON STATE MANDATES
STATE OF CALIFORNIA

IN RE INCORRECT REDUCTION CLAIM
ON:

Government Code Sections 3540-3549.9

Statutes 1975, Chapter 961; Statutes 1991,
Chapter 1213

Fiscal Years 2001-2002, 2002-2003, 2003-
2004

Contra Costa Community College District,
Claimant.

Case No.: 08-4425-I-15

*Collective Bargaining and Collective
Bargaining Agreement Disclosure*

DECISION PURSUANT TO
GOVERNMENT CODE SECTION 17500 ET
SEQ.; CALIFORNIA CODE OF
REGULATIONS, TITLE 2, DIVISION 2,
CHAPTER 2.5. ARTICLE 7

(Adopted December 5, 2014)

DECISION

The Commission on State Mandates (Commission) heard and decided this incorrect reduction claim (IRC) during a regularly scheduled hearing on December 5, 2014. [Witness list will be included in the adopted decision.]

The law applicable to the Commission's determination of a reimbursable state-mandated program is article XIII B, section 6 of the California Constitution, Government Code section 17500 et seq., and related case law.

The Commission [adopted/modified] the proposed decision to [approve/partially approve/deny] the IRC at the hearing by a vote of [vote count will be included in the adopted decision].

Summary of the Findings

The Commission approves this IRC, filed by Contra Costa Community College District (claimant) finding that the audit of the 2001-2002, 2002-2003, and 2003-2004 fiscal year reimbursement claims was not timely completed by the State Controller's Office (Controller) pursuant to Government Code section 17558.5, as amended by Statutes 2004, chapter 313, and is therefore void. Pursuant to Government Code section 17551(d) and section 1185.9 of the Commission's regulations, the Commission requests that the Controller reinstate all costs reduced in the amount of \$494,564, to the claimant.

COMMISSION FINDINGS

I. Chronology

- 12/24/02 Claimant filed a reimbursement claim for fiscal year 2001-2002.¹⁷
- 01/13/04 Claimant filed a reimbursement claim for fiscal year 2002-2003.¹⁸
- 01/14/05 Claimant filed a reimbursement claim for fiscal year 2003-2004¹⁹.
- 06/28/05 The Controller sent a letter to claimant confirming that an entrance conference to initiate the audit of all three fiscal year claims would be held on July 8, 2005.²⁰
- 07/08/05 The entrance conference was held.²¹
- 05/30/07 The Controller issued a draft audit report.²²
- 06/14/07 Claimant filed comments on the draft audit report.²³
- 07/19/07 The Controller issued the final audit report.²⁴
- 07/18/08 Claimant filed this IRC.²⁵
- 07/28/08 Commission staff issued the notice of complete filing and request for comments.
- 09/26/14 Commission staff issued the draft proposed decision.

II. Background

Collective Bargaining and Collective Bargaining Agreement Disclosure Mandates

On July 17, 1978, the Board of Control, predecessor to the Commission, found that Statutes 1975, chapter 961 imposed a reimbursable state mandate. On October 22, 1980, parameters and guidelines were adopted, which were amended several times. Then, on March 26, 1998, the Commission adopted a second test claim decision on Statutes 1991, chapter 1213.²⁶ Parameters and guidelines for the two programs were consolidated on August 20, 1998, and have since been amended again, on January 27, 2000.²⁷

¹⁷ Exhibit A, Incorrect Reduction Claim, Exhibit F Reimbursement Claim for FY 2001-2002.

¹⁸ Exhibit A, Incorrect Reduction Claim, Exhibit F Reimbursement Claim for FY 2002-2003.

¹⁹ Exhibit A, Incorrect Reduction Claim, Exhibit F Reimbursement Claim for FY 2003-2004.

²⁰ Exhibit A, Incorrect Reduction Claim, Exhibit E, p.92.

²¹ Exhibit A, Incorrect Reduction Claim, at 24.

²² Exhibit A, Incorrect Reduction Claim, Exhibit D.

²³ Exhibit A, Incorrect Reduction Claim, Exhibit D.

²⁴ Exhibit A, Incorrect Reduction Claim, Exhibit D.

²⁵ Exhibit A, Incorrect Reduction Claim.

²⁶ Exhibit X, Test Claim Statement of Decision, 97-TC-08.

²⁷ See Exhibit X, Amended Parameters and Guidelines, January 27, 2000.

The reimbursement claim at issue in this IRC was filed for the 2001-2002, 2002-2003, and 2003-2004 fiscal years, and at the time that claim was prepared and submitted, the last amended version of the parameters and guidelines, adopted on January 27, 2000, were applicable. These parameters and guidelines authorize reimbursement for costs incurred to comply with sections 3540 through 3549.1, and “regulations promulgated by the Public Employment Relations Board,” including:

- Determination of appropriate bargaining units for representation and determination of the exclusive representation and determination of the exclusive representatives;
- Elections and decertification elections of unit representatives are reimbursable in the event the Public Employment Relations Board determines that a question of representation exists and orders an election held by secret ballot;
- Negotiations: reimbursable functions include – receipt of exclusive representative’s initial contract proposal, holding of public hearings, providing a reasonable number of copies of the employer’s proposed contract to the public, development and presentation of the initial district contract proposal, negotiation of the contract, reproduction and distribution of the final contract agreement;
- Impasse proceedings, including mediation, fact-finding, and publication of the findings of the fact-finding panel;
- Collective bargaining agreement disclosure before the adoption of the agreement by the governing body;
- Contract administration and adjudication of contract disputes either by arbitration or litigation, including grievances and administration and enforcement of the contract; and
- Unfair labor practice adjudication process and public notice complaints.²⁸

The Audit Findings of the Controller

The Controller reduced the reimbursement claims by a total of \$494,564, on the following grounds:

- Claimant failed to provide supporting documentation for claimed salary, benefit, and related indirect costs.
- Claimant claimed unallowable contracted services for activities not permitted in the parameters and guidelines.²⁹

²⁸ Exhibit X, Amended Parameters and Guidelines, January 27, 2000.

²⁹ Exhibit A, Incorrect Reduction Claim, p. 68.

III. Positions of the Parties

Contra Costa Community College District, Claimant

Claimant argues that the Controller did not complete its final audit within the deadline provided in Government Code section 17558.5. Claimant also asserts that the reimbursement costs claimed for salaries and benefits and related indirect costs and contract services costs were eligible for reimbursement under the parameters and guidelines and reasonable.³⁰

State Controller's Office

The Controller has not filed comments on this IRC.

IV. Discussion

Government Code section 17561(b) authorizes the Controller to audit the claims filed by local agencies and school districts and to reduce any claim for reimbursement of state mandated costs that the Controller determines is excessive or unreasonable.

Government Code Section 17551(d) requires the Commission to hear and decide a claim that the Controller has incorrectly reduced payments to the local agency or school district. If the Commission determines that a reimbursement claim has been incorrectly reduced, section 1185.9 of the Commission's regulations requires the Commission to send the statement of decision to the Controller and request that the costs in the claim be reinstated.

The Commission must review questions of law, including interpretation of the parameters and guidelines, de novo, without consideration of legal conclusions made by the Controller in the context of an audit. The Commission is vested with exclusive authority to adjudicate disputes over the existence of state-mandated programs within the meaning of article XIII B, section 6.³¹ The Commission must also interpret the Government Code and implementing regulations in accordance with the broader constitutional and statutory scheme. In making its decisions, the Commission must strictly construe article XIII B, section 6 and not apply it as an "equitable remedy to cure the perceived unfairness resulting from political decisions on funding priorities."³²

With regard to the Controller's audit decisions, the Commission must determine whether they were arbitrary, capricious, or entirely lacking in evidentiary support. This standard is similar to the standard used by the courts when reviewing an alleged abuse of discretion of a state agency.³³ Under this standard, the courts have found that:

³⁰ This draft decision does not reach these issues as the statute of limitations issue is jurisdictional.

³¹ *Kinlaw v. State of California* (1991) 54 Cal.3d 326, 331-334; Government Code sections 17551, 17552.

³² *County of Sonoma, supra*, 84 Cal.App.4th 1264, 1280, citing *City of San Jose v. State of California* (1996) 45 Cal.App.4th 1802, 1817.

³³ *Johnston v. Sonoma County Agricultural* (2002) 100 Cal.App.4th 973, 983-984. See also *American Bd. of Cosmetic Surgery, Inc. v. Medical Bd. of California* (2008) 162 Cal.App.4th 534, 547.

When reviewing the exercise of discretion, “[t]he scope of review is limited, out of deference to the agency’s authority and presumed expertise: ‘The court may not reweigh the evidence or substitute its judgment for that of the agency. [Citation.]’” ... “In general ... the inquiry is limited to whether the decision was arbitrary, capricious, or entirely lacking in evidentiary support. . . .” [Citations.] When making that inquiry, the “ ‘ ‘court must ensure that an agency has adequately considered all relevant factors, and has demonstrated a rational connection between those factors, the choice made, and the purposes of the enabling statute.’ ”³⁴

The Commission must review also the Controller’s audit in light of the fact that the initial burden of providing evidence for a claim of reimbursement lies with the claimant.³⁵ In addition, section 1185.2(c) of the Commission’s regulations requires that any assertions of fact by the parties to an IRC must be supported by documentary evidence. The Commission’s ultimate findings of fact must be supported by substantial evidence in the record.³⁶

A. The Controller did not complete the audit of the reimbursement claims within the deadline imposed by Government Code section 17558.5.

Claimant raises several issues regarding the statute of limitations applicable to audits, found in Government Code section 17558.5, with respect to the audit of these reimbursement claims. For the reasons below, the Commission finds that the Controller did not complete the audit of these reimbursement claims within the deadline imposed by Government Code section 17558.5, as last amended in 2004 (eff. January 1, 2005).

The reimbursement claims at issue in this case were filed with the Controller on December 24, 2002, January 13, 2004, and January 14, 2005. During this time period, three different versions of Government Code section 17558.5 existed. The first version of section 17558.5 was added in 1995 and was in effect when the first reimbursement claim for fiscal year 2001-2002 was filed on December 24, 2002.³⁷ Section 17558.5, as added in 1995, required that a reimbursement claim was subject to audit if funds were appropriated, “no later than two years after the end of the calendar year in which the reimbursement claim is filed or last amended” as follows:

A reimbursement claim for actual costs filed by a local agency or school district pursuant to this chapter is subject to audit by the Controller no later than two years after the end of the calendar year in which the reimbursement claim is filed or last amended. However, if no funds are appropriated for the program for the fiscal year for which the claim is made, the time for the Controller to initiate an

³⁴ *American Bd. of Cosmetic Surgery, Inc, supra*, 162 Cal.App.4th at pgs. 547-548.

³⁵ *Gilbert v. City of Sunnyvale* (2005) 130 Cal.App.4th 1264, 1274-1275.

³⁶ Government Code section 17559(b), which provides that a claimant or the state may commence a proceeding in accordance with the provisions of section 1094.5 of the Code of Civil Procedure to set aside a decision of the Commission on the ground that the Commission’s decision is not supported by substantial evidence in the record.

³⁷ Government Code section 17558.5 (Stats. 1995, ch. 945 (SB 11)).

audit shall commence to run from the date of initial payment of the claim.
(Emphasis added.)

The Commission has determined that the phrase “subject to audit,” when read in the context of the whole statute and as clarified by the Legislature in 2002, means that the Controller has no later than two years after the calendar year in which the reimbursement claim is filed to initiate an audit. Thus, under the 1995 version of section 17558.5, the deadline to initiate an audit of the reimbursement claim for fiscal year 2001-2002 was December 31, 2004.

Effective January 1, 2003, Statutes 2002, chapter 1128, amended the statute of limitations for audits again by clarifying that when funds are appropriated, the claim is subject “to *the initiation of an audit...*” for the statutory period. The 2002 statute also changed the requirement to initiate the audit from *two years after the end of the calendar year* in which the reimbursement claim is filed or last amended, to *three years after the date that the actual reimbursement claim is filed or last amended*. As amended by Statutes 2002, chapter 1128 (AB 2834), effective January 1, 2003, section 17558.5 stated the following:

A reimbursement claim for actual costs filed by a local agency or school district pursuant to this chapter is subject to the initiation of an audit by the Controller no later than ~~two~~three years after the ~~end of the calendar year in which date that~~ the actual reimbursement claim is filed or last amended, whichever is later. However, if no funds are appropriated or no payment is made to a claimant for the program for the fiscal year for which the claim is ~~made~~filed, the time for the Controller to initiate an audit shall commence to run from the date of initial payment of the claim.³⁸

The Controller’s Office gets the benefit of the additional time provided by the 2002 version of section 17558.5 to initiate the audit of the 2001-2002 reimbursement claim because the audit period for that claim had not expired when the 2002 statute became effective on January 1, 2003. As stated above, the audit period for the 2001-2002 reimbursement claim remained pending until December 31, 2004. Under the law, any enlargement of a statute of limitations that is made by a statutory amendment that becomes effective after a reimbursement claim is filed, but the audit period is still pending and not already barred, applies to those claims already filed. In *Douglas Aircraft*, the court stated the general rules as follows:

The extension of the statutory period within which an action must be brought is generally held to be valid if made before the cause of action is barred. (*Weldon v. Rogers*, 151 Cal. 432.) The party claiming to be adversely affected is deemed to suffer no injury where he was under an obligation to pay before the period was lengthened. This is on the theory that the legislation affects only the remedy and not a right. (*Mudd v. McColgan*, 30 Cal.2d 463; *Davis & McMillan v. Industrial Acc. Com.*, 198 Cal. 631; 31 Cal.Jur.2d 434.) An enlargement of the limitation period by the Legislature has been held to be proper in cases where the period had not run against a corporation for additional franchise taxes (*Edison Calif. Stores, Inc. v. McColgan*, 30 Cal.2d 472), against an individual for personal income taxes (*Mudd v. McColgan, supra*, 30 Cal.2d 463), and against a judgment debtor

³⁸ Government Code section 17558.5 (Stats. 2002, ch. 1128 (AB 2834)).

(*Weldon v. Rogers, supra*, 151 Cal. 432). It has been held that unless the statute expressly provides to the contrary any such enlargement applies to matters pending but not already barred. (*Mudd v. McColgan, supra*, 30 Cal.2d 463.)³⁹

Therefore, under the 2002 version of section 17558.5, the deadline to initiate the audit of the 2001-2002 reimbursement claim was extended from December 31, 2004, to December 24, 2005 (three years after the reimbursement claim was filed).

The 2002 version of section 17558.5 was in effect when the claimant filed the reimbursement claim for fiscal year 2002-2003 on January 13, 2004, and, thus, the deadline to initiate the audit for the 2002-2003 claim was January 13, 2007.

Finally, the reimbursement claim for fiscal year 2003-2004 was filed on January 14, 2005, and at that time, the statutory deadline in section 17558.5 to initiate an audit when funds are appropriated or payments made remained three years after the date that the actual reimbursement claim is filed or last amended. With respect to the 2003-2004 reimbursement claim, then, the deadline to initiate the claim was January 14, 2008.

On June 28, 2005, the Controller sent a letter to claimant confirming that an entrance conference to initiate the audit of all three fiscal year claims would be held on July 8, 2005. The entrance conference was held on July 8, 2005.⁴⁰ Therefore, the audit was timely initiated, at the latest, on July 8, 2005, well before the deadlines expired to initiate the audits for all three reimbursement claims.

However, effective January 1, 2005 (before the audit for these reimbursement claims was initiated), Statutes 2004, chapter 313 amended section 17558.5, to add a statutory deadline for the Controller to complete the audit no later than two years after the audit is commenced as follows:

A reimbursement claim for actual costs filed by a local agency or school district pursuant to this chapter is subject to the initiation of an audit by the Controller no later than three years after the date that the actual reimbursement claim is filed or last amended, whichever is later. However, if no funds are appropriated or no payment is made to a claimant for the program for the fiscal year for which the claim is filed, the time for the Controller to initiate an audit shall commence to run from the date of initial payment of the claim. In any case, an audit shall be completed not later than two years after the date that the audit is commenced.⁴¹

The two-year completion deadline applies to the audit in this case. The courts have held that where the state gives up a right previously possessed by it or one of its agencies (like the Controller's having no statutory deadline to complete an audit before January 1, 2005), the restriction in the new law becomes effective immediately upon the operative date of the change in law for all pending claims. In *California Employment Stabilization Commission v. Payne* (1948) 1931 Cal.2d 210, 215-216, the court stated the following:

³⁹ *Douglas Aircraft Co. v. Cranston* (1962) 58 Cal.2d 462, 465.

⁴⁰ Exhibit A, Incorrect Reduction Claim, at 24.

⁴¹ Statutes 2004, chapter 313.

Accordingly, the power of the Legislature to lessen a statute of limitations is subject to the restriction that an existing right cannot be cut off summarily without giving a reasonable time after the act becomes effective to exercise such right. (See *Davis & McMillan v. Ind. Acc. Comm.*, 198 Cal. 631, 637, 246 P. 1046, 46 A.L.R. 1095.) This principle, however, does not apply where the state gives up a right previously possessed by it or by one of its agencies. Except where such an agency is given powers by the Constitution, it derives its authority from the Legislature, which may add to or take away from those powers and therefore a statute which adversely affects only the right of the state is not invalid merely because it operates to cut off an existing remedy of an agency of the state. The case of *Superior Oil Co. v. Superior Court*, 6 Cal.2d 113, 56 P.2d 950, is distinguishable since the court was there concerned with the operation of a statute which applied to private persons as well as the state. This distinction was not noted in *Calif. Emp. Stab. Comm. v. Chichester etc. Co.*, 75 Cal.App.2d 899, 172 P.2d 100, which relied on the *Superior Oil* case and assumed without discussion that the same rule would apply where the state alone would be adversely affected. It was held in the *Chichester* case that the amendment of section 45.2 in 1943 could not operate to deprive the commission of the right to sue on existing causes of action until a reasonable time had passed after the statute became effective. The commission was created by, and derives its powers from, the Legislature, and it does not have rights which are superior to the legislative will. By the enactment in 1939 of section 45.2, the three-year limitation contained in section 338 was rendered inapplicable, and the commission was given the right without limit as to time to enforce contributions where no return had been filed. Thereafter in 1943 the Legislature determined that it was unwise and perhaps unfair to allow the commission an unlimited time within which to enforce contributions where there was no intent to evade the act, and as to those cases, the three-year limitation was restored and the right of action was cut off if the period had run. Thus the Legislature had the power to do insofar as the constitutional requirement of due process is concerned, and the holding to the contrary in the *Chichester* case, 75 Cal.App.2d 899, 172 P.2d 100, is disapproved.

Since the audit in this case was initiated at the latest on July 8, 2005,⁴² the Controller had until July 8, 2007 to complete the audit pursuant to section 17558.5 as amended in 2004. The only evidence in this case of when the audit was completed is the final audit report, which is dated July 19, 2007 – eleven days *after* the deadline.⁴³ Thus, the Controller did not comply with completion deadline of section 17558.5.

Although section 17558.5 does not specify the consequences for failing to meet the deadlines imposed by the statute, the Commission finds that the deadlines in section 17558.5 are jurisdictional and the failure to meet the deadlines makes the audit findings void. Courts have ruled that, when a deadline is for the protection of a person or class of persons, and the language

⁴² This is assuming the initiation date is the date of the entrance conference.

⁴³ Exhibit A, Incorrect Reduction Claim, page 66.

of the statute as a whole indicates the Legislature’s intent to enforce the deadline, the deadline is mandatory.

[T]he intent must be gathered from the terms of the statute construed as a whole, from the nature and character of the act to be done, and from the consequences which would follow the doing or the failure to the particular act at the required time. (Citation.) When the provision is to serve some public purpose, the provision may be held directory or mandatory as will best accomplish that purpose (citation)....⁴⁴

The California Supreme Court specifically rejected the notion that a statute could only be mandatory if it included a means of enforcement. Rather, the Court ruled that the important analysis is whether the purpose of the statute is to require an act.⁴⁵ Here, the Legislature specifically amended section 17558.5 to require an audit be completed within two years, stating “[i]n any case, an audit shall be completed not later than two years after the date that the audit is commenced.” (Emphasis added.) The Controller had more than seven months notice that section 17558.5 had been amended to require completion of an audit within two years when the audit was initiated. The Controller failed to meet that statutory deadline. In these circumstances, failure to complete the audit within the two-year completion deadline is a jurisdictional bar to the Controller’s reduction of claimant’s reimbursement claims.

Accordingly, the Commission finds that the final audit of the 2001-2002, 2002-2003, and 2003-2004 fiscal year reimbursement claims was not timely completed pursuant to Government Code section 17558.5, as amended by Statutes 2004, chapter 213, and is therefore void.

V. Conclusion

Based on the foregoing, the Commission concludes that the Controller incorrectly reduced the reimbursement claims filed for fiscal years 2001-2002, 2002-2003, and 2003-2004. Pursuant to Government Code section 17551(d) and section 1185.9 of the Commission’s regulations, the Commission requests that the Controller reinstate all costs incorrectly reduced, totaling \$494,564, to the claimant.

⁴⁴ *People v. McGee* (1977) 19 Cal.3d 948, 962, citing *Morris v. County of Marin* (18 Cal.3d 901, 909-910).

⁴⁵ *Id.*

DECLARATION OF SERVICE BY EMAIL

I, the undersigned, declare as follows:

I am a resident of the County of Solano and I am over the age of 18 years, and not a party to the within action. My place of employment is 980 Ninth Street, Suite 300, Sacramento, California 95814.

On September 26, 2014, I served the:

Draft Proposed Decision, Schedule for Comments, and Notice of Hearing
Collective Bargaining and Collective Bargaining Agreement Disclosure, 08-4425-I-15
Government Code Sections 3540-3549.9
Statutes 1975, Chapter 961; Statutes 1991, Chapter 1213
Fiscal Year 2001-2002, 2002-2003, 2003-2004
Contra Costa Community College District, Claimant

State Controller's Office, Requester by making it available on the Commission's website and providing notice of how to locate it to the email addresses provided on the attached mailing list.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct, and that this declaration was executed on September 26, 2014 at Sacramento, California.



Heidi J. Palchik
Commission on State Mandates
980 Ninth Street, Suite 300
Sacramento, CA 95814
(916) 323-3562

COMMISSION ON STATE MANDATES

Mailing List

Last Updated: 9/26/14

Claim Number: 08-4425-I-15

Matter: Collective Bargaining and Collective Bargaining Agreement Disclosure

Claimant: Contra Costa Community College District

TO ALL PARTIES, INTERESTED PARTIES, AND INTERESTED PERSONS:

Each commission mailing list is continuously updated as requests are received to include or remove any party or person on the mailing list. A current mailing list is provided with commission correspondence, and a copy of the current mailing list is available upon request at any time. Except as provided otherwise by commission rule, when a party or interested party files any written material with the commission concerning a claim, it shall simultaneously serve a copy of the written material on the parties and interested parties to the claim identified on the mailing list provided by the commission. (Cal. Code Regs., tit. 2, § 1181.3.)

Socorro Aquino, *State Controller's Office*

Division of Audits, 3301 C Street, Suite 700, Sacramento, CA 95816

Phone: (916) 322-7522

SAquino@sco.ca.gov

Giny Chandler, *Commission on State Mandates*

980 9th Street, Suite 300, Sacramento, CA

Phone: (916) 323-3562

giny.chandler@csm.ca.gov

Marieta Delfin, *State Controller's Office*

Division of Accounting and Reporting, 3301 C Street, Suite 700, Sacramento, CA 95816

Phone: (916) 322-4320

mdelfin@sco.ca.gov

Donna Ferebee, *Department of Finance*

915 L Street, Suite 1280, Sacramento, CA 95814

Phone: (916) 445-3274

donna.ferebee@dof.ca.gov

Susan Geanacou, *Department of Finance*

915 L Street, Suite 1280, Sacramento, CA 95814

Phone: (916) 445-3274

susan.geanacou@dof.ca.gov

Ed Hanson, *Department of Finance*

Education Systems Unit, 915 L Street, 7th Floor, 915 L Street, 7th Floor, Sacramento, CA 95814

Phone: (916) 445-0328
ed.hanson@dof.ca.gov

Eugene Huff, Executive Vice Chancellor, *Contra Costa Community College District*
Administrative Services, 500 Court Street, Martinez, CA 94553
Phone: (925) 229-6850
ehuff@4cd.edu

Cheryl Ide, Associate Finance Budget Analyst, *Department of Finance*
Education Systems Unit, 915 L Street, Sacramento, CA 95814
Phone: (916) 445-0328
Cheryl.ide@dof.ca.gov

Jill Kanemasu, *State Controller's Office*
Division of Accounting and Reporting, 3301 C Street, Suite 700, Sacramento, CA 95816
Phone: (916) 322-9891
jkanemasu@sco.ca.gov

Jay Lal, *State Controller's Office (B-08)*
Division of Accounting & Reporting, 3301 C Street, Suite 700, Sacramento, CA 95816
Phone: (916) 324-0256
JLal@sco.ca.gov

Kathleen Lynch, *Department of Finance (A-15)*
915 L Street, Suite 1280, 17th Floor, Sacramento, CA 95814
Phone: (916) 445-3274
kathleen.lynch@dof.ca.gov

Yazmin Meza, *Department of Finance*
915 L Street, Sacramento, CA 95814
Phone: (916) 445-0328
Yazmin.meza@dof.ca.gov

Robert Miyashiro, *Education Mandated Cost Network*
1121 L Street, Suite 1060, Sacramento, CA 95814
Phone: (916) 446-7517
robertm@sscal.com

Andy Nichols, *Nichols Consulting*
1857 44th Street, Sacramento, CA 95819
Phone: (916) 455-3939
andy@nichols-consulting.com

Christian Osmena, *Department of Finance*
915 L Street, Sacramento, CA 95814
Phone: (916) 445-0328
christian.osmena@dof.ca.gov

Keith Petersen, *SixTen & Associates*
Claimant Representative
P.O. Box 340430, Sacramento, CA 95834-0430
Phone: (916) 419-7093
kbsixten@aol.com

Sandra Reynolds, *Reynolds Consulting Group, Inc.*

P.O. Box 894059, Temecula, CA 92589
Phone: (951) 303-3034
sandrareynolds_30@msn.com

Kathy Rios, *State Controller's Office*

Division of Accounting and Reporting, 3301 C Street, Suite 700, Sacramento, CA 95816
Phone: (916) 324-5919
krios@sco.ca.gov

Nicolas Schweizer, *Department of Finance*

Education Systems Unit, 915 L Street, 7th Floor, 915 L Street, 7th Floor, Sacramento, CA 95814
Phone: (916) 445-0328
nicolas.schweizer@dof.ca.gov

David Scribner, *Max8550*

2200 Sunrise Boulevard, Suite 240, Gold River, CA 95670
Phone: (916) 852-8970
dscribner@max8550.com

Jim Spano, Chief, Mandated Cost Audits Bureau, *State Controller's Office*

Division of Audits, 3301 C Street, Suite 700, Sacramento, CA 95816
Phone: (916) 323-5849
jspano@sco.ca.gov

Dennis Speciale, *State Controller's Office*

Division of Accounting and Reporting, 3301 C Street, Suite 700, Sacramento, CA 95816
Phone: (916) 324-0254
DSpeciale@sco.ca.gov



JOHN CHIANG
California State Controller

October 17, 2014

Heather Halsey
Executive Director
Commission on State Mandates
980 Ninth Street, Suite 300
Sacramento, CA 95814

Re: **Draft Proposed Decision**
Incorrect Reduction Claim (IRC)
Collective Bargaining and Collective Bargaining Agreement Disclosure, 08-4425-I-15
Government Code sections 3540-3549.9
Statutes 1975, Chapter 961; Statutes 1991, Chapter 1213
Fiscal Years 2001-2002, 2002-2003, 2003-2004
Contra Costa Community College District, Claimant

Dear Ms. Halsey:

The State Controller's Office has reviewed the Commission's September 26, 2014 draft staff analysis related to the above IRC filed by Contra Costa Community College District. After further review, we support the Commission's analysis and conclusion that the above-mentioned audit was not completed in a timely manner pursuant to Government Code section 17558.5, as amended by Statutes 2004, Chapter 213.

Consequently, we will pull the audit report from our website and notify the district and affected parties that the audit has been withdrawn for the reasons cited in the Commission's staff analysis.

If you have any questions, please contact me by telephone at (916) 323-5849.

Sincerely,

JIM L. SPANO, Chief
Mandated Cost Audits Bureau
Division of Audits

DECLARATION OF SERVICE BY EMAIL

I, the undersigned, declare as follows:

I am a resident of the County of Solano and I am over the age of 18 years, and not a party to the within action. My place of employment is 980 Ninth Street, Suite 300, Sacramento, California 95814.

On October 20, 2014, I served the:

SCO Comments

Collective Bargaining and Collective Bargaining Agreement Disclosure, 08-4425-I-15
Government Code Sections 3540-3549.9
Statutes 1975, Chapter 961; Statutes 1991, Chapter 1213
Fiscal Year 2001-2002, 2002-2003, 2003-2004
Contra Costa Community College District, Claimant

by making it available on the Commission's website and providing notice of how to locate it to the email addresses provided on the attached mailing list.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct, and that this declaration was executed on October 20, 2014 at Sacramento, California.



Heidi J. Palchik
Commission on State Mandates
980 Ninth Street, Suite 300
Sacramento, CA 95814
(916) 323-3562

COMMISSION ON STATE MANDATES

Mailing List

Last Updated: 10/1/14

Claim Number: 08-4425-I-15

Matter: Collective Bargaining and Collective Bargaining Agreement Disclosure

Claimant: Contra Costa Community College District

TO ALL PARTIES, INTERESTED PARTIES, AND INTERESTED PERSONS:

Each commission mailing list is continuously updated as requests are received to include or remove any party or person on the mailing list. A current mailing list is provided with commission correspondence, and a copy of the current mailing list is available upon request at any time. Except as provided otherwise by commission rule, when a party or interested party files any written material with the commission concerning a claim, it shall simultaneously serve a copy of the written material on the parties and interested parties to the claim identified on the mailing list provided by the commission. (Cal. Code Regs., tit. 2, § 1181.3.)

Socorro Aquino, *State Controller's Office*

Division of Audits, 3301 C Street, Suite 700, Sacramento, CA 95816

Phone: (916) 322-7522

SAquino@sco.ca.gov

Giny Chandler, *Commission on State Mandates*

980 9th Street, Suite 300, Sacramento, CA

Phone: (916) 323-3562

giny.chandler@csm.ca.gov

Marieta Delfin, *State Controller's Office*

Division of Accounting and Reporting, 3301 C Street, Suite 700, Sacramento, CA 95816

Phone: (916) 322-4320

mdelfin@sco.ca.gov

Donna Ferebee, *Department of Finance*

915 L Street, Suite 1280, Sacramento, CA 95814

Phone: (916) 445-3274

donna.ferebee@dof.ca.gov

Susan Geanacou, *Department of Finance*

915 L Street, Suite 1280, Sacramento, CA 95814

Phone: (916) 445-3274

susan.geanacou@dof.ca.gov

Ed Hanson, *Department of Finance*

Education Systems Unit, 915 L Street, 7th Floor, 915 L Street, 7th Floor, Sacramento, CA 95814

Phone: (916) 445-0328
ed.hanson@dof.ca.gov

Eugene Huff, Executive Vice Chancellor, *Contra Costa Community College District*
Claimant Representative

Administrative Services, 500 Court Street, Martinez, CA 94553
Phone: (925) 229-6850
ehuff@4cd.edu

Cheryl Ide, Associate Finance Budget Analyst, *Department of Finance*
Education Systems Unit, 915 L Street, Sacramento, CA 95814
Phone: (916) 445-0328
Cheryl.ide@dof.ca.gov

Jill Kanemasu, *State Controller's Office*
Division of Accounting and Reporting, 3301 C Street, Suite 700, Sacramento, CA 95816
Phone: (916) 322-9891
jkanemasu@sco.ca.gov

Jay Lal, *State Controller's Office (B-08)*
Division of Accounting & Reporting, 3301 C Street, Suite 700, Sacramento, CA 95816
Phone: (916) 324-0256
JLal@sco.ca.gov

Kathleen Lynch, *Department of Finance (A-15)*
915 L Street, Suite 1280, 17th Floor, Sacramento, CA 95814
Phone: (916) 445-3274
kathleen.lynch@dof.ca.gov

Yazmin Meza, *Department of Finance*
915 L Street, Sacramento, CA 95814
Phone: (916) 445-0328
Yazmin.meza@dof.ca.gov

Robert Miyashiro, *Education Mandated Cost Network*
1121 L Street, Suite 1060, Sacramento, CA 95814
Phone: (916) 446-7517
robertm@sscal.com

Andy Nichols, *Nichols Consulting*
1857 44th Street, Sacramento, CA 95819
Phone: (916) 455-3939
andy@nichols-consulting.com

Christian Osmena, *Department of Finance*
915 L Street, Sacramento, CA 95814
Phone: (916) 445-0328
christian.osmena@dof.ca.gov

Keith Petersen, *SixTen & Associates*
P.O. Box 340430, Sacramento, CA 95834-0430
Phone: (916) 419-7093
kbpsixten@aol.com

Sandra Reynolds, *Reynolds Consulting Group, Inc.*

P.O. Box 894059, Temecula, CA 92589
Phone: (951) 303-3034
sandrareynolds_30@msn.com

Kathy Rios, *State Controller's Office*

Division of Accounting and Reporting, 3301 C Street, Suite 700, Sacramento, CA 95816
Phone: (916) 324-5919
krios@sco.ca.gov

Nicolas Schweizer, *Department of Finance*

Education Systems Unit, 915 L Street, 7th Floor, 915 L Street, 7th Floor, Sacramento, CA 95814
Phone: (916) 445-0328
nicolas.schweizer@dof.ca.gov

David Scribner, *Max8550*

2200 Sunrise Boulevard, Suite 240, Gold River, CA 95670
Phone: (916) 852-8970
dscribner@max8550.com

Jim Spano, Chief, Mandated Cost Audits Bureau, *State Controller's Office*

Division of Audits, 3301 C Street, Suite 700, Sacramento, CA 95816
Phone: (916) 323-5849
jspano@sco.ca.gov

Dennis Speciale, *State Controller's Office*

Division of Accounting and Reporting, 3301 C Street, Suite 700, Sacramento, CA 95816
Phone: (916) 324-0254
DSpeciale@sco.ca.gov

BEFORE THE
COMMISSION ON STATE MANDATES
STATE OF CALIFORNIA

IN RE TEST CLAIM ON:

Government Code Section 3547.5 as added by Chapter 1213, Statutes of 1991, and the California Department of Education Management Advisory 92-01

And filed on December 29, 1997;

By the Alameda County Office of Education, Claimant.

NO. 97-TC-08

Collective Bargaining Agreement Disclosure

STATEMENT OF DECISION
PURSUANT TO GOVERNMENT
CODE SECTION 17500 ET SEQ.;
TITLE 2, CALIFORNIA CODE OF
REGULATIONS, DIVISION 2,
CHAPTER 2.5, ARTICLE 7.

(Adopted on March 26, 1998)

STATEMENT OF DECISION

The attached Statement of Decision of the Commission on State Mandates is hereby adopted in the above-entitled matter.

This Decision shall become effective on April 7, 1998.


Paula Higashi, Executive Director

BEFORE THE
COMMISSION ON STATE MANDATES
STATE OF CALIFORNIA

IN RE TEST CLAIM ON:

Government Code Section 3547.5 as added by Chapter 1213, Statutes of 1991, and the California Department of Education Management Advisory 92-O 1

And filed on December 29, 1997;

By the Alameda County Office of Education, Claimant.

NO. 97-TC-08

Collective Bargaining Agreement Disclosure

STATEMENT OF DECISION
PURSUANT TO GOVERNMENT
CODE SECTION 17500 ET SEQ.;
TITLE 2, CALIFORNIA CODE OF
REGULATIONS, DIVISION 2,
CHAPTER 2.5, ARTICLE 7.

(Adopted on March 26, 1998)

STATEMENT OF DECISION

The Commission on State Mandates (Commission) on March 26, 1998, heard this test claim during a regularly scheduled hearing, Keith Peterson appeared for the Alameda County Office of Education and Carol Berg appeared for the Education Mandated Cost Network.

At the hearing, evidence both oral and documentary was introduced, the test claim was submitted, and the vote was taken,

The law applicable to the Commission's determination of a test claim is Government Code section 17500 et seq. and section 6, article XIII B of the California Constitution and related case law.

The Commission, by a vote of 7-0 approved this test claim.

Issue

Do the provisions of Government Code section 3547.5, as added by Chapter 1213, Statutes of 1991, and the California Department of Education's Management Advisory 92-01, impose a new program or higher level of service upon school districts within the meaning of section 6, article XIII B of the California Constitution and Government Code section 175 14?

Prior Law

Before the test claim legislation, school districts were only required to publicly disclose all *initial* proposals for collective bargaining agreements. Government Code section 3547

provides in pertinent part: “ [a]ll initial proposals of exclusive representatives and of public school employers, which relate to matters within the scope of representation, shall be presented at a public meeting of the public school employer and thereafter shall be public records. ”

Test Claim Legislation

Chapter 1213, Statutes of 1991, added section 3547.5 to the Government Code, as follows:

“Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction. ”

Under section 3547.5, school districts must now publicly disclose the major provisions of all collective bargaining agreements before they enter into a written agreement. The purpose of this new legislation is to ensure that the public is aware of the costs associated with the major provisions of the tentative collective bargaining agreement before it becomes binding on the school district.

California Department of Education Management Advisory 92-01¹

Government Code section 3547.5 requires the Superintendent of Public Instruction to establish a format for the information that is to be publicly disclosed. To this end, the California Department of Education released Management Advisory 92-01 on May 15, 1992. The Advisory specifies the minimum procedures, format, and information required to be disclosed under section 3547.5,

Commission Findings

In order for a statute, which is the subject of a test claim, to impose a reimbursable state mandated program, the statutory language (1) must direct or obligate an activity or task upon local governmental entities, and (2) the required activity or task must be new or it must create an increased or higher level of service over the former required level of service. To determine if a required activity is new or imposes a higher level of service, a comparison must be undertaken between the test claim legislation and the legal requirements in effect immediately

¹ California Department of Education Management Advisory 92-01 is referenced in Claimant’s initial filing dated December 29, 1997.

prior to the enactment of the test claim legislation.² Finally, the newly required activity or increased level of service must be state mandated.³

The Commission found that immediately before Government Code section 3547.5 was enacted under Chapter 1231, Statutes of 1991, public school employers were under no obligation to publicly report the major provisions of a collective bargaining agreement *after* discussion with an exclusive representative of an employee group prior to entering into a written agreement.

The Commission found that under prior law school districts were only required to publicly disclose all *initial* proposals for collective bargaining agreements.

The Commission found that Government Code section 3547.5, as added by Chapter 1231, Statutes of 1991, requires school districts to publicly disclose major provisions of a collective bargaining agreement *after* negotiations, but before this agreement becomes binding.

The Commission found that the California Department of Education issued its Management Advisory 92-01, dated May 15, 1992, to establish the public disclosure format for school district compliance with the test claim statute. The Commission found that the Advisory sets forth the minimum procedures, format, and information for school districts to disclose under the new public reporting requirements. Further, the Commission found that the Advisory constitutes an “executive order” under Government Code section 175 16⁴ and is therefore a part of the test claim.

Conclusion

The Commission concludes that that Government Code section 3547.5, as added by Chapter 1213, Statutes of 1991, and the California Department of Education Management Advisory 92-01, impose a new program or higher level of service upon local school districts and therefore are reimbursable under section 6, article XIII B of the California Constitution and Government Code section 17514.

Further, the Commission concludes that the parameters and guidelines should allow reimbursement for compliance with the minimum procedures, format, and information specified in the California Department of Education’s Management Advisory 92-01, as applicable and appropriate under the test claim statute.

² Both Keith Peterson and Carol Berg disagreed at the hearing regarding the appropriate measurement date. Carol Berg wanted this sentence stricken from the Statement of Decision, while Keith Peterson wished to lodge his formal objection to staff’s use of the measurement date. However, both supported adoption of the Statement of Decision.

³ *County of Los Angeles v. State of California* (1987) 43 Cal.3d 46, 56; *Carmel Valley Fire Protection Dist. v. State of California* (1987) 190 Cal.App.3d 521, 537; *Lucia Mar Unified School Dist. v. Honig* (1988) 44 Cal.3d 830, 835.

⁴ Government Code section 17516 provides in relevant part: “Executive order means any order, plan, requirement, rule, or regulation issued by any of the following: (a) The Governor. (b) Any officer or official serving at the pleasure of the Governor. (c) *Any agency, department, board, or commission of state government.*” (Emphasis added.)