

# SixTen and Associates Mandate Reimbursement Services

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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
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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  
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9 BEFORE THE

10 COMMISSION ON STATE MANDATES

11 STATE OF CALIFORNIA

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

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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

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1 17519.<sup>1</sup> 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 /

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<sup>1</sup> 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."

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| <u>Fiscal Year</u> | <u>Amount Claimed</u> | <u>Audit Adjustment</u> | <u>SCO Payments</u> | <u>Amount Due &lt;State&gt; 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

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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.

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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**

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- 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



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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

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- 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

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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

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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.<sup>2</sup> 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,

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<sup>2</sup> 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

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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

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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

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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.

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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.

18     **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**

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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**

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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**

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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

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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**

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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

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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**

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1 is commenced.”

2 The annual reimbursement claim for FY 2003-04 is subject to the three-year  
3 statute of limitations established by Chapter 890, Statutes of 2004, which requires the  
4 audit to be “initiated” within three years of the date the actual claim is filed, but “in any  
5 case” the audit must be completed within two years from the date that it is commenced.  
6 The Controller’s staff “initiated the audit” either as a result of the entrance conference  
7 letter or the entrance conference, both of which occurred no later than July 8, 2005.

8 The audit report is the document which completes the audit. If the audit report is  
9 not the action which completes the audit, then the audit report is not a legally  
10 enforceable notice of findings or demand for payment, and there is no other document  
11 of record prior to the audit report which adjudicates the results of the audit. The final  
12 audit report was issued July 19, 2007, more than two years after the audit initiation.  
13 Therefore, Controller failed to complete the FY 2003-04 audit within two years.

14 The Controller did not complete the audit within the statutory period allowed for  
15 the first and third fiscal year claims included in this audit. The audit findings are  
16 therefore void for the FY 2001-02 and FY 2003-04 claims.

17 **PART VIII. RELIEF REQUESTED**

18 The District filed its annual reimbursement claims within the time limits  
19 prescribed by the Government Code. The amounts claimed by the District for  
20 reimbursement of the costs of implementing the program imposed by Chapter 961,  
21 Statutes of 1975 (the “Rodda Act”), and Chapter 10.7, Division 4, of Title 1 of the

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

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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 /  
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20 /  
21 /



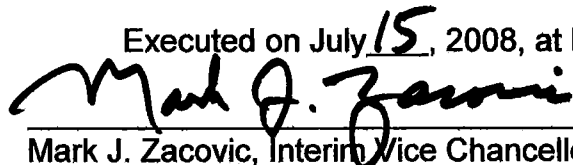
Incorrect Reduction Claim of Contra Costa Community College District  
961/75 Collective Bargaining

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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.

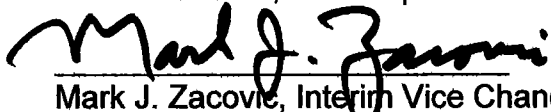
Executed on July 15, 2008, at Martinez, California, by



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](mailto: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

7/15/2008

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                           |





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

LOCAL REIMBURSEMENT SECTION  
 P.O. BOX 942850 SACRAMENTO, CA 94250-5875



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     |   | -           |
| PRIOR PAYMENTS:       |   | 102,985.00  |
| SCHEDULE NO. MA62182A |   |             |
| PAID 10-30-2006       |   | -258,965.00 |
| TOTAL PRIOR PAYMENTS  |   | -258,965.00 |

SINCERELY,

*Ginny Brummels*  
 GINNY BRUMMELS, MANAGER

LOCAL REIMBURSEMENT SECTION  
 P.O. BOX 942850 SACRAMENTO, CA 94250-5875



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    | - | <u>114,934.00</u>           |
| AMOUNT DUE CLAIMANT  |   | <u><u>\$ 149,003.00</u></u> |

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

LOCAL REIMBURSEMENT SECTION  
 P.O. BOX 942850 SACRAMENTO, CA 94250-5875



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

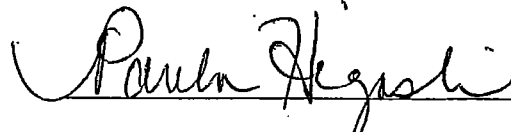
*Collective Bargaining/Collective Bargaining  
Agreement Disclosure*

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.

\_\_\_\_\_ Signature of Authorized Representative  
Date  
\_\_\_\_\_  
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**

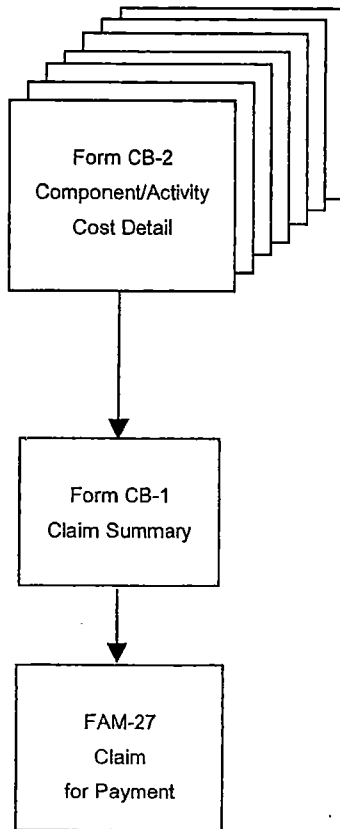
This form is used to summarize direct costs by cost component and compute allowable indirect costs for the mandate. The direct costs summarized on this form are derived from form CB-2 and carried forward to form FAM-27.

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

|   |   |                              |
|---|---|------------------------------|
| <b>CLAIM FOR PAYMENT</b><br>Pursuant to Government Code Section 17561<br><b>COLLECTIVE BARGAINING</b> | For State Controller Use Only<br>(19) Program Number 00232<br>(20) Date Filed ____/____/____<br>(21) LRS Input ____/____/____ | <b>Program</b><br><b>232</b> |
|---|---|------------------------------|

LABEL HERE

|  |   |   |                                 |  |
|--|---|---|---------------------------------|--|
| (01) Claimant Identification Number                  |   |   | <b>Reimbursement Claim Data</b> |  |
| (02) Claimant Name                                   |   |   | (22) CB-1, (03)(1)(e)           |  |
| County of Location                                   |   |   | (23) CB-1, (03)(2)(e)           |  |
| Street Address or P.O. Box                           |   | Suite                                       | (24) CB-1, (03)(3)(e)           |  |
| City   | State                                   | Zip Code                                    | (25) CB-1, (03)(4)(e)           |  |
| <b>Type of Claim</b>                                 | <b>Estimated Claim</b>                  | <b>Reimbursement Claim</b>                  | (26) CB-1, (03)(5)(e)           |  |
|  | (03) Estimated <input type="checkbox"/> | (09) Reimbursement <input type="checkbox"/> | (27) CB-1, (03)(6)(e)           |  |
|  | (04) Combined <input type="checkbox"/>  | (10) Combined <input type="checkbox"/>      | (28) CB-1, (03)(7)(e)           |  |
|  | (05) Amended <input type="checkbox"/>   | (11) Amended <input type="checkbox"/>       | (29) CB-1, (04)(d)              |  |
| <b>Fiscal Year of Cost</b>                           | (06) 20__/20__                          | (12) 20__/20__                              | (30) CB-1, (04)(e)              |  |
| <b>Total Claimed Amount</b>                          | (07)                                    | (13)  | (31) CB-1, (05)(e)              |  |
| <b>Less: 10% Late Penalty, not to exceed \$1,000</b> |   | (14)  | (32) CB-1, (07)                 |  |
| <b>Less: Prior Claim Payment Received</b>            |   | (15)  | (33) CB-1, (12)                 |  |
| <b>Net Claimed Amount</b>                            |   | (16)  | (34)                            |  |
| <b>Due from State</b>                                | (08)                                    | (17)  | (35)                            |  |
| <b>Due to State</b>                                  |   | (18)  | (36)                            |  |

**(37) CERTIFICATION OF CLAIM**

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.

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

Date

\_\_\_\_\_

\_\_\_\_\_

Type or Print Name

Title

(38) Name of Contact Person for Claim

Telephone Number ( ) - Ext.

E-Mail Address

|                       |  |                              |
|-----------------------|--|------------------------------|
| Program<br><b>232</b> | <b>COLLECTIVE BARGAINING</b><br><b>Certification Claim Form</b><br><b>Instructions</b> | <b>FORM</b><br><b>FAM-27</b> |
|-----------------------|--|------------------------------|

- (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<br><b>232</b> | <b>MANDATED COSTS</b><br><b>COLLECTIVE BARGAINING</b><br><b>DETERMINING WINTON ACT COSTS</b> | <b>FORM</b><br><b>CB-1.1</b> |
| (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)<br>Current Rodda Act Costs | (b)<br>1974-75 Winton Act Costs Applied | (c)<br>1974-75 Winton Act Costs Adjusted by IPD | (d)<br>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   | \$                             | \$                                      | \$  | \$                                    |

|                              |   |                      |
|------------------------------|---|----------------------|
| <b>Program</b><br><b>232</b> | <b>MANDATED COSTS<br/>COLLECTIVE BARGAINING<br/>CLAIM SUMMARY</b> | <b>FORM<br/>CB-1</b> |
|------------------------------|---|----------------------|

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

| Rodda Act Direct Costs                                       | Cost Elements                   |                                  |                               |                             |              |
|--|---------------------------------|----------------------------------|-------------------------------|-----------------------------|--------------|
| (03) Reimbursable Components                                 | (a)<br>Salaries and<br>Benefits | (b)<br>Materials and<br>Supplies | (c)<br>Travel and<br>Training | (d)<br>Contract<br>Services | (e)<br>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                            |                                 |                                  |                               |                             |              |

|   |   |  |  |  |  |
|---|---|--|--|--|--|
| <b>Winton Act Direct Costs</b>              |   |  |  |  |  |
| (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)]              |  |  |  |  |

|   |                                       |  |  |  |   |
|---|---------------------------------------|--|--|--|---|
| <b>Indirect Costs</b>                                       |                                       |  |  |  |   |
| (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)]               |  |  |  |   |

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

|                              |   |                      |
|------------------------------|---|----------------------|
| <b>Program</b><br><b>232</b> | <b>COLLECTIVE BARGAINING<br/>CLAIM SUMMARY<br/>Instructions</b> | <b>FORM<br/>CB-1</b> |
|------------------------------|---|----------------------|

- (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.

|                              |  |                            |
|------------------------------|--|----------------------------|
| <b>PROGRAM</b><br><b>232</b> | <b>MANDATED COSTS</b><br><b>COLLECTIVE BARGAINING</b><br><b>COMPONENT/ACTIVITY COST DETAIL</b> | <b>FORM</b><br><b>CB-2</b> |
|------------------------------|--|----------------------------|

|               |                                      |
|---------------|--------------------------------------|
| (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)<br>Employee Names, Job Classifications,<br>Functions Performed<br>and Description of Expenses | (b)<br>Hourly<br>Rate<br>or<br>Unit Cost | (c)<br>Hours<br>Worked<br>or<br>Quantity | (d)<br>Salaries<br>and<br>Benefits | (e)<br>Materials<br>and<br>Supplies | (f)<br>Travel | (g)<br>Contract<br>Services |
|   |  |  |                                    |                                     |               |                             |

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

|                                  |  |                            |
|----------------------------------|--|----------------------------|
| <b>PROGRAM</b><br><br><b>232</b> | <b>COLLECTIVE BARGAINING</b><br><br><b>Component/Activity Cost Detail</b><br><br><b>Instructions</b> | <b>FORM</b><br><b>CB-2</b> |
|----------------------------------|--|----------------------------|

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



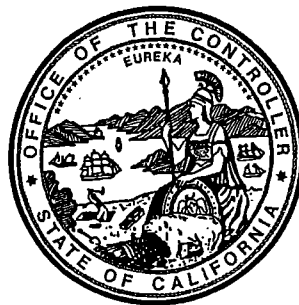
**CONTRA COSTA COMMUNITY  
COLLEGE DISTRICT**

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](http://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](mailto: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



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# 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<br>Claimed | Allowable<br>per Audit | Audit<br>Adjustment | Reference <sup>1</sup> |
|--|-------------------------|------------------------|---------------------|------------------------|
| <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<br>Claimed | Allowable<br>per Audit | Audit<br>Adjustment | Reference <sup>1</sup> |
|--|-------------------------|------------------------|---------------------|------------------------|
| <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  | <u>\$ 263,937</u>       | 149,003                | <u>\$ (114,934)</u> |                        |
| Less amount paid by the State                                |                         | —                      |                     |                        |
| Allowable costs claimed in excess of (less than) amount paid |                         | <u>\$ 149,003</u>      |                     |                        |
| <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  | <u>\$ 874,803</u>       | 380,239                | <u>\$ (494,564)</u> |                        |
| Less amount paid by the State                                |                         | (610,866)              |                     |                        |
| Allowable costs claimed in excess of (less than) amount paid |                         | <u>\$ (230,627)</u>    |                     |                        |

<sup>1</sup> 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 | \$ (258,508) | \$ (66,022) | \$ (32,808) | \$ (357,338) |

*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.

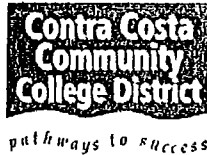


**Attachment—  
District's Response to  
Draft Audit Report**

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Governing Board

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



Chancellor  
Helen Benjamin

College Presidents  
Contra Costa College - McKinley Williams  
Diablo Valley College - Diane Scout-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  
500 Court Street, Martinez, California 94553  
(925) 229-1000 Fax: (925) 270-2019 www.jcd.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.

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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.
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-

- B. The audit report disallowed \$25,204 in claimed contract administration costs consisting of six parts:
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  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.
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- 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**

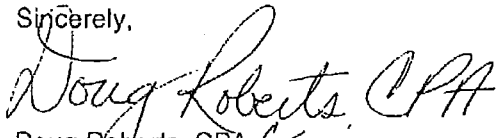
This was not an audit finding. The District's FY 2001-02 claim was submitted to the Controller's Office on December 24, 2002. Pursuant to Government Code Section 17558.5, this claim is subject to audit only until December 31, 2004. The draft audit report is dated May 30, 2007. Therefore, audit or adjustment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

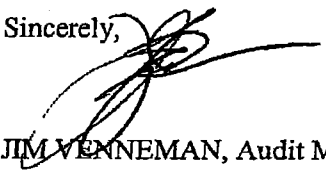
This letter confirms that Mary Khoshmashrab, Auditor-in-Charge with the State Controller's Office, ~~has scheduled an audit of the Contra Costa Community College District's legislatively~~ mandated Collective Bargaining Program costs claims filed for fiscal year (FY) 2001-02, FY 2002-03, and FY 2003-04. *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<br>(20) Date Filed <u>      /      /      </u><br>(21) LRS Input <u>      /      /      </u> | <b>Program</b><br><b>011</b> |
|--|------------------------------|

(01) Claimant Identification Number  
 S07030

(02) Mailing Address  
 500 Court Street

Claimant Name  
 Contra Costa Community College District

County of Location  
 Contra Costa

Street Address or PO Box

City                      State                      Zip Code  
 Martinez                      CA                      94553

| Reimbursement Claim   |              |
|-----------------------|--------------|
| (22) CB-1, (03)(1)(e) | \$26.25      |
| (23) CB-1, (03)(2)(e) | \$0.00       |
| (24) CB-1, (03)(3)(e) | \$167,728.75 |
| (25) CB-1, (03)(4)(e) | \$10,229.72  |
| (26) CB-1, (03)(5)(e) | \$0.00       |
| (27) CB-1, (03)(6)(e) | \$104,902.75 |
| (28) CB-1, (03)(7)(e) | \$67.50      |
| (29) CB-1, (04)(d)    | \$35,113.50  |
| (30) CB-1, (04)(e)    | \$282,955.00 |
| (31) CB-1, (05)(e)    | \$3,843.00   |
| (32)                  |              |
| (33)                  |              |
| (34)                  |              |
| (35)                  |              |
| (36)                  |              |
| (37)                  |              |

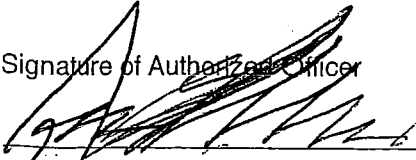
| Type of Claim                                 | Estimated Claim<br>(03) Estimated | Reimbursement Claim<br>(09) Reimbursement |
|---|-----------------------------------|---|
| Fiscal Year of Cost                           | (06) 2002-2003                    | (12) 2001-2002                            |
| Total Claim Amount                            | (07) \$387,000                    | (13) \$351,901                            |
| Less: 10% Late Penalty, not to exceed \$1,000 | (14) \$0                          | (14) \$0                                  |
| Less: Estimated Claim Payment Received        | (15) \$0                          | (15) \$0                                  |
| Net Claim Amount                              | (16) \$351,901                    | (16) \$351,901                            |
| Due from State                                | (08) \$387,000                    | (17) \$351,901                            |
| Due to State                                  |                                   | (18) \$0                                  |
|   |                                   | (18) \$0                                  |
|   |                                   | (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      12-36-04  
 Vice Chancellor, Finance & Admin.  
 Title



|                              |   |                            |
|------------------------------|---|----------------------------|
| <b>Program</b><br><b>011</b> | <b>Mandated Costs<br/>Collective Bargaining<br/>Claim Summary</b> | <b>Form</b><br><b>CB-1</b> |
|------------------------------|---|----------------------------|

|  |                                     |                          |
|--|-------------------------------------|--------------------------|
| (01) Claimant<br>Contra Costa Community College District | (02) Type of Claim<br>Reimbursement | Fiscal Year<br>2001-2002 |
|--|-------------------------------------|--------------------------|

| Rodda Act Direct Costs  | Cost Elements                 |                                |                             |                               |              |
|---|-------------------------------|--------------------------------|-----------------------------|-------------------------------|--------------|
| (03) Reimbursable Components:                                     | (a)<br>Salaries &<br>Benefits | (b)<br>Materials &<br>Supplies | (c)<br>Travel &<br>Training | (d)<br>Contracted<br>Services | (e)<br>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                    | (a)  | (b)  | (c)  | (d)      | (e)        |
|--|--|------|------|----------|------------|
| (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:                     | [Line (13) - {Line (14) + Line (15)}] | 351,901. |

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

*fn 01/02  
claims*

| REFERENCE<br>(CCFS 311)                  | DESCRIPTION   | 2000-2001          |
|--|---|--------------------|
| <b>INSTRUCTIONAL ACTIVITY</b>            |   |                    |
|  | 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            |
|  | <b>TOTAL INSTRUCTIONAL COSTS 1</b>  | <b>62,298,384</b>  |
|  | 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          |
|  | <b>TOTAL NON-INSTRUCTIONAL COSTS 2</b>  | <b>18,091,922</b>  |
|  | <b>TOTAL INSTRUCTIONAL ACTIVITY COSTS 3 (1 + 2)</b>   | <b>80,390,306</b>  |
| <b>DIRECT SUPPORT ACTIVITY</b>           |   |                    |
|  | 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          |
|  | Counseling and Guidance   | 2,784,642          |
|  | Other Student Services  | 8,271,275          |
|  | <b>TOTAL DIRECT SUPPORT COSTS 4</b>   | <b>16,600,422</b>  |
|  | <b>TOTAL INSTRUCTIONAL ACTIVITY COSTS<br/>AND DIRECT SUPPORT COSTS 5 (3 + 4)</b>  | <b>96,990,728</b>  |
|  | 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         |
|  | <b>TOTAL INDIRECT SUPPORT COSTS 6</b>   | <b>31,824,176</b>  |
|  | <b>TOTAL INSTRUCTIONAL ACTIVITY COSTS AND DIRECT<br/>SUPPORT COSTS AND TOTAL INDIRECT SUPPORT COSTS<br/>(5 + 6) = TOTAL COSTS</b> | <b>128,814,904</b> |
| <b>SUPPORT COSTS ALLOCATION RATES</b>    |   |                    |
| Indirect Support Costs Allocation Rate = | $\frac{\text{Total Indirect Supports Costs (6)}}{\text{Total Instructional Activity Costsand Direct Support Costs (5)}}$          | <b>32.81%</b>      |
| Direct Support Costs Allocation Rate =   | $\frac{\text{Total Direct Support Costs (4)}}{\text{Total Instructional Activity Costs (3)}}$                                     | <b>20.65%</b>      |
| <b>Total Support Cost Allocation</b>     |   | <b>53.46%</b>      |

**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.

**Determination of Bargaining Units and Exclusive Representation**

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

Object Accounts

| (a)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|------------------------------------|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| <b>Bargaining Unit Lists</b><br>Atkinson, Andelson, Loya, Rudd & Romo<br>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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|------------------------------------|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| <b>Contract Proposal</b><br>Atkinson, Andelson, Loya, Rudd & Romo<br>Attorneys                 | \$105.00                           | 0.50                               |                                 |                                  |                             | \$52.50                       |
| <b>District's Proposal</b><br>Arce, Francisco<br>Vice President                                | \$82.44                            | 3.00                               | \$247.32                        |                                  |                             |                               |
| Edelstein, Mark<br>College President   | \$103.67                           | 3.00                               | \$311.01                        |                                  |                             |                               |
| Fuentes, Ernesto<br>Director of Human Resources  | \$82.63                            | 12.00                              | \$991.56                        |                                  |                             |                               |
| <b>Final Contract</b><br>Fuentes, Ernesto<br>Director of Human Resources                       | \$82.63                            | 15.00                              | \$1,239.45                      |                                  |                             |                               |
| Marvel, Greg<br>Vice Chancellor, HR  | \$89.79                            | 48.25                              | \$4,332.37                      |                                  |                             |                               |
| <b>Initial Contract</b><br>Fuentes, Ernesto<br>Director of Human Resources                     | \$82.63                            | 10.00                              | \$826.30                        |                                  |                             |                               |
| <b>Negotiations</b><br>Atkinson,, Andelson, Loya, Rudd & Romo<br>Attorneys                     | \$1.00                             | 50.25                              |                                 |                                  |                             | \$50.25                       |
| <b>Negotiations Preparation</b><br>Atkinson, Andelson, Loya, Rudd & Romo<br>Attorneys          | \$105.00                           | 1.25                               |                                 |                                  |                             | \$131.25                      |
| Atkinson, Andelson, Loya, Rudd & Romo-<br>Attorneys  | \$135.00                           | 42.50                              |                                 |                                  |                             | \$5,737.50                    |
| (05) Total <input type="checkbox"/>  |                                    |                                    | \$7,948.01                      | \$0.00                           | 0.00                        | \$5,971.50                    |

Subtotal  Page: 1 of

|  |                      |
|--|----------------------|
| <b>MANDATED COSTS<br/>COLLECTIVE BARGAINING<br/>COMPONENT/ACTIVITY COST DETAIL</b> | <b>FORM<br/>CB-2</b> |
|--|----------------------|

|  |   |
|--|---|
| (01) Claimant<br>Contra Costa Community College District | (02) Fiscal Year Costs Were Incurred<br>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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|------------------------------------|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| Brelie, Lee<br>CAH Division Chair  | \$26.29                            | 20.50                              | \$538.95                        |                                  |                             |                               |
| Carr, Helen<br>President   | \$110.93                           | 23.00                              | \$2,551.39                      |                                  |                             |                               |
| Cherry, Linda<br>Supervisor  | \$53.41                            | 16.20                              | \$865.24                        |                                  |                             |                               |
| Clow, Tim<br>Director, Student Prog. & Svcs  | \$74.67                            | 19.70                              | \$1,471.00                      |                                  |                             |                               |
| Floyd, Donna<br>Int. Director/Student Programs   | \$66.71                            | 20.50                              | \$1,367.56                      |                                  |                             |                               |
| Franklin, Wendy<br>DSPS Manager  | \$45.33                            | 10.60                              | \$480.50                        |                                  |                             |                               |
| Fuentes, Ernesto<br>Director of Human Resources  | \$82.63                            | 110.00                             | \$9,089.30                      |                                  |                             |                               |
| Gideon, Gloria<br>Division Chair   | \$27.28                            | 17.20                              | \$469.22                        |                                  |                             |                               |
| Hendrickson, John<br>Vice Chancellor- Fin/Admin  | \$90.56                            | 3.50                               | \$316.96                        |                                  |                             |                               |
| Hernandez, Frank<br>Senior Dean  | \$80.47                            | 13.10                              | \$1,054.16                      |                                  |                             |                               |
| Holman, Sandra<br>Director/Instructional Support   | \$74.67                            | 9.90                               | \$739.23                        |                                  |                             |                               |
| Jackson, Shawn<br>Program Manager  | \$60.11                            | 17.20                              | \$1,033.89                      |                                  |                             |                               |
| Keating, Mary<br>Director/College Dev.   | \$58.24                            | 13.90                              | \$809.54                        |                                  |                             |                               |
| Lamb, Susan<br>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 | \$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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost           | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|--|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| Director/Student Programs  |  |                                    |                                 |                                  |                             |                               |
| Maga, Carol<br>Asst. Dean of Instruction   | \$80.47                                      | 5.80                               | \$466.73                        |                                  |                             |                               |
| Magalong, Mariles<br>Director, Business Services   | \$74.67                                      | 17.20                              | \$1,284.32                      |                                  |                             |                               |
| Marvel, Greg<br>Vice Chancellor, HR  | \$89.79                                      | 489.25                             | \$43,929.76                     |                                  |                             |                               |
| Matthews, Michel<br>Director, Student Prog. & Svcs   | \$81.24                                      | 17.20                              | \$1,397.33                      |                                  |                             |                               |
| McCray, Sandi<br>Sr. H.R. Representative   | \$50.54                                      | 1.00                               | \$50.54                         |                                  |                             |                               |
| Mead, Terrill<br>Division Chair  | \$23.84                                      | 20.50                              | \$488.72                        |                                  |                             |                               |
| Moore, Jeanette<br>Director, Admissions & Records  | \$82.44                                      | 17.20                              | \$1,417.97                      |                                  |                             |                               |
| Olson, Dave<br>Police Service Lieutenant   | \$59.20                                      | 16.50                              | \$976.80                        |                                  |                             |                               |
| Packard, Roseanne<br>Director of Nursing   | \$56.12                                      | 9.90                               | \$555.59                        |                                  |                             |                               |
| Poe, Darlene<br>Custodial Manager  | \$43.16                                      | 6.40                               | \$276.22                        |                                  |                             |                               |
| Schwied (Lawrence), Lynda<br>Asst. Dean HS   | \$80.47                                      | 15.70                              | \$1,263.38                      |                                  |                             |                               |
| Tabussi, Stephen<br>Director of Marketing  | \$52.64                                      | 2.50                               | \$131.60                        |                                  |                             |                               |
| Taylor, Jim<br>Buildings & Grounds Mgr.  | \$65.06                                      | 7.30                               | \$474.94                        |                                  |                             |                               |
| Tran-Colvin, Phung<br>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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|------------------------------------|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| Wade, John<br>Athletic Director  | \$55.35                            | 20.50                              | \$1,134.68                      |                                  |                             |                               |
| Walsh, Janis<br>Bookstore Mgr  | \$61.19                            | 17.40                              | \$1,064.71                      |                                  |                             |                               |
| Watkins, Randy<br>Sr. Dean   | \$71.09                            | 16.40                              | \$1,165.88                      |                                  |                             |                               |
| Weston, Ron<br>Division Chair/Social Sci.  | \$26.29                            | 20.50                              | \$538.95                        |                                  |                             |                               |
| Williams, McKinley<br>Dean of College  | \$88.84                            | 19.70                              | \$1,750.15                      |                                  |                             |                               |
| <b>Negotiations Subject Committee</b>  |                                    |                                    |                                 |                                  |                             |                               |
| Frank, Dan<br>Sr. HR Representative  | \$48.17                            | 1.50                               | \$72.26                         |                                  |                             |                               |
| Hendrickson, John<br>Vice Chancellor- Fin/Admin  | \$90.56                            | 1.50                               | \$135.84                        |                                  |                             |                               |
| Huff, Gene<br>Principal HR Representative  | \$58.48                            | 1.50                               | \$87.72                         |                                  |                             |                               |
| Marvel, Greg<br>Vice Chancellor, HR  | \$89.79                            | 0.50                               | \$44.90                         |                                  |                             |                               |
| Roberts, Doug<br>Comptroller   | \$74.67                            | 1.50                               | \$112.01                        |                                  |                             |                               |
| Rosales, Linda<br>Director/Payroll   | \$74.67                            | 1.50                               | \$112.01                        |                                  |                             |                               |
| <b>Negotiations-At Table</b>   |                                    |                                    |                                 |                                  |                             |                               |
| Cutler, Bruce<br>Director, Business Services   | \$77.35                            | 63.80                              | \$4,934.93                      |                                  |                             |                               |
| Fuentes, Ernesto<br>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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|------------------------------------|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| Killings, Denise<br>Executive Asst.  | \$39.76                            | 5.00                               | \$198.80                        |                                  |                             |                               |
| Livingston, Richard<br>Senior Dean   | \$86.61                            | 39.50                              | \$3,421.10                      |                                  |                             |                               |
| Maga, Carol<br>Asst. Dean of Instruction   | \$80.47                            | 25.50                              | \$2,051.99                      |                                  |                             |                               |
| Marvel, Greg<br>Vice Chancellor, HR  | \$89.79                            | 413.00                             | \$37,083.27                     |                                  |                             |                               |
| McCray, Sandi<br>Sr. H.R. Representative   | \$50.54                            | 61.30                              | \$3,098.10                      |                                  |                             |                               |
| Moore, Jeanette<br>Director, Admissions & Records  | \$82.44                            | 45.00                              | \$3,709.80                      |                                  |                             |                               |
| Roberts, Doug<br>Comptroller   | \$74.67                            | 23.50                              | \$1,754.75                      |                                  |                             |                               |
| Shell, Stacy<br>HR Representative  | \$35.36                            | 5.00                               | \$176.80                        |                                  |                             |                               |
| Shimada, Juanita<br>HR Representative  | \$38.99                            | 5.00                               | \$194.95                        |                                  |                             |                               |
| White, Robbie<br>District HR Secretary   | \$32.83                            | 5.00                               | \$164.15                        |                                  |                             |                               |
| Williams, Penny<br>Admin. Secretary  | \$29.11                            | 81.80                              | \$2,381.20                      |                                  |                             |                               |
| <b>Public Hearings - Certificated</b><br>Atkinson, Andelson, Loya, Rudd & Romo-<br>Attorneys   | \$135.00                           | 2.00                               |                                 |                                  |                             | \$270.00                      |
| <b>Reclassification studies</b><br>Fuentes, Ernesto<br>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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|------------------------------------|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| Marvel, Greg<br>Vice Chancellor, HR  | \$89.79                            | 7.00                               | \$628.53                        |                                  |                             |                               |
| <b>Subject Committee</b>   |                                    |                                    |                                 |                                  |                             |                               |
| Atkinson, Andelson, Loya, Rudd & Romo<br>Attorneys   | \$105.00                           | 11.25                              |                                 |                                  |                             | \$1,181.25                    |
| Atkinson, Andelson, Loya, Rudd & Romo-<br>Attorneys  | \$135.00                           | 2.75                               |                                 |                                  |                             | \$371.25                      |
| Itzko, Charlie<br>Payroll/Technical Expert   | \$25.00                            | 30.40                              | \$760.00                        |                                  |                             |                               |
| McCray, Sandi<br>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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|------------------------------------|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| <b>Factfinding</b>   |                                    |                                    |                                 |                                  |                             |                               |
| Atkinson, Andelson, Loya, Rudd & Romo-<br>Attorneys  | \$135.00                           | 0.50                               |                                 |                                  |                             | \$67.50                       |
| Marvel, Greg<br>Vice Chancellor, HR  | \$89.79                            | 61.80                              | \$5,549.02                      |                                  |                             |                               |
| <b>Mediation</b>   |                                    |                                    |                                 |                                  |                             |                               |
| Atkinson, Andelson, Loya, Rudd & Romo-<br>Attorneys  | \$135.00                           | 0.75                               |                                 |                                  |                             | \$101.25                      |
| Marvel, Greg<br>Vice Chancellor, HR  | \$89.79                            | 50.25                              | \$4,511.95                      |                                  |                             |                               |

(05) Total  Subtotal  Page: 1 of 1

\$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

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**Contract Administration**

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

Object Accounts

| (a)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|------------------------------------|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| <b>Contract Administration Committee</b>   |                                    |                                    |                                 |                                  |                             |                               |
| Marvel, Greg<br>Vice Chancellor, HR  | \$89.79                            | 121.75                             | \$10,931.93                     |                                  |                             |                               |
| <b>Contract Interpretation</b>   |                                    |                                    |                                 |                                  |                             |                               |
| Atkinson, Andelson, Loya, Rudd & Romo<br>Attorneys   | \$105.00                           | 14.75                              |                                 |                                  |                             | \$1,548.75                    |
| Atkinson, Andelson, Loya, Rudd & Romo-<br>Attorneys  | \$135.00                           | 31.75                              |                                 |                                  |                             | \$4,286.25                    |
| Cutler, Bruce<br>Director, Business Services   | \$77.35                            | 3.60                               | \$278.46                        |                                  |                             |                               |
| Dogan, Ozzie<br>Central Services   | \$64.29                            | 0.30                               | \$19.29                         |                                  |                             |                               |
| Hendrickson, John<br>Vice Chancellor- Fin/Admin  | \$90.56                            | 7.60                               | \$688.26                        |                                  |                             |                               |
| Killings, Denise<br>Executive Asst.  | \$39.76                            | 3.00                               | \$119.28                        |                                  |                             |                               |
| Leivas, Chris<br>Director/Business Svcs.   | \$79.26                            | 3.10                               | \$245.71                        |                                  |                             |                               |
| Littman, Les<br>Director/Purchasing  | \$64.29                            | 2.90                               | \$186.44                        |                                  |                             |                               |
| Magalong, Mariles<br>Director, Business Services   | \$74.67                            | 1.90                               | \$141.87                        |                                  |                             |                               |
| Marvel, Greg<br>Vice Chancellor, HR  | \$89.79                            | 8.80                               | \$790.15                        |                                  |                             |                               |
| McCray, Sandi<br>Sr. H.R. Representative   | \$50.54                            | 0.75                               | \$37.91                         |                                  |                             |                               |
| Roberts, Doug<br>Comptroller   | \$74.67                            | 2.80                               | \$209.08                        |                                  |                             |                               |
| (05) Total <input type="checkbox"/>  |                                    |                                    | \$13,648.37                     | \$0.00                           | 0.00                        | \$5,835.00                    |
| Subtotal <input checked="" type="checkbox"/>   |                                    |                                    |                                 |                                  |                             |                               |

**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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|------------------------------------|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| Rosales, Linda<br>Director/Payroll   | \$74.67                            | 7.30                               | \$545.09                        |                                  |                             |                               |
| Strangfeld, Ken<br>Chief Accountant  | \$55.35                            | 3.40                               | \$188.19                        |                                  |                             |                               |
| <b>Grievances</b>  |                                    |                                    |                                 |                                  |                             |                               |
| Arce, Francisco<br>Vice President  | \$82.44                            | 0.50                               | \$41.22                         |                                  |                             |                               |
| Atkinson, Andelson, Loya, Rudd & Romo-<br>Attorneys  | \$135.00                           | 20.95                              |                                 |                                  |                             | \$2,828.25                    |
| Couser, Richard<br>Chief/District Police   | \$60.66                            | 0.50                               | \$30.33                         |                                  |                             |                               |
| Fuentes, Ernesto<br>Director of Human Resources  | \$82.63                            | 49.00                              | \$4,048.87                      |                                  |                             |                               |
| Marvel, Greg<br>Vice Chancellor, HR  | \$89.79                            | 278.80                             | \$25,033.45                     |                                  |                             |                               |
| McCray, Sandi<br>Sr. H.R. Representative   | \$50.54                            | 1.05                               | \$53.07                         |                                  |                             |                               |
| <b>Tenure Grievance</b>  |                                    |                                    |                                 |                                  |                             |                               |
| Marvel, Greg<br>Vice Chancellor, HR  | \$89.79                            | 62.50                              | \$5,611.88                      |                                  |                             |                               |
| <b>Title 5 Complaints</b>  |                                    |                                    |                                 |                                  |                             |                               |
| Atkinson, Andelson, Loya, Rudd & Romo-<br>Attorneys  | \$135.00                           | 136.25                             |                                 |                                  |                             | \$18,393.75                   |
| Fuentes, Ernesto<br>Director of Human Resources  | \$82.63                            | 12.00                              | \$991.56                        |                                  |                             |                               |
| McCray, Sandi<br>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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost           | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|--|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| <b>Training Session</b>  |  |                                    |                                 |                                  |                             |                               |
| Armstrong, Terry<br>Sr. Dean   | \$69.35                                      | 3.00                               | \$208.05                        |                                  |                             |                               |
| Brelie, Lee<br>CAH Division Chair  | \$26.29                                      | 4.00                               | \$105.16                        |                                  |                             |                               |
| Campen, Anton<br>Buildings & Grounds   | \$62.74                                      | 3.00                               | \$188.22                        |                                  |                             |                               |
| Carr, Helen<br>President   | \$110.93                                     | 1.00                               | \$110.93                        |                                  |                             |                               |
| Clow, Tim<br>Director, Student Prog. & Svcs  | \$74.67                                      | 4.00                               | \$298.68                        |                                  |                             |                               |
| Cutler, Bruce<br>Director, Business Services   | \$77.35                                      | 6.50                               | \$502.78                        |                                  |                             |                               |
| Dalrymple, William<br>Asst. Comptroller  | \$56.12                                      | 3.00                               | \$168.36                        |                                  |                             |                               |
| Dogan, Ozzie<br>Central Services   | \$64.29                                      | 3.00                               | \$192.87                        |                                  |                             |                               |
| Flaggs, Jackie<br>Admin Analyst  | \$44.43                                      | 3.00                               | \$133.29                        |                                  |                             |                               |
| Floyd, Donna<br>Int. Director/Student Programs   | \$66.71                                      | 4.00                               | \$266.84                        |                                  |                             |                               |
| Franklin, Wendy<br>DSPS Manager  | \$45.33                                      | 1.00                               | \$45.33                         |                                  |                             |                               |
| Fuentes, Ernesto<br>Director of Human Resources  | \$82.63                                      | 85.00                              | \$7,023.55                      |                                  |                             |                               |
| Garcia, Peter<br>Vice President  | \$91.06                                      | 3.00                               | \$273.18                        |                                  |                             |                               |
| Gideon, Gloria<br>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

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**Contract Administration**

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

Object Accounts

| (a)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost           | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|--|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| Hendrickson, John<br>Vice Chancellor- Fin/Admin  | \$90.56                                      | 3.00                               | \$271.68                        |                                  |                             |                               |
| Henry, Dan<br>Executive Dean   | \$91.06                                      | 3.00                               | \$273.18                        |                                  |                             |                               |
| Hernandez, Frank<br>Senior Dean  | \$80.47                                      | 4.00                               | \$321.88                        |                                  |                             |                               |
| Holman, Sandra<br>Director/Instructional Support   | \$74.67                                      | 4.00                               | \$298.68                        |                                  |                             |                               |
| Jackson, Shawn<br>Program Manager  | \$60.11                                      | 1.00                               | \$60.11                         |                                  |                             |                               |
| Keating, Mary<br>Director/College Dev.   | \$58.24                                      | 3.00                               | \$174.72                        |                                  |                             |                               |
| Killings, Denise<br>Executive Asst.  | \$39.76                                      | 3.50                               | \$139.16                        |                                  |                             |                               |
| Lamb, Susan<br>Division Chair  | \$31.54                                      | 1.00                               | \$31.54                         |                                  |                             |                               |
| Leadon, Patricia<br>Director/Student Programs  | \$58.69                                      | 1.00                               | \$58.69                         |                                  |                             |                               |
| Leivas, Chris<br>Director/Business Svcs.   | \$79.26                                      | 6.00                               | \$475.56                        |                                  |                             |                               |
| Littman, Les<br>Director/Purchasing  | \$64.29                                      | 3.00                               | \$192.87                        |                                  |                             |                               |
| Livingston, Richard<br>Senior Dean   | \$86.61                                      | 3.00                               | \$259.83                        |                                  |                             |                               |
| Magalong, Mariles<br>Director, Business Services   | \$74.67                                      | 7.50                               | \$560.03                        |                                  |                             |                               |
| Magnaghi, Mary Anne<br>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

Contra Costa Community College District

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2001-2002

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**Contract Administration**

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

Object Accounts

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

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

Object Accounts

| (a)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|------------------------------------|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| College President  |                                    |                                    |                                 |                                  |                             |                               |
| Rosales, Linda<br>Director/Payroll   | \$74.67                            | 3.00                               | \$224.01                        |                                  |                             |                               |
| Schwied (Lawrence), Lynda<br>Asst. Dean HS   | \$80.47                            | 4.00                               | \$321.88                        |                                  |                             |                               |
| Scott-Summers, Diane<br>Dean of Student Services   | \$96.41                            | 3.00                               | \$289.23                        |                                  |                             |                               |
| Seaberry, Ben<br>Dean of Technology  | \$74.67                            | 3.00                               | \$224.01                        |                                  |                             |                               |
| Shell, Stacy<br>HR Representative  | \$35.36                            | 3.50                               | \$123.76                        |                                  |                             |                               |
| Shimada, Juanita<br>HR Representative  | \$38.99                            | 3.50                               | \$136.47                        |                                  |                             |                               |
| Shoaff, Terry<br>Vice President  | \$94.12                            | 3.00                               | \$282.36                        |                                  |                             |                               |
| Skapura, Bob<br>SR Dean  | \$80.47                            | 3.00                               | \$241.41                        |                                  |                             |                               |
| Skeen, Esther<br>Police Services Lieutenant  | \$60.66                            | 3.00                               | \$181.98                        |                                  |                             |                               |
| Strangfeld, Ken<br>Chief Accountant  | \$55.35                            | 3.00                               | \$166.05                        |                                  |                             |                               |
| Summers, Cheryl<br>Sr. Executive Asst.   | \$47.41                            | 3.00                               | \$142.23                        |                                  |                             |                               |
| Taylor, Jim<br>Buildings & Grounds Mgr.  | \$65.06                            | 4.00                               | \$260.24                        |                                  |                             |                               |
| Torres, Felipe<br>Director, Special Prog. Svcs.  | \$78.50                            | 3.00                               | \$235.50                        |                                  |                             |                               |
| Valenzuela, Eileen<br>Principal Admin Analyst  | \$59.82                            | 3.00                               | \$179.46                        |                                  |                             |                               |
| (05) Total <input type="checkbox"/>  |                                    |                                    | \$3,319.60                      | \$0.00                           | 0.00                        | \$0.00                        |

Subtotal  Page: 6 of



**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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost           | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|--|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| Wade, John<br>Athletic Director  | \$55.35                                      | 1.00                               | \$55.35                         |                                  |                             |                               |
| Walsh, Janis<br>Bookstore Mgr  | \$61.19                                      | 4.00                               | \$244.76                        |                                  |                             |                               |
| Walton-Woodson, Catherine<br>Counseling Ofc. Supervisor  | \$32.32                                      | 3.00                               | \$96.96                         |                                  |                             |                               |
| Watkins, Randy<br>Sr. Dean   | \$71.09                                      | 3.00                               | \$213.27                        |                                  |                             |                               |
| Weston, Ron<br>Division Chair/Social Sci.  | \$26.29                                      | 3.00                               | \$78.87                         |                                  |                             |                               |
| White, Robbie<br>District HR Secretary   | \$32.83                                      | 3.50                               | \$114.91                        |                                  |                             |                               |
| Williams, McKinley<br>Dean of College  | \$88.84                                      | 3.00                               | \$266.52                        |                                  |                             |                               |
| (05) Total <input type="checkbox"/>  | Subtotal <input checked="" type="checkbox"/> | Page: 7 of                         | \$1,250.10                      | \$0.00                           | 0.00                        | \$0.00                        |

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

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

|   |         |
|---|---------|
| Arce, Francisco - Vice President<br>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<br>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<br>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<br>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<br>Contracted Service | \$1.00 |
|--|--------|

| <u>Date</u> | <u>Hours</u>  | <u>Salary</u> | <u>Materials</u> | <u>Contracted Component</u> | <u>Activity</u>      |
|-------------|---|---------------|------------------|-----------------------------|----------------------|
| 1/1/02      | 50.25   | \$0.00        | \$0.00           | \$50.25                     | Cost of 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<br>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    |
|             | Time spent in meetings in preparation for negotiations |                 |                  |                             |                         |
| 1/1/02      | 4.00   | \$105.16        | \$0.00           | \$0.00                      | Contract Administration |
|             | Training on the contract                               |                 |                  |                             |                         |
|             | <u>24.50</u>   | <u>\$644.11</u> | <u>\$0.00</u>    | <u>\$0.00</u>               |                         |

|  |         |
|--|---------|
| Campan, Anton - Buildings & Grounds<br>Salaried Employee | \$62.74 |
|--|---------|

| <u>Date</u> | <u>Hours</u>                           | <u>Salary</u>   | <u>Materials</u> | <u>Contracted Component</u> | <u>Activity</u>         |
|-------------|--|-----------------|------------------|-----------------------------|-------------------------|
| 1/1/02      | 3.00                                   | \$188.22        | \$0.00           | \$0.00                      | Contract Administration |
|             | 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<br>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<br>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<br>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<br>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<br>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**

|        |  |              |                   |               |               |                         |                       |
|--------|--|--------------|-------------------|---------------|---------------|-------------------------|-----------------------|
| 1/1/02 | Time spent in contract interpretation  | 6.50         | \$502.78          | \$0.00        | \$0.00        | Contract Administration | Training Session      |
| 1/1/02 | Time spent in training on the contract | 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<br>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 |
|             | Time spent in training on the contract |                 |                  |                             | Training Session        |
|             | <u>3.00</u>                            | <u>\$168.36</u> | <u>\$0.00</u>    | <u>\$0.00</u>               |                         |

|  |         |
|--|---------|
| Dogan, Ozzie - Central Services<br>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 |
|             | Time spent in contract interpretation  |                 |                  |                             | Contract Interpretation |
| 1/1/02      | 3.00                                   | \$192.87        | \$0.00           | \$0.00                      | Contract Administration |
|             | Time spent in training on the contract |                 |                  |                             | Training Session        |
|             | <u>3.30</u>                            | <u>\$212.16</u> | <u>\$0.00</u>    | <u>\$0.00</u>               |                         |

|  |          |
|--|----------|
| Edelstein, Mark - College President<br>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 |
|             | Development of contract proposal. |                 |                  |                             | District's Proposal  |
|             | <u>3.00</u>                       | <u>\$311.01</u> | <u>\$0.00</u>    | <u>\$0.00</u>               |                      |

|   |         |
|---|---------|
| Flaggs, Jackie - Admin Analyst<br>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 |
|             | Time spent in training on the contract |                 |                  |                             | Training Session        |
|             | <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<br>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<br>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<br>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<br>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.<br>12.00 | \$991.56           | \$0.00        | \$0.00        | Cost of Negotiations    | District's Proposal      |
| 1/1/02 | Planning/preparation for negotiations.<br>48.00 | \$3,966.24         | \$0.00        | \$0.00        | Cost of Negotiations    | Reclassification studies |
| 1/1/02 | Planning/preparation for negotiations.<br>12.00 | \$991.56           | \$0.00        | \$0.00        | Contract Administration | Title 5 Complaints       |
| 1/1/02 | Title 5 grievances<br>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<br>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 |
|             | 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<br>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 |
|             | Time spent in training on the contract                 |                 |                  |                             |                         |
| 1/1/02      | 17.20  | \$469.22        | \$0.00           | \$0.00                      | Cost of Negotiations    |
|             | 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<br>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 |
|             | Time spent in training on the contract       |               |                  |                             |                         |
| 1/1/02      | 3.60   | \$326.02      | \$0.00           | \$0.00                      | Contract Administration |
|             | Time spent in contract interpretation        |               |                  |                             |                         |
| 3/1/02      | 1.50   | \$135.84      | \$0.00           | \$0.00                      | Cost of Negotiations    |
|             | Time spent in negotiations preparation       |               |                  |                             |                         |
| 4/16/02     | 4.00   | \$362.24      | \$0.00           | \$0.00                      | Contract Administration |
|             | Time spent in contract interpretation        |               |                  |                             |                         |
| 5/23/02     | 1.50   | \$135.84      | \$0.00           | \$0.00                      | Cost of Negotiations    |
|             | Time spent in negotiations subject committee |               |                  |                             |                         |
| 6/17/02     | 2.00   | \$181.12      | \$0.00           | \$0.00                      | Cost of Negotiations    |



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

|   |            |        |        |
|---|------------|--------|--------|
| <u>Time spent in negotiations preparation</u> |            |        |        |
| 15.60   | \$1,412.74 | \$0.00 | \$0.00 |

|  |         |
|--|---------|
| Henry, Dan - Executive Dean<br>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 |
|             | <u>Time spent in training on the contract</u> |               |                  |                                |                  |
|             | 3.00  | \$273.18      | \$0.00           | \$0.00                         |                  |

|   |         |
|---|---------|
| Hernandez, Frank - Senior Dean<br>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 |
|             | <u>Time spent in meetings in preparation for negotiations</u> |               |                  |                                |                          |
| 1/1/02      | 4.00  | \$321.88      | \$0.00           | \$0.00 Contract Administration | Training Session         |
|             | <u>Time spent in training on the contract</u>                 |               |                  |                                |                          |
|             | 17.10   | \$1,376.04    | \$0.00           | \$0.00                         |                          |

|  |         |
|--|---------|
| Holman, Sandra - Director/Instructional Support<br>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         |
|             | <u>Time spent in training on the contract</u>                 |               |                  |                                |                          |
| 1/1/02      | 9.90  | \$739.23      | \$0.00           | \$0.00 Cost of Negotiations    | Negotiations Preparation |
|             | <u>Time spent in meetings in preparation for negotiations</u> |               |                  |                                |                          |
|             | 13.90   | \$1,037.91    | \$0.00           | \$0.00                         |                          |

|   |         |
|---|---------|
| Huff, Gene - Principal HR Representative<br>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 |
|             | <u>Time spent in negotiations subject committee</u> |               |                  |                             |                             |
|             | 1.50  | \$87.72       | \$0.00           | \$0.00                      |                             |

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

|  |         |
|--|---------|
| Itzko, Charlie - Payroll/Technical Expert<br>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 |                 |                  |                             |                   |
|             | <u>30.40</u>   | <u>\$760.00</u> | <u>\$0.00</u>    | <u>\$0.00</u>               |                   |

|   |         |
|---|---------|
| Jackson, Shawn - Program Manager<br>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 |                   |                  |                                |                          |
|             | <u>18.20</u>   | <u>\$1,094.00</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |                          |

|  |         |
|--|---------|
| Keating, Mary - Director/College Dev.<br>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                 |                 |                  |                                |                          |
|             | <u>16.90</u>   | <u>\$984.26</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |                          |

|   |         |
|---|---------|
| Killings, Denise - Executive Asst.<br>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 |                 |                  |                                |                         |
|             | <u>11.50</u>                           | <u>\$457.24</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |                         |

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

|   |         |
|---|---------|
| Lamb, Susan - Division Chair<br>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                 |
|             | <u>21.50</u> | <u>\$678.11</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |  |

|   |         |
|---|---------|
| Leadon, Patricia - Director/Student Programs<br>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                 |
|             | <u>14.70</u> | <u>\$862.74</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |  |

|  |         |
|--|---------|
| Leivas, Chris - Director/Business Svcs.<br>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  |
|             | <u>9.10</u>  | <u>\$721.27</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |  |

|   |         |
|---|---------|
| Littman, Les - Director/Purchasing<br>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 |
|             | <u>5.90</u>  | <u>\$379.31</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |  |

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

|  |         |
|--|---------|
| Livingston, Richard - Senior Dean<br>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<br>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<br>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.<br>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<br>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<br>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 |
|             | <u>21.20</u> | <u>\$1,722.29</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |  |

|  |         |
|--|---------|
| McCray, Sandi - Sr. H.R. Representative<br>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          |
|             | <u>72.55</u> | <u>\$3,666.68</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |  |

|   |         |
|---|---------|
| McDonald, Bill - Bookstore Mgr<br>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 |
|             | <u>3.00</u>  | <u>\$156.72</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |  |

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

|   |         |
|---|---------|
| Mead, Terrill - Division Chair<br>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<br>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<br>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 -<br>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 Agree | 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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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                 |                 |                  |                                |                       |
|             | <u>8.50</u>                            | <u>\$300.56</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |                       |

|   |         |
|---|---------|
| Shimada, Juanita - HR Representative<br>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                 |                 |                  |                                |                       |
|             | <u>8.50</u>                            | <u>\$331.42</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |                       |

|   |         |
|---|---------|
| Shoaff, Terry - Vice President<br>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 |                 |                  |                                |                  |
|             | <u>3.00</u>                            | <u>\$282.36</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |                  |

|   |         |
|---|---------|
| Skapura, Bob - SR Dean<br>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 |                 |                  |                                |                  |
|             | <u>3.00</u>                            | <u>\$241.41</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |                  |

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

|   |         |
|---|---------|
| Skeen, Esther - Police Services Lieutenant<br>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<br>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.<br>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<br>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.<br>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.<br>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 |
|             | Time spent in training on the contract |                 |                  |                                |                  |
|             | <u>3.00</u>                            | <u>\$235.50</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |                  |

|  |         |
|--|---------|
| Tran-Colvin, Phung - Supervisor<br>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 |
|             | Time spent in meetings in preparation for negotiations |                 |                  |                             |                          |
|             | <u>3.30</u>  | <u>\$139.59</u> | <u>\$0.00</u>    | <u>\$0.00</u>               |                          |

|   |         |
|---|---------|
| Valenzuela, Eileen - Principal Admin Analyst<br>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 |
|             | Time spent in training on the contract |                 |                  |                                |                  |
|             | <u>3.00</u>                            | <u>\$179.46</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |                  |

|   |         |
|---|---------|
| Wade, John - Athletic Director<br>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         |
|             | Time spent in training on the contract                 |                   |                  |                                |                          |
| 1/1/02      | 20.50  | \$1,134.68        | \$0.00           | \$0.00 Cost of Negotiations    | Negotiations Preparation |
|             | Time spent in meetings in preparation for negotiations |                   |                  |                                |                          |
|             | <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<br>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                 |
|             | <u>21.40</u> | <u>\$1,309.47</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |  |

|   |         |
|---|---------|
| Walton-Woodson, Catherine - Counseling Ofc. Supervisor<br>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 |
|             | <u>3.00</u>  | <u>\$96.96</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |  |

|  |         |
|--|---------|
| Watkins, Randy - Sr. Dean<br>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 |
|             | <u>19.40</u> | <u>\$1,379.15</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |  |

|   |         |
|---|---------|
| Weston, Ron - Division Chair/Social Sci.<br>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                 |
|             | <u>23.50</u> | <u>\$617.82</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |  |

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

|  |         |
|--|---------|
| White, Robbie - District HR Secretary<br>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<br>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<br>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 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          |  |             |  |             |  |              |             |
| 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         |                                     |               |                     |                     |    |    |             |                |    |             |                                |              |      | 0.50        |            |             |  |             |  |             |  |              |             |
|              | 7.20         |                                     |               |                     |                     |    |    |             |                |    |             |                                |              |      | 0.50        |            |             |  |             |  |             |  |              |             |
|              | 7.31         | Marvel, Gregg                       | 0.50          |                     |                     |    |    |             |                |    |             |                                |              |      |             |            |             |  |             |  |             |  |              |             |
| 8.31.01      | 8.14         | Marvel, Gregg                       | 0.50          |                     |                     |    |    |             |                |    | 0.50        |                                |              |      |             |            |             |  |             |  |             |  |              |             |
|              | 8.15         |                                     |               |                     |                     |    |    |             |                |    | 0.25        |                                |              |      |             |            |             |  |             |  |             |  |              |             |
|              | 8.15         |                                     |               |                     |                     |    |    |             |                |    |             |                                |              |      |             |            |             |  |             |  |             |  |              |             |
|              | 8.20         |                                     |               |                     |                     |    |    | 0.50        |                |    |             |                                |              |      |             |            |             |  |             |  |             |  |              |             |
|              | 8.20         |                                     |               |                     |                     |    |    |             |                |    |             |                                |              |      |             |            |             |  |             |  |             |  |              |             |
|              | 8.21         |                                     |               |                     |                     |    |    |             |                |    |             |                                |              |      |             |            |             |  |             |  |             |  |              |             |
|              | 9.25         |                                     |               |                     |                     |    |    |             |                |    |             |                                |              | 0.25 |             |            |             |  |             |  |             |  |              |             |
| 9.30.01      | 9.26         |                                     |               |                     |                     |    |    |             |                |    |             |                                |              | 0.75 |             |            |             |  |             |  |             |  |              |             |
|              | 9.26         |                                     |               |                     |                     |    |    |             |                |    |             |                                |              | 0.25 |             |            |             |  |             |  |             |  |              |             |
|              | 9.28         |                                     |               |                     |                     |    |    |             |                |    |             |                                |              | 0.25 |             |            |             |  |             |  |             |  |              |             |
| 10.31.01     | 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          |                     |                     |    |    |             |                |    |             |                                |              |      |             |            |             |  |             |  |             |  |              |             |
|              | 10.12        | Marvel, Gregg                       | 0.25          |                     |                     |    |    |             |                |    |             |                                |              |      |             |            |             |  |             |  |             |  |              |             |
|              | 10.19        |                                     |               |                     |                     |    |    |             |                |    |             |                                |              |      |             |            |             |  |             |  |             |  |              |             |
|              |              | <b>Total Attorney Time \$105p/h</b> |               | <b>0.25</b>         |                     |    |    | <b>0.50</b> |                |    | <b>1.25</b> |                                | <b>11.25</b> |      | <b>0.00</b> |            | <b>0.00</b> |  | <b>1.25</b> |  | <b>0.00</b> |  | <b>14.75</b> | <b>0.00</b> |
| 11.30.01     | 11.20        |                                     |               |                     |                     |    |    |             |                |    |             |                                |              |      |             |            |             |  |             |  |             |  |              |             |



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 | 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          |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 11.28        | Marvel, Gregg    | 0.25          |                  |                     |    |      | 0.25 |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 11.30        |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 11.30        |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 11.13        | McCray, Sandi    | 0.25          |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
| 12.31.01     | 11.30        |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 11.30        |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 12.10        |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 12.11        |                  |               |                  |                     |    |      | 0.50 |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 12.12        |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 12.13        |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
| 1.31.02      | 1.7          | Couser, Richard  | 0.50          |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 1.7          | Marvel, Gregg    | 0.30          |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 1.7          |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 1.8          |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 1.9          |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 1.9          |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 1.11         |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 1.15         | Arce, Francisco  | 0.50          |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 1.16         |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 1.16         |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 1.17         |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 1.17         | McCray, Sandi    | 0.30          |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 1.18         |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 1.21         |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 1.23         |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 1.24         |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 1.25         |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 1.30         |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
| 2.28.02      | 2.1          | Marvel, Gregg    | 0.25          |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |
|              | 2.2          |                  |               |                  |                     |    |      |      |       |    |                |    |     |                                |    |    |  |            |  |  |  |  |  |

**Contra Costa Community College District**  
 Collective Bargaining  
 FY 2001-2002  
 Summary of Reimbursable Legal Services  
 Atkinson, Andelson, Loya, Ruddy & Romano

| 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   |      |
|              | 2.3          |                  |               |                     |                     |    |    |      |                |      |    |                                |     |          |            | 1.50 |      |
|              | 2.4          |                  |               |                     |                     |    |    |      |                |      |    |                                |     |          |            | 1.00 |      |
|              | 2.5          | Marvel, Gregg    | 0.25          |                     |                     |    |    | 0.25 |                |      |    |                                |     |          |            | 0.25 |      |
|              | 2.7          | McCray, Sandi    | 0.25          |                     |                     |    |    | 1.00 |                |      |    |                                |     |          |            |      |      |
|              | 2.11         |                  |               |                     |                     |    |    |      |                |      |    |                                |     |          |            |      |      |
|              | 2.12         |                  |               |                     |                     |    |    |      |                |      |    |                                |     |          |            |      |      |
|              | 2.12         | Marvel, Gregg    | 0.50          |                     |                     |    |    |      |                | 0.50 |    |                                |     |          |            |      |      |
|              | 2.12         |                  |               |                     |                     |    |    |      |                | 0.25 |    |                                |     |          |            |      |      |
|              | 2.21         | Marvel, Gregg    | 0.50          |                     |                     |    |    |      |                |      |    |                                |     |          |            |      |      |
|              | 2.27         | Marvel, Gregg    | 0.25          |                     |                     |    |    | 0.25 |                |      |    |                                |     | 0.50     |            |      |      |
|              | 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 |

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|--------------|--------------|------------------|---------------|------------------|--|---------------------|----|------|----|-------|----------------|----|----|-----|--------------------------------|----|----|----|------------|------|------|-------|--|------|--|
|              |              |                  |               | BU               |  | KA                  | PH | NP   | NC | Costs | FP             | MP | AG | AT5 | AGT                            | AI | UP | 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 |    |       |                |    |    |     |                                |    |    |    |            |      | 0.25 |       |  |      |  |
|              | 4.9          |                  |               |                  |  |                     |    |      |    |       |                |    |    |     |                                |    |    |    |            |      |      |       |  |      |  |
|              | 4.10         | Marvel, Gregg    | 0.75          |                  |  |                     |    | 0.75 |    |       |                |    |    |     |                                |    |    |    |            |      |      |       |  | 0.25 |  |
|              | 4.10         |                  |               |                  |  |                     |    |      |    |       |                |    |    |     |                                |    |    |    |            |      | 0.50 |       |  |      |  |
|              | 4.10         |                  |               |                  |  |                     |    |      |    |       |                |    |    |     |                                |    |    |    |            |      |      |       |  |      |  |
|              | 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 |    |       |                |    |    |     |                                |    |    |    |            |      | 0.25 |       |  |      |  |
|              | 4.19         |                  |               |                  |  |                     |    |      |    |       |                |    |    |     |                                |    |    |    |            |      |      |       |  |      |  |
|              | 4.19         |                  |               |                  |  |                     |    | 0.50 |    |       |                |    |    |     |                                |    |    |    |            |      |      |       |  |      |  |
|              | 4.19         |                  |               |                  |  |                     |    | 0.50 |    |       |                |    |    |     |                                |    |    |    |            |      |      |       |  |      |  |
|              | 4.24         |                  |               |                  |  |                     |    | 0.25 |    |       |                |    |    |     |                                |    |    |    |            |      |      |       |  |      |  |
|              | 4.24         | McCray, Sandi    | 0.25          |                  |  |                     |    | 1.25 |    |       |                |    |    |     |                                |    |    |    |            |      |      |       |  |      |  |
|              | 4.29         |                  |               |                  |  |                     |    |      |    |       |                |    |    |     |                                |    |    |    |            |      |      |       |  |      |  |
|              |              | McCray, Sandi    | 0.90          |                  |  |                     |    |      |    |       |                |    |    |     |                                |    |    |    |            |      |      | 59.75 |  |      |  |
| 5.31.02      | 5.1          |                  |               |                  |  |                     |    | 2.00 |    |       |                |    |    |     |                                |    |    |    |            |      |      |       |  |      |  |
|              | 5.3          |                  |               |                  |  |                     |    |      |    |       |                |    |    |     |                                |    |    |    |            |      |      |       |  |      |  |
|              | 5.3          |                  |               |                  |  |                     |    | 0.25 |    |       |                |    |    |     |                                |    |    |    |            |      |      |       |  |      |  |
|              | 5.3          | McCray, Sandi    | 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         |                  |               |                  |  |                     |    |      |    |       |                |    |    |     |                                |    |    |    |            |      |      |       |  |      |  |
|              | 5.23         |                  |               |                  |  |                     |    | 0.25 |    |       |                |    |    |     |                                |    |    |    |            |      |      |       |  |      |  |
|              | 5.31         |                  |               |                  |  |                     |    |      |    |       |                |    |    |     |                                |    |    |    |            |      |      |       |  |      |  |
|              | 5.31         | Marvel, Gregg    | 0.25          |                  |  |                     |    |      |    |       |                |    |    |     |                                |    |    |    |            |      | 0.25 |       |  |      |  |
|              | 5.31         |                  |               |                  |  |                     |    |      |    |       |                |    |    |     |                                |    |    |    |            |      | 0.25 |       |  |      |  |
|              | 5.1          |                  |               |                  |  |                     |    |      |    |       |                |    |    |     |                                |    |    |    |            |      | 0.25 |       |  |      |  |

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| Billing Date | Service Date | Employee Contact | Employee Time | Comp 1    |    | Comp 3 |    |    |    |       | Comp 4 |    |    | Comp 6 |    |     |     | Comp 7 |     |      |      |  |  |  |  |  |  |  |  |  |  |
|--------------|--------------|------------------|---------------|-----------|----|--------|----|----|----|-------|--------|----|----|--------|----|-----|-----|--------|-----|------|------|--|--|--|--|--|--|--|--|--|--|
|              |              |                  |               | Barg Unit | BU | KA     | PH | NP | NC | Costs | FP     | MP | AG | AGT    | AI | AT5 | AGT | AI     | ULP | 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 |  |  |  |  |  |  |  |  |  |  |
|              | 5.3          |                  |               |           |    |        |    |    |    |       |        |    |    |        |    |     |     |        |     |      | 0.25 |  |  |  |  |  |  |  |  |  |  |
|              | 5.3          |                  |               |           |    |        |    |    |    |       |        |    |    |        |    |     |     |        |     |      | 0.25 |  |  |  |  |  |  |  |  |  |  |
|              | 5.3          |                  |               |           |    |        |    |    |    |       |        |    |    |        |    |     |     |        |     |      | 0.25 |  |  |  |  |  |  |  |  |  |  |
|              | 5.3          |                  |               |           |    |        |    |    |    |       |        |    |    |        |    |     |     |        |     |      | 0.25 |  |  |  |  |  |  |  |  |  |  |
|              | 5.6          |                  |               |           |    |        |    |    |    |       |        |    |    |        |    |     |     |        |     |      | 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 |  |  |  |  |  |  |  |  |  |  |

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|--------------|--------------|------------------|---------------|------------------|---------------------|----|----|------|-------|----|----------------|----|-----|--------------------------------|------|------|------------|------|------|
|              |              |                  |               |                  | KA                  | PH | NP | NC   | Costs | FP | MP             | AG | AT5 | AGT                            | AI   | ULP  | 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         |                  |               |                  |                     |    |    |      |       |    |                |    |     |                                |      |      |            |      |      |
|              | 6.25         |                  |               |                  |                     |    |    |      |       |    |                |    |     |                                |      |      |            |      |      |
|              | 6.28         |                  |               |                  |                     |    |    |      |       |    |                |    |     |                                |      |      |            |      |      |
|              | 6.28         | Marvel, Gregg    | 0.50          |                  |                     |    |    | 0.50 |       |    |                |    |     |                                |      |      |            | 0.75 |      |
|              | 6.28         |                  |               |                  |                     |    |    | 0.25 |       |    |                |    |     |                                |      |      |            | 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       |      |      |
|              | 6.4          |                  |               |                  |                     |    |    |      |       |    |                |    |     |                                |      |      | 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 |      |      |        | U/LP  |       |       |        |  |  |  |  |  |  |  |  |
|  |                   |                  |                    |                                | 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    | 0.50 | 0.75                    | 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                    | 0.00 | 0.00 | 8.10   | 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    | 0.50 | 0.75                    | 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 |                   |                  |                    |                                |              |      |        |       |       |       |         |      |                         |      |      |        |       |       |       |        |  |  |  |  |  |  |  |  |
| <b>KEY:</b>  |                   |                  |                    |                                |              |      |        |       |       |       |         |      |                         |      |      |        |       |       |       |        |  |  |  |  |  |  |  |  |
| BU   | Bargaining Unit   | MP               | Prep for Mediation |                                |              |      |        |       |       |       |         |      |                         |      |      |        |       |       |       |        |  |  |  |  |  |  |  |  |
| KA   | Contract Analysis | AGT              | Grievance          |                                |              |      |        |       |       |       |         |      |                         |      |      |        |       |       |       |        |  |  |  |  |  |  |  |  |
| PH   | Public Hearings   | AI               | Tenure Grievance   |                                |              |      |        |       |       |       |         |      |                         |      |      |        |       |       |       |        |  |  |  |  |  |  |  |  |
| NP   | Prep for Nega     | UP               | Interpretation     |                                |              |      |        |       |       |       |         |      |                         |      |      |        |       |       |       |        |  |  |  |  |  |  |  |  |
| NC   | Nega Committee    |                  | PERB - ULP         |                                |              |      |        |       |       |       |         |      |                         |      |      |        |       |       |       |        |  |  |  |  |  |  |  |  |

Contra Costa Community College District  
 Collective Bargaining  
 FY 2001-2002

Summary of District Time w/ Attorneys  
 Atkinson, Andelson, Loya, Rudd Romo

| Billing Date | Service Date | Employee Contact | Employee Time | Component 3 |      |    | Comp 4 |    |      | Comp 6 |    |  |  |  |      |
|--------------|--------------|------------------|---------------|-------------|------|----|--------|----|------|--------|----|--|--|--|------|
|              |              |                  |               | 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          |             |      |    |        |    |      |        |    |  |  |  |      |
|              | 11.28        | McCray, Sandi    | 0.50          |             |      |    |        |    |      |        |    |  |  |  |      |
|              | 11.29        | Marvel, Gregg    | 0.25          | 0.25        |      |    |        |    |      |        |    |  |  |  |      |
| 1.31.02      | 1.7          | Couser, Richard  | 0.50          |             |      |    |        |    |      |        |    |  |  |  |      |
|              | 1.7          | Marvel, Gregg    | 0.30          |             |      |    |        |    |      |        |    |  |  |  |      |
|              | 1.15         | Arce, Francisco  | 0.50          |             |      |    |        |    |      |        |    |  |  |  |      |
|              | 1.17         | McCray, Sandi    | 0.30          |             |      |    |        |    |      |        |    |  |  |  |      |
| 2.28.02      | 2.1          | Marvel, Gregg    | 0.25          |             |      |    |        |    |      |        |    |  |  |  |      |
|              | 2.5          | Marvel, Gregg    | 0.25          |             |      |    |        |    |      |        |    |  |  |  |      |
|              | 2.7          | McCray, Sandi    | 0.25          | 0.25        |      |    |        |    |      |        |    |  |  |  | 0.25 |
|              | 2.12         | Marvel, Gregg    | 0.50          |             |      |    |        |    | 0.50 |        |    |  |  |  |      |
|              | 2.21         | Marvel, Gregg    | 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          |             |      |    |        |    |      |        |    |  |  |  |      |
|              | 3.5          | Marvel, Gregg    | 0.25          |             |      |    |        |    |      |        |    |  |  |  |      |
|              | 3.21         | Marvel, Gregg    | 0.30          |             |      |    |        |    |      |        |    |  |  |  |      |
| 4.30.02      | 4.1          | McCray, Sandi    | 0.90          |             |      |    |        |    |      |        |    |  |  |  |      |
|              | 4.2          | McCray, Sandi    | 0.50          |             |      |    |        |    |      |        |    |  |  |  |      |
|              | 4.4          | McCray, Sandi    | 0.25          |             |      |    |        |    |      |        |    |  |  |  |      |
|              | 4.9          | McCray, Sandi    | 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        |      |    |        |    |      |        |    |  |  |  |      |

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

| Billing Date             | Service Date | Employee Contact | Employee Time | Component 3 |             |             | Component 4 |             |             | Component 6 |             |             |             |             |  |  |      |
|--------------------------|--------------|------------------|---------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--|--|------|
|                          |              |                  |               | NP          | NC          | AG          | FP          | MP          | AG          | AGT         | AT5         | AI          |             |             |  |  |      |
|                          | 4.15         | Marvel, Gregg    | 0.25          | 0.25        |             |             |             |             |             |             |             |             |             |             |  |  |      |
|                          |              | McCray, Sandi    | 0.25          | 0.25        |             |             |             |             |             |             |             |             |             |             |  |  |      |
|                          | 4.24         | McCray, Sandi    | 0.25          | 0.25        |             |             |             |             |             |             |             |             |             |             |  |  |      |
| 5.31.02                  | 5.3          | McCray, Sandi    | 0.25          | 0.25        |             |             |             |             |             |             |             |             |             |             |  |  |      |
|                          | 5.7          | McCray, Sandi    | 0.25          |             |             |             |             |             |             |             |             | 0.25        |             |             |  |  |      |
|                          | 5.31         | Marvel, Gregg    | 0.25          |             |             |             |             |             |             |             | 0.25        |             |             |             |  |  |      |
| 6.30.02                  | 6.4          | Marvel, Gregg    | 3.25          |             |             |             |             |             |             |             | 0.50        |             |             |             |  |  | 3.25 |
|                          | 6.7          | Marvel, Gregg    | 0.50          |             |             |             |             |             |             |             | 0.50        |             |             |             |  |  |      |
|                          | 6.7          | Marvel, Gregg    | 0.50          |             |             |             |             |             |             |             | 0.50        |             |             |             |  |  |      |
|                          | 6.11         | McCray, Sandi    | 0.25          |             |             |             |             |             |             |             |             |             |             |             |  |  | 0.25 |
|                          | 6.28         | Marvel, Gregg    | 0.50          | 0.50        |             |             |             |             |             |             |             |             |             |             |  |  |      |
|                          |              |                  | <b>18.20</b>  | <b>5.10</b> | <b>0.75</b> | <b>0.30</b> | <b>0.50</b> | <b>0.50</b> | <b>2.30</b> | <b>2.30</b> | <b>2.30</b> | <b>1.70</b> | <b>1.70</b> | <b>5.25</b> |  |  |      |
| <b>Staff Allocation:</b> |              |                  |               |             |             |             |             |             |             |             |             |             |             |             |  |  |      |
|                          |              | Arce, Francisco  | 0.50          |             |             |             |             |             |             |             |             |             | 0.50        |             |  |  |      |
|                          |              | Couser, Richard  | 0.50          |             |             |             |             |             |             |             |             |             | 0.50        |             |  |  |      |
|                          |              | Marvel, Greg     | 12.45         | 4.10        | 0.50        | 0.30        | 0.50        | 0.50        | 2.30        | 2.30        | 0.25        | 0.00        | 0.00        | 4.50        |  |  |      |
|                          |              | McCray, Sandi    | 4.75          | 1.00        | 0.25        | 0.00        | 0.00        | 0.00        | 1.05        | 1.70        | 1.05        | 1.70        | 0.75        |             |  |  |      |
|                          |              | <b>Totals:</b>   | <b>18.20</b>  | <b>5.10</b> | <b>0.75</b> | <b>0.30</b> | <b>0.50</b> | <b>0.50</b> | <b>2.30</b> | <b>2.30</b> | <b>2.30</b> | <b>1.70</b> | <b>1.70</b> | <b>5.25</b> |  |  |      |



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 ATTORNEYS AT LAW  
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 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 |

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|          |   |     |      |        |
|----------|---|-----|------|--------|
| 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  |

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 PAGE: 3

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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  |

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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  
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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 |

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| DATE     | DESCRIPTION  | TYPE | HOURS | AMOUNT |
|----------|--|------|-------|--------|
| 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

32.00

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|          |   |     |      |        |
|----------|---|-----|------|--------|
| 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  |

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|          |  |     |      |        |
|----------|--|-----|------|--------|
| 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  |

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*Handwritten initials/signature*

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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 |

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 |
|----------|---|-----|------|-------|



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SEPTEMBER 30, 2001  
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09/28/01 REVIEW CORRESPONDENCE RE PORT OF JFH 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.       | JFH | 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

RETIREEES

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

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SEPTEMBER 30, 2001  
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09/26/01 TELEPHONE D. FRANK RE HEALTH BENEFITS CORRESPONDENCE TO RETIREES P.JL 0.25 26.25

CURRENT FEES: \$ 131.25

**FEE SUMMARY**

| NAME                 | INT | RATE    | HOURS | AMOUNT |
|----------------------|-----|---------|-------|--------|
| LUCEY, PETER J.      | PJL | 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  |

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OCTOBER 31, 2001  
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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  |

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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  |

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GENERAL LEGAL ADVICE

| Date     | Description  | 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 |

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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  |

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 17871 Park Plaza Drive, Suite 200  
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 (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  
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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  |

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TOTAL MATTER BILLING 11,077.25

RETIRES

| 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



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NOVEMBER 30, 2001  
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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 |

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|----------|---|-------|------|--------|
| 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 BADE 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  |

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| 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  |

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| Date     |   | Atty. | Hrs. | Amt.   |
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| 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 |

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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

ATKINSON, ANDELSON, LOYA, RUUD & ROMO  
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| 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

11/13/01

TELEPHONE S. MCCRAY RE PEARSON

Atty. Hrs. Amt.

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

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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  |

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| 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 |



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| 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   | <del>1.00</del><br>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   | <del>3.00</del><br>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  |

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| 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  |

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|----------|-------|---------------------|--------|
| 01/07/02 | JJH   | 3.25                | 487.50 |
| 01/07/02 | MLS   | 4.25                | 637.50 |
| 01/07/02 | MLS   | <del>0.50</del> 1.3 | 75.00  |
| 01/07/02 | MLS   | <del>0.75</del> 1.3 | 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 |

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|----------|--|-------|------|--------|
| 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 |

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|----------|-------|------|--------|
| 01/09/02 | PJL   | 0.50 | 75.00  |
| 01/09/02 | PJL   | 0.50 | 75.00  |
| 01/09/02 | EBH   | 0.25 | 37.50  |
| 01/09/02 | EBH   | 0.50 | 75.00  |
| 01/09/02 | EBH   | 0.75 | 112.50 |
| 01/09/02 | EBH   | 2.00 | 300.00 |
| 01/09/02 | EBH   | 0.50 | 75.00  |
| 01/09/02 | MLS   | 0.25 | 37.50  |
| 01/09/02 | MLS   | 0.25 | 37.50  |
| 01/09/02 | MLS   | 0.25 | 37.50  |
| 01/09/02 | MLS   | 1.00 | 150.00 |
| 01/09/02 | MLS   | 1.00 | 150.00 |

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|----------|--|-------|------|--------|
| 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  |

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| 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  |

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| 01/17/02 | TELEPHONE S. MCCRAY RE REVISIONS TO SEXUAL HARASSMENT POLICY; TELEPHONE S. COFFEE RE KIRSCHBAUM FILES                     | MLS   | 0.50 | 75.00  |
| 01/17/02 | TELEPHONE H. CARR RE HASCAL INVESTIGATION   | MLS   | 0.50 | 75.00  |
| 01/17/02 | TELEPHONE D. FRANK AND S. LIEBER RE DOUGHERTY MEDICAL ACCOMMODATION; CORRESPONDENCE D. FRANK                              | MLS   | 1.00 | 150.00 |
| 01/17/02 | CONFERENCE CLIENT RE REVIEW OF EVIDENCE TO SUPPORT SHOWING OF GOOD CAUSE  | SVU   | 0.25 | 37.50  |
| 01/17/02 | REVIEW J. STEVENSON FILE RE WHETHER GOOD CAUSE EXISTS FOR DENIAL OF REQUEST FOR AUTHORIZATION TO CARRY A CONCEALED WEAPON | SVU   | 2.50 | 375.00 |
| 01/18/02 | TELEPHONE E. FUENTES RE HUGHES SICK LEAVE   | MLS   | 0.25 | 37.50  |
| 01/18/02 | CORRESPONDENCE H. STERN RE HUGHES DISMISSAL HEARING AND STATUS  | MLS   | 0.50 | 75.00  |
| 01/18/02 | PREPARE FOR HUGHES DISMISSAL HEARING  | MLS   | 0.25 | 37.50  |
| 01/20/02 | REVIEW AND REVISE GOVERNING BOARD POLICIES  | PJL   | 4.75 | 712.50 |
| 01/21/02 | REVIEW AND REVISE BOARD POLICIES  | PJL   | 6.50 | 975.00 |
| 01/21/02 | REVIEW KIRSCHBAUM FILES   | MLS   | 0.75 | 112.50 |
| 01/21/02 | LEGAL RESEARCH RE 403(B) PLANS  | GBT   | 0.50 | 75.00  |



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|----------|--|-------|---------------------|--------|
| 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   | <del>3.50</del> 1.5 | 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 |

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|----------|--|-------|------|--------|
| 01/24/02 | TELEPHONE H. CARR, P. ANDERSON AND B. ARTHUR RE HASCAL INVESTIGATION; PREPARE STATEMENT OF CHARGES   | MLS   | 3.00 | 450.00 |
| 01/25/02 | TELEPHONE S. MCCRAY RE HUGHES RETIREMENT   | MLS   | 0.25 | 37.50  |
| 01/25/02 | TELEPHONE G. SONNER RE HASCAL INVESTIGATION; PREPARE HASCAL STATEMENT OF CHARGES; TELEPHONE E. FUENTES RE KIRSCHBAUM TENURE STATUS; TELEPHONE E. FUENTES RE HUGHES DISMISSAL | MLS   | 4.00 | 600.00 |
| 01/28/02 | REVIEW CORRESPONDENCE FROM F. BARATTA; TELEPHONE F. BARATTA RE PATENT; TELEPHONE C. ROSS RE PATENT   | JJH   | 1.25 | 187.50 |
| 01/29/02 | LEGAL RESEARCH; TELEPHONE S. MCCRAY RE STATUS OF RELEASED ACADEMIC EMPLOYEES   | PJL   | 0.25 | 37.50  |
| 01/29/02 | TELEPHONE S. MCCRAY RE LAYOFF AND RELEASE OF ADMINISTRATORS AND FIRST YEAR CONTRACT INSTRUCTOR   | PJL   | 0.25 | 37.50  |
| 01/29/02 | REVIEW DOCUMENTS SUBMITTED BY H. CARR RE HASCAL INVESTIGATION  | MLS   | 0.25 | 37.50  |
| 01/30/02 | REVIEW CORRESPONDENCE FROM M. WILLIAMS RE COPYRIGHT RELEASE; TELEPHONE M. WILLIAMS   | MLS   | 0.50 | 75.00  |
| 01/30/02 | CONFERENCE OFFICE RE KIRSCHBAUM TENURE STATUS  | MLS   | 0.25 | 37.50  |
| 01/30/02 | PREPARE HASCAL STATEMENT OF CHARGES; CORRESPONDENCE H. CARR RE HASCAL  | MLS   | 1.25 | 187.50 |

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|----------|--|-------|--------------|--------|
| 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   | 4.00<br>1.00 | 600.00 |
| 02/03/02 | CORRESPONDENCE CLIENT; REVIEW AND REVISE STUDENT SERVICES AND CURRICULUM AND INSTRUCTION POLICIES  | PJL   | 5.00<br>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 |

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| 02/04/02 | PJL   | 4.25<br>1.0 | 637.50 |
| 02/04/02 | PJL   | 0.25        | 37.50  |
| 02/04/02 | PJL   | 0.50        | 75.00  |
| 02/04/02 | PJL   | 0.25        | 37.50  |
| 02/04/02 | MLS   | 1.25        | 187.50 |
| 02/04/02 | SVU   | 0.25        | 37.50  |
| 02/04/02 | SVU   | 2.50        | 375.00 |
| 02/04/02 | SVU   | 0.50        | 75.00  |
| 02/04/02 | SVU   | 0.25        | 37.50  |

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| 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  |

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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  |

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| Date     |   | Atty. | Hrs. | Amt.   |
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| 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  |

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| 02/19/02 | TELEPHONE CHIEF COUSER RE GOOD CAUSE IN STEVENSON MATTER  | SVU   | 0.25 | 37.50  |
| 02/20/02 | TELEPHONE G. MARVEL RE TERMS OF SETTLEMENT IN HASCAL  | PJL   | 0.50 | 75.00  |
| 02/20/02 | TELEPHONE J. COURTNEY RE STATUS OF S. ZAZAI STUDENT SUSPENSION APPEAL   | EBH   | 0.25 | 37.50  |
| 02/20/02 | TELEPHONE C. GROSS RE INTELLECTUAL PROPERTY; CORRESPONDENCE F. BARATTA RE LICENSING AGREEMENT; REVIEW AND ANALYZE AGREEMENT | JJH   | 1.25 | 187.50 |
| 02/20/02 | CONFERENCE CHIEF COUSER RE GOOD CAUSE FOR J. STEVENSON MATTER   | SVU   | 0.25 | 37.50  |
| 02/20/02 | TELEPHONE OPPOSING COUNSEL RE PANEL MEMBERS   | SVU   | 0.25 | 37.50  |
| 02/21/02 | LEGAL RESEARCH RE AGREEMENT FOR RESIGNATION IN HASCAL   | PJL   | 0.25 | 37.50  |
| 02/21/02 | TELEPHONE E. FUENTES AND G. MARVEL RE GRIEVANCE ON <u>MANAGEMENT RETREAT RIGHTS</u>   | PJL   | 0.50 | 75.00  |
| 02/21/02 | CORRESPONDENCE RE BROWN ACT MANAGEMENT REORGANIZATION   | PJL   | 0.25 | 37.50  |
| 02/21/02 | LEGAL RESEARCH RE HASCAL SETTLEMENT AGREEMENT; PREPARE AGREEMENT; CONFERENCE OFFICE   | MLS   | 2.00 | 300.00 |



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|----------|-------|----------------------|--------|
| 02/27/02 | MLS   | 0.25                 | 37.50  |
| 02/27/02 | SLK   | <del>0.50</del> 1.25 | 75.00  |
| 02/28/02 | PJL   | 0.50                 | 75.00  |
| 02/28/02 | PJL   | 0.25                 | 37.50  |
| 02/28/02 | TAG   | 0.25                 | 37.50  |
| 02/28/02 | TAG   | 1.25                 | 187.50 |
| 02/28/02 | 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  |

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|                    |     |         |       |          |
|--------------------|-----|---------|-------|----------|
| 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;<br>CONFERENCE OFFICE RE MAZUMDER   | PJL   | 0.50 | 75.00  |
| 02/27/02 | TELEPHONE S. MCCRAY RE MAZUMDER<br>DISCRIMINATION COMPLAINT  | PJL   | 0.25 | 37.50  |
| 02/27/02 | REVIEW MAZUMDER DISCRIMINATION<br>COMPLAINT; TELEPHONE AND<br>CORRESPONDENCE R. MAZUMDER RE<br>APPOINTMENT | GBT   | 0.75 | 112.50 |
| 02/28/02 | TELEPHONE S. MCCRAY RE MAZUMBER<br>DISCRIMINATION COMPLAINT; REVIEW<br>DOCUMENTS                           | GBT   | 1.00 | 150.00 |

CURRENT FEES: \$ 375.00

FEE SUMMARY

| NAME | INT | RATE | HOURS | AMOUNT |
|------|-----|------|-------|--------|
|------|-----|------|-------|--------|

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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 |

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GENERAL LEGAL ADVICE

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|----------|---|-------|------|--------|
| 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 |

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| 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  |

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| 03/18/02 | REVIEW CLIENT DOCUMENTS TO SUPPORT<br>GOOD CAUSE TO DENY CERTIFICATE TO CARRY<br>A CONCEALED AND LOADED WEAPON IN<br>STEVENSON | SVU   | 2.00 | 300.00 |
| 03/18/02 | PREPARE STATEMENT OF CHARGES RE<br>STEVENSON DENIAL OF CERTIFICATE TO CARRY<br>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<br>REQUEST FOR LEGAL OPINION   | PJL   | 0.25 | 37.50  |
| 03/19/02 | TELEPHONE E. FUENTES RE COUNSELOR<br>REPORTING AND CONFIDENTIALITY<br>REQUIREMENTS   | MLS   | 0.25 | 37.50  |
| 03/19/02 | TELEPHONE OPPOSING COUNSEL RE STEVENSON<br>MATTER  | SVU   | 0.25 | 37.50  |
| 03/20/02 | REVIEW AND REVISE CLIENT CONTRACT FOR<br>REGIONAL TRAINING INSTITUTE;<br>CORRESPONDENCE CLIENT                                 | JJH   | 3.25 | 487.50 |
| 03/20/02 | LEGAL RESEARCH RE COUNSELORS' DUTIES TO<br>REPORT CHILD ABUSE AND TARASOFF DUTIES  | MLS   | 0.50 | 75.00  |
| 03/21/02 | TELEPHONE E. FUENTES RE APPLICATION FOR<br>EMPLOYMENT OF DEAF CUSTODIAN  | PJL   | 0.25 | 37.50  |
| 03/21/02 | TELEPHONE G. MARVEL RE POSSIBLE FACT-<br>FINDING AND MEDIATED SETTLEMENT   | PJL   | 0.50 | 75.00  |

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|----------|--|-------|-------------------------|--------|
| 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   | <del>3.75</del><br>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 |

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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



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*clm*

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

MARCH 31, 2002  
 INVOICE NO. 212866  
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TOTAL MATTER BILLING 10,050.00

DISCRIMINATION COMPLAINTS

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 03/01/02 | TELEPHONE R. MAZUMDER RE DISCRIMINATION COMPLAINT; TELEPHONE LOS MEDANOS RE SCHEDULING INTERVIEW; CORRESPONDENCE R. MAZUMDER                                      | GBT   | 1.00 | 150.00 |
| 03/04/02 | TELEPHONE S. MCCRAY, R. MAZUMDER AND LOS MEDANOS RE INTERVIEW; CORRESPONDENCE S. MCCRAY RE DOCUMENTS; PREPARE FOR R. MAZUMDER INTERVIEW                           | GBT   | 2.50 | 375.00 |
| 03/05/02 | INTERVIEW R. MAZUMDER RE DISCRIMINATION COMPLAINT   | GBT   | 4.00 | 600.00 |
| 03/07/02 | PREPARE STATEMENT OF R. MAZUMDER RE DISCRIMINATION COMPLAINT  | GBT   | 0.50 | 75.00  |
| 03/12/02 | PREPARE R. MAZUMDER STATEMENT RE DISCRIMINATION COMPLAINT   | GBT   | 1.25 | 187.50 |
| 03/15/02 | TELEPHONE LOS MEDANOS NURSING DEPARTMENT RE INTERVIEWS  | GBT   | 0.25 | 37.50  |
| 03/18/02 | TELEPHONE E. COATES RE INTERVIEWS IN MAZUMDER DISCRIMINATION COMPLAINT; TELEPHONE S. MCCRAY RE DOCUMENT REQUEST; PREPARE STATEMENT AND CORRESPONDENCE R. MAZUMDER | GBT   | 3.50 | 525.00 |

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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 |

*McCrays 1.3 x 2 = 2.6*

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 |

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**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  |

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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 |

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GENERAL LEGAL ADVICE

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 04/02/02 | LEGAL RESEARCH RE SEXUAL HARASSMENT COMPLAINT   | PJL   | 0.25 | 37.50  |
| 04/02/02 | CONFERENCE OFFICE RE ACCOMMODATION OF STUDENT RELIGIOUS EXERCISE  | EBH   | 0.50 | 75.00  |
| 04/02/02 | LEGAL RESEARCH RE STATUS OF TEMPORARY TEACHER EMPLOYED IN CATEGORICALLY FUNDED PROGRAM  | EBH   | 3.00 | 450.00 |
| 04/02/02 | TELEPHONE S. MCCRAY RE EMPLOYMENT OF TEMPORARY TEACHER IN CATEGORICALLY FUNDED PROGRAM  | EBH   | 0.50 | 75.00  |
| 04/02/02 | TELEPHONE G. MARVEL RE HUGHES DOCUMENT REQUEST  | MLS   | 0.25 | 37.50  |
| 04/02/02 | TELEPHONE G. MARVEL RE HUGHES DOCUMENT REQUEST; LEGAL RESEARCH RE LEGAL OBLIGATION TO PROVIDE DOCUMENTS UNDER PUBLIC RECORDS ACT; CONFERENCE OFFICE; CORRESPONDENCE G. MARVEL RE PROPOSED CORRESPONDENCE TO CONTRA COSTA TIMES; CORRESPONDENCE D. BORNSTEIN | MLS   | 2.50 | 375.00 |
| 04/02/02 | CORRESPONDENCE CLIENT RE STEVENSON HEARING ON CERTIFICATE TO CARRY A CONCEALED AND LOADED FIREARM   | SVU   | 0.50 | 75.00  |

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|----------|-------|------|--------|
| 04/03/02 | EBH   | 0.50 | 75.00  |
| 04/03/02 | EBH   | 1.75 | 262.50 |
| 04/03/02 | EBH   | 2.00 | 300.00 |
| 04/03/02 | MLS   | 0.75 | 112.50 |
| 04/03/02 | SVU   | 3.00 | 450.00 |
| 04/03/02 | SVU   | 0.25 | 37.50  |
| 04/03/02 | SVU   | 0.50 | 75.00  |
| 04/04/02 | PJL   | 0.25 | 37.50  |

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|----------|---|-------|--------|-------|
| 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 |

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| 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  |



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|----------|---|-------|------|-------|
| 04/10/02 | CORRESPONDENCE S. MCCRAY RE HIRING OF SMATHERS-HIMENEZ                  | EBH   | 0.50 | 75.00 |
| 04/10/02 | TELEPHONE E. FUENTES RE OVERTIME EXEMPTION FOR MANAGERS                 | MLS   | 0.25 | 37.50 |
| 04/10/02 | TELEPHONE OPPOSING COUNSEL RE J. STEVENSON MATTER                       | SVU   | 0.25 | 37.50 |
| 04/10/02 | TELEPHONE CLIENT RE J. STEVENSON RESCHEDULED HEARING                    | SVU   | 0.25 | 37.50 |
| 04/10/02 | TELEPHONE OPPOSING COUNSEL RE RESCHEDULING STEVENSON HEARING            | SVU   | 0.25 | 37.50 |
| 04/11/02 | TELEPHONE J. HENDRICKSON RE HUGHES DISCRIMINATION COMPLAINT             | PJL   | 0.50 | 75.00 |
| 04/11/02 | PREPARE PROMISSORY NOTE FOR STUDENT OVERPAYMENT OF AIDE                 | PJL   | 0.50 | 75.00 |
| 04/11/02 | TELEPHONE OPPOSING COUNSEL RE STEVENSON MATTER                          | SVU   | 0.25 | 37.50 |
| 04/12/02 | TELEPHONE S. MCCRAY RE REQUEST FOR INFORMATION FROM COMPTROLLER GENERAL | PJL   | 0.25 | 37.50 |
| 04/15/02 | TELEPHONE G. MARVEL RE OVERTIME EXEMPT CLASSIFIED EMPLOYEES             | PJL   | 0.50 | 75.00 |

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|----------|--|-------|------|--------|
| 04/15/02 | 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 13 | PJL   | 3.25 | 787.50 |
| 04/15/02 | TELEPHONE S. MCCRAY, D. FUENTES AND G. MARVEL RE OVERTIME EXEMPTION  | PJL   | 0.25 | 37.50  |
| 04/15/02 | TELEPHONE J. HENDRICKSON RE DISPOSAL OF BOND FUNDS   | PJL   | 0.25 | 37.50  |
| 04/15/02 | TELEPHONE CLIENT RE AVAILABILITY FOR STEVENSON HEARING   | SVU   | 0.25 | 37.50  |
| 04/15/02 | TELEPHONE P. SKINNER RE AVAILABILITY FOR STEVENSON HEARING   | SVU   | 0.25 | 37.50  |
| 04/15/02 | REVISE NURSING PROGRAM CONTRACT  | SVU   | 1.50 | 225.00 |
| 04/16/02 | CORRESPONDENCE RE RESPONSE TO HUGHES DEMAND FOR RECORDS  | PJL   | 0.25 | 37.50  |
| 04/16/02 | CORRESPONDENCE CLIENT RE REVIEW OF CLINICAL EXPERIENCE CONTRACT  | PJL   | 0.50 | 75.00  |
| 04/16/02 | TELEPHONE E. FUENTES RE UNITED FACULTY RATIFICATION OF CONTRACT  | PJL   | 0.25 | 37.50  |

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| 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 |

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CONTRA COSTA COMMUNITY  
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APRIL 30, 2002  
 INVOICE NO. 214403  
 CLIENT NO. 005142  
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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 |

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GENERAL LEGAL ADVICE

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 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 |

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*Mc Gray - total time = 19*

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*Total 59.75*

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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  |

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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 |

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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  |

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|----------|--|-------|------|--------|
| 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  |

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| 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  |

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MAY 31, 2002  
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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<br>TEMPORARY EMPLOYMENT AGREEMENT<br>SMATHERS-HIMENEZ | EBH   | 2.00 | 300.00 |
| 05/02/02 | TELEPHONE J. HENDRICKSON RE<br>PROUD/FRETTER TESTIMONY (NO CHARGE)                   | PJL   | 0.25 | 0.00   |
| 05/02/02 | CORRESPONDENCE CLIENT RE TEMPORARY<br>EMPLOYEE IN CATEGORICAL PROGRAM                | PJL   | 0.50 | 75.00  |
| 05/02/02 | CORRESPONDENCE CLIENT RE TEMPORARY<br>EMPLOYEES                                      | PJL   | 0.75 | 112.50 |
| 05/03/02 | LEGAL RESEARCH RE FACULTY SENATE<br>INVESTIGATION                                    | PJL   | 0.50 | 75.00  |
| 05/03/02 | TELEPHONE G. MARVEL RE RESPONSE TO<br>FACULTY SENATE OBJECTIONS                      | PJL   | 0.50 | 75.00  |
| 05/03/02 | LEGAL RESEARCH; CONFERENCE OFFICE RE<br>CATEGORICALLY FUNDED TEACHING POSITION       | PJL   | 0.75 | 112.50 |
| 05/03/02 | LEGAL RESEARCH RE PROCEDURES FOR<br>STUDENT SUSPENSION                               | PJL   | 0.25 | 37.50  |
| 05/03/02 | LEGAL RESEARCH RE DEMAND TO CURE AND<br>CORRECT                                      | PJL   | 0.25 | 37.50  |

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| 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. SKEEN 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. RODRIGUEZ 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 |

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| 05/03/02 | EBH   | 0.25 | 37.50  |
| 05/03/02 | EBH   | 0.25 | 37.50  |
| 05/03/02 | EBH   | 0.25 | 37.50  |
| 05/03/02 | EBH   | 0.25 | 37.50  |
| 05/04/02 | PJL   | 3.00 | 450.00 |
| 05/06/02 | PJL   | 1.25 | 187.50 |
| 05/06/02 | PJL   | 0.50 | 75.00  |
| 05/06/02 | PJL   | 0.75 | 112.50 |
| 05/06/02 | EBH   | 0.50 | 75.00  |

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| 05/06/02 | TELEPHONE S. MCCRAY RE MELENDEZ STUDENT SUSPENSION                                      | EBH   | 0.25 | 37.50 |
| 05/06/02 | TELEPHONE E. SKEEN RE MELENDEZ STUDENT SUSPENSION                                       | EBH   | 0.25 | 37.50 |
| 05/06/02 | TELEPHONE R. RODRIGUEZ; TELEPHONE OFFICER OLIVIERA RE STUDENT SUSPENSION OF E. MELENDEZ | EBH   | 0.25 | 37.50 |
| 05/07/02 | TELEPHONE E. FUENTES AND S. MCCRAY RE POSSIBLE TENURE DISMISSAL                         | PJL   | 0.25 | 37.50 |
| 05/07/02 | TELEPHONE E. SKEEN AND T. SHARPER RE MELENDEZ STUDENT SUSPENSION APPEAL                 | EBH   | 0.25 | 37.50 |
| 05/07/02 | TELEPHONE E. FUENTES RE MELENDEZ SUSPENSION APPEAL                                      | EBH   | 0.25 | 37.50 |
| 05/07/02 | TELEPHONE S. MCCRAY RE MELENDEZ APPEAL  | EBH   | 0.25 | 37.50 |
| 05/07/02 | CONFERENCE OFFICE RE MELENDEZ STUDENT SUSPENSION APPEAL                                 | EBH   | 0.25 | 37.50 |
| 05/07/02 | REVIEW CORRESPONDENCE FROM K. OLSEN RE HUGHES RECORDS                                   | MLS   | 0.25 | 37.50 |
| 05/07/02 | CORRESPONDENCE G. MARVEL RE HUGHES RECORDS REQUEST                                      | MLS   | 0.25 | 37.50 |

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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  |

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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  |



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GENERAL LEGAL ADVICE

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 05/29/02 | TELEPHONE J. HENDRICKSON; CONFERENCE OFFICE RE PROUD (NO CHARGE)  | JJH   | 0.50 | 0.00   |
| 05/30/02 | REVISE CORRESPONDENCE J. HENDRICKSON RE LEASE PURCHASE FINANCING AGREEMENT WITH KEY MUNICIPAL FINANCING | EBH   | 0.50 | 75.00  |
| 05/31/02 | TELEPHONE J. HENDRICKSON RE CORRESPONDENCE FROM R. BLACK ON INVESTIGATION                               | PJL   | 0.25 | 37.50  |
| 05/31/02 | TELEPHONE J. HENDRICKSON RE PROUD, LITIGATION (NO CHARGE)   | PJL   | 0.25 | 0.00   |
| 05/31/02 | PREPARE FOR TESTIMONY; CONFERENCE OFFICE RE PROUD (NO CHARGE)   | PJL   | 0.50 | 0.00   |
| 05/31/02 | TELEPHONE CLIENT; CORRESPONDENCE G. ELLIOT RE TABAK TESTIMONY IN PROUD                                  | PJL   | 0.50 | 75.00  |
| 05/31/02 | TELEPHONE G. MARVEL RE COMPLAINT OF ACADEMIC SENATE   | PJL   | 0.75 | 112.50 |
| 05/31/02 | TELEPHONE D. FRANK RE LIGHT DUTY FOR CLERK  | PJL   | 0.25 | 37.50  |
| 05/31/02 | PREPARE FILE MEMO RE TELEPHONE CONFERENCE G. ELLIOT (NO CHARGE)   | PJL   | 0.50 | 0.00   |

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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

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TOTAL MATTER BILLING 9,075.00

DISCRIMINATION COMPLAINTS

| Date     |  | 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 |

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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  |

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DISCRIMINATION COMPLAINTS

*ATS*

| Date     | Description  | 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 <u>SEXUAL HARASSMENT COMPLAINT</u> - 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 - <i>Student</i><br>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  |

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| Date   | Atty. | Hrs.   | Amt.   |
|--|-------|--------|--------|
| 05/13/02   | SLK   | 1.00   | 150.00 |
| PREPARE FOR AND ATTEND RAMIREZ INTERVIEW; WAIT AT LOS MEDANOS COLLEGE FOR RAMIREZ; TELEPHONE RAMIREZ TO RESCHEDULE INTERVIEW       |       |        |        |
| 05/14/02   | SLK   | 2.75   | 412.50 |
| TELEPHONE INTERVIEW WITH S. RAMIREZ; PREPARE STATEMENT RE SEXUAL HARASSMENT INVESTIGATION  |       |        |        |
| 05/15/02   | SLK   | 0.50 ✓ | 75.00  |
| REVISE RAMIREZ STATEMENT; CORRESPONDENCE CLIENT RE ZAZAI INVESTIGATION   |       |        |        |
| 05/16/02   | GBT   | 1.00 ✓ | 150.00 |
| TELEPHONE INTERVIEW E. SKEEN RE MELENDEZ; REVIEW DOCUMENTS   |       |        |        |
| 05/16/02   | SLK   | 0.50 ✓ | 75.00  |
| TELEPHONE ZAZAI'S BROTHER RE TELEPHONE NUMBER AND ADDRESS; TELEPHONE S. MCCRAY RE WITNESS TELEPHONE NUMBERS IN ZAZAI INVESTIGATION |       |        |        |
| 05/17/02   | MLS   | 0.25   | 37.50  |
| TELEPHONE S. MCCRAY RE DUPLICATIVE DFEH AND EEOC COMPLAINT RESPONSES   |       |        |        |
| 05/17/02   | SVU   | 0.25 ✓ | 37.50  |
| CONFERENCE R. SPEAR RE CONTINUING FRETTER INVESTIGATION  |       |        |        |
| 05/20/02   | SVU   | 0.25 ✓ | 37.50  |
| TELEPHONE R. SPEAR RE FRETTER INVESTIGATION  |       |        |        |

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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  |

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| Date     | Atty. | Hrs. | Amt.   |
|----------|-------|------|--------|
| 05/23/02 | GBT   | 3.75 | 562.50 |
| 05/24/02 | PJL   | 0.25 | 37.50  |
| 05/24/02 | SLK   | 1.00 | 150.00 |
| 05/28/02 | GBT   | 0.50 | 75.00  |
| 05/28/02 | SLK   | 0.75 | 112.50 |
| 05/29/02 | MLS   | 0.25 | 37.50  |
| 05/29/02 | GBT   | 3.50 | 525.00 |
| 05/31/02 | GBT   | 0.75 | 112.50 |

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| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 05/31/02 | PREPARE S. ZAZAI WRITTEN STATEMENT RE INVESTIGATION | SLK   | 2.50 | 375.00 |

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

RETIREES

| Date |  | Atty. | Hrs. | Amt. |
|------|--|-------|------|------|
|------|--|-------|------|------|

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RETIREES

| Date     |  | Atty. | Hrs. | Amt.  |
|----------|--|-------|------|-------|
| 05/07/02 | TELEPHONE T. RICH RE CHANGES IN RETIREE MEDICARE SUPPLEMENT AND MEDICARE RISK PROGRAMS | PJL   | 0.50 | 75.00 |
| 05/07/02 | LEGAL RESEARCH RE CHANGES TO RETIREE BENEFITS  | PJL   | 0.25 | 37.50 |
| 05/08/02 | REVIEW CORRESPONDENCE RE TERMINATION OF HEALTH INSURANCE                               | PJL   | 0.50 | 75.00 |
| 05/08/02 | TELEPHONE T. RICH RE MODIFICATION OF HEALTH INSURANCE PLAN                             | PJL   | 0.25 | 37.50 |
| 05/09/02 | TELEPHONE T. RICH RE TERMINATION OF HEALTH NET RISK PROGRAM                            | PJL   | 0.25 | 37.50 |
| 05/09/02 | TELEPHONE T. RICH RE ELIMINATION OF HEALTH NET RISK PROGRAM                            | PJL   | 0.50 | 75.00 |
| 05/09/02 | CORRESPONDENCE CLIENT RE ELIMINATION OF HEALTH NET RISK PLAN                           | 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 |

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 COLLEGE DISTRICT  
 ATTN: GREG MARVEL, HR DEPT.  
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GENERAL LEGAL ADVICE

| Date     | Description   | Atty. | Hrs. | Amnt.  |
|----------|---|-------|------|--------|
| 06/04/02 | CONFERENCE G. MARVEL, E. FUENTES AND CHANCELLOR RE STATE CHANCELLOR'S COMPLAINT ON MINIMUM CONDITIONS | PJL   | 3.25 | 487.50 |
| 06/04/02 | PREPARE TESTIMONY FOR TRIAL; REVIEW CASES; CONFERENCE G. ELLIOT RE PROUD                              | GBT   | 7.00 | 700.00 |
| 06/05/02 | CORRESPONDENCE AND CONFERENCE RE IN-HOUSE RECRUITMENT FOR DEAN POSITIONS                              | PJL   | 1.00 | 150.00 |
| 06/05/02 | TELEPHONE CONSULTANTS RE INVESTIGATION OF ALLEGED RAPE IN DEAF AND HARD OF HEARING PROGRAM            | PJL   | 0.75 | 112.50 |
| 06/05/02 | LEGAL RESEARCH; CORRESPONDENCE CLIENT RE MINIMUM CONDITIONS REQUIREMENTS                              | PJL   | 3.50 | 525.00 |
| 06/05/02 | TELEPHONE S. MCCRAY RE BOARD AGENDA FOR APPROVAL OF VICE CHANCELLOR CONTRACTS                         | PJL   | 0.25 | 37.50  |
| 06/05/02 | CONFERENCE OFFICE RE DISTRICT REORGANIZATION POSITION ANNOUNCEMENT                                    | EBH   | 0.25 | 37.50  |
| 06/05/02 | TELEPHONE E. FUENTES RE JONES INVESTIGATION   | MLS   | 0.25 | 37.50  |
| 06/05/02 | TELEPHONE CLIENT RE PLACEMENT OF STEVENSON HEARING OUTCOME MEMORANDUM                                 | SVU   | 0.25 | 37.50  |

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| 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  |

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| 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  |

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| 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  |

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| 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 |

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| 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. ONYEIJE 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 |



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| Date     |   | Atty. | Hrs. | Amt.   |
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| 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  |

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| 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  |

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| 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 | AL 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 |

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| 06/26/02 | TELEPHONE G. MARVEL RE OVERTIME PAY FOR ADMINISTRATIVE ANALYST                                   | PJL   | <del>0.25</del> | 37.50  |
| 06/26/02 | CORRESPONDENCE G. MARVEL RE OVERTIME PAY FOR ADMINISTRATIVE ANALYST                              | PJL   | <del>0.75</del> | 112.50 |
| 06/26/02 | LEGAL RESEARCH; PREPARE FILE MEMO RE OVERTIME FOR ADMINISTRATIVE ANALYSTS                        | PJL   | <del>0.50</del> | 75.00  |
| 06/26/02 | REVIEW CORRESPONDENCE RE JONES DFEH CASE   | PJL   | 0.25            | 37.50  |
| 06/26/02 | TELEPHONE P. ONYEIJE 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 |

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| 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 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

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 |

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|                      |     |         |       |           |
|----------------------|-----|---------|-------|-----------|
| 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*

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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 FRETTER 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*



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PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

| Date     | Description  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 06/13/02 | TELEPHONE S. MCCRAY RE MELENDEZ INTERVIEW; TELEPHONE H. MELENDEZ   | GBT   | 0.50 | 75.00  |
| 06/13/02 | PREPARE INVESTIGATION REPORT RE RAMIREZ INVESTIGATION  | GBT   | 1.50 | 225.00 |
| 06/17/02 | TELEPHONE R. SPEERS RE FRETTER INVESTIGATION ✓   | SVU   | 0.25 | 37.50  |
| 06/17/02 | TELEPHONE H. MELENDEZ AND S. MCCRAY RE INTERVIEW; PREPARE INVESTIGATION REPORT; PREPARE FOR MELENDEZ INTERVIEW | GBT   | 3.25 | 487.50 |
| 06/18/02 | INTERVIEW E. MELENDEZ RE SANCHEZ DISCRIMINATION COMPLAINT  | GBT   | 3.25 | 487.50 |
| 06/19/02 | REVIEW AND REVISE REPORT TO S. MCCRAY RE ZAZAI INVESTIGATION   | MLS   | 0.50 | 75.00  |
| 06/20/02 | REVIEW INVESTIGATION REPORT RE RAMIREZ DISCRIMINATION COMPLAINT; CORRESPONDENCE S. MCCRAY                      | GBT   | 0.50 | 75.00  |
| 06/21/02 | CONFERENCE SPEER ASSOCIATES RE FRETTER INVESTIGATION; REVIEW FILE RE INFORMATION SOUGHT FROM SPEER ASSOCIATES  | SVU   | 0.50 | 75.00  |
| 06/24/02 | CONFERENCE SPEER ASSOCIATES RE TAPE REQUEST AND LOGISTICAL ISSUES FOR FRETTER INTERVIEW ✓                      | SVU   | 0.25 | 37.50  |

*ATS*

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 COLLEGE DISTRICT  
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JUNE 30, 2002  
 INVOICE NO. 216526  
 CLIENT NO. 005142  
 PML  
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PLEASE INCLUDE CLIENT NUMBER ON REMITTANCE

DISCRIMINATION COMPLAINTS

| Date   | Atty. | Hrs. | Amt.  |
|--|-------|------|-------|
| 06/24/02   | SVU   | 0.25 | 37.50 |
| CONFERENCE OFFICE RE SPEER ASSOCIATES CONTACTING FIRM FOR INPUT IN FRETTER INVESTIGATION |       |      |       |
| 06/25/02   | SVU   | 0.25 | 37.50 |
| CORRESPONDENCE SPEER ASSOCIATES RE TAPES AND INVESTIGATION IN FRETTER                    |       |      |       |

*ATS*

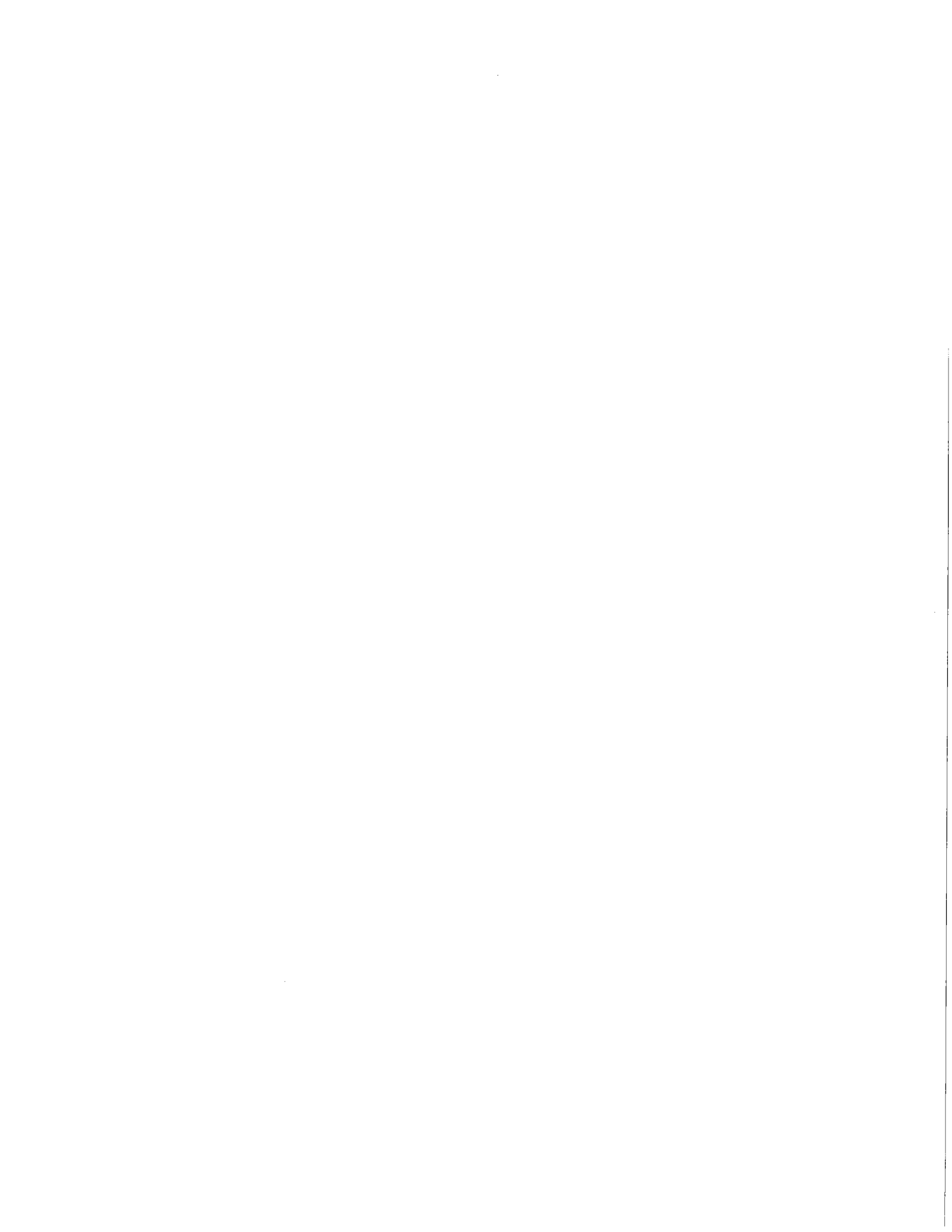
CURRENT FEES: \$ 3,450.00

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

|                           |             |         |
|---------------------------|-------------|---------|
| State Controller Use Only |             | Program |
| (19) Program Number       | 00011       | 011     |
| (20) Date Filed           | ___/___/___ |         |
| (21) LRS Input            | ___/___/___ |         |

(01) Claimant Identification Number  
S07030

(02) Mailing Address

Claimant Name  
Contra Costa Community College District

County of Location  
Contra Costa

Street Address or PO Box  
500 Court Street

City State Zip Code  
Martinez CA 94553

| Reimbursement Claim   |              |
|-----------------------|--------------|
| (20) CB-1, (03)(1)(e) | \$48.24      |
| (23) CB-1, (03)(2)(e) | \$0.00       |
| (24) CB-1, (03)(3)(e) | \$103,229.55 |
| (25) CB-1, (03)(4)(e) | \$1,088.87   |
| (26) CB-1, (03)(5)(e) | \$0.00       |
| (27) CB-1, (03)(6)(e) | \$110,125.13 |
| (28) CB-1, (03)(7)(e) | \$7,420.41   |
| (29) CB-1, (04)(d)    | \$69,597.95  |
| (30) CB-1, (04)(e)    | \$221,912.20 |
| (31) CB-1, (05)(e)    | \$3,843.00   |
| (32)                  |              |
| (33)                  |              |
| (34)                  |              |
| (35)                  |              |
| (36)                  |              |
| (37)                  |              |

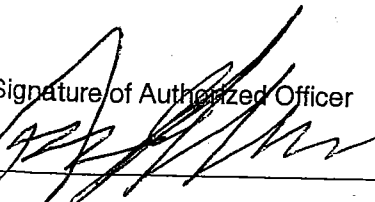
| Type of Claim                                 | Estimated Claim | Reimbursement Claim |
|---|-----------------|---------------------|
|   | (03) Estimated  | (09) Reimbursement  |
| Fiscal Year of Cost                           | (06) 2003-2004  | (12) 2002-2003      |
| Total Claim Amount                            | (07) \$284,800  | (13) \$258,965      |
| Less: 10% Late Penalty, not to exceed \$1,000 |                 | (14) \$0            |
| Less: Estimated Claim Payment Received        |                 | (15) \$0            |
| Net Claim Amount                              |                 | (16) \$258,965      |
| Due from State                                | (08) \$284,800  | (17) \$258,965      |
| Due to State                                  |                 | (18) \$0            |
|   |                 | (19)                |
|   |                 | (20)                |

**(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 1-7-04  
 V C Finance and Admin  
 Title

9) Name of Contact Person for Claim  
 SixTen and Associates  
 Telephone Number 858-514-8605  
 E-Mail Address kbpsixten@aol.com

| Program<br><b>011</b>   |  | Mandated Costs<br>Collective Bargaining<br>Claim Summary |                                |                             |                               | Form<br>CB-1 |
|---|--|--|--------------------------------|-----------------------------|-------------------------------|--------------|
| (01) Claimant<br>Contra Costa Community College District          |  | (02) Type of Claim<br>Reimbursement                      |                                | Fiscal Year<br>2002-2003    |                               |              |
| <b>Rodda Act Direct Costs</b>                                     |  | <b>Cost Elements</b>                                     |                                |                             |                               |              |
| (03) Reimbursable Components:                                     |  | (a)<br>Salaries &<br>Benefits                            | (b)<br>Materials &<br>Supplies | (c)<br>Travel &<br>Training | (d)<br>Contracted<br>Services | (e)<br>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 |
| <b>Winton Act Direct Costs</b>                                    |  |  |                                |                             |                               |              |
| (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   |
| <b>Indirect Costs</b>   |  |  |                                |                             |                               |              |
| (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   |
| <b>Cost Reduction</b>   |  |  |                                |                             |                               |              |
| (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<br>(CCFS 311)  | DESCRIPTION   | 2001-2002          |
|--|---|--------------------|
| <b>INSTRUCTIONAL ACTIVITY</b>  |   |                    |
|  | <b>Instructional Costs</b>  |                    |
|  | 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                  |
|  | <b>TOTAL INSTRUCTIONAL COSTS 1</b>  | <b>66,937,992</b>  |
|  | <b>Non-Instructional Costs</b>  |                    |
|  | 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          |
|  | <b>TOTAL NON-INSTRUCTIONAL COSTS 2</b>  | <b>24,296,069</b>  |
|  | <b>TOTAL INSTRUCTIONAL ACTIVITY COSTS 3 (1 + 2)</b>   | <b>91,234,061</b>  |
| <b>DIRECT SUPPORT ACTIVITY</b>   |   |                    |
|  | <b>Direct Support Costs</b>   |                    |
|  | 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          |
|  | <b>TOTAL DIRECT SUPPORT COSTS 4</b>   | <b>18,288,404</b>  |
| <b>TOTAL INSTRUCTIONAL ACTIVITY COSTS<br/>AND DIRECT SUPPORT COSTS 5 (3 + 4)</b>   |   | <b>109,522,465</b> |
|  | <b>Indirect Support Costs</b>   |                    |
|  | Operation and Maintenance of Plant  | 11,966,438         |
|  | Planning and Policy Making  | 3,952,921          |
|  | General Instructional Support Services  | 19,820,881         |
|  | <b>TOTAL INDIRECT SUPPORT COSTS 6</b>   | <b>35,740,240</b>  |
| <b>TOTAL INSTRUCTIONAL ACTIVITY COSTS AND DIRECT<br/>SUPPORT COSTS, AND TOTAL INDIRECT SUPPORT COSTS<br/>(5 + 6) = TOTAL COSTS</b> |   | <b>145,262,705</b> |
| <b>SUPPORT COSTS ALLOCATION RATES</b>  |   |                    |
| Indirect Support Costs Allocation Rate =   | Total Indirect Supports Costs (6)<br>Total Instructional Activity Costs<br>and Direct Support Costs (5) | 32.63%             |
| Direct Support Costs Allocation Rate =   | Total Direct Support Costs (4)<br>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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|------------------------------------|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| <b>Bargaining Unit Lists</b>   |                                    |                                    |                                 |                                  |                             |                               |
| Atkinson, Andelson, Loya, Ruud & Romo<br>Attorneys   | \$135.00                           | 0.25                               |                                 |                                  |                             | \$33.75                       |
| McCray, Sandi<br>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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost           | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|--|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| <b>Negotiating Certificated</b>  |  |                                    |                                 |                                  |                             |                               |
| Itzko, Charlie<br>Payroll/Technical Expert   | \$25.32                                      | 147.00                             | \$3,722.04                      |                                  |                             |                               |
| Marvel, Greg<br>Vice Chancellor, HR  | \$95.33                                      | 83.50                              | \$7,960.06                      |                                  |                             |                               |
| <b>Negotiating Classified</b>  |  |                                    |                                 |                                  |                             |                               |
| Itzko, Charlie<br>Payroll/Technical Expert   | \$25.32                                      | 98.40                              | \$2,491.49                      |                                  |                             |                               |
| Marvel, Greg<br>Vice Chancellor, HR  | \$95.33                                      | 36.50                              | \$3,479.55                      |                                  |                             |                               |
| <b>Negotiations Preparation</b>  |  |                                    |                                 |                                  |                             |                               |
| Ames, Linda<br>Administrative Analyst  | \$48.59                                      | 16.90                              | \$821.17                        |                                  |                             |                               |
| Andreini, Philip<br>Dean   | \$71.83                                      | 16.90                              | \$1,213.93                      |                                  |                             |                               |
| Atkinson, Andelson , Loya, Ruud and Romo<br>Attorneys  | \$115.00                                     | 4.50                               |                                 |                                  |                             | \$517.50                      |
| Atkinson, Andelson, Loya, Ruud & Romo<br>Attorneys   | \$135.00                                     | 21.50                              |                                 |                                  |                             | \$2,902.50                    |
| Barrick, Carol<br>Academic Srvc Manager  | \$53.42                                      | 9.60                               | \$512.83                        |                                  |                             |                               |
| Carr, Helen<br>President   | \$119.85                                     | 8.00                               | \$958.80                        |                                  |                             |                               |
| Cherry, Linda<br>Foundation Director   | \$56.93                                      | 14.10                              | \$802.71                        |                                  |                             |                               |
| Clow, Tim<br>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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost           | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|--|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| Dimitri, Nick<br>Administrative Analyst  | \$40.87                                      | 6.10                               | \$249.31                        |                                  |                             |                               |
| Eyestone, James<br>Sr Administrative Analyst   | \$51.05                                      | 6.10                               | \$311.40                        |                                  |                             |                               |
| Floyd, Donna<br>Dean   | \$74.45                                      | 14.10                              | \$1,049.75                      |                                  |                             |                               |
| Frank, Dan<br>Sr Hr Rep  | \$51.31                                      | 3.80                               | \$194.98                        |                                  |                             |                               |
| Franklin, Wendy<br>SVCS Program Manager  | \$50.84                                      | 13.30                              | \$676.17                        |                                  |                             |                               |
| Fuentes, Ernesto<br>Director, HR   | \$87.50                                      | 7.95                               | \$695.62                        |                                  |                             |                               |
| Gideon, Gloria<br>Division Chair   | \$28.64                                      | 13.30                              | \$380.91                        |                                  |                             |                               |
| Hendrickson, John<br>ViceChancellor - Fin & Adm  | \$100.80                                     | 40.20                              | \$4,052.16                      |                                  |                             |                               |
| Hernandez, Frank<br>Sr Dean  | \$87.53                                      | 14.10                              | \$1,234.17                      |                                  |                             |                               |
| Huff, Gene<br>Principal Hr Rep   | \$66.15                                      | 3.75                               | \$248.06                        |                                  |                             |                               |
| Itzko, Charlie<br>Payroll/Technical Expert   | \$25.32                                      | 1.30                               | \$32.92                         |                                  |                             |                               |
| Jackson, Shawn<br>Academic Srvcs Manager   | \$56.12                                      | 13.30                              | \$746.40                        |                                  |                             |                               |
| Lamb, Susan<br>Dean  | \$77.36                                      | 16.90                              | \$1,307.38                      |                                  |                             |                               |
| Leadon, Pricilla<br>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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost           | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|--|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| Police Service Lieutenant  |  |                                    |                                 |                                  |                             |                               |
| Magalong, Mariles<br>Director of Business Services   | \$83.31                                      | 17.90                              | \$1,491.25                      |                                  |                             |                               |
| Marvel, Greg<br>Vice Chancellor, HR  | \$95.33                                      | 282.50                             | \$26,930.72                     |                                  |                             |                               |
| Mathews, Michel<br>Dean  | \$86.20                                      | 16.90                              | \$1,456.78                      |                                  |                             |                               |
| McCray, Sandi<br>SR Human Resources Rep  | \$57.95                                      | 0.75                               | \$43.46                         |                                  |                             |                               |
| Mehdzadeh, Mojdeh<br>VC Tech Sys/Support   | \$93.08                                      | 1.50                               | \$139.62                        |                                  |                             |                               |
| Moore, Jeanette<br>Dean  | \$87.53                                      | 8.80                               | \$770.26                        |                                  |                             |                               |
| Murillo, Carlos<br>Dean  | \$71.83                                      | 14.10                              | \$1,012.80                      |                                  |                             |                               |
| Olson, Dave<br>Police Service Lieutenant   | \$65.10                                      | 2.50                               | \$162.75                        |                                  |                             |                               |
| Ounjian-Auque, Jennifer<br>Administrative Analyst  | \$40.87                                      | 16.90                              | \$690.70                        |                                  |                             |                               |
| Packard, Roseanne<br>Sr SVCS Manager   | \$64.80                                      | 14.10                              | \$913.68                        |                                  |                             |                               |
| Pitt, Tina<br>Dean   | \$68.37                                      | 14.10                              | \$964.02                        |                                  |                             |                               |
| Poe, Darlene<br>Custodial Manager  | \$48.39                                      | 16.90                              | \$817.79                        |                                  |                             |                               |
| Roberts, Doug<br>Comptroller   | \$81.27                                      | 2.00                               | \$162.54                        |                                  |                             |                               |
| Rosales, Linda<br>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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|------------------------------------|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| Schwied, Lynda<br>Sr Dean  | \$87.53                            | 13.40                              | \$1,172.90                      |                                  |                             |                               |
| Taylor, Jim<br>Building & Grounds Manager  | \$70.90                            | 13.40                              | \$950.06                        |                                  |                             |                               |
| Wade, John<br>Sr SVCS Manager  | \$61.94                            | 13.30                              | \$823.80                        |                                  |                             |                               |
| Walsh, Janis<br>Bookstore Manager  | \$65.08                            | 13.40                              | \$872.07                        |                                  |                             |                               |
| Watkins, Randy<br>Sr Dean  | \$79.30                            | 11.60                              | \$919.88                        |                                  |                             |                               |
| Williams, McKinley<br>Vice President   | \$94.25                            | 13.30                              | \$1,253.53                      |                                  |                             |                               |
| <b>Negotiations Subject Committee</b>  |                                    |                                    |                                 |                                  |                             |                               |
| Atkinson, Andelson , Loya, Ruud and Romo<br>Attorneys  | \$115.00                           | 0.25                               |                                 |                                  |                             | \$28.75                       |
| Atkinson, Andelson, Loya, Ruud & Romo<br>Attorneys   | \$135.00                           | 47.25                              |                                 |                                  |                             | \$6,378.75                    |
| Frank, Dan<br>Sr Hr Rep  | \$51.31                            | 4.25                               | \$218.07                        |                                  |                             |                               |
| Fuentes, Ernesto<br>Director, HR   | \$87.50                            | 5.75                               | \$503.13                        |                                  |                             |                               |
| Hendrickson, John<br>ViceChancellor - Fin & Adm  | \$100.80                           | 8.00                               | \$806.40                        |                                  |                             |                               |
| Marvel, Greg<br>Vice Chancellor, HR  | \$95.33                            | 142.80                             | \$13,613.12                     |                                  |                             |                               |
| Roberts, Doug<br>Comptroller   | \$81.27                            | 2.50                               | \$203.18                        |                                  |                             |                               |
| (05) Total <input type="checkbox"/> Subtotal <input checked="" type="checkbox"/> Page: 4 of    |                                    |                                    | \$21,518.52                     | \$0.00                           | 0.00                        | \$6,407.50                    |

**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.  
**Cost of Negotiations**

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

Object Accounts

| (a)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost           | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|--|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| <b>Negotiations-At Table</b>   |  |                                    |                                 |                                  |                             |                               |
| Hendrickson, John<br>ViceChancellor - Fin & Adm  | \$100.80                                     | 1.50                               | \$151.20                        |                                  |                             |                               |
| Huff, Gene<br>Principal Hr Rep   | \$66.15                                      | 1.50                               | \$99.23                         |                                  |                             |                               |
| Marvel, Greg<br>Vice Chancellor, HR  | \$95.33                                      | 1.50                               | \$143.00                        |                                  |                             |                               |
| Mehdizadeh, Mojdeh<br>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  
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(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.

**Impasse Proceedings**

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

Object Accounts

| (a)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|------------------------------------|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| <b>Factfinding</b><br>Atkinson, Andelson, Loya, Ruud & Romo<br>Attorneys                       | \$135.00                           | 1.25                               |                                 |                                  |                             | \$168.75                      |
| McCray, Sandi<br>SR Human Resources Rep  | \$57.95                            | 0.25                               | \$14.49                         |                                  |                             |                               |
| <b>Mediation</b><br>Marvel, Greg<br>Vice Chancellor, HR  | \$95.33                            | 9.50                               | \$905.64                        |                                  |                             |                               |
| (05) Total <input checked="" type="checkbox"/> Subtotal <input type="checkbox"/> Page: 1 of 1  |                                    |                                    | \$920.12                        | \$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  
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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|------------------------------------|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| <b>Arbitration</b>   |                                    |                                    |                                 |                                  |                             |                               |
| Atkinson, Andelson , Loya, Ruud and Romo<br>Attorneys  | \$115.00                           | 3.50                               |                                 |                                  |                             | \$402.50                      |
| <b>Contract Administration</b>   |                                    |                                    |                                 |                                  |                             |                               |
| Armstrong, Terry<br>Dean   | \$81.27                            | 0.50                               | \$40.64                         |                                  |                             |                               |
| Atkinson, Andelson , Loya, Ruud and Romo<br>Attorneys  | \$115.00                           | 102.50                             |                                 |                                  |                             | \$11,787.50                   |
| Atkinson, Andelson, Loya, Ruud & Romo<br>Attorneys   | \$135.00                           | 158.25                             |                                 |                                  |                             | \$21,363.75                   |
| Atkinson, Anderson, Loya, Ruud and Romo<br>Attorneys   | \$100.00                           | 10.81                              |                                 |                                  |                             | \$1,080.75                    |
| Frank, Dan<br>Sr Hr Rep  | \$51.31                            | 1.25                               | \$64.14                         |                                  |                             |                               |
| Fuentes, Ernesto<br>Director, HR   | \$87.50                            | 173.75                             | \$15,203.12                     |                                  |                             |                               |
| Hendrickson, John<br>ViceChancellor - Fin & Adm  | \$100.80                           | 4.50                               | \$453.60                        |                                  |                             |                               |
| Henry, Dan<br>Interim Vice-President   | \$103.54                           | 2.00                               | \$207.08                        |                                  |                             |                               |
| Huff, Gene<br>Principal Hr Rep   | \$66.15                            | 6.55                               | \$433.28                        |                                  |                             |                               |
| Killings, Denise<br>Executive Assistant  | \$43.30                            | 0.25                               | \$10.83                         |                                  |                             |                               |
| Magalong, Mariles<br>Director of Business Services   | \$83.31                            | 0.50                               | \$41.66                         |                                  |                             |                               |
| Marvel, Greg<br>Vice Chancellor, HR  | \$95.33                            | 159.15                             | \$15,171.77                     |                                  |                             |                               |
| (05) Total <input type="checkbox"/>  |                                    |                                    | \$31,626.11                     | \$0.00                           | 0.00                        | \$34,634.50                   |
| Subtotal <input checked="" type="checkbox"/>   |                                    |                                    |                                 |                                  |                             |                               |

**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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost           | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|--|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| McCray, Sandi<br>SR Human Resources Rep  | \$57.95                                      | 8.85                               | \$512.86                        |                                  |                             |                               |
| Roberts, Doug<br>Comptroller   | \$81.27                                      | 1.00                               | \$81.27                         |                                  |                             |                               |
| Rosales, Linda<br>Director of Payroll Services   | \$79.30                                      | 3.00                               | \$237.90                        |                                  |                             |                               |
| Scott-Summers, Diane<br>Vice President   | \$102.32                                     | 1.50                               | \$153.48                        |                                  |                             |                               |
| Watkins, Randy<br>Sr Dean  | \$79.30                                      | 1.50                               | \$118.95                        |                                  |                             |                               |
| Williams, McKinley<br>Vice President   | \$94.25                                      | 0.50                               | \$47.13                         |                                  |                             |                               |
| <b>Contract Administration Committee</b>   |  |                                    |                                 |                                  |                             |                               |
| Courtney, Jean<br>Executive Coordinator  | \$66.98                                      | 2.00                               | \$133.96                        |                                  |                             |                               |
| Cutler, Bruce<br>Director of Business Services   | \$82.09                                      | 4.20                               | \$344.78                        |                                  |                             |                               |
| Dalrymple, Bill<br>Assistant Comptroller   | \$62.76                                      | 3.20                               | \$200.83                        |                                  |                             |                               |
| Dogan, Ozzie<br>Central Services   | \$68.37                                      | 1.00                               | \$68.37                         |                                  |                             |                               |
| Frank, Dan<br>Sr Hr Rep  | \$51.31                                      | 26.00                              | \$1,334.06                      |                                  |                             |                               |
| Fuentes, Ernesto<br>Director, HR   | \$87.50                                      | 0.80                               | \$70.00                         |                                  |                             |                               |
| Hendrickson, John<br>ViceChancellor - Fin & Adm  | \$100.80                                     | 15.20                              | \$1,532.16                      |                                  |                             |                               |
| Huff, Gene<br>Principal Hr Rep   | \$66.15                                      | 2.00                               | \$132.30                        |                                  |                             |                               |
| (05) Total <input type="checkbox"/>  | Subtotal <input checked="" type="checkbox"/> | Page: 2 of                         | \$20,139.81                     | \$0.00                           | 0.00                        | \$0.00                        |

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

**FORM  
CB-2**

(01) Claimant

Contra Costa Community College District

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2002-2003

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**Contract Administration**

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Object Accounts

| (a)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|------------------------------------|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| Leivas, Chris<br>Director of Business Services   | \$86.20                            | 4.20                               | \$362.04                        |                                  |                             |                               |
| Littman, Les<br>Director of Purchasing   | \$68.37                            | 4.20                               | \$287.15                        |                                  |                             |                               |
| Magalong, Mariles<br>Director of Business Services   | \$83.31                            | 4.20                               | \$349.90                        |                                  |                             |                               |
| Marvel, Greg<br>Vice Chancellor, HR  | \$95.33                            | 14.30                              | \$1,363.22                      |                                  |                             |                               |
| Roberts, Doug<br>Comptroller   | \$81.27                            | 2.80                               | \$227.56                        |                                  |                             |                               |
| Rosales, Linda<br>Director of Payroll Services   | \$79.30                            | 3.20                               | \$253.76                        |                                  |                             |                               |
| Strangfeld, Ken<br>Chief Accountant  | \$61.94                            | 4.20                               | \$260.15                        |                                  |                             |                               |
| <b>Contract Interpretation</b>   |                                    |                                    |                                 |                                  |                             |                               |
| Atkinson, Andelson , Loya, Ruud and Romo<br>Attorneys  | \$115.00                           | 21.50                              |                                 |                                  |                             | \$2,472.50                    |
| Atkinson, Andelson, Loya, Ruud & Romo<br>Attorneys   | \$135.00                           | 72.25                              |                                 |                                  |                             | \$9,753.75                    |
| Atkinson, Anderson, Loya, Ruud and Romo<br>Attorneys   | \$100.00                           | 7.90                               |                                 |                                  |                             | \$789.70                      |
| Cornett, Christine<br>Executive Assistant  | \$39.45                            | 0.25                               | \$9.86                          |                                  |                             |                               |
| Couser, Richard<br>Chief of District Police  | \$66.73                            | 1.00                               | \$66.73                         |                                  |                             |                               |
| Frank, Dan<br>Sr Hr Rep  | \$51.31                            | 2.00                               | \$102.62                        |                                  |                             |                               |
| Fuentes, Ernesto   | \$87.50                            | 2.35                               | \$205.62                        |                                  |                             |                               |

(05) Total  Subtotal  Page: 3 of

\$3,620.92      \$0.00      0.00      \$13,015.95



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

**FORM  
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Contra Costa Community College District

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2002-2003

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Object Accounts

| (a)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|------------------------------------|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| Director, HR   |                                    |                                    |                                 |                                  |                             |                               |
| Hendrickson, John<br>ViceChancellor - Fin & Adm  | \$100.80                           | 0.50                               | \$50.40                         |                                  |                             |                               |
| Marvel, Greg<br>Vice Chancellor, HR  | \$95.33                            | 5.25                               | \$500.48                        |                                  |                             |                               |
| McCray, Sandi<br>SR Human Resources Rep  | \$57.95                            | 2.55                               | \$147.77                        |                                  |                             |                               |
| Watkins, Randy<br>Sr Dean  | \$79.30                            | 0.25                               | \$19.83                         |                                  |                             |                               |
| <b>Grievances</b>  |                                    |                                    |                                 |                                  |                             |                               |
| Armstrong, Terry<br>Dean   | \$81.27                            | 2.00                               | \$162.54                        |                                  |                             |                               |
| Atkinson, Andelson , Loya, Ruud and Romo<br>Attorneys  | \$115.00                           | 15.75                              |                                 |                                  |                             | \$1,811.25                    |
| Atkinson, Andelson, Loya, Ruud & Romo<br>Attorneys   | \$135.00                           | 21.75                              |                                 |                                  |                             | \$2,936.25                    |
| Becket, Tom<br>Vice-Chancellor, Facilities   | \$107.46                           | 2.00                               | \$214.92                        |                                  |                             |                               |
| Frank, Dan<br>Sr Hr Rep  | \$51.31                            | 2.50                               | \$128.28                        |                                  |                             |                               |
| Franklin, Wendy<br>SVCS Program Manager  | \$50.84                            | 1.25                               | \$63.55                         |                                  |                             |                               |
| Fuentes, Ernesto<br>Director, HR   | \$87.50                            | 137.55                             | \$12,035.62                     |                                  |                             |                               |
| Leivas, Chris<br>Director of Business Services   | \$86.20                            | 1.50                               | \$129.30                        |                                  |                             |                               |
| Livingston, Richard<br>Sr Dean   | \$91.96                            | 0.30                               | \$27.59                         |                                  |                             |                               |
| (05) Total <input type="checkbox"/> Subtotal <input checked="" type="checkbox"/>               |                                    |                                    | \$13,685.90                     | \$0.00                           | 0.00                        | \$4,747.50                    |

|  |                      |
|--|----------------------|
| <b>MANDATED COSTS<br/>COLLECTIVE BARGAINING<br/>COMPONENT/ACTIVITY COST DETAIL</b> | <b>FORM<br/>CB-2</b> |
|--|----------------------|

|  |   |
|--|---|
| (01) Claimant<br>Contra Costa Community College District | (02) Fiscal Year Costs Were Incurred<br>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)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|------------------------------------|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| Marvel, Greg<br>Vice Chancellor, HR  | \$95.33                            | 22.75                              | \$2,168.76                      |                                  |                             |                               |
| McCray, Sandi<br>SR Human Resources Rep  | \$57.95                            | 28.20                              | \$1,634.19                      |                                  |                             |                               |
| McDonald, Bill<br>Book Store Manager   | \$63.49                            | 2.50                               | \$158.73                        |                                  |                             |                               |
| Shimada, Juanita<br>HR Representative  | \$41.45                            | 4.50                               | \$186.53                        |                                  |                             |                               |
| Williams, Penny<br>Administrative Secretary  | \$31.88                            | 0.50                               | \$15.94                         |                                  |                             |                               |

|   |            |        |      |        |
|---|------------|--------|------|--------|
| (05) Total <input type="checkbox"/> Subtotal <input checked="" type="checkbox"/> Page: 5 of | \$4,164.14 | \$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.  
**Unfair Labor Practice Charges**

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

Object Accounts

| (a)<br>Employees Names, Job Classifications,<br>Functions Performed and Description of Expense | (b)<br>Hourly Rate<br>or Unit Cost       | (c)<br>Hours Worked<br>or Quantity | (d)<br>Salaries and<br>Benefits | (e)<br>Materials and<br>Supplies | (f)<br>Travel &<br>Training | (g)<br>Contracted<br>Services |
|--|--|------------------------------------|---------------------------------|----------------------------------|-----------------------------|-------------------------------|
| <b>Unfair Labor Disputes</b>   |  |                                    |                                 |                                  |                             |                               |
| Atkinson, Andelson , Loya, Ruud and Romo<br>Attorneys  | \$115.00                                 | 19.50                              |                                 |                                  |                             | \$2,242.50                    |
| Atkinson, Andelson, Loya, Ruud & Romo<br>Attorneys   | \$135.00                                 | 36.50                              |                                 |                                  |                             | \$4,927.50                    |
| Fuentes, Ernesto<br>Director, HR   | \$87.50                                  | 1.50                               | \$131.25                        |                                  |                             |                               |
| Marvel, Greg<br>Vice Chancellor, HR  | \$95.33                                  | 1.25                               | \$119.16                        |                                  |                             |                               |
| <b>(05) Total</b> <input checked="" type="checkbox"/>  | <b>Subtotal</b> <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<br>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 |
|             | 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<br>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 |
|             | 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<br>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 |
|             | Time spent dealing with grievances               |                 |                  |                             |                         |
| 1/1/03      | 0.50   | \$40.64         | \$0.00           | \$0.00                      | 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<br>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    |
|             | Time spent by attorneys in dealing with tenure grievances.  |               |                  |                             |                            |
| 1/1/03      | 5.50  | \$0.00        | \$0.00           | \$632.50                    | Contract Administration    |
|             | Time spent by attorneys in dealing with grievance sessions. |               |                  |                             |                            |
| 1/1/03      | 0.25  | \$0.00        | \$0.00           | \$28.75                     | Cost of Negotiations       |
|             | Time spent by attorneys in negotiations subject committee.  |               |                  |                             |                            |
| 1/1/03      | 21.50   | \$0.00        | \$0.00           | \$2,472.50                  | Contract Administration    |
|             | Time spent by attorneys in contract interpretations.        |               |                  |                             |                            |
| 1/1/03      | 3.50  | \$0.00        | \$0.00           | \$402.50                    | Contract Administration    |
|             | Time spent by attorneys in grievance arbitrations.          |               |                  |                             |                            |
| 1/1/03      | 102.50  | \$0.00        | \$0.00           | \$11,787.50                 | 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.     |               |               |                    | Negotiations Preparation |
|        | <u>167.50</u>   | <u>\$0.00</u> | <u>\$0.00</u> | <u>\$19,262.50</u> |                          |

|   |          |
|---|----------|
| Atkinson, Andelson, Loya, Ruud & Romo - Attorneys<br>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.                            |               |                  |                             | 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.        |               |                  |                             | Factfinding                                      |
| 1/1/03      | 72.25   | \$0.00        | \$0.00           | \$9,753.75                  | Contract Administration                          |
|             | Time spent by attorneys in contract interpretation.                                   |               |                  |                             | 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.                            |               |                  |                             | Negotiations Subject Commit                      |
| 1/1/03      | 19.25   | \$0.00        | \$0.00           | \$2,598.75                  | Contract Administration                          |
|             | Time spent by attorneys in dealing with grievance sessions.                           |               |                  |                             | Grievances                                       |
| 1/1/03      | 158.25  | \$0.00        | \$0.00           | \$21,363.75                 | Contract Administration                          |
|             | Time spent by attorneys in Title 5 grievances   |               |                  |                             | Contract Administration                          |
| 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.                              |               |                  |                             | Unfair Labor Disputes                            |
| 1/1/03      | 1.50  | \$0.00        | \$0.00           | \$202.50                    | Unfair Labor Practice Char                       |
|             | Professional legal services for PERB hearing and PERB appeals.                        |               |                  |                             | Unfair Labor Disputes                            |
| 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.                  |               |                  |                             | Negotiations Preparation                         |
|             | <u>359.00</u>   | <u>\$0.00</u> | <u>\$0.00</u>    | <u>\$48,465.00</u>          |  |

|   |          |
|---|----------|
| Atkinson, Anderson, Loya, Ruud and Romo - Attorneys<br>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.     |               |                  |                             | Contract Interpretation |
| 1/1/03      | 10.81  | \$0.00        | \$0.00           | \$1,080.75                  | Contract Administration |
|             | Cost incurred for dealing with Title 5 grievances. |               |                  |                             | Contract Administration |
|             | <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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>Salaried Employee | \$40.87 |
|---|---------|

| <u>Date</u> | <u>Hours</u>   | <u>Salary</u>   | <u>Materials</u> | <u>Contracted Component</u> |
|-------------|--|-----------------|------------------|-----------------------------|
| 1/1/03      | 6.10   | \$249.31        | \$0.00           | \$0.00 Cost of Negotiations |
|             | 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>               |

Activity  
Negotiations Preparation

|  |         |
|--|---------|
| Dogan, Ozzie - Central Services<br>Salaried Employee | \$68.37 |
|--|---------|

| <u>Date</u> | <u>Hours</u>                                     | <u>Salary</u>  | <u>Materials</u> | <u>Contracted Component</u>    |
|-------------|--|----------------|------------------|--------------------------------|
| 1/1/03      | 1.00   | \$68.37        | \$0.00           | \$0.00 Contract Administration |
|             | Time spent in Contract Administration Committee. |                |                  |                                |
|             | <u>1.00</u>                                      | <u>\$68.37</u> | <u>\$0.00</u>    | <u>\$0.00</u>                  |

Activity  
Contract Administration Com

|  |         |
|--|---------|
| Eyestone, James - Sr Administrative Analyst<br>Salaried Employee | \$51.05 |
|--|---------|

| <u>Date</u> | <u>Hours</u>   | <u>Salary</u>   | <u>Materials</u> | <u>Contracted Component</u> |
|-------------|--|-----------------|------------------|-----------------------------|
| 1/1/03      | 6.10   | \$311.40        | \$0.00           | \$0.00 Cost of Negotiations |
|             | 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>               |

Activity  
Negotiations Preparation

|  |         |
|--|---------|
| Floyd, Donna - Dean<br>Salaried Employee | \$74.45 |
|--|---------|

| <u>Date</u> | <u>Hours</u>  | <u>Salary</u>     | <u>Materials</u> | <u>Contracted Component</u> |
|-------------|---|-------------------|------------------|-----------------------------|
| 1/1/03      | 14.10   | \$1,049.75        | \$0.00           | \$0.00 Cost of Negotiations |
|             | 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>               |

Activity  
Negotiations Preparation

|   |         |
|---|---------|
| Frank, Dan - Sr Hr Rep<br>Salaried Employee | \$51.31 |
|---|---------|

| <u>Date</u> | <u>Hours</u>  | <u>Salary</u> | <u>Materials</u> | <u>Contracted Component</u> |
|-------------|---|---------------|------------------|-----------------------------|
| 8/14/02     | 1.30  | \$66.70       | \$0.00           | \$0.00 Cost of Negotiations |
|             | Time spent in at-table negotiations preparations.                     |               |                  |                             |
| 12/4/02     | 1.50  | \$76.97       | \$0.00           | \$0.00 Cost of Negotiations |
|             | Time spent in negotiation preparation for health and welfare benefits |               |                  |                             |

Activity  
Negotiations Preparation  
Negotiations Subject Commit



**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<br>Salaried Employee <span style="float: right;">\$50.84</span> |
|--|

| <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 |
|             | Time spent dealing with grievances  |                 |                  |                             |                         |
| 1/1/03      | 13.30   | \$676.17        | \$0.00           | \$0.00                      | Cost of Negotiations    |
|             | 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<br>Salaried Employee <span style="float: right;">\$87.50</span> |
|---|

| <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 |
|             | Time spent dealing with grievances              |               |                  |                             |                         |
| 7/3/02      | 2.00  | \$175.00      | \$0.00           | \$0.00                      | Contract Administration |
|             | Time spent in Contract Administration Committee |               |                  |                             |                         |
| 7/8/02      | 1.00  | \$87.50       | \$0.00           | \$0.00                      | Contract Administration |
|             | Time spent dealing with grievances              |               |                  |                             |                         |
| 7/8/02      | 3.00  | \$262.50      | \$0.00           | \$0.00                      | Contract Administration |
|             | Time spent dealing with grievances              |               |                  |                             |                         |
| 7/10/02     | 1.25  | \$109.38      | \$0.00           | \$0.00                      | Contract Administration |
|             | Time spent dealing with grievances              |               |                  |                             |                         |
| 7/11/02     | 1.00  | \$87.50       | \$0.00           | \$0.00                      | Contract Administration |
|             | Time spent in Contract Administration Committee |               |                  |                             |                         |
| 7/15/02     | 2.50  | \$218.75      | \$0.00           | \$0.00                      | 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**

12/26/03

|          |   |          |        |        |                         |                          |
|----------|---|----------|--------|--------|-------------------------|--------------------------|
| 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**

12/26/03

|         |   |          |        |        |                         |                          |
|---------|---|----------|--------|--------|-------------------------|--------------------------|
| 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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>Salaried Employee | \$95.33 |
|---|---------|

| <u>Date</u> | <u>Hours</u> | <u>Salary</u> | <u>Materials</u> | <u>Contracted 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**

12/26/03

|          |   |          |        |                                |                             |
|----------|---|----------|--------|--------------------------------|-----------------------------|
| 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**

12/26/03

|          |  |          |        |        |                            |                             |
|----------|--|----------|--------|--------|----------------------------|-----------------------------|
| 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**

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|         |   |          |        |        |                         |                             |
|---------|---|----------|--------|--------|-------------------------|-----------------------------|
| 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   |          |        |        |                         |                             |

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|         |   |          |        |        |                         |                          |
|---------|---|----------|--------|--------|-------------------------|--------------------------|
| 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<br>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 | Negotiations Preparation |
|             | 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<br>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    | Grievances               |
|             | Time spent dealing with grievances  |               |                  |                                   |                          |
| 10/7/02     | 1.50  | \$86.93       | \$0.00           | \$0.00 Contract Administration    | Grievances               |
|             | Time spent dealing with grievances  |               |                  |                                   |                          |
| 12/2/02     | 4.50  | \$260.78      | \$0.00           | \$0.00 Contract Administration    | Grievances               |
|             | Time spent dealing with grievances  |               |                  |                                   |                          |
| 12/2/02     | 3.50  | \$202.83      | \$0.00           | \$0.00 Contract Administration    | Grievances               |
|             | Time spent dealing with grievances  |               |                  |                                   |                          |
| 1/1/03      | 0.25  | \$14.49       | \$0.00           | \$0.00 Impasse Proceedings        | Factfinding              |
|             | Time spent with attorneys in preparing for factfinding for Impasse proceedings.         |               |                  |                                   |                          |
| 1/1/03      | 1.35  | \$78.23       | \$0.00           | \$0.00 Contract Administration    | Grievances               |
|             | Time spent with attorneys in dealing with grievances.                                   |               |                  |                                   |                          |
| 1/1/03      | 1.25  | \$72.44       | \$0.00           | \$0.00 Contract Administration    | Grievances               |
|             | Time spent with attorneys in dealing with tenure grievances.                            |               |                  |                                   |                          |
| 1/1/03      | 2.55  | \$147.77      | \$0.00           | \$0.00 Contract Administration    | Contract Interpretation  |
|             | Time spent with attorneys in contract interpretation.                                   |               |                  |                                   |                          |
| 1/1/03      | 8.85  | \$512.86      | \$0.00           | \$0.00 Contract Administration    | 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       | Negotiations Preparation |
|             | Time spent with attorneys in preparation for negotiations.                              |               |                  |                                   |                          |
| 2/28/03     | 1.00  | \$57.95       | \$0.00           | \$0.00 Contract Administration    | Grievances               |
|             | Time spent dealing with grievances  |               |                  |                                   |                          |
| 3/25/03     | 0.80  | \$46.36       | \$0.00           | \$0.00 Contract Administration    | Grievances               |
|             | Time spent dealing with grievances  |               |                  |                                   |                          |
| 3/25/03     | 1.00  | \$57.95       | \$0.00           | \$0.00 Contract Administration    | Grievances               |
|             | Time spent dealing with grievances  |               |                  |                                   |                          |
| 4/3/03      | 3.50  | \$202.83      | \$0.00           | \$0.00 Contract Administration    | Grievances               |
|             | 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<br>Salaried Employee | \$63.49 |
|--|---------|

| <u>Date</u> | <u>Hours</u>                       | <u>Salary</u>   | <u>Materials</u> | <u>Contracted Component</u> | <u>Activity</u>         |
|-------------|------------------------------------|-----------------|------------------|-----------------------------|-------------------------|
| 5/12/03     | 2.50                               | \$158.73        | \$0.00           | \$0.00                      | Contract Administration |
|             | Time spent dealing with grievances |                 |                  |                             |                         |
|             | <u>2.50</u>                        | <u>\$158.73</u> | <u>\$0.00</u>    | <u>\$0.00</u>               |                         |

|  |         |
|--|---------|
| Mehdzadeh, Mojdeh - VC Tech Sys/Support<br>Salaried Employee | \$93.08 |
|--|---------|

| <u>Date</u> | <u>Hours</u>   | <u>Salary</u>   | <u>Materials</u> | <u>Contracted Component</u> | <u>Activity</u>      |
|-------------|--|-----------------|------------------|-----------------------------|----------------------|
| 7/31/02     | 1.50   | \$139.62        | \$0.00           | \$0.00                      | Cost of Negotiations |
|             | Time spent in preparation for at-table negotiations. |                 |                  |                             |                      |
| 7/31/02     | 1.50   | \$139.62        | \$0.00           | \$0.00                      | Cost of Negotiations |
|             | At-table negotiations                                |                 |                  |                             |                      |
|             | <u>3.00</u>  | <u>\$279.24</u> | <u>\$0.00</u>    | <u>\$0.00</u>               |                      |

|   |         |
|---|---------|
| Moore, Jeanette - Dean<br>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      | 8.80  | \$770.26        | \$0.00           | \$0.00                      | Cost of Negotiations |
|             | 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<br>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     |
|             | 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>               | Negotiations Preparation |

|   |        |
|---|--------|
| No Reported Data, No Costs -<br>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                                |
|             | <u>0.00</u>  | <u>\$0.00</u> | <u>\$0.00</u>    | <u>\$0.00</u>               | Disclosure Forms and Docum<br>Election Planning and Agree |

|  |         |
|--|---------|
| Olson, Dave - Police Service Lieutenant<br>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     |
|             | 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>               | Negotiations Preparation |

|   |         |
|---|---------|
| Ounjian-Auque, Jennifer - Administrative Analyst<br>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     |
|             | 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>               | Negotiations Preparation |

|  |         |
|--|---------|
| Packard, Roseanne - Sr SVCS Manager<br>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     |
|             | 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>               | Negotiations Preparation |

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

|  |         |
|--|---------|
| Pitt, Tina - Dean<br>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<br>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<br>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<br>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 |
|         | Time spent in Contract Administration Committee                           |                 |               |               |                         |
| 4/29/03 | 1.00  | \$79.30         | \$0.00        | \$0.00        | Contract Administration |
|         | Time spent in Contract Administration Committee                           |                 |               |               |                         |
| 5/27/03 | 1.00  | \$79.30         | \$0.00        | \$0.00        | Cost of Negotiations    |
|         | 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<br>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>               | Negotiations Preparation |

|  |          |
|--|----------|
| Scott-Summers, Diane - Vice President<br>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<br>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>               | Grievances              |

|   |         |
|---|---------|
| Strangfeld, Ken - Chief Accountant<br>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>               | Contract Administration Com |

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

|   |         |
|---|---------|
| Taylor, Jim - Building & Grounds Manager<br>Salaried Employee | \$70.90 |
|---|---------|

| <u>Date</u> | <u>Hours</u>  | <u>Salary</u>   | <u>Materials</u> | <u>Contracted Component</u> |
|-------------|---|-----------------|------------------|-----------------------------|
| 1/1/03      | 13.40   | \$950.06        | \$0.00           | \$0.00 Cost of Negotiations |
|             | 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>               |

Activity  
Negotiations Preparation

|   |         |
|---|---------|
| Wade, John - Sr SVCS Manager<br>Salaried Employee | \$61.94 |
|---|---------|

| <u>Date</u> | <u>Hours</u>  | <u>Salary</u>   | <u>Materials</u> | <u>Contracted Component</u> |
|-------------|---|-----------------|------------------|-----------------------------|
| 1/1/03      | 13.30   | \$823.80        | \$0.00           | \$0.00 Cost of Negotiations |
|             | 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>               |

Activity  
Negotiations Preparation

|   |         |
|---|---------|
| Walsh, Janis - Bookstore Manager<br>Salaried Employee | \$65.08 |
|---|---------|

| <u>Date</u> | <u>Hours</u>  | <u>Salary</u>   | <u>Materials</u> | <u>Contracted Component</u> |
|-------------|---|-----------------|------------------|-----------------------------|
| 1/1/03      | 13.40   | \$872.07        | \$0.00           | \$0.00 Cost of Negotiations |
|             | 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>               |

Activity  
Negotiations Preparation

|   |         |
|---|---------|
| Watkins, Randy - Sr Dean<br>Salaried Employee | \$79.30 |
|---|---------|

| <u>Date</u> | <u>Hours</u>  | <u>Salary</u>     | <u>Materials</u> | <u>Contracted Component</u>    |
|-------------|---|-------------------|------------------|--------------------------------|
| 1/1/03      | 0.25  | \$19.83           | \$0.00           | \$0.00 Contract Administration |
|             | Time spent with attorneys in contract interpretations.                          |                   |                  |                                |
| 1/1/03      | 1.50  | \$118.95          | \$0.00           | \$0.00 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    |
|             | 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>                  |

Activity  
Contract Interpretation  
Contract Administration  
Negotiations Preparation

|  |         |
|--|---------|
| Williams, McKinley - Vice President<br>Salaried Employee | \$94.25 |
|--|---------|

| <u>Date</u> | <u>Hours</u> | <u>Salary</u> | <u>Materials</u> | <u>Contracted Component</u>    |
|-------------|--------------|---------------|------------------|--------------------------------|
| 1/1/03      | 0.50         | \$47.13       | \$0.00           | \$0.00 Contract Administration |

Activity  
Contract Administration

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

|        |   |                   |               |                             |
|--------|---|-------------------|---------------|-----------------------------|
| 1/1/03 | Time spent with attorneys in dealing with Title 5 grievances.                   |                   |               |                             |
|        | 13.30   | \$1,253.53        | \$0.00        | \$0.00 Cost of Negotiations |
|        | Time spent in meetings in preparation for negotiations with classified members. |                   |               | Negotiations Preparation    |
|        | <u>13.80</u>  | <u>\$1,300.65</u> | <u>\$0.00</u> | <u>\$0.00</u>               |

|   |         |
|---|---------|
| Williams, Penny - Administrative Secretary<br>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 | Grievances      |
|             | 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  
 FY 2002-2003  
 Summary of Reimbursable Legal Services  
 Atkinson, Andelson, Loya, Fludd and Romo

| Billing Date | Service Date | Employee |      | Comp 1      |            | Comp 3 |            |    |    | Comp 4     |    | Comp 6     |      |             |     |             |             | Comp 7    |          |     |            |    |      |    |  |  |
|--------------|--------------|----------|------|-------------|------------|--------|------------|----|----|------------|----|------------|------|-------------|-----|-------------|-------------|-----------|----------|-----|------------|----|------|----|--|--|
|              |              | Contact  | Time | BU          | NP \$115ph | NP     | NC \$115ph | NC | FP | AG \$115ph | AG | AI \$115ph | AI   | AGT \$115ph | AGT | AGA \$115ph | AT5 \$115ph | AT5 Costs | AI Costs | AT5 | UP \$115ph | UP | PERB | UH |  |  |
| 7/31/02      | 7/2          |          |      |             |            |        | 1.75       |    |    |            |    |            |      |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/8          |          |      |             |            |        |            |    |    |            |    |            |      | 1.00        |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/8          |          |      |             |            |        |            |    |    |            |    |            | 0.75 |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/10         |          |      |             |            |        |            |    |    |            |    |            |      | 0.25        |     |             |             |           |          |     | 0.25       |    |      |    |  |  |
|              | 7/10         |          |      |             |            |        |            |    |    |            |    |            |      | 0.25        |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/10         |          |      |             |            |        |            |    |    |            |    |            |      | 0.25        |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/11         |          |      |             |            |        |            |    |    |            |    |            | 2.00 |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/14         |          |      |             |            |        |            |    |    |            |    |            | 2.00 |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/15         |          |      |             |            |        |            |    |    |            |    |            | 2.25 |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/17         |          |      |             |            |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/17         |          |      |             |            |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/22         |          |      |             |            |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/23         |          |      |             |            |        |            |    |    |            |    |            |      | 1.50        |     |             | 3.50        |           |          |     |            |    |      |    |  |  |
|              | 7/23         |          |      | Spence, C.  | 0.50       |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/23         |          |      |             |            |        | 0.25       |    |    |            |    |            |      |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/23         |          |      |             |            |        | 1.00       |    |    |            |    |            |      |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/24         |          |      |             |            |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/24         |          |      | McCray, S.  | 0.25       |        |            |    |    |            |    |            |      | 1.50        |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/25         |          |      |             |            |        |            |    |    |            |    |            |      | 0.25        |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/25         |          |      |             |            |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/25         |          |      |             |            |        | 0.25       |    |    |            |    |            |      |             |     |             |             |           |          |     | 0.50       |    |      |    |  |  |
|              | 7/25         |          |      |             |            |        | 0.25       |    |    |            |    |            |      |             |     |             |             |           |          |     | 0.25       |    |      |    |  |  |
|              | 7/25         |          |      |             |            |        | 1.00       |    |    |            |    |            |      |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/26         |          |      |             |            |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/26         |          |      |             |            |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/1          |          |      | Marvel, G.  | 0.50       |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     | 0.50       |    |      |    |  |  |
|              | 7/1          |          |      |             |            |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/1          |          |      |             |            |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/2          |          |      |             |            |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     | 2.25       |    |      |    |  |  |
|              | 7/3          |          |      | McCray, S.  | 0.50       |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     | 2.50       |    |      |    |  |  |
|              | 7/8          |          |      | Marvel, G.  | 0.25       |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     | 2.75       |    |      |    |  |  |
|              | 7/8          |          |      |             |            |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/9          |          |      |             |            |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     |            |    |      |    |  |  |
|              | 7/10         |          |      | Fuentes, E. | 0.50       |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     | 1.75       |    |      |    |  |  |
|              | 7/10         |          |      | McCray, S.  | 0.50       |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     | 3.25       |    |      |    |  |  |
|              | 7/10         |          |      |             |            |        |            |    |    |            |    |            |      | 0.50        |     |             |             |           |          |     | 2.00       |    |      |    |  |  |
|              | 7/10         |          |      | McCray, S.  | 0.30       |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     | 1.50       |    |      |    |  |  |
|              | 7/15         |          |      |             |            |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     | 3.00       |    |      |    |  |  |
|              | 7/16         |          |      |             |            |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     | 0.25       |    |      |    |  |  |
|              | 7/16         |          |      |             |            |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     | 2.50       |    |      |    |  |  |
|              | 7/16         |          |      |             |            |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     | 0.25       |    |      |    |  |  |
|              | 7/16         |          |      |             |            |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     | 0.25       |    |      |    |  |  |
|              | 7/17         |          |      | McCray, S.  | 0.30       |        |            |    |    |            |    |            |      |             |     |             |             |           |          |     | 0.50       |    |      |    |  |  |
|              | 7/17         |          |      |             |            |        |            |    |    |            |    |            |      | 1.00        |     |             |             |           |          |     |            |    |      |    |  |  |

Contra Costa Community College District  
 Collective Bargaining  
 FY 2002-2003

Summary of Reimbursable Legal Services  
 Atkinson, Anderson, Loya, Ruud and Romo

| Billing Date | Service Date | Employee Contact | Employee Time | Comp 1 |    | Comp 3     |    |            |    | Comp 4 |    |            | Comp 6 |            |     |             |     |             |     | Comp 7      |          |           |    |            |      |    |  |  |
|--------------|--------------|------------------|---------------|--------|----|------------|----|------------|----|--------|----|------------|--------|------------|-----|-------------|-----|-------------|-----|-------------|----------|-----------|----|------------|------|----|--|--|
|              |              |                  |               | BU     | NP | NP \$115ph | NC | NC \$115ph | NP | FP     | AG | AG \$115ph | AI     | AI \$115ph | AGT | AGT \$115ph | AGA | AGA \$115ph | AT5 | AT5 \$115ph | AI Costs | AT5 Costs | UP | UP \$115ph | PERB | UH |  |  |
| 7/19         |              | Mccray, S.       | 0.30          |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 7/22         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 7/22         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 7/22         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 7/23         |              | Mccray, S.       | 0.25          |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 7/25         |              | Mccray, S.       | 0.30          |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 7/26         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 7/29         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 7/30         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 7/12         |              | Frank, D.        | 0.25          |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 7/30         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/31/02      |              | Mccray, S.       | 0.50          |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/7          |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/15         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/15         |              | Mccray, S.       | 0.50          |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/15         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/15         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/19         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/19         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/19         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/1          |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/1          |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/2          |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/2          |              | Marvel, G.       | 0.25          |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/2          |              | Fuentes, E.      | 0.25          |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/5          |              | Marvel, G.       | 1.00          |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/5          |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/6          |              | Mccray, S.       | 0.50          |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/7          |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/12         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/12         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/15         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/15         |              | Mccray, S.       | 0.25          |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/15         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/18         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/19         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/19         |              | Livingston, R.   | 0.30          |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/19         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/20         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/20         |              | Fuentes, E.      | 0.25          |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/20         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/26         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 8/28         |              |                  |               |        |    |            |    |            |    |        |    |            |        |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |



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 Collective Bargaining  
 FY 2002-2003  
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 Atkinson, Andelson, Loya, Ruud and Romo

| Billing Date | Service Date | Employee Contact | Employee Time | Comp 1 |            |            | Comp 3 |    |    |      |            | Comp 4 |            |    |             |     | Comp 6      |             |         |          |           | Comp 7     |    |    |
|--------------|--------------|------------------|---------------|--------|------------|------------|--------|----|----|------|------------|--------|------------|----|-------------|-----|-------------|-------------|---------|----------|-----------|------------|----|----|
|              |              |                  |               | BU     | NP \$115ph | NC \$115ph | NP     | NC | NC | FP   | AG \$115ph | AG     | AI \$115ph | AI | AGT \$115ph | AGT | AGA \$115ph | AT5 \$115ph | AT5     | AI Costs | AT5 Costs | UP \$115ph | UP | UH |
| 9/30/02      | 9/12         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             | \$255.50    | \$75.60 |          |           |            |    |    |
|              | 9/16         | Fuentes, E.      | 0.25          |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/16         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/18         | McCray, S.       | 0.25          |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          |           |            |    |    |
|              | 9/18         |                  |               |        |            |            |        |    |    | 1.00 |            |        |            |    |             |     |             |             |         |          |           |            |    |    |
|              | 9/19         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          |           |            |    |    |
|              | 9/20         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.50      |            |    |    |
|              | 9/23         | Fuentes, E.      | 0.50          |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          |           |            |    |    |
|              | 9/23         | Marvel, G.       | 0.75          |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.50      |            |    |    |
|              | 9/23         | Fuentes, E.      | 0.25          |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.75      |            |    |    |
|              | 9/23         | Fuentes, E.      | 0.50          |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/23         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.50      |            |    |    |
|              | 9/23         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/23         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/23         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 2.75      |            |    |    |
|              | 9/24         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.50      |            |    |    |
|              | 9/24         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 1.75      |            |    |    |
|              | 9/24         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/25         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/25         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/25         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 1.00      |            |    |    |
|              | 9/26         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 3.50      |            |    |    |
|              | 9/26         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/26         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 1.00      |            |    |    |
|              | 9/26         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/26         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.50      |            |    |    |
|              | 9/26         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/26         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/26         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/26         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/27         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/30         | Marvel, G.       | 0.25          |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          |           |            |    |    |
|              | 9/30         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.75      |            |    |    |
|              | 9/30         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.75      |            |    |    |
|              | 9/30         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 1.25      |            |    |    |
|              | 9/30         |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          |           |            |    |    |
|              | 9/30         | 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          |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.50      |            |    |    |
|              | 9/5          |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/6          | McCray, S.       | 0.30          |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.50      |            |    |    |
|              | 9/9          |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/9          |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.50      |            |    |    |
|              | 9/9          |                  |               |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |
|              | 9/9          | Frank, D.        | 0.25          |        |            |            |        |    |    |      |            |        |            |    |             |     |             |             |         |          | 0.25      |            |    |    |

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|--------------|--------------|------------------|---------------|--------|------------|------------|----|----|---------|----|------------|----|------------|----|------------|-----|-------------|--------|-------------|-----|-------------|-----------|----|------------|------|----|--|
|              |              |                  |               | BU     | NP \$115ph | NP \$115ph | NC | NC | Impasse | FP | AG \$115ph | AG | AG \$115ph | AI | AI \$115ph | AGT | AGT \$115ph | AGA    | AGA \$115ph | AT5 | AT5 \$115ph | AT5 Costs | UP | UP \$115ph | PERB | UH |  |
| 9/9          |              |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/9          | 9/9          |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/10         | 9/10         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/11         | 9/11         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/12         | 9/12         | Frank, D.        | 0.25          |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/12         | 9/12         | Watkins, R.      | 0.25          |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/13         | 9/13         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/16         | 9/16         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/17         | 9/17         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/17         | 9/17         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/18         | 9/18         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/18         | 9/18         | Frank, D.        | 0.50          |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
|              |              | Magalong, M.     | 0.50          |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
|              |              | Watkins, R.      | 0.50          |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/18         | 9/18         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/19         | 9/19         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/19         | 9/19         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/20         | 9/20         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/20         | 9/20         | McCray, S.       | 0.30          |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/20         | 9/20         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/20         | 9/20         | McCray, S.       | 0.25          |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/23         | 9/23         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/23         | 9/23         | Williams, M.     | 0.50          |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/23         | 9/23         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/23         | 9/23         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/24         | 9/24         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/24         | 9/24         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/24         | 9/24         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/24         | 9/24         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/25         | 9/25         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/25         | 9/25         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/25         | 9/25         | McCray, S.       | 0.30          |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/26         | 9/26         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/26         | 9/26         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/26         | 9/26         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |
| 9/26         | 9/26         |                  |               |        |            |            |    |    |         |    |            |    |            |    |            |     |             |        |             |     |             |           |    |            |      |    |  |



Contra Costa Community College District  
Collective Bargaining  
FY 2002-2003

Summary of Reimbursable Legal Services  
Atkinson, Andelson, Loya, Ruud and Romo

| Billing<br>Date | Service<br>Date | Comp 1       |      | Comp 3 |    |    | Comp 4  | Comp 6                  |     |     |     |     |     |          | Comp 7   |           |    |      |
|-----------------|-----------------|--------------|------|--------|----|----|---------|-------------------------|-----|-----|-----|-----|-----|----------|----------|-----------|----|------|
|                 |                 | Employee     | Time | BU     | NP | NC | Impasse | Contract Administration | AT5 | AI  | AG  | AGT | AGA | AT5      | AI Costs | AT5 Costs | UP | PERB |
|                 |                 | Employee     | Time |        |    |    |         |                         | AGT | AGT | AGT | AGT | AGT | AGT      | AGT      |           |    |      |
| 10/7            |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 10/9            |                 |              |      |        |    |    |         |                         |     |     |     |     |     | 0.50     |          |           |    |      |
| 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           |                 |              |      |        |    |    |         |                         |     |     |     |     |     | 0.25     |          |           |    |      |
| 10/18           |                 |              |      |        |    |    |         |                         |     |     |     |     |     | 0.25     |          |           |    |      |
| 10/21           |                 |              |      |        |    |    |         |                         |     |     |     |     |     | 0.50     |          |           |    |      |
| 10/22           |                 | Watkins, R.  | 0.25 |        |    |    |         |                         |     |     |     |     |     | 0.25     |          |           |    |      |
| 10/24           |                 |              |      |        |    |    |         |                         |     |     |     |     |     | 0.25     |          |           |    |      |
| 10/24           |                 | Killings, D. | 0.25 |        |    |    |         |                         |     |     |     |     |     | 0.25     |          |           |    |      |
| 10/24           |                 |              |      |        |    |    |         |                         |     |     |     |     |     | 0.25     |          |           |    |      |
| 10/24           |                 | Fuentes, E.  | 0.25 |        |    |    |         |                         |     |     |     |     |     | 0.25     |          |           |    |      |
| 10/24           |                 | Watkins, R.  | 0.25 |        |    |    |         |                         |     |     |     |     |     | 0.25     |          |           |    |      |
| 10/24           |                 | Frank, D.    | 0.25 |        |    |    |         |                         |     |     |     |     |     | 0.25     |          |           |    |      |
| 10/24           |                 | Frank, D.    | 0.50 |        |    |    |         |                         |     |     |     |     |     | 0.25     |          |           |    |      |
| 10/24           |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 10/25           |                 |              |      |        |    |    |         |                         |     |     |     |     |     | 0.50     |          |           |    |      |
| 10/28           |                 |              |      |        |    |    |         |                         |     |     |     |     |     | 0.25     |          |           |    |      |
| 10/28           |                 |              |      |        |    |    |         |                         |     |     |     |     |     | 0.50     |          |           |    |      |
| 10/28           |                 |              |      |        |    |    |         |                         |     |     |     |     |     | 0.25     |          |           |    |      |
| 10/28           |                 |              |      |        |    |    |         |                         |     |     |     |     |     | 0.75     |          |           |    |      |
| 10/29           |                 |              |      |        |    |    |         |                         |     |     |     |     |     | 4.00     |          |           |    |      |
| 10/29           |                 |              |      |        |    |    |         |                         |     |     |     |     |     | 4.50     |          |           |    |      |
| 10/29           |                 |              |      |        |    |    |         |                         |     |     |     |     |     | 2.00     |          |           |    |      |
| 10/31           |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 10/31           |                 |              |      |        |    |    |         |                         |     |     |     |     |     | 1.25     |          |           |    |      |
| 10/31           |                 |              |      |        |    |    |         |                         |     |     |     |     |     | 1.00     |          |           |    |      |
| 10/28           |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 10/30           |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/30/02        | 1/4             |              |      |        |    |    |         |                         |     |     |     |     |     | \$129.75 | \$121.50 |           |    |      |
| 11/5            |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/6            |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/7            |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/7            |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/7            |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/7            |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/7            |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/8            |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/12           |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/12           |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/12           |                 | McCray, S.   | 0.25 |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/12           |                 | McCray, S.   | 0.25 |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/12           |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/12           |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/12           |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/12           |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/13           |                 | McCray, S.   | 0.25 | 0.25   |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |
| 11/13           |                 |              |      |        |    |    |         |                         |     |     |     |     |     |          |          |           |    |      |





Contra Costa Community College District  
 Collective Bargaining  
 FY 2002-2003  
 Summary of Reimbursable Legal Services  
 Atkinson, Andelson, Loya, Ruud and Romo

| Billing Date | Service Date | Employee Contact | Employee Time | Comp 1 |    | Comp 3     |    |            | Comp 4  |    | Comp 6 |            |    |            |     | Comp 7      |     |             |     |             |          |           |    |            |      |    |  |  |
|--------------|--------------|------------------|---------------|--------|----|------------|----|------------|---------|----|--------|------------|----|------------|-----|-------------|-----|-------------|-----|-------------|----------|-----------|----|------------|------|----|--|--|
|              |              |                  |               | BU     | NP | NP \$115ph | NC | NC \$115ph | Impasse | FP | AG     | AG \$115ph | AI | AI \$115ph | AGT | AGT \$115ph | AGA | AGA \$115ph | AT5 | AT5 \$115ph | AI Costs | AT5 Costs | UP | UP \$115ph | PERB | UH |  |  |
| 1/6          |              |                  |               |        |    |            |    |            | 0.25    |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/7          |              |                  |               |        |    |            |    |            | 0.25    |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/7          |              |                  |               |        |    |            |    |            | 0.25    |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/7          |              | Frank, D.        | 0.25          |        |    |            |    | 0.25       |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/7          |              |                  |               |        |    |            |    |            | 0.75    |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/7          |              |                  |               |        |    |            |    |            | 0.50    |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/8          |              |                  |               |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/8          |              | McCray, S.       | 0.25          |        |    |            |    |            | 0.25    |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/8          |              |                  |               |        |    |            |    |            | 0.50    |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/8          |              |                  |               |        |    |            |    |            | 0.25    |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/13         |              |                  |               |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/14         |              | McCray, S.       | 0.50          |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/14         |              |                  |               |        |    |            |    |            | 0.50    |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/14         |              | Frank, D.        | 0.25          |        |    |            |    |            | 0.25    |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/15         |              |                  |               |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/16         |              |                  |               |        |    |            |    |            | 0.25    |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/22         |              | Marvel, G.       | 0.25          |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/22         |              | Fuentes, E.      | 0.25          |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/22         |              |                  |               |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/22         |              |                  |               |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/23         |              | Huff, G.         | 0.25          |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/23         |              | Fuentes, E.      | 0.25          |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/23         |              | McCray, S.       | 0.25          |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/24         |              |                  |               |        |    |            |    |            | 0.50    |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/28         |              |                  |               |        |    |            |    |            | 0.25    |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/28         |              |                  |               |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/29         |              |                  |               |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/30         |              |                  |               |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/31         |              |                  |               |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/31         |              |                  |               |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/2          |              | Huff, G.         | 0.25          |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/2          |              | McCray, S.       | 0.25          |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/2          |              |                  |               |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/3          |              | McCray, S.       | 0.25          |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/3          |              |                  |               |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/3          |              | McCray, S.       | 1.00          |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/6          |              |                  |               |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/7          |              |                  |               |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/8          |              |                  |               |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/8          |              |                  |               |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |
| 1/9          |              |                  |               |        |    |            |    |            |         |    |        |            |    |            |     |             |     |             |     |             |          |           |    |            |      |    |  |  |

Contra Costa Community College District  
 Collective Bargaining  
 FY 2002-2003  
 Summary of Reimbursable Legal Services  
 Atkinson, Andelson, Loya, Ruud and Romo

| Billing Date | Service Date | Comp 1      |          | Comp 3     |            |            |            | Comp 4  |         |         |         |         |         | Comp 6      |             |             |             |      | Comp 7 |     |     |     |     |    |    |    |
|--------------|--------------|-------------|----------|------------|------------|------------|------------|---------|---------|---------|---------|---------|---------|-------------|-------------|-------------|-------------|------|--------|-----|-----|-----|-----|----|----|----|
|              |              | Employee    | Employee | BU         | NP         | NC         | NC         | Impasse | AG      | AG      | AI      | AGT     | AGT     | AGA         | AT5         | AT5         | AT5         | AT5  | AT5    | AT5 | AT5 | AT5 | AT5 | UP | UP | UP |
| Date         | Date         | Contact     | Time     | NP \$115ph | NP \$115ph | NC \$115ph | NC \$115ph | FP      | \$115ph | \$115ph | \$115ph | \$115ph | \$115ph | AGT \$115ph | AGT \$115ph | AGA \$115ph | AT5 \$115ph | AT5  | AT5    | AT5 | AT5 | AT5 | AT5 | UP | UP | UP |
| 1/14         | 1/14         | Mccray, S.  | 0.25     |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/16         | 1/16         | Mccray, S.  | 0.25     |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/21         | 1/21         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/23         | 1/23         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/27         | 1/27         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.75 |        |     |     |     |     |    |    |    |
| 1/31         | 1/31         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/1          | 1/1          |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.50 |        |     |     |     |     |    |    |    |
| 1/3          | 1/3          |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.50 |        |     |     |     |     |    |    |    |
| 1/5          | 1/5          |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/6          | 1/6          |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/6          | 1/6          | Marvel, G.  | 4.25     |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
|              |              | Fuentes, E. | 4.25     |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/6          | 1/6          |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.50 |        |     |     |     |     |    |    |    |
| 1/7          | 1/7          |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/8          | 1/8          |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/17         | 1/17         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/22         | 1/22         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/28         | 1/28         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/29         | 1/29         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.50 |        |     |     |     |     |    |    |    |
| 1/29         | 1/29         | Marvel, G.  | 0.75     |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.50 |        |     |     |     |     |    |    |    |
| 1/30         | 1/30         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.75 |        |     |     |     |     |    |    |    |
| 1/27         | 1/27         | Mccray, S.  | 0.25     |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.50 |        |     |     |     |     |    |    |    |
| 1/31         | 1/31         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/31         | 1/31         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/31         | 1/31         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.50 |        |     |     |     |     |    |    |    |
| 1/31         | 1/31         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.50 |        |     |     |     |     |    |    |    |
| 1/6          | 1/6          | Frank, D.   | 0.25     |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 2.00 |        |     |     |     |     |    |    |    |
| 1/6          | 1/6          |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/6          | 1/6          | Frank, D.   | 0.25     |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/6          | 1/6          |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 1.50 |        |     |     |     |     |    |    |    |
| 1/7          | 1/7          |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.50 |        |     |     |     |     |    |    |    |
| 1/7          | 1/7          |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.50 |        |     |     |     |     |    |    |    |
| 1/7          | 1/7          |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.50 |        |     |     |     |     |    |    |    |
| 1/7          | 1/7          |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/13         | 1/13         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.50 |        |     |     |     |     |    |    |    |
| 1/13         | 1/13         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 2.00 |        |     |     |     |     |    |    |    |
| 1/14         | 1/14         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/15         | 1/15         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/22         | 1/22         | Frank, D.   | 0.25     |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/22         | 1/22         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/29         | 1/29         | Frank, D.   | 0.25     |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 0.25 |        |     |     |     |     |    |    |    |
| 1/29         | 1/29         |             |          |            |            |            |            |         |         |         |         |         |         |             |             |             |             | 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 Time | Comp 1 |      |             | Comp 3 |      |      | Comp 4     |      |            | Comp 6 |             |      |             |      | Comp 7     |    |
|-----------------|---------------|---------------|--------|------|-------------|--------|------|------|------------|------|------------|--------|-------------|------|-------------|------|------------|----|
|                 |               |               | BU     | NP   | NC \$115 ph | NP     | NC   | FP   | AG \$115ph | AG   | AI \$115ph | AI     | AGT \$115ph | AGT  | AT5 \$115ph | AT5  | UP \$115ph | UP |
| 3/17            | endrickson, J | 0.25          |        |      |             |        |      |      |            |      |            |        |             |      |             |      |            |    |
| 3/17            | Marvel, G.    | 0.25          |        |      |             |        |      |      |            |      |            |        |             |      |             |      |            |    |
| 3/17            | Marvel, G.    | 0.25          |        |      |             |        |      |      |            |      |            |        |             |      |             |      |            |    |
| 5/31/03         | Mccray, S.    | 0.25          |        |      |             |        |      |      |            |      |            |        |             |      |             |      |            |    |
| 5/2             | Watkins, R.   | 0.50          |        |      |             |        |      |      |            |      |            |        |             |      |             |      |            |    |
| 5/2             | Mccray, S.    | 0.25          |        |      |             |        |      |      |            |      |            |        |             |      |             |      |            |    |
| 6/30/03         | Cornett, C.   | 0.25          |        |      |             |        |      |      |            |      |            |        |             |      |             |      |            |    |
| 6/5             | endrickson, J | 0.25          |        |      |             |        |      |      |            |      |            |        |             |      |             |      |            |    |
| 6/10            | Marvel, G.    | 0.25          |        |      |             |        |      | 0.25 |            |      |            |        |             |      |             |      |            |    |
| 6/13            | Mccray, S.    | 0.30          |        |      |             |        |      |      |            |      |            |        |             |      |             |      |            |    |
| 6/18            | Marvel, G.    | 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 | AG   | AI   | AGT  | AT5  | UP   |
|------------------|-------|------|------|------|------|----|------|------|------|------|------|
| Armstrong, T.    | 0.50  |      |      |      |      |    |      |      |      |      |      |
| Cornett, C.      | 0.25  |      |      |      |      |    |      | 0.25 |      | 0.50 |      |
| 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 |      |    |      | 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  |      |      |      |      |    |      |      |      |      |      |
| Magalang, M.     | 0.50  |      |      |      |      |    | 0.30 |      |      |      |      |
| Marvel, G.       | 15.80 |      | 2.80 | 7.50 |      |    |      | 1.75 |      | 0.50 |      |
| Mccray, S.       | 15.25 | 0.25 | 0.75 |      | 0.25 |    |      | 2.55 | 1.25 | 2.25 | 1.25 |
| Scott-           |       |      |      |      |      |    |      |      |      | 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  |      |      |      |      |    |      | 0.25 |      | 0.50 |      |



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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

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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 |

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| 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  |

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GENERAL LEGAL ADVICE

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| 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 |

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GENERAL LEGAL ADVICE

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| 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  |

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| 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  |

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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 |

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DISCRIMINATION COMPLAINTS

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 07/09/02 | PREPARE CORRESPONDENCE RE SANCHEZ COMPLAINT   | JJH   | 3.25 | 373.75 |
| 07/09/02 | CONFERENCE OFFICE RE FINAL INVESTIGATION REPORT IN SANCHEZ COMPLAINT; FINALIZE REPORT   | GBT   | 2.00 | 230.00 |
| 07/10/02 | TELEPHONE E. FUENTES AND S. MCCRAY RE GREENWOOD DISCRIMINATION COMPLAINT  | PJL   | 0.50 | 57.50  |
| 07/10/02 | REVIEW AND REVISE CORRESPONDENCE TO DISTRICT RE SANCHEZ COMPLAINT; LEGAL RESEARCH   | JJH   | 1.50 | 172.50 |
| 07/10/02 | PREPARE REPORT TO R. BLACK RE SANCHEZ DISCRIMINATION COMPLAINT; MEMO AND TELEPHONE S. MCCRAY RE SANCHEZ   | GBT   | 3.00 | 345.00 |
| 07/11/02 | PREPARE FILE MATERIALS RE DISCRIMINATION COMPLAINT  | GBT   | 0.25 | 28.75  |
| 07/12/02 | TELEPHONE E. SKEEN AND S. MCCRAY RE MELENDEZ  | GBT   | 0.50 | 57.50  |
| 07/15/02 | REVIEW GREENWOOD FILE   | PJL   | 0.25 | 28.75  |
| 07/16/02 | REVIEW MATERIALS RE GREENWOOD; VOICE MAIL MESSAGES; CONFERENCE OFFICE RE INVESTIGATION ARRANGEMENTS; LEGAL RESEARCH RE EMPLOYMENT STATUS IN GREENWOOD COMPLAINT | PJL   | 2.50 | 287.50 |
| 07/16/02 | PREPARE FILE MEMO RE GREENWOOD INVESTIGATION  | PJL   | 0.25 | 28.75  |
| 07/16/02 | CONFERENCE OFFICE RE D. GREENWOOD COMPLAINT   | EKP   | 0.25 | 28.75  |

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DISCRIMINATION COMPLAINTS

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|----------|---|-------|------|--------|
| 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  |



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| 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 |

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DISCRIMINATION COMPLAINTS

| Date     | Description   | 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 |

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|                             |     |         |       |                 |
|-----------------------------|-----|---------|-------|-----------------|
| 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        |
| <b>TOTAL MATTER BILLING</b> |     |         |       | <b>4,470.87</b> |

RETIREEES

| Date     |   | Atty. | Hrs. | Amt.  |
|----------|---|-------|------|-------|
| 07/12/02 | TELEPHONE D. (FRANK) RE CHANGE IN RETIREEE 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        |
| <b>TOTAL MATTER BILLING</b> |     |         |       | <b>28.75</b> |

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 |

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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

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GENERAL LEGAL ADVICE

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 08/01/02 | REVIEW CORRESPONDENCE FROM CLIENT;<br>CONFERENCE OFFICE; CORRESPONDENCE<br>CHANCELLOR RE OFF-SITE TECHNOLOGY USE<br>AUTHORIZATION | CDQ   | 1.00 | 115.00 |
| 08/01/02 | CORRESPONDENCE CLIENT RE STEPS TO<br>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<br>TENURED DISMISSAL IN GUESS  | SVU   | 1.75 | 201.25 |
| 08/02/02 | PREPARE PROUD INVESTIGATION REPORT FOR<br>INSURANCE COMPANY   | GBT   | 0.25 | 28.75  |
| 08/03/02 | CORRESPONDENCE CHANCELLOR RE RULES FOR<br>COMPUTER USE POLICY   | PJL   | 0.25 | 28.75  |
| 08/05/02 | LEGAL RESEARCH; REVIEW CORRESPONDENCE<br>RE RULES GOVERNING LIBERTY INTEREST<br>HEARINGS  | PJL   | 2.00 | 230.00 |
| 08/05/02 | REVIEW DOCUMENTS FOR P. GUESS<br>TERMINATION  | SVU   | 3.25 | 373.75 |
| 08/07/02 | TELEPHONE S. MCCRAY RE COUNSELOR LOAD<br>AND SICK LEAVE ISSUES  | EBH   | 0.50 | 57.50  |
| 08/08/02 | TELEPHONE G. ELLIOT RE SEXUAL HARASSMENT<br>EXPERT DEPOSITION TRANSCRIPT  | GBT   | 0.25 | 28.75  |
| 08/08/02 | LEGAL RESEARCH RE RIGHTS OF ACADEMIC<br>ADMINISTRATORS TO TENURE  | GBT   | 1.50 | 172.50 |

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| 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 |

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| 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 |

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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  
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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 |



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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  |

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DISCRIMINATION COMPLAINTS

| Date     |  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 08/12/02 | TELEPHONE DISTRICT'S LEGAL COUNSEL;<br>REVIEW RECORD; PREPARE FILE MEMO;<br>FORWARD MATERIALS TO DISTRICT'S LEGAL<br>COUNSEL RE RYMER-ACOSTA | CDQ   | 0.75 | 86.25  |
| 08/12/02 | REVIEW CORRESPONDENCE FROM S. MCCRAY RE<br>D. GREENWOOD; REVIEW DISCRIMINATION<br>COMPLAINT POLICY RE D. GREENWOOD                           | EKP   | 0.50 | 57.50  |
| 08/15/02 | TELEPHONE G. ELLIOT RE RYMER-ACOSTA<br>MATTER; LEGAL RESEARCH  | PJL   | 0.25 | 28.75  |
| 08/15/02 | TELEPHONE S. MCCRAY RE RYMER-ACOSTA<br>DISCRIMINATION COMPLAINT  | MLS   | 0.25 | 28.75  |
| 08/15/02 | INTERVIEW B. FORREST RE DISCRIMINATION<br>COMPLAINT  | GBT   | 3.50 | 402.50 |
| 08/18/02 | CORRESPONDENCE G. ELLIOT; LEGAL RESEARCH<br>RE EMPLOYMENT STATUS IN RYMER-ACOSTA   | PJL   | 4.00 | 460.00 |
| 08/19/02 | LEGAL RESEARCH RE JOB STATUS IN RYMER-<br>ACOSTA   | PJL   | 0.25 | 28.75  |
| 08/19/02 | CORRESPONDENCE B. FORREST RE INTERVIEW<br>STATEMENT; TELEPHONE D. LIVINGSTON RE<br>GRADE GRIEVANCE   | GBT   | 2.00 | 230.00 |
| 08/19/02 | REVIEW CORRESPONDENCE FROM G. ELLIOT RE<br>YOUNG DEPOSITION TRANSCRIPT IN COMPLAINT  | GBT   | 0.25 | 28.75  |
| 08/19/02 | REVIEW DEPOSITION OF R. YOUNG RE<br>DISCRIMINATION COMPLAINT   | GBT   | 1.00 | 115.00 |
| 08/20/02 | CORRESPONDENCE G. ELLIOT RE RESEARCH IN<br>RYMER-ACOSTA  | PJL   | 2.50 | 287.50 |

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DISCRIMINATION COMPLAINTS

| Date     |   | Atty. | Hrs. | Amnt.  |
|----------|---|-------|------|--------|
| 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

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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

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|                |  |                                    |                  |
|----------------|--|------------------------------------|------------------|
|                |  | <b>TOTAL MATTER BILLING</b>        | <b>255.50</b>    |
| DISBURSEMENTS: |  |                                    |                  |
| 08/22/02       | DOCUMENT PREPARATION AND WORD PROCESSING |                                    | 168.00           |
| 06/28/02       | OVERNIGHT DELIVERY                       |                                    | 13.43            |
| 07/08/02       | OVERNIGHT DELIVERY                       | (59.168)                           | 13.43            |
| 08/30/02       | PHOTOCOPIES                              |                                    | 88.00            |
| 08/16/02       | LONG DISTANCE AND TELEPHONE TOLLS        | = 75.60                            | 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             |
|                |  | <b>CURRENT DISBURSEMENTS</b>       | <b>\$690.87</b>  |
|                |  | <b>TOTAL MATTER BILLING</b>        | <b>690.87</b>    |
|                |  | <b>TOTAL CURRENT FEES</b>          | <b>7,676.25</b>  |
|                |  | <b>TOTAL CURRENT DISBURSEMENTS</b> | <b>946.37</b>    |
|                |  | <b>AUGUST BILLING</b>              | <b>8,622.62</b>  |
|                |  | <b>COURTESY A/R ADJUSTMENTS</b>    | <b>0.20</b>      |
|                |  | <b>AUGUST CASH RECEIPTS</b>        | <b>11,609.66</b> |
|                |  | <b>PREVIOUS BALANCE</b>            | <b>11,609.46</b> |
|                |  | <b>BALANCE DUE</b>                 | <b>8,622.62</b>  |

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SEPTEMBER 30, 2002  
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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 |

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| 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  |

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| 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  |



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|----------|---|-------|------|--------|
| 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 |

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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 |

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| Date     |  | Atty. | Hrs. | Amt.  |
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| 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 |

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| 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 |

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GENERAL LEGAL ADVICE

| Date     |   | Atty. | Hrs. | Amt.   |
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| 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

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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 |

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|----------|---|-------|------|--------|
| 09/06/02 | TELEPHONE MELODY RE WITNESS INTERVIEWS;<br>TELEPHONE WITNESS RE INTERVIEW;<br>TELEPHONE S. MCCRAY RE INVESTIGATION;<br>TELEPHONE YOLANDA RE WITNESS INTERVIEWS;<br>REVIEW TRANSMITTED DOCUMENT FROM<br>YOLANDA RE INVESTIGATION | EKP   | 0.50 | 57.50  |
| 09/09/02 | REVIEW CORRESPONDENCE FROM P. ONYEIJE RE<br>JONES SETTLEMENT  | MLS   | 0.25 | 28.75  |
| 09/09/02 | TELEPHONE G. PIPER RE JONES SETTLEMENT;<br>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<br>CLAIM   | MLS   | 0.25 | 28.75  |
| 09/09/02 | CORRESPONDENCE P. ONYEIJE RE REVISED<br>SETTLEMENT OFFER IN JONES; PREPARE<br>REVISED SETTLEMENT AGREEMENT  | MLS   | 0.75 | 86.25  |
| 09/09/02 | INTERVIEW FOUR WITNESSES IN D. GREENWOOD<br>COMPLAINT; REVIEW DOCUMENTS RE D.<br>GREENWOOD COMPLAINT  | EKP   | 8.00 | 920.00 |
| 09/09/02 | CONFERENCE OFFICE RE FORREST<br>DISCRIMINATION COMPLAINT INVESTIGATION;<br>REVIEW CORRESPONDENCE FROM U.S.<br>DEPARTMENT OF EDUCATION   | GBT   | 0.50 | 57.50  |
| 09/10/02 | REVIEW DOCUMENTS FROM WITNESSES RE D.<br>GREENWOOD; CREATE LIST OF WITNESSES AND<br>ISSUES  | EKP   | 0.50 | 57.50  |
| 09/10/02 | TELEPHONE L. DURAN RE INTERVIEW; REVIEW<br>CORRESPONDENCE FROM B. FORREST;<br>TELEPHONE R. LIVINGSTON   | GBT   | 0.50 | 57.50  |

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| 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 |



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| 09/16/02 | TELEPHONE R. LIVINGSTON RE MEDIATION;<br>TELEPHONE L. DURAN RE CONFERENCE;<br>CORRESPONDENCE R. CARPENTER RE<br>MEDIATION; TELEPHONE S. MCCRAY RE GRADE<br>APPEALS AND DURAN STATUS  | GBT   | 2.00 | 230.00 |
| 09/17/02 | REVIEW CORRESPONDENCE FROM R. WATKINS<br>RE JONES RETURN TO WORK   | MLS   | 0.25 | 28.75  |
| 09/17/02 | REVIEW CORRESPONDENCE FROM D. FRANK RE<br>JONES RETURN TO WORK   | MLS   | 0.25 | 28.75  |
| 09/17/02 | PREPARE THREE WITNESS STATEMENTS IN D.<br>GREENWOOD INVESTIGATION; E-MAIL S.<br>MCCRAY RE FOLLOW-UP INFORMATION FOR D.<br>GREENWOOD INVESTIGATION; LEAVE MESSAGES<br>WITH WITNESSES RE D. GREENWOOD;<br>TELEPHONE WITNESS RE D. GREENWOOD<br>INVESTIGATION; REVIEW TRANSMITTED<br>DOCUMENT FROM WITNESS RE D. GREENWOOD;<br>REVIEW TRANSMITTED DOCUMENT AND E-MAIL<br>FROM S. MCCRAY RE D. GREENWOOD | EKP   | 2.00 | 230.00 |
| 09/17/02 | CORRESPONDENCE R. CARPENTER RE FORREST<br>DISCRIMINATION COMPLAINT; TELEPHONE L.<br>DURAN RE MEETING; TELEPHONE R. LIVINGSTON<br>RE CORRESPONDENCE; PREPARE FOR L. DURAN<br>INTERVIEW  | GBT   | 1.75 | 201.25 |
| 09/18/02 | REVIEW CORRESPONDENCE FROM D. FRANK RE<br>JONES SICK LEAVE ABUSE   | MLS   | 0.25 | 28.75  |
| 09/18/02 | REVIEW CORRESPONDENCE FROM R. WATKINS<br>RE JONES ABSENCE  | MLS   | 0.25 | 28.75  |
| 09/18/02 | LEGAL RESEARCH RE JONES ABUSE OF SICK<br>LEAVE; CORRESPONDENCE D. FRANK RE<br>CONFERENCE CALL TO DISCUSS   | MLS   | 0.75 | 86.25  |

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| 09/18/02 | TELEPHONE D. FRANK, M. MAGALONG AND R. WATKINS RE JONES STATUS; CONFERENCE OFFICE  | MLS   | 0.50 | 57.50  |
| 09/18/02 | LEGAL RESEARCH RE JONES DISCIPLINARY ISSUES  | MLS   | 0.50 | 57.50  |
| 09/18/02 | INTERVIEW L. DURAN RE FORREST DISCRIMINATION COMPLAINT; FORWARD FEDERAL REGULATIONS RE MEDIATION TO R. LIVINGSTON                                      | GBT   | 3.50 | 402.50 |
| 09/19/02 | REVIEW CORRESPONDENCE FROM R. WATKINS RE JONES ABSENTEEISM   | MLS   | 0.25 | 28.75  |
| 09/19/02 | TELEPHONE P. ONYEIJE RE JONES SETTLEMENT   | MLS   | 0.25 | 28.75  |
| 09/19/02 | REVISE JONES SETTLEMENT AGREEMENT; CORRESPONDENCE P. ONYEIJE   | MLS   | 0.50 | 57.50  |
| 09/19/02 | CORRESPONDENCE E. FUENTES RE JONES DISCIPLINE  | MLS   | 1.50 | 172.50 |
| 09/20/02 | CONFERENCE OFFICE RE CAMBA HEARING   | PJL   | 0.25 | 28.75  |
| 09/20/02 | REVIEW GONDOR AGREEMENT AND FILE; LEGAL RESEARCH; TELEPHONE S. MCCRAY RE GONDOR  | JJH   | 1.25 | 143.75 |
| 09/20/02 | CONFERENCE OFFICE RE JONES DISCIPLINE  | MLS   | 0.25 | 28.75  |
| 09/20/02 | REVIEW CAMBA DISCRIMINATION COMPLAINT  | TAG   | 3.50 | 402.50 |
| 09/20/02 | LEAVE MESSAGES FOR M. WILLIAMS RE D. GREENWOOD COMPLAINT; REVIEW DOCUMENTS TO FORMULATE FINDINGS IN D. GREENWOOD COMPLAINT; PREPARE WITNESS STATEMENTS | EKP   | 1.00 | 115.00 |
| 09/23/02 | TELEPHONE S. MCCRAY RE JONES SETTLEMENT CHECK  | MLS   | 0.25 | 28.75  |

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SEPTEMBER 30, 2002  
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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 |

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DISCRIMINATION COMPLAINTS

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|----------|--|-------|------|--------|
| 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 S. MCCRAY CORRESPONDENCE 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 |

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| 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                 |            | 5.00             |
| 09/06/02       | AUTOMATED LEGAL RESEARCH                 | = \$125.40 | 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         |
|                | <b>TOTAL MATTER BILLING</b>              |            | <b>632.62</b>    |
|                | <b>TOTAL CURRENT FEES</b>                |            | <b>15,438.75</b> |
|                | <b>TOTAL CURRENT DISBURSEMENTS</b>       |            | <b>830.62</b>    |
|                | <b>SEPTEMBER BILLING</b>                 |            | <b>16,269.37</b> |
|                | <b>PREVIOUS BALANCE</b>                  |            | <b>8,622.62</b>  |
|                | <b>BALANCE DUE</b>                       |            | <b>24,891.99</b> |

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     |

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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 E. 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  |

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|----------|--|-------|------|--------|
| 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 |

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| 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  |



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| 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 |

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| 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 ESMALI POSSIBLE TERMINATION  | PJL   | 0.50 | 77.50  |

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| 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  |

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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  |

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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 |

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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  |

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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    |

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| 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. ONYEIJE 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  |



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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 |

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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 |

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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

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|------------------------------------|--|------------------|
| <b>TOTAL MATTER BILLING</b>        |  | <b>129.75</b>    |
| 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       |
| <b>TOTAL MATTER BILLING</b>        |  | <b>1,222.71</b>  |
| <b>TOTAL CURRENT FEES</b>          |  | <b>18,253.75</b> |
| <b>TOTAL CURRENT DISBURSEMENTS</b> |  | <b>1,352.46</b>  |
| <b>OCTOBER BILLING</b>             |  | <b>19,606.21</b> |
| <b>OCTOBER CASH RECEIPTS</b>       |  | <b>8,622.62</b>  |
| <b>PREVIOUS BALANCE</b>            |  | <b>24,891.99</b> |
| <b>BALANCE DUE</b>                 |  | <b>35,875.58</b> |

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     |

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 DISTRICT  
 P.O. # BC4383.5  
 ATTN: GREG MARVEL, HR DEPT.  
 500 COURT STREET  
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NOVEMBER 30, 2002  
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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 |

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| 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 |

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| 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  |

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|----------|---|-------|------|--------|
| 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 |



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|----------|--|-------|------|--------|
| 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  |

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| 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  
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DISBURSEMENTS:

|          |                          |        |
|----------|--------------------------|--------|
| 11/04/02 | AUTOMATED LEGAL RESEARCH | 108.00 |
| 11/05/02 | AUTOMATED LEGAL RESEARCH | 5.00   |

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|          |                          |       |
|----------|--------------------------|-------|
| 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. | Amnt.  |
|----------|---|-------|------|--------|
| 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. HOOBLE AND G. HUFF RE ROSSOVICH DISCRIMINATION COMPLAINT                       | GBT   | 4.50 | 697.50 |

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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   | 2.00 | 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 |

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| 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  |

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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      | EKP   | 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  |

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| 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  |

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|----------|---|-------|------|--------|
| 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 |



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|----------|---|-------|------|--------|
| 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  |

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|                      |     |         |       |           |
|----------------------|-----|---------|-------|-----------|
| 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            |  |  | 135.40 |
| 11/29/02 | PHOTOCOPIES                              |  |  | 175.00 |
| 11/27/02 | DOCUMENT PREPARATION AND WORD PROCESSING |  |  | 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  |

64.90 (210)  
= \$134.40

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GENERAL LEGAL ADVICE  
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| Date     |  | Atty. | Hrs. | Ant.   |
|----------|--|-------|------|--------|
| 12/09/02 | CORRESPONDENCE D. LEVINE RE GOATLEY PITCHESS MOTION  | MLS   | 0.50 | 77.10  |
| 12/10/02 | TELEPHONE J. HENDRICKSON RE PROPOSED INCUBATOR PROJECT   | EBH   | 0.50 | 77.10  |
| 12/10/02 | REVISE CORRESPONDENCE J. HENDRICKSON RE PROCEDURE FOR PIGGYBACK CONTRACTS  | EBH   | 0.50 | 77.10  |
| 12/10/02 | CONFERENCE OFFICE; TELEPHONE D. LEVINE RE GOATLEY PITCHESS MOTION  | MLS   | 0.25 | 38.15  |
| 12/10/02 | TELEPHONE G. MARVEL RE PROHIBITION OF UNION MEMBER TAPE RECORDING DISCIPLINARY MEETING                                   | MLS   | 0.25 | 38.15  |
| 12/10/02 | REVIEW CORRESPONDENCE FROM D. LEVINE RE GOATLEY POLICE REPORT  | MLS   | 0.25 | 38.15  |
| 12/10/02 | TELEPHONE OPPOSING COUNSEL RE CONTINUING HEARING ON BERMUDEZ PITCHESS MOTION   | SVU   | 0.25 | 38.15  |
| 12/10/02 | TELEPHONE CLIENT RE CONTINUATION OF HEARING IN BERMUDEZ PITCHESS MOTION  | SVU   | 0.25 | 38.15  |
| 12/11/02 | REVISE CORRESPONDENCE J. HENDRICKSON RE PIGGYBACK CONTRACTS  | EBH   | 0.25 | 38.15  |
| 12/11/02 | PREPARE OPPOSITION TO GOATLEY PITCHESS MOTION  | MLS   | 1.00 | 155.00 |
| 12/11/02 | REVIEW LEGAL SERVICES BILLING AND PREPARE SUMMARY OF CHARGES RE MANAGEMENT REORGANIZATION AND ACADEMIC SENATE COMPLAINTS | PO1   | 1.50 | 232.00 |
| 12/12/02 | TELEPHONE G. MARVEL AND E. FUENTES RE REDUCTION IN RETIREE HEALTH BENEFITS   | MLS   | 0.50 | 77.00  |

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|----------|---|-------|------|-------|
| 12/12/02 | TELEPHONE CLIENT RE PITCHESS MOTION   | SVU   | 0.25 | 38.5  |
| 12/13/02 | TELEPHONE G. MARVEL AND D. FRANK RE CALCULATION OF SICK LEAVE                               | PJL   | 0.75 | 116.5 |
| 12/13/02 | REVIEW CORRESPONDENCE FROM S. MCCRAY RE MANAGEMENT POLICY ON VESTED RETIREE HEALTH BENEFITS | MLS   | 0.25 | 38.5  |
| 12/13/02 | CONFERENCE OFFICE RE VESTING OF RETIREE HEALTH BENEFITS                                     | MLS   | 0.50 | 77.0  |
| 12/13/02 | TELEPHONE R. COUSER RE GOATLEY PITCHESS MOTION  | MLS   | 0.25 | 38.5  |
| 12/16/02 | REVIEW CORRESPONDENCE RE EMPLOYEE RELEASE DUE TO DISABILITY                                 | PJL   | 0.25 | 38.5  |
| 12/16/02 | TELEPHONE S. LEVER RE REVIEW OF PROPOSED STUDENT CODE OF CONDUCT                            | EBH   | 0.25 | 38.5  |
| 12/16/02 | REVIEW PROPOSED STUDENT CODE OF CONDUCT   | EBH   | 0.50 | 77.0  |
| 12/16/02 | LEGAL RESEARCH RE LEGALITY OF BOARD POLICY 1007   | SVU   | 1.50 | 232.0 |
| 12/17/02 | TELEPHONE G. MARVEL AND OTHERS RE INSTRUCTOR ON EXTENDED LEAVE                              | PJL   | 0.50 | 77.0  |
| 12/17/02 | LEGAL RESEARCH RE INCUBATOR PROJECT   | PJL   | 0.25 | 38.5  |
| 12/17/02 | LEGAL RESEARCH RE INCUBATOR PROJECT AND SALE OF SITE  | PJL   | 0.25 | 38.5  |
| 12/17/02 | CORRESPONDENCE OPPOSING COUNSEL RE PART-TIME TENURED STATUS IN ASHBY                        | PJL   | 0.25 | 38.5  |
| 12/17/02 | CONFERENCE OFFICE RE INCUBATOR PROJECT  | EBH   | 0.25 | 38.5  |

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| 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  |

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| 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

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CONTRA COSTA COMMUNITY COLLEGE  
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 P.O. # BC4383.5  
 ATTN: GREG MARVEL, HR DEPT.  
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DECEMBER 31, 2002  
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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  |

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|----------|--|-------|------|--------|
| 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  |



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|----------|---|-------|------|--------|
| 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 | 38.50  |

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| 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

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RETIREES

| Date     |  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 12/13/02 | LEGAL RESEARCH; CONFERENCE OFFICE RE<br>RETIREE BENEFITS   | PJL   | 0.50 | 77.50  |
| 12/13/02 | CORRESPONDENCE T. RICH RE STATUS OF<br>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**

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GENERAL LEGAL ADVICE  
 PO #BC 4383.4

| Date     |  | Atty. | Hrs. | Amnt.  |
|----------|--|-------|------|--------|
| 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  |

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| 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 |

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| 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  |

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| 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'AMBOSIA 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  |

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|----------|--|-------|------|--------|
| 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  |



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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  
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 PML  
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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 |

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| 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 I. HUFF, E. FUENTES AND S. MCCRAY RE ACCOUNTING FOR LOAD BANKING AND USAGE OF SICK LEAVE | PJL   | 0.75 | 116.25 |

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| 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  |

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|----------|--|-------|------|--------|
| 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 NONRELECTION 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  |

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| Date     |  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 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  |

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|----------|---|-------|------|--------|
| 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 |

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|----------|---|-------|------|--------|
| 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

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**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 |



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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  |

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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  |

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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

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RETIREEES

| 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, E. 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  |

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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 |

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RETIREEES

| Date     |  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 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. | Amt.   |
|----------|--|-------|------|--------|
| 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 |

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RE: GRIEVANCES

| Date     |                                    | Atty. | Hrs.          | Amt.      |
|----------|------------------------------------|-------|---------------|-----------|
| 01/31/03 | LEGAL RESEARCH RE POWELL GRIEVANCE | GBT   | 0.25          | 38.75     |
|          |                                    |       | CURRENT FEES: | \$ 581.25 |

FEE SUMMARY

| NAME                 | INT | RATE    | HOURS             | AMOUNT |
|----------------------|-----|---------|-------------------|--------|
| LOVELY, CHRISTINE D. | CDL | 155/hr. | 2.75              | 426.25 |
| LUCEY, PETER J.      | PJL | 155/hr. | 0.75              | 116.25 |
| TABAK, G B.          | GBT | 155/hr. | 0.25              | 38.75  |
|                      |     |         | FEE SUMMARY TOTAL | 581.25 |

**TOTAL MATTER BILLING 581.25**

BUSINESS AND TAX-GENERAL

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 01/06/03 | TELEPHONE D. FRANK RE REVIEW OF AGREEMENTS FOR TAX SHELTERED ANNUITIES                                    | EBH   | 0.25 | 38.75  |
| 01/06/03 | RESEARCH TAX SHELTERED ANNUITY PROGRAM REQUIREMENTS FOR REVISION OF AGREEMENTS WITH VENDORS AND EMPLOYEES | EBH   | 1.50 | 232.50 |
| 01/06/03 | TELEPHONE D. FRANK RE FURTHER INFORMATION ON TAX SHELTERED ANNUITY PROGRAM                                | EBH   | 0.25 | 38.75  |
| 01/06/03 | CONFERENCE OFFICE RE SECTION 457 AND 403 PLAN DOCUMENTS   | CSA   | 0.50 | 77.50  |
| 01/07/03 | CONFERENCE OFFICE RE REVISIONS TO TAX SHELTERED ANNUITY AGREEMENTS  | EBH   | 0.50 | 77.50  |

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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  |



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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 |

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INCORPORATION OF AUXILIARY

| Date     |   | Atty. | Hrs. | Amnt. |
|----------|---|-------|------|-------|
| 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 |

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 (562) 653-3200 (714) 826-5480

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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  
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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 FBES: \$ 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                              |               | 104.40 |
| 01/30/03 | DOCUMENT PREPARATION AND WORD PROCESSING | = \$ 202.40   | 460.00 |
| 01/31/03 | FAX/TELECOPY CHARGES                     | AT 5, A1 each | 310.00 |
| 01/31/03 | POSTAGE                                  | \$ 101.20     | 3.97   |

CURRENT DISBURSEMENTS \$912.86

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FEBRUARY 28, 2003  
 INVOICE NO. 224345  
 CLIENT NO. 005142  
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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  |

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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  |

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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 RETIREE BENEFITS FOR UNREPRESENTED EMPLOYEES    | PJL   | 0.50 | 77.50  |

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GENERAL LEGAL ADVICE  
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| 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 |

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FEBRUARY 28, 2003  
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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  |



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FEBRUARY 28, 2003  
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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 RETIREEE BENEFITS | PJL   | 0.25 | 38.75 |

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RETIREES

| 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 RETIREES  | 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 |

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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

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|----------|--|----------------|--------|
| 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, A 1 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     |

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CONTRA COSTA COMMUNITY COLLEGE  
 DISTRICT  
 P.O. # BC4383.5  
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MARCH 31, 2003  
 INVOICE NO. 226010  
 CLIENT NO. 005142  
 PML  
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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  |

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|----------|---|-------|------|--------|
| 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  |

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| 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  |

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| 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  |



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|----------|---|-------|------|--------|
| 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  |

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|----------|--|-------|------|--------|
| 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  |

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|----------|---|-------|------|--------|
| 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  |

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| 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 |

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| 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

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CONTRA COSTA COMMUNITY COLLEGE  
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 P.O. # BC4383.5  
 ATTN: GREG MARVEL, HR DEPT.  
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MARCH 31, 2003  
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PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RETIREES

| Date     |   | Atty. | Hrs. | Amt.  |
|----------|---|-------|------|-------|
| 03/25/03 | TELEPHONE J. HENDRICKSON; REVIEW<br>CORRESPONDENCE RE TAXATION OF RETIREE<br>CASH REIMBURSEMENT OF BENEFITS | PJL   | 0.50 | 77.50 |
| 03/26/03 | TELEPHONE J. HENDRICKSON RE TAX<br>DEDUCTIBILITY OF RETIREE HEALTH BENEFIT<br>CASH PAYMENTS                 | PJL   | 0.25 | 38.75 |
| 03/26/03 | LEGAL RESEARCH RE DEDUCTION OF RETIREE<br>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        |
| <b>TOTAL MATTER BILLING</b> |     |         |       | <b>155.00</b> |

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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  |

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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 B. 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  |



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BUSINESS AND TAX-GENERAL

| Date     |  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 03/17/03 | RESEARCH AND ANALYZE TAX ISSUES RE<br>WAIVER OF VACATION TIME OR OPTION OF<br>SALARY REDUCTION AND CONFERENCE OFFICE | CSA   | 2.50 | 387.50 |
| 03/17/03 | TELEPHONE G. MARVEL RE RESULTS OF<br>RESEARCH AND CONSTRUCTIVE RECEIPT ISSUES<br>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

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| 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   |

*36% (280)*  
*= \$ 100.80*

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FRISK

FRISK CONTRACT ADMINISTRATION MANUALS

259.50

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MAY 31, 2003  
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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  |

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|----------|---|-------|------|--------|
| 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 |

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|----------|---|-------|------|--------|
| 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  |

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|----------|--|-------|------|--------|
| 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  |

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| Date     |  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 05/21/03 | CORRESPONDENCE S. MCCRAY RE TERMINATION OF TENURED FACULTY MEMBER                                | MLS   | 0.50 | 77.50  |
| 05/22/03 | TELEPHONE V. RIEGEL; LEGAL RESEARCH RE LIABILITY INSURANCE CHARGES FOR NURSING PROGRAM           | PJL   | 0.50 | 77.50  |
| 05/22/03 | TELEPHONE J. HENDRICKSON RE IMPOSITION OF STUDENT FEES (NO CHARGE)                               | PJL   | 0.25 | 0.00   |
| 05/22/03 | CONFERENCE OFFICE RE IMPACT OF RELEASING NURSING FEE MALPRACTICE INSURANCE OPINION               | MLS   | 0.25 | 38.75  |
| 05/22/03 | REVIEW DRAA SETTLEMENT AGREEMENT; CORRESPONDENCE E. FUENTES                                      | MLS   | 0.50 | 77.50  |
| 05/27/03 | PREPARE FOR CONFERENCE S. LEVER RE STUDENT CODE OF CONDUCT                                       | EBH   | 0.50 | 77.50  |
| 05/27/03 | ATTEND CONFERENCE S. LEVER AND J. FLAGGS RE PROPOSED STUDENT CODE OF CONDUCT                     | EBH   | 3.00 | 465.00 |
| 05/27/03 | TELEPHONE S. LEVER RE RED-LINED VERSION OF STUDENT CODE OF CONDUCT                               | EBH   | 0.25 | 38.75  |
| 05/27/03 | REVIEW PROPOSED AMENDMENT TO USE AGREEMENT WITH CITY OF SAN PABLO FOR SOCCER AND PRACTICE FIELDS | EBH   | 0.50 | 77.50  |
| 05/30/03 | REVISE CORRESPONDENCE RE ISSUANCE OF COMPLAINT FOR PITNER UNFAIR CHARGE                          | SVU   | 1.50 | 232.50 |
| 05/30/03 | REVIEW PERB BOARD DECISION RE PITNER UNFAIR CHARGE   | SVU   | 0.50 | 77.50  |

CURRENT FEES: \$ 5,425.00



ATKINSON, ANDELSON, LOYA, RUUD & ROMO  
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 (562) 653-3200 (714) 826-5480

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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        |
| <b>TOTAL MATTER BILLING</b> |     |         |       | <b>5,425.00</b> |

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  |

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MAY 31, 2003  
 INVOICE NO. 228473  
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 PAGE: 14

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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) | <u>310.00</u> |
| 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     |

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JUNE 30, 2003  
 INVOICE NO. 229645  
 CLIENT NO. 005142  
 PML  
 PAGE: 2

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PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE  
 PO #BC 4383.4

| Date     |  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 06/02/03 | REVISE CORRESPONDENCE J. HENDRICKSON RE AMENDMENT TO USE AGREEMENT FOR SOCCER FIELD (SAN PABLO)                                | EBH   | 0.50 | 77.50  |
| 06/02/03 | REVIEW DECLARATIONS OF WITNESSES TO PREPARE THEM FOR DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING TELEPHONE INTERVIEW             | EBH   | 0.50 | 77.50  |
| 06/02/03 | REVIEW CORRESPONDENCE FROM D. FRANK RE REASONABLE ACCOMMODATION OF EMPLOYEE AND REDUCING AIDE SERVICE; CORRESPONDENCE D. FRANK | MLS   | 0.50 | 77.50  |
| 06/03/03 | REVIEW CORRESPONDENCE RE COMMUNICATIONS WITH DISTRICT RE VACATION ACCRUAL ISSUE  | CSA   | 0.50 | 77.50  |
| 06/03/03 | TELEPHONE (C. CORNETT) RE LEGAL OPINIONS RE VACATION ACCRUAL ISSUE   | CSA   | 0.25 | 38.75  |
| 06/03/03 | TELEPHONE S. MCCRAY RE SHIPMAN DISMISSAL   | MLS   | 0.25 | 38.75  |
| 06/03/03 | REVIEW CORRESPONDENCE FROM S. MCCRAY RE SHIPMAN STATEMENT OF CHARGES; CORRESPONDENCE S. MCCRAY                                 | MLS   | 0.75 | 116.25 |
| 06/05/03 | TELEPHONE J. HENDRICKSON RE REQUEST FOR OPINIONS ON CONVERTING MANAGEMENT FLEX TIME TO SICK LEAVE                              | MLS   | 0.25 | 38.75  |
| 06/10/03 | LEGAL RESEARCH; CONFERENCE OFFICE RE PROCEDURES FOR RELEASE OF EMPLOYEE DISCIPLINARY ACTION INFORMATION                        | PJL   | 0.50 | 77.50  |
| 06/10/03 | TELEPHONE (G. MARVEL) RE NEGOTIATING HEALTH BENEFITS CAP FOR UNITED FACULTY  | PJL   | 0.25 | 38.75  |

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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 PITCHES MOTION; TELEPHONE A. JONES-HARSOUGH                                    | MLS   | 0.50 | 77.50  |
| 06/20/03 | PREPARE SZOSTAK PITCHES MOTION OPPOSITION   | MLS   | 1.00 | 155.00 |
| 06/20/03 | CALENDAR HEARING DATE ON PITCHES MOTION RE SZOSTAK  | MJP   | 0.25 | 38.75  |

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JUNE 30, 2003  
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GENERAL LEGAL ADVICE  
PO #BC 4383.4

| Date     |  | Atty. | Hrs. | Amnt.  |
|----------|--|-------|------|--------|
| 06/23/03 | REVIEW CORRESPONDENCE FROM A. JONES-HARTSOUGH RE EXHIBIT TO SZOSTAK PITCHES 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 PITCHES MOTION; CORRESPONDENCE R. COUSER                                   | MLS   | 0.75 | 116.25 |
| 06/25/03 | CALCULATE AND CALENDAR DEADLINES RE PITCHES 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  |

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JUNE 30, 2003  
 INVOICE NO. 229645  
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 PAGE: 5

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GENERAL LEGAL ADVICE  
 PO #BC 4383.4

| Date     |   | 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

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JUNE 30, 2003  
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 PAGE: 10

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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  |

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PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

RE: GRIEVANCES

| Date     | Description   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 06/20/03 | CONFERENCE OFFICE; TELEPHONE S. MCCRAY RE GRIEVANCE INVESTIGATION; CORRESPONDENCE OPPOSING COUNSEL RE FACTFINDING PANEL IN BANK GRIEVANCE | JJH   | 0.75 | 116.25 |
| 06/20/03 | LEGAL RESEARCH; PREPARE ANSWER TO PITNER PERB COMPLAINT   | SVU   | 1.50 | 232.50 |
| 06/20/03 | CALCULATE AND CALENDAR DUE DATE FOR RESPONSE TO PERB COMPLAINT RE PITNER  | MJP   | 0.25 | 38.75  |
| 06/25/03 | TELEPHONE S. MCCRAY RE DRA GRIEVANCE  | MLS   | 0.25 | 38.75  |
| 06/25/03 | CALENDAR INFORMAL CONFERENCE HEARING DATE AND RELATED DEADLINES RE PITNER   | MJP   | 0.25 | 38.75  |
| 06/26/03 | REVIEW CORRESPONDENCE FROM R. WATKINS RE JONES GRIEVANCE RESPONSE   | MLS   | 0.25 | 38.75  |
| 06/26/03 | REVIEW CORRESPONDENCE FROM R. WATKINS AND L. JONES RE AMENDED GRIEVANCE; CORRESPONDENCE S. MCCRAY   | MLS   | 0.50 | 77.50  |
| 06/27/03 | REVIEW CORRESPONDENCE FROM S. MCCRAY RE JONES GRIEVANCE ELEVATION   | MLS   | 0.25 | 38.75  |
| 06/30/03 | CONFERENCE OFFICE RE DRAA FACTFINDING; CORRESPONDENCE S. MCCRAY   | MLS   | 0.50 | 77.50  |

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 |





**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                |  |  | <b>Reimbursement Claim Data</b> |                            |
| (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: Martinez  | State: CA  | Zip Code: 94553  | (25) CB-1, (03)(4)(e)           | 0                          |
| <b>Type of Claim</b>  | <b>Estimated Claim</b>                             |  | <b>Reimbursement Claim</b>      |                            |
|   | (03) Estimated <input checked="" type="checkbox"/> | (09) Reimbursement <input checked="" type="checkbox"/> | (26) CB-1, (03)(5)(e)           | 0                          |
|   | (04) Combined <input type="checkbox"/>             | (10) Combined <input type="checkbox"/>                 | (27) CB-1, (03)(6)(e)           | 143,288                    |
|   | (05) Amended <input type="checkbox"/>              | (11) Amended <input type="checkbox"/>                  | (28) CB-1, (03)(7)(e)           | 31,112                     |
| <b>Fiscal Year of cost</b>                                  |  | (06) 2004-2005   | (12) 2003-2004                  | (30) CB-1, (04)(e) 257,321 |
| <b>Total Claimed Amount</b>                                 |  | (07) \$ 290,000  | (13) \$ 263,937                 | (31) CB-1, (05)(e) 3,843   |
| <b>Less: 10% Late Penalty</b>                               |  | (14) \$ -  | (32) CB-1, (07)                 | 244,212                    |
| <b>Less: Prior Claim Payment Received</b>                   |  | (15) \$ -  | (33) CB-1, (11)                 | 34                         |
| <b>Net Claimed Amount</b>                                   |  | (16) \$ 263,937  | (34) CB-1, (12)                 | 19,725                     |
| <b>Due from State</b>                                       | (08) \$ 290,000                                    | (17) \$ 263,937  | (35) CB-1, (14)                 | 0                          |
| <b>Due to State</b>   |  | (18)   | (36) CB-1, (15)                 | 0                          |

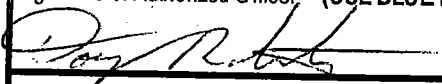
**(37) CERTIFICATION OF CLAIM**

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)



Date

1-6-05 1-6-08

Doug Roberts

Acting  
V.C., Finance and Admin

Type or Print Name

Title

(38) Name of Contact Person for Claim

SixTen and Associates

Telephone Number: (858) 514-8605

E-mail Address: kbpsixten@aol.com

|                        |   |                      |
|------------------------|---|----------------------|
| <b>Program<br/>232</b> | <b>MANDATED COSTS<br/>COLLECTIVE BARGAINING<br/>CLAIM SUMMARY</b> | <b>FORM<br/>CB-1</b> |
|------------------------|---|----------------------|

|   |   |                          |
|---|---|--------------------------|
| (01) Claimant:<br>Contra Costa Community College District | (02) Type of Claim<br>Reimbursement <input checked="" type="checkbox"/><br>Estimated <input type="checkbox"/> | Fiscal Year<br>2003-2004 |
|---|---|--------------------------|

| Rodda Act Direct Costs                                       | Cost Elements                   |                                  |                               |                             |                      |
|--|---------------------------------|----------------------------------|-------------------------------|-----------------------------|----------------------|
| (03) Reimbursable Components                                 | (a)<br>Salaries and<br>Benefits | (b)<br>Materials and<br>Supplies | (c)<br>Travel and<br>Training | (d)<br>Contract<br>Services | (e)<br>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         |
| <b>(04) Total Rodda Act Direct Costs</b>                     | <b>\$ 57,340.05</b>             | <b>\$ -</b>                      | <b>\$ -</b>                   | <b>\$ 199,980.66</b>        | <b>\$ 257,320.71</b> |

| 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         |
| <b>(13) Total Increased Direct and Indirect Costs</b>         | <b>[Line (07) + line (12)]</b>                |  |  |  | <b>\$ 263,937.21</b> |

| Cost Reduction                    |  |  |  |  |                      |
|-----------------------------------|--|--|--|--|----------------------|
| (14) Less: Offsetting Savings     |  |  |  |  | \$ -                 |
| (15) Less: Other Reimbursements   |  |  |  |  | \$ -                 |
| <b>(16) Total Claimed Amount:</b> | <b>[Line (13) - {Line (14) + Line (15)}]</b> |  |  |  | <b>\$ 263,937.21</b> |

**CONTRA COSTA COMMUNITY COLLEGE  
CALCULATION OF INDIRECT COST RATE,  
FISCAL YEAR  
2002-2003**

FOR 03/04  
CLAIMS.

| REFERENCE<br>(CCFS 311)                         | DESCRIPTION   | 2002-2003          |
|---|---|--------------------|
| <b><u>INSTRUCTIONAL ACTIVITY</u></b>            |   |                    |
|   | <b>Instructional Costs</b>  |                    |
|   | 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                  |
|   | <b>TOTAL INSTRUCTIONAL COSTS 1</b>  | <b>70,813,245</b>  |
|   | <b>Non-Instructional Costs</b>  |                    |
|   | 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)           |
|   | <b>TOTAL NON-INSTRUCTIONAL COSTS 2</b>  | <b>13,930,333</b>  |
|   | <b>TOTAL INSTRUCTIONAL ACTIVITY COSTS 3 (1 + 2)</b>   | <b>84,743,578</b>  |
| <b><u>DIRECT SUPPORT ACTIVITY</u></b>           |   |                    |
|   | <b>Direct Support Costs</b>   |                    |
|   | 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          |
|   | <b>TOTAL DIRECT SUPPORT COSTS 4</b>   | <b>19,194,719</b>  |
|   | <b><u>TOTAL INSTRUCTIONAL ACTIVITY COSTS<br/>AND DIRECT SUPPORT COSTS 5 (3 + 4)</u></b>   | <b>103,938,297</b> |
|   | <b>Indirect Support Costs</b>   |                    |
|   | Operation and Maintenance of Plant  | 11,419,763         |
|   | Planning and Policy Making  | 4,484,070          |
|   | General Instructional Support Services  | 19,852,033         |
|   | <b>TOTAL INDIRECT SUPPORT COSTS 6</b>   | <b>35,755,866</b>  |
|   | <b><u>TOTAL INSTRUCTIONAL ACTIVITY COSTS AND DIRECT<br/>SUPPORT COSTS, AND TOTAL INDIRECT SUPPORT COSTS<br/>(5 + 6) = TOTAL COSTS</u></b> | <b>139,694,163</b> |
| <b>SUPPORT COSTS ALLOCATION RATES</b>           |   |                    |
| <b>Indirect Support Costs Allocation Rate =</b> | Total Indirect Supports Costs (6)<br>Total Instructional Activity Costs<br>and Direct Support Costs (5)                                   | 34.40%             |
| <b>Direct Support Costs Allocation Rate =</b>   | Total Direct Support Costs (4)<br>Total Instructional Activity Costs (3)  | 22.65%             |
| <b>Total Support Cost Allocation</b>            |   | 57.05%             |

|                       |  |                            |
|-----------------------|--|----------------------------|
| Program<br><b>232</b> | <b>MANDATED COSTS</b><br><b>COLLECTIVE BARGAINING</b><br><b>COMPONENT/ACTIVITY COST DETAIL</b> | <b>FORM</b><br><b>CB-2</b> |
|-----------------------|--|----------------------------|

|  |   |
|--|---|
| (01) Claimant<br>Contra Costa Community College District | (02) Fiscal Year Costs Were Incurred<br>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)<br>Employee Names, Job<br>Classifications, Functions Performed,<br>and Description of Expenses  | (b)<br>Hourly<br>Rate<br>or<br>Unit Cost | (c)<br>Hours<br>Worked<br>or<br>Quantity | (d)<br>Salaries<br>and<br>Benefits | (e)<br>Materials<br>and<br>Supplies | (f)<br>Travel | (g)<br>Contract<br>Services |
| Developing proposed bargaining unit determination list for PERB hearings<br>Itzko, 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

Election of Unit Representation

Cost of Negotiations

Impasse Proceedings

Collective Bargaining Agreement Disclosure

Contract Administration

Unfair Labor Practice Charges

(04) Description of Expenses

| (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             |                        |        |                   |
| Magalang, Marlies   | 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<br><b>232</b> | <b>MANDATED COSTS</b><br><b>COLLECTIVE BARGAINING</b><br><b>COMPONENT/ACTIVITY COST DETAIL</b> | FORM<br>CB-2 |
|-----------------------|--|--------------|

|  |  |
|--|--|
| (01) Claimant<br>Contra Costa Community College District | (02) Fiscal Year Costs Were Incurred<br><p style="text-align: right;"><b>2003-2004</b></p> |
|--|--|

(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)<br>Employee Names, Job<br>Classifications, Functions Performed, | (b)<br>Hourly<br>Rate<br>or<br>Unit Cost | (c)<br>Hours Worked<br>or<br>Quantity | (d)<br>Salaries<br>and<br>Benefits | (e)<br>Materials<br>and<br>Supplies | (f)<br>Travel | (g)<br>Contract<br>Services |
|---|--|---------------------------------------|------------------------------------|-------------------------------------|---------------|-----------------------------|
| <b>Contract administration committees</b>                           |  |                                       |                                    |                                     |               |                             |
| 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                           |                                     |               |                             |
| Beckett, 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                           |                                     |               |                             |
| Murrilo, 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"/> | Page 1 of 3 | \$ 5,522.16 | \$ - | \$ - | \$ - |
|------------|--------------------------|----------|-------------------------------------|-------------|-------------|------|------|------|

|                       |  |              |
|-----------------------|--|--------------|
| Program<br><b>232</b> | <b>MANDATED COSTS</b><br><b>COLLECTIVE BARGAINING</b><br><b>COMPONENT/ACTIVITY COST DETAIL</b> | FORM<br>CB-2 |
|-----------------------|--|--------------|

|  |   |
|--|---|
| (01) Claimant<br>Contra Costa Community College District | (02) Fiscal Year Costs Were Incurred<br><div style="text-align: right;">2003-2004</div> |
|--|---|

(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)<br>Employee Names, Job Classifications, Functions Performed, | (b)<br>Hourly Rate or Unit Cost           | (c)<br>Hours Worked or Quantity | (d)<br>Salaries and Benefits | (e)<br>Materials and Supplies | (f)<br>Travel | (g)<br>Contract Services |
| <b>CCD Title 5 complaints</b>                                    |   |                                 |                              |                               |               |                          |
| 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              |
| <b>Contract Administration</b>                                   |   |                                 |                              |                               |               |                          |
| 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              |
| <b>Contract Interpretation</b>                                   |   |                                 |                              |                               |               |                          |
| 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<br><b>232</b> | <b>MANDATED COSTS</b><br><b>COLLECTIVE BARGAINING</b><br><b>COMPONENT/ACTIVITY COST DETAIL</b> | FORM<br>CB-2 |
|-----------------------|--|--------------|

|  |   |
|--|---|
| (01) Claimant<br>Contra Costa Community College District | (02) Fiscal Year Costs Were Incurred<br>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)<br>Employee Names, Job Classifications, Functions Performed, and Description of Expenses | (b)<br>Hourly Rate or Unit Cost      | (c)<br>Hours Worked or Quantity | (d)<br>Salaries and Benefits | (e)<br>Materials and Supplies | (f)<br>Travel | (g)<br>Contract Services |
|--|--------------------------------------|---------------------------------|------------------------------|-------------------------------|---------------|--------------------------|
| <b>Grievances</b>  |                                      |                                 |                              |                               |               |                          |
| 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                      |               |                          |
| Fuentes, Ernesto   | Director, HR                         | \$83.31                         | 9.8                          | \$ 812.27                     |               |                          |
| Murrilo, 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                |
| <b>Grievance Arbitration</b>   |                                      |                                 |                              |                               |               |                          |
| 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<br><b>232</b> | <b>MANDATED COSTS</b><br><b>COLLECTIVE BARGAINING</b><br><b>COMPONENT/ACTIVITY COST DETAIL</b> | FORM<br>CB-2 |
|-----------------------|--|--------------|

|  |   |
|--|---|
| (01) Claimant<br>Contra Costa Community College District | (02) Fiscal Year Costs Were Incurred<br>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)<br>Employee Names, Job<br>Classifications, Functions Performed,<br>and Description of Expenses | (b)<br>Hourly<br>Rate<br>or<br>Unit Cost | (c)<br>Hours<br>Worked<br>or<br>Quantity | (d)<br>Salaries<br>and<br>Benefits | (e)<br>Materials<br>and<br>Supplies | (f)<br>Travel | (g)<br>Contract<br>Services |
| <b>Preparing for PERB actions</b>  |  |  |                                    |                                     |               |                             |
| 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                 |
| <b>PERB administrative hearings</b>  |  |  |                                    |                                     |               |                             |
| 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                |
| <b>(05) Total</b> <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    | Anes, Linda                          | Admin Analyst                         | \$52.32  | \$15.70     | Contract administration committees | Contract Administration       |
| 2/26/2004  | 0.20    | Anes, Linda                          | Admin Analyst                         | \$52.32  | \$10.46     | Contract administration committees | Contract Administration       |
|            | 0.50    | <b>Anes, Linda Total</b>             |                                       |          | \$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    | <b>Andreini, Phillip Total</b>       |                                       |          | \$37.73     |                                    |                               |
| Atkin-2    | 0.50    | Armstrong, Terry                     | Dean                                  | \$85.39  | \$42.70     | Grievances                         | Contract Administration       |
|            | 0.50    | <b>Armstrong, Terry Total</b>        |                                       |          | \$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 | <b>Atkinson...Romo Total</b>         |                                       |          | \$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  | <b>Atkinson...Romo @ \$115 Total</b> |                                       |          | \$15,410.00 |                                    |                               |
| Atkin-1    | 5.00    | Atkinson...Romo @ \$117              | Attorneys                             | \$117.00 | \$585.00    | Grievances                         | Contract Administration       |
|            | 5.00    | <b>Atkinson...Romo @ \$117 Total</b> |                                       |          | \$585.00    |                                    |                               |
| Atkin-1    | 18.50   | Atkinson...Romo @ \$124              | Attorneys                             | \$124.00 | \$2,294.00  | CCD Title 5 complaints             | Contract Administration       |
|            | 18.50   | <b>Atkinson...Romo @ \$124 Total</b> |                                       |          | \$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  | <b>Atkinson...Romo @ \$125 Total</b> |                                       |          | \$29,250.00 |                                    |                               |
| Atkin-1    | 4.50    | Atkinson...Romo @ \$128              | Attorneys                             | \$128.00 | \$576.00    | Grievances                         | Contract Administration       |
|            | 4.50    | <b>Atkinson...Romo @ \$128 Total</b> |                                       |          | \$576.00    |                                    |                               |
| Atkin-1    | 101.75  | Atkinson...Romo @ \$135              | Attorneys                             | \$135.00 | \$13,796.25 | 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  | <b>Atkinson...Romo @ \$135 Total</b> |                                       |          | \$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    | <b>Barrick, Carol Total</b>          |                                       |          | \$28.06     |                                    |                               |
| 1/20/2004  | 3.00    | Beckett, Tom                         | Vice Chancellor, Facilities & Op      | \$104.50 | \$313.50    | Contract administration committees | Contract Administration       |
|            | 3.00    | <b>Beckett, Tom Total</b>            |                                       |          | \$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    | <b>Bradford, Diane Total</b>         |                                       |          | \$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  | <b>Carr, Helen Total</b>        |  |          | \$202.36   |  |                         |
| Atkin-2    | 0.25  | Ceruti, Linda                   | Principal Executive Coordinator        | \$72.13  | \$18.03    | Preparing for negotiations               | Cost of Negotiations    |
| Atkin-2    | 0.25  | Ceruti, Linda                   | Principal Executive Coordinator        | \$72.13  | \$18.03    | Contract Interpretation                  | Contract Administration |
| Hudak-2    | 1.60  | Ceruti, Linda                   | Principal Executive Coordinator        | \$72.13  | \$115.41   | CCD Title 5 complaints                   | Contract Administration |
|            | 2.10  | <b>Ceruti, Linda Total</b>      |  |          | \$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  | \$12.68    | Contract administration committees       | Contract Administration |
|            | 1.60  | <b>Cherry, Linda Total</b>      |  |          | \$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  | <b>Clow, Tim Total</b>          |  |          | \$71.76    |  |                         |
| Schedule 3 | 0.60  | Cornett, Christine              | Executive Assistant                    | \$42.48  | \$25.49    | Contract administration committees       | Contract Administration |
|            | 0.60  | <b>Cornett, Christine Total</b> |  |          | \$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  | <b>Courtney, Jean Total</b>     |  |          | \$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  | <b>Cutler, Bruce Total</b>      |  |          | \$653.98   |  |                         |
| Schedule 3 | 3.10  | Dalrymple, Bill                 | Assistant Comptroller                  | \$61.94  | \$192.01   | Contract administration committees       | Contract Administration |
| 1/20/2004  | 3.00  | Edeistein, Mark                 | College President                      | \$104.10 | \$312.30   | Contract administration committees       | Contract Administration |
| Atkin-2    | 0.30  | Edeistein, Mark                 | College President                      | \$104.10 | \$31.23    | Grievances                               | Contract Administration |
|            | 3.30  | <b>Edeistein, Mark Total</b>    |  |          | \$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  | <b>Eyestone, James Total</b>    |  |          | \$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  | <b>Floyd, Donna Total</b>       |  |          | \$38.68    |  |                         |
| Atkin-2    | 1.80  | Fuentes, Ernesto                | Director, HR                           | \$83.31  | \$149.95   | 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 | <b>Fuentes, Ernesto Total</b>   |  |          | \$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  
**96175 COLLECTIVE BARGAINING**  
 2003-2004  
 Sort by Name

| Date       | Hours  | Employee Name                       | Title                                | PHR      | Salary      | Activity                                   | Component                     |
|------------|--------|-------------------------------------|--------------------------------------|----------|-------------|--|-------------------------------|
| 10/30/2003 | 5.05   | <b>Garcia, Peter Total</b>          |                                      |          | \$552.37    |  |                               |
| 2/26/2004  | 0.30   | Gideon, Gloria                      | Dean                                 | \$75.47  | \$22.64     | Contract administration committees         | Contract Administration       |
|            | 0.20   | Gideon, Gloria                      | Dean                                 | \$75.47  | \$15.09     | Contract administration committees         | Contract Administration       |
|            | 0.50   | <b>Gideon, Gloria Total</b>         |                                      |          | \$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  | \$455.05    | 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  | \$45.05     | 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  | <b>Gilliland, Phyllis Total</b>     |                                      |          | \$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   | <b>Gonzalez-Lewis, Andrea Total</b> |                                      |          | \$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  | <b>Hendrickson, John Total</b>      |                                      |          | \$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   | <b>Henry, Daniel Total</b>          |                                      |          | \$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  | <b>Hernandez, Frank Total</b>       |                                      |          | \$1,129.14  |  |                               |
| Hudak-1    | 144.50 | Hudak, Jon                          | Attorney                             | \$135.00 | \$19,507.50 | CCD Title 5 complaints                     | Contract Administration       |
|            | 144.50 | <b>Hudak, Jon Total</b>             |                                      |          | \$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  
961775 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: Certified                                  | 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  | <b>Huff, Gene Total</b>       |                                   |         | \$3,206.42 |  |   |
| 10/21/2003 | 0.80   | Iziko, Charlie                | Advanced Technical Expert/Payroll | \$25.32 | \$20.26    | Contract Administration  | Contract Administration                                   |
| 6/23/2004  | 0.80   | Iziko, Charlie                | Advanced Technical Expert/Payroll | \$25.32 | \$20.26    | Contract Administration  | Contract Administration                                   |
| Schedule 4 | 19.80  | Iziko, Charlie                | Advanced Technical Expert/Payroll | \$25.32 | \$501.34   | Preparation for Negotiations: Classified                                 | Cost of Negotiations                                      |
| Schedule 4 | 55.50  | Iziko, Charlie                | Advanced Technical Expert/Payroll | \$25.32 | \$1,405.26 | Preparation for Negotiations: Classified                                 | Cost of Negotiations                                      |
| Schedule 4 | 91.00  | Iziko, Charlie                | Advanced Technical Expert/Payroll | \$25.32 | \$2,304.12 | Preparation for negotiations   | Cost of Negotiations                                      |
| Schedule 4 | 56.00  | Iziko, 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 |
| Schedule 1 | 223.90 | <b>Iziko, Charlie Total</b>   |                                   |         | \$5,669.16 |  |   |
| Schedule 1 | 9.60   | Johns, Krista                 | Dean of English/Bus.              | \$71.83 | \$689.57   | At-Table Negotiations: Certified   | Cost of Negotiations                                      |
| Schedule 1 | 34.10  | Killings, Denise              | Executive Assistant               | \$43.54 | \$1,484.71 | At-Table Negotiations: Certified   | Cost of Negotiations                                      |
| Schedule 2 | 64.60  | Killings, Denise              | Executive Assistant               | \$43.54 | \$2,812.68 | At-Table Negotiations: Classified  | Cost of Negotiations                                      |
| 10/30/2003 | 98.70  | <b>Killings, Denise Total</b> |                                   |         | \$4,297.39 |  |   |
| 2/26/2004  | 0.30   | Lamb, Susan                   | Dean                              | \$81.27 | \$24.38    | Contract administration committees                                       | Contract Administration                                   |
| 10/30/2003 | 0.20   | Lamb, Susan                   | Dean                              | \$81.27 | \$16.25    | Contract administration committees                                       | Contract Administration                                   |
| 10/30/2003 | 0.50   | <b>Lamb, Susan Total</b>      |                                   |         | \$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                                   |
| 10/30/2003 | 0.80   | <b>Lawrence, Lynda Total</b>  |                                   |         | \$62.24    |  |   |
| 2/26/2004  | 0.30   | Leadon, Pricilla              | Dean                              | \$46.19 | \$13.86    | Contract administration committees                                       | Contract Administration                                   |
| 10/30/2003 | 0.20   | Leadon, Pricilla              | Dean                              | \$46.19 | \$9.24     | Contract administration committees                                       | Contract Administration                                   |
| 10/30/2003 | 0.50   | <b>Leadon, Pricilla Total</b> |                                   |         | \$23.10    |  |   |
| Schedule 3 | 0.30   | Lee, Paul                     | Police Services Lieutenant        | \$63.51 | \$19.05    | Contract administration committees                                       | Contract Administration                                   |
| Schedule 3 | 0.30   | Lee, Paul                     | Police Services Lieutenant        | \$63.51 | \$19.05    | Contract administration committees                                       | Contract Administration                                   |
| Schedule 3 | 3.70   | Levas, Chris                  | Director of Business Services     | \$85.39 | \$315.94   | Contract administration committees                                       | Contract Administration                                   |
| 1/16/2004  | 3.70   | Levas, Chris                  | Director of Business Services     | \$85.39 | \$315.94   | Contract administration committees                                       | Contract Administration                                   |
| 4/24/2004  | 3.00   | 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                                      |
| Schedule 3 | 3.50   | <b>Lever, Sophia Total</b>    |                                   |         | \$240.31   |  |   |
| Schedule 3 | 1.70   | Littman, Les                  | Director of Purchasing            | \$68.37 | \$116.23   | Contract administration committees                                       | Contract Administration                                   |
| Atkin-2    | 1.70   | Littman, Les                  | Director of Purchasing            | \$68.37 | \$116.23   | Contract administration committees                                       | Contract Administration                                   |
| Atkin-2    | 0.30   | Livingston, Richard           | Senior Dean                       | \$91.96 | \$27.59    | Grievance Arbitration  | Contract Administration                                   |
| Atkin-2    | 0.30   | Livingston, Richard           | Senior Dean                       | \$91.96 | \$27.59    | Grievance Arbitration  | Contract Administration                                   |
| Atkin-2    | 0.30   | Mega, Carol                   | Senior Dean                       | \$87.53 | \$26.26    | Grievance Arbitration  | Contract Administration                                   |
| Schedule 1 | 28.90  | Mega, Carol                   | Senior Dean                       | \$87.53 | \$43.77    | Preparing for PERB actions   | Unfair Labor Practice Charges                             |
| 1/20/2004  | 29.70  | <b>Mega, Carol Total</b>      |                                   |         | \$2,529.62 | At-Table Negotiations: Certified   | Cost of Negotiations                                      |
| 1/20/2004  | 3.00   | Magalong, Marlies             | Director of Business Services     | \$85.39 | \$256.17   | Contract administration committees                                       | Contract Administration                                   |
| 1/23/2004  | 0.30   | Magalong, Marlies             | 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, Marlies              | Director of Business Services  | \$85.39 | \$17.08    | Contract administration committees         | Contract Administration       |
| Schedule 2 | 66.80 | Magalong, Marlies              | Director of Business Services  | \$85.39 | \$5,704.05 | At-Table Negotiations: Classified          | Cost of Negotiations          |
| Schedule 3 | 3.00  | Magalong, Marlies              | Director of Business Services  | \$85.39 | \$256.17   | Contract administration committees         | Contract Administration       |
|            | 73.30 | <b>Magalong, Marlies Total</b> |                                |         | \$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                 | Contract Administration       |
| Schedule 1 | 30.10 | Marvel, Greg                   | Vice Chancellor- HR & Org Dev. | \$90.11 | \$2,712.31 | At-Table Negotiations: Certificated        | Unfair Labor Practice Charges |
| 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         | Cost of Negotiations          |
|            | 66.10 | <b>Marvel, Greg Total</b>      |                                |         | \$5,996.27 |  | Contract Administration       |
| 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 | Contract Administration       |
| 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                 | Contract Administration       |
| 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 | \$8.78     | Grievances                                 | Contract Administration       |
| 5/26/2004  | 0.30  | McCray, Sandi                  | Sr. Human Resources Rep        | \$58.56 | \$11.71    | Grievances                                 | Contract Administration       |
| 5/26/2004  | 0.15  | McCray, Sandi                  | Sr. Human Resources Rep        | \$58.56 | \$17.57    | 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 | \$8.78     | Grievances                                 | Contract Administration       |
| 6/17/2004  | 0.15  | 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                 | Contract Administration       |
| 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 | \$996.52   | CCD Title 5 complaints                     | Contract Administration       |

Contra Costa Community College District  
 96175 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 |
| 1/20/2004  | 57.15  | McCray, Sandi Total           |   |          | \$3,346.69  |  |                         |
| Atkin-2    | 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    |
| 1/20/2004  | 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 |
| 10/30/2003 | 0.30   | Moore, Jeanette               | Dean                                      | \$87.53  | \$277.11    | Contract administration committees       | Contract Administration |
| 2/26/2004  | 0.20   | Moore, Jeanette               | Dean                                      | \$87.53  | \$17.51     | Contract administration committees       | Contract Administration |
| 10/30/2003 | 0.50   | Moore, Jeanette Total         |   |          | \$43.77     |  |                         |
| 2/26/2004  | 0.30   | Murillo, Carlos               | Dean                                      | \$75.47  | \$22.64     | Contract administration committees       | Contract Administration |
| Atkin-2    | 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 |
| 10/30/2003 | 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 |
| 4/30/2004  | 0.50   | Ounjian-Auque, Jennifer Total |   |          | \$21.48     |  |                         |
| 5/31/2004  | 169.00 | Perseus Associates            | Labor Relations Consultants               | \$135.00 | \$22,815.00 | Preparing for negotiations               | Cost of Negotiations    |
| 10/30/2003 | 115.00 | Perseus Associates            | Labor Relations Consultants               | \$135.00 | \$15,525.00 | Preparing for negotiations               | Cost of Negotiations    |
| 10/30/2003 | 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 |
| 10/30/2003 | 0.30   | Pitt, Tina Total              |   |          | \$21.55     |  |                         |
| 2/26/2004  | 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 |
| 4/24/2004  | 0.50   | Poe, Darlene Total            |   |          | \$25.42     |  |                         |
| 10/15/2003 | 0.50   | Rawlinson III, William Reed   | Senior HR Representative                  | \$50.50  | \$25.25     | Preparing for negotiations               | Cost of Negotiations    |
| 3/3/2004   | 2.00   | Roberts, Doug                 | Comptroller/Asst. Chief Financial Officer | \$81.27  | \$162.54    | Preparation for Negotiations: Certified  | Cost of Negotiations    |
| 3/5/2004   | 2.00   | Roberts, Doug                 | Comptroller/Asst. Chief Financial Officer | \$81.27  | \$162.54    | Preparation for Negotiations: Classified | Cost of Negotiations    |
| 3/7/2004   | 5.00   | Roberts, Doug                 | Comptroller/Asst. Chief Financial Officer | \$81.27  | \$406.35    | Preparation for Negotiations: Certified  | Cost of Negotiations    |
| 3/8/2004   | 5.00   | Roberts, Doug                 | Comptroller/Asst. Chief Financial Officer | \$81.27  | \$406.35    | Contract Interpretation                  | Contract Administration |
| 4/30/2004  | 2.00   | Roberts, Doug                 | Comptroller/Asst. Chief Financial Officer | \$81.27  | \$162.54    | Contract Administration                  | Contract Administration |
| 5/2/2004   | 8.00   | Roberts, Doug                 | Comptroller/Asst. Chief Financial Officer | \$81.27  | \$650.16    | Preparation for Negotiations: Certified  | Cost of Negotiations    |
| Schedule 1 | 7.50   | Roberts, Doug                 | Comptroller/Asst. Chief Financial Officer | \$81.27  | \$609.53    | Preparation for Negotiations: Certified  | Cost of Negotiations    |
| Schedule 2 | 21.50  | Roberts, Doug                 | Comptroller/Asst. Chief Financial Officer | \$81.27  | \$1,747.31  | At-Table Negotiations: Certified         | Cost of Negotiations    |
| Schedule 3 | 22.00  | Roberts, Doug                 | Comptroller/Asst. Chief Financial Officer | \$81.27  | \$1,787.94  | At-Table Negotiations: Classified        | Cost of Negotiations    |
| 9/17/2003  | 77.20  | Roberts, Doug Total           | Comptroller/Asst. Chief Financial Officer | \$81.27  | \$178.79    | Contract administration committees       | Contract Administration |
| 9/17/2003  | 6.00   | Rosales, Linda                | Director of Payroll Services              | \$79.30  | \$6,274.05  |  | Contract Administration |
| 9/23/2003  | 1.00   | Rosales, Linda                | Director of Payroll Services              | \$79.30  | \$475.80    | Contract Administration                  | Contract Administration |
| 9/24/2003  | 1.50   | Rosales, Linda                | Director of Payroll Services              | \$79.30  | \$79.30     | Contract Administration                  | Contract Administration |
| 10/6/2003  | 5.50   | Rosales, Linda                | Director of Payroll Services              | \$79.30  | \$118.95    | Contract Administration                  | Contract Administration |
| 10/15/2003 | 5.00   | Rosales, Linda                | Director of Payroll Services              | \$79.30  | \$436.15    | Contract Administration                  | Contract Administration |
| 10/17/2003 | 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: Certified  | Contract Administration |
| 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  
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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    | Preparing for negotiations                 | Cost of Negotiations          |
| 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  | \$63.44    | Contract Administration                    | Contract Administration       |
| 6/5/2004   | 0.50  | Rosales, Linda                    | Director of Payroll Services      | \$79.30  | \$39.65    | Preparation for Negotiations: Classified   | Cost of Negotiations          |
| 6/14/2004  | 1.50  | Rosales, Linda                    | Director of Payroll Services      | \$79.30  | \$39.65    | Preparing for negotiations                 | Cost of Negotiations          |
| 6/23/2004  | 0.80  | Rosales, Linda                    | Director of Payroll Services      | \$79.30  | \$118.95   | Preparing for negotiations                 | Cost of Negotiations          |
| Atkin-2    | 1.05  | Rosales, Linda                    | Director of Payroll Services      | \$79.30  | \$63.44    | Contract Administration                    | Contract Administration       |
| Atkin-2    | 0.30  | Rosales, Linda                    | Director of Payroll Services      | \$79.30  | \$83.27    | Contract Interpretation                    | Contract Administration       |
| Schedule 3 | 2.90  | Rosales, Linda                    | Director of Payroll Services      | \$79.30  | \$23.79    | Grievance Arbitration                      | Contract Administration       |
|            | 52.65 | <b>Rosales, Linda Total</b>       |                                   | \$79.30  | \$229.97   | Contract administration committees         | Contract Administration       |
| Atkin-2    | 0.25  | Scott-Summers, Diane              | Vice President                    | \$101.50 | \$4,175.15 | Grievances                                 | Contract Administration       |
|            | 0.25  | <b>Scott-Summers, Diane Total</b> |                                   | \$101.50 | \$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  | <b>Smith, Thomas Total</b>        |                                   | \$81.64  | \$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 | <b>Stanton, Kenneth Total</b>     |                                   | \$35.15  | \$2,270.69 |  |                               |
| Schedule 3 | 1.70  | Strangfeld, Ken                   | Chief Accountant                  | \$61.94  | \$105.30   | Contract administration committees         | Contract Administration       |
|            | 1.70  | <b>Strangfeld, Ken Total</b>      |                                   | \$61.94  | \$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  | <b>Taylor, Jim Total</b>          |                                   | \$70.08  | \$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  | <b>Wade, John Total</b>           |                                   | \$65.08  | \$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  | <b>Walsh, Janis Total</b>         |                                   | \$65.08  | \$71.59    |  |                               |
| 1/23/2004  | 0.30  | Walkins, Randy                    | Sr. Dean                          | \$79.30  | \$23.79    | Contract administration committees         | Contract Administration       |
| 2/26/2004  | 0.20  | Walkins, Randy                    | Sr. Dean                          | \$79.30  | \$15.86    | Contract administration committees         | Contract Administration       |
|            | 0.50  | <b>Walkins, Randy Total</b>       |                                   | \$79.30  | \$39.65    |  |                               |
| 10/30/2003 | 0.30  | Williams, McKinley                | Vice President                    | \$96.61  | \$28.98    | Contract administration committees         | Contract Administration       |
| 1/29/2004  | 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  
 98175 COLLECTIVE BARGAINING  
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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    | <b>Williams, McKinley Total</b> |                |         | \$106.26     |            |                         |
|         | 9202.36 | <b>Grand Total</b>              |                |         | \$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

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**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.<br>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.<br>Telephone conference with Financial Services office re faxing or mailing of above letter.<br>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.<br>Telephone conferences with complainant.<br>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.<br>Received return letter, signed by complainant, by fax.<br>Prepared and faxed letter to R. Black, legal counsel, California Community Colleges, re time extension, and faxed copy to complainant.<br>Telephone conferences with J. Courtney to reschedule two witness interviews.<br>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 |
| <b>TOTAL DUE:</b>                                  | <b>\$ 4,960.00</b>         |             |







| Billing Date | Service Date | Employee Contact | Employee Time | Component 3  |          |          |          |          |          |          | Component 6             |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|--------------|--------------|------------------|---------------|--------------|----------|----------|----------|----------|----------|----------|-------------------------|----------|----------|----------|----------|-----------|-----------|-----------|----------|----------|----------|----------|-----------|-----------|-------|
|              |              |                  |               | Negotiations |          |          | PERB     |          |          |          | Contract Administration |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              |              |                  |               | NP \$115     | NP \$135 | NP \$125 | UP \$115 | UP \$125 | UP \$135 | UP Costs | UH \$135                | UH \$125 | UH \$115 | AI \$125 | AI \$135 | AT5 \$115 | AT5 \$124 | AT5 \$125 | AG \$117 | AG \$125 | AG \$128 | AG \$135 | AGA \$115 | AGA \$135 | Costs |
|              | 11/13        |                  |               |              |          |          |          | 0.25     |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 11/13        |                  |               |              |          |          |          | 0.25     |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 11/17        |                  |               |              |          |          |          | 0.25     |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 11/24        |                  |               |              |          |          |          | 0.75     |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 11/24        |                  |               |              |          |          |          | 0.75     |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 11/10        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
| 12/31/03     | 12/1         | Manvel, G.       | 0.30          |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              |              | Munillo, C.      | 0.30          |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              |              | McCrav, S.       | 0.30          |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/8         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/8         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/19        | Fuentes, E.      | 0.30          |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/22        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
| 12/31/03     | 12/1         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/1         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/1         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/1         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/2         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/2         | McCrav, S.       | 0.30          |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/2         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/2         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/3         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/4         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/4         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/5         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/5         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/5         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/8         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/8         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/8         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/8         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/8         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/8         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/8         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/9         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/9         |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/10        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/10        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/11        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/11        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/12        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/12        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/12        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/12        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/16        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/16        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/16        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/16        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/17        | Walsh, J.        | 0.30          |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/18        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/18        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/19        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/19        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/19        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/22        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/22        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/22        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/22        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/22        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |
|              | 12/22        |                  |               |              |          |          |          |          |          |          |                         |          |          |          |          |           |           |           |          |          |          |          |           |           |       |









Contra Costa Community College District  
 Collective Bargaining  
 FY 2003-2004  
 Summary of Reimbursable Legal Services  
 Atkinson, Anderson, Loya, Rueda Romo  
 Altkh-1

| Billing Date | Service Date | Employee Contact | Employee Time | Component 3  |          |          |          |          |          | Component 7             |          |                         |          |          |          | Component 6             |           |                         |          |          |          |          |          |           |           |       |  |  |
|--------------|--------------|------------------|---------------|--------------|----------|----------|----------|----------|----------|-------------------------|----------|-------------------------|----------|----------|----------|-------------------------|-----------|-------------------------|----------|----------|----------|----------|----------|-----------|-----------|-------|--|--|
|              |              |                  |               | Negotiations |          | PERB     |          |          |          | Contract Administration |          | Contract Administration |          |          |          | Contract Administration |           | Contract Administration |          |          |          |          |          |           |           |       |  |  |
|              |              |                  |               | NP \$115     | NP \$125 | NP \$135 | UP \$115 | UP \$125 | UP \$135 | UP Costs                | UH \$135 | UH \$115                | UH \$125 | AI \$125 | AI \$135 | AT5 \$115               | AT5 \$125 | AT5 \$135               | AG \$115 | AG \$125 | AG \$135 | AG \$128 | AG \$135 | AGA \$115 | AGA \$135 | Costs |  |  |
| 2/5          |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/9          |              | McCray, S.       | 0.30          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/10         |              | Marvel, G.       | 0.30          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/10         |              | McCray, S.       | 0.25          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/11         |              | McCray, S.       | 0.25          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/12         |              | McCray, S.       | 0.30          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/12         |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/13         |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/13         |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/13         |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/17         |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/17         |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/17         |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/19         |              | Fuentes, E.      | 0.25          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/19         |              | McCray, S.       | 0.25          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/19         |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/19         |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/19         |              | Fuentes, E.      | 0.25          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/20         |              | Fuentes, E.      | 0.30          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/20         |              | Fuentes, E.      | 0.25          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/23         |              | McCray, S.       | 0.30          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/24         |              | Fuentes, E.      | 0.30          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/24         |              | McCray, S.       | 0.30          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 2/25         |              | McCray, S.       | 0.30          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/1/04       |              | Marvel, G.       | 0.25          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/1          |              | Marvel, G.       | 0.25          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/2          |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/2          |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/4          |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/3          |              | Fuentes, E.      | 0.25          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/3          |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/5          |              | Hendrickson, J.  | 0.25          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/5          |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/5          |              | Hendrickson, J.  | 0.30          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/5          |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/9          |              | McCray, S.       | 0.25          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/9          |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/9          |              | McCray, S.       | 0.25          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/9          |              | Fuentes, E.      | 0.25          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/9          |              | McCray, S.       | 0.25          |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/9          |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/9          |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/9          |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/9          |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/10         |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/10         |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/10         |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/10         |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/10         |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/11         |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |
| 3/11         |              |                  |               |              |          |          |          |          |          |                         |          |                         |          |          |          |                         |           |                         |          |          |          |          |          |           |           |       |  |  |

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 Collective Bargaining  
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 Summary of Reimbursable Legal Services  
 Atkinson, Andelson, Loya, Ruud Romo  
 Atkin-1

| Billing Date | Service Date | Employee Contact | Employee Time | Component 3     |          |          |              | Component 6             |          |          |    |          |          |          |      |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|--------------|--------------|------------------|---------------|-----------------|----------|----------|--------------|-------------------------|----------|----------|----|----------|----------|----------|------|-----------|-----------|-----------|-----|----------|----------|----------|----|----------|----------|-----------|-----------|-------|--|--|--|
|              |              |                  |               | NP \$115        | NP \$125 | NP \$135 | Negotiations | Contract Administration |          |          |    |          |          |          |      |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              |              |                  |               | PERB            |          |          |              |                         |          |          |    |          |          |          |      |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              |              |                  |               | UP \$115        | UP \$125 | UP \$135 | UP           | UH \$115                | UH \$125 | UH \$135 | UH | AI \$115 | AI \$125 | AI \$135 | AI   | AT5 \$115 | AT5 \$124 | AT5 \$125 | AT5 | AG \$115 | AG \$117 | AG \$125 | AG | AG \$128 | AG \$135 | AGA \$115 | AGA \$135 | Costs |  |  |  |
|              | 3/11         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 2.50 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/11         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.50 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/12         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.50 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/12         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 1.00 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/12         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 2.00 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/15         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.50 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/15         |                  |               | Marvel, G.      |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/15         |                  |               | Fuentes, E.     |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/15         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/16         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.50 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/16         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/16         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/16         |                  |               | Hendrickson, J. |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/16         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.75 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/16         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.75 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/17         |                  |               | Marvel, G.      |          |          |              |                         |          |          |    |          |          |          | 0.30 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/17         |                  |               | McCray, S.      |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/17         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/17         |                  |               | Marvel, G.      |          |          |              |                         |          |          |    |          |          |          | 0.50 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/17         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/17         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.50 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/18         |                  |               | Marvel, G.      |          |          |              |                         |          |          |    |          |          |          | 1.00 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/18         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 2.00 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/19         |                  |               | Marvel, G.      |          |          |              |                         |          |          |    |          |          |          | 0.50 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/19         |                  |               | Marvel, G.      |          |          |              |                         |          |          |    |          |          |          | 1.00 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/22         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 1.00 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/22         |                  |               | Marvel, G.      |          |          |              |                         |          |          |    |          |          |          | 0.75 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/22         |                  |               | McCray, S.      |          |          |              |                         |          |          |    |          |          |          | 0.50 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/23         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/23         |                  |               | Marvel, G.      |          |          |              |                         |          |          |    |          |          |          | 0.75 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/24         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.50 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/24         |                  |               | Gilliland, P.   |          |          |              |                         |          |          |    |          |          |          | 1.00 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/24         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/24         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/24         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/25         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.50 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/25         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/26         |                  |               | Hendrickson, J. |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/26         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 1.75 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/26         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/29         |                  |               | Hendrickson, J. |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/29         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/29         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.50 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/29         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/29         |                  |               | McCray, S.      |          |          |              |                         |          |          |    |          |          |          | 0.50 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/30         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/30         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 0.25 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |
|              | 3/30         |                  |               |                 |          |          |              |                         |          |          |    |          |          |          | 3.00 |           |           |           |     |          |          |          |    |          |          |           |           |       |  |  |  |





Contra Costa Community College District  
Collective Bargaining  
F/Y 2003-2004  
Summary of Reimbursable Legal Services  
Atkinson, Andelson, Loya, Flud Romo  
Atkin-1

| Billing Date | Service Date | Component 3      |               |              | Component 7 |          |          |          |          |          |          | Component 6 |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|--------------|--------------|------------------|---------------|--------------|-------------|----------|----------|----------|----------|----------|----------|-------------|----------|----------|-----------|-----------|-----------|-----------|-----------|----------|----------|----------|----------|----------|-----------|-----------|-------|--------|
|              |              | Employee Contact | Employee Time | Negotiations | UP \$115    | UP \$125 | UP \$135 | UP Costs | UH \$115 | UH \$125 | UH \$135 | AI \$115    | AI \$125 | AI \$135 | AT5 \$115 | AT5 \$125 | AT5 \$135 | AT5 \$124 | AT5 \$125 | AG \$115 | AG \$117 | AG \$125 | AG \$128 | AG \$135 | AGA \$135 | AGA \$115 | Costs |        |
|              | 4/30         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       | \$2.31 |
|              | 3/30         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       | \$2.31 |
|              | 4/22         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       | \$2.31 |
|              | 4/22         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       | \$1.78 |
|              | 4/22         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       | \$9.24 |
|              | 4/30         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       | \$1.77 |
| 4/30/04      | 4/1          | Courtney, J.     | 0.50          |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/2          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/5          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/7          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/8          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/9          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/9          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/13         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/14         | Courtney, J.     | 0.25          |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/16         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/16         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/20         | Courtney, J.     | 0.25          |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/20         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/22         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/27         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
| 4/30/04      | 4/29         | Gilliland, P.    | 0.25          |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/1          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/2          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/2          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/2          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/2          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/5          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/5          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/5          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/5          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/6          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/7          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/7          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/8          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/8          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/8          |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/12         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/13         | Fuentes, E.      | 0.50          |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/13         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/13         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/14         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/14         | Carr, Helen      | 0.25          |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/14         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/15         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/15         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/15         | Henry, Dan       | 0.75          |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/15         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/15         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/15         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/15         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/15         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |
|              | 4/16         |                  |               |              |             |          |          |          |          |          |          |             |          |          |           |           |           |           |           |          |          |          |          |          |           |           |       |        |













Contra Costa Community College District  
 Collective Bargaining  
 FY 2003-2004  
 Summary of Reimbursable Legal Services  
 Atkinson, Andelson, Loya, Fludd Romo  
 Atkin-1

| Billing Date | Service Date | Component 3      |               |          |          | Component 6 |          |          |          | Component 7 |          |            |          |          |          |          |           |           |           |           |          |          |          |          |           |           |            |
|--------------|--------------|------------------|---------------|----------|----------|-------------|----------|----------|----------|-------------|----------|------------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|----------|----------|----------|----------|-----------|-----------|------------|
|              |              | Employee Contact | Employee Time | NP \$115 | NP \$135 | UP \$115    | UP \$125 | UP \$135 | UP Costs | UH \$135    | UH \$115 | UH \$125   | UH \$115 | UH \$125 | AI \$125 | AI \$135 | AT5 \$115 | AT5 \$135 | AT5 \$124 | AT5 \$125 | AG \$117 | AG \$125 | AG \$128 | AG \$135 | AGA \$135 | AGA \$115 | Costs      |
|              | 6/21         |                  |               |          |          |             |          | 0.50     |          |             |          |            |          |          |          |          |           |           |           |           |          |          |          |          |           |           |            |
|              | 6/21         |                  |               |          |          |             |          | 0.25     |          |             |          |            |          |          |          |          |           |           |           |           |          |          |          |          |           |           |            |
|              | 6/21         |                  |               |          |          |             |          | 0.50     |          |             |          |            |          |          |          |          |           |           |           |           |          |          |          |          |           |           |            |
|              | 6/22         |                  |               |          |          |             |          | 0.25     |          |             |          |            |          |          |          |          |           |           |           |           |          |          |          |          |           |           |            |
|              | 6/23         |                  |               |          |          |             |          | 2.00     |          |             |          |            |          |          |          |          |           |           |           |           |          |          |          |          |           |           |            |
|              | 6/25         |                  |               |          |          |             |          | 2.00     |          |             |          |            |          |          |          |          |           |           |           |           |          |          |          |          |           |           |            |
|              | 6/29         |                  |               |          |          |             |          | 0.25     |          |             |          |            |          |          |          |          |           |           |           |           |          |          |          |          |           |           |            |
|              | 6/30         |                  |               |          |          |             |          | 0.25     |          |             |          |            |          |          |          |          |           |           |           |           |          |          |          |          |           |           |            |
|              | 6/30         |                  |               |          |          |             |          | \$764.77 |          |             |          |            |          |          |          |          |           |           |           |           |          |          |          |          |           |           |            |
|              | Totals       |                  |               | 93.60    |          | 8.75        | 1.50     | 31.75    | 68.75    | 1.50        | 56.25    | \$2,885.67 |          |          |          |          |           |           |           |           |          |          |          |          |           |           | \$3,886.74 |

| Key | Description             |
|-----|-------------------------|
| NP  | Negotiation Preparation |
| UP  | PERB Preparation        |
| UH  | PERB Hearings/Appeals   |
| AI  | Contract Interpretation |
| AT5 | Title 5 Discrimination  |
| AG  | Grievances              |
| AGA | Grievance Arbitration   |

Contra Costa Community College District  
Collective Bargaining  
FY 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 |      |     |

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| 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 |      |



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| 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 |     |

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| 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 |      |

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| 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.         | 0.25     |        |        |                         | 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        |                         |              |              |             |
|         | <b>Totals</b> |               | <b>93.60</b> | <b>6.95</b> | <b>3.55</b> | <b>17.05</b>            | <b>32.30</b> | <b>31.05</b> | <b>2.70</b> |

| 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         |             |
|                  | <b>TOTALS</b>     | <b>93.60</b> | <b>6.95</b> | <b>3.55</b> | <b>17.05</b> | <b>32.30</b> | <b>31.05</b> | <b>2.70</b> |

| 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  
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 ATTORNEYS AT LAW  
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 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 |

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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  |

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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: 17.25 hrs

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 |

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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  |



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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**

ATKINSON, ANDELSON, LOYA, RUUD & ROMO  
 PROFESSIONAL CORPORATION  
 ATTORNEYS AT LAW  
 17871 Park Plaza Drive, 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 |

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Total: \$115 = 5.25 hrs  
 \$117 = 5.00 hrs

**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. RUIENTES 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  |

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JULY 31, 2003  
 INVOICE NO. 230701  
 CLIENT NO. 005142  
 PML  
 PAGE: 14

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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

ATKINSON, ANDELSON, LOYA, RUUD & ROMO  
 PROFESSIONAL CORPORATION  
 ATTORNEYS AT LAW  
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 MARTINEZ, CA 94553

JULY 31, 2003  
 INVOICE NO. 230701  
 CLIENT NO. 005142  
 PML  
 PAGE: 15

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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 |

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JULY 31, 2003  
 INVOICE NO. 230701  
 CLIENT NO. 005142  
 PML  
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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  |

ATKINSON, ANDELSON, LOYA, RUUD & ROMO  
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JULY 31, 2003  
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 CLIENT NO. 005142  
 PML  
 PAGE: 17

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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

|         |       |
|---------|-------|
| RATE    | HOURS |
| 115/hr. | 0.25  |

AMOUNT  
 28.75

ATKINSON, ANDELSON, LOYA, RUUD & ROMO  
 PROFESSIONAL CORPORATION  
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JULY 31, 2003  
 INVOICE NO. 230701  
 CLIENT NO. 005142  
 PML  
 PAGE: 18

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PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

LUCEY, PETER J.  
 POLLARD, MARIANNE J.  
 UZELAC, SUZANNE V.

PJL  
 MJP  
 SVU

|                          |       |                 |
|--------------------------|-------|-----------------|
| 115/hr.                  | 0.25  | 28.75           |
| 115/hr.                  | 0.25  | 28.75           |
| 115/hr.                  | 18.50 | 2,127.50        |
| <b>FEE SUMMARY TOTAL</b> |       | <b>2,213.75</b> |

**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





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             | <u>Sender</u>                       |  | <u>Recipient</u>              |             |
| Service Type | FedEx Priority Overnight | MARK S WILLIAMS                     |  | 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               |  |                               | 15.0        |
| Signed by    | A.CORNETT                | Fuel Surcharge                      |  |                               | 0.0         |
| FedEx Use    | 181239770/01486/         | <b>Total Transportation Charges</b> |  | <b>USD \$</b>                 | <b>15.0</b> |

**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  | 791427923360             |                                     |  |               |             |
| Service Type | FedEx Priority Overnight |                                     |  |               |             |
| Package Type | FedEx Envelope           |                                     |  |               |             |
| Zone         | 2                        |                                     |  |               |             |
| Packages     | 1                        |                                     |  |               |             |
| Weight       | 1.0 lbs, 0.5 kgs         |                                     |  |               |             |
| Delivered    | Jul 02, 2003 09:40       |                                     |  |               |             |
| Svc Area     | AA                       | Fuel Surcharge                      |  |               | 13.8        |
| Signed by    | S.SBAR                   | <b>Total Transportation Charges</b> |  | <b>USD \$</b> | <b>14.1</b> |
| 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       |                                     |  |               |             |
| Svc Area     | PM                       | Transportation Charge               |  |               | 32.0        |
| Signed by    | N.ANCY PAYNE             | Fuel Surcharge                      |  |               | 1.0         |
| FedEx Use    | 183153700/01552/02       | Residential Delivery                |  |               | 1.0         |
|              |                          | Delivery Area Surcharge             |  |               | 1.0         |
|              |                          | <b>Total Transportation Charges</b> |  | <b>USD \$</b> | <b>36.0</b> |



### 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         |
| <b>Total UPS OnLine WorldShip</b> |               |               | <b>19 Package(s)</b> | <b>402.67</b>    | <b>-81.97</b>    | <b>320.70</b> |

#### 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          |
|             |                    | <b>Total</b>            |          |      |        | <b>12.94</b>     | <b>-3.17</b>     | <b>9.77</b>   |

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        |
|                    | <b>Total</b>            |       |     |        | <b>12.94</b> | <b>-3.17</b> | <b>9.77</b> |

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         |
|                    | <b>Total</b>            |       |     |        | <b>15.23</b> | <b>-3.74</b> | <b>11.49</b> |

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         |
|       |                    | <b>Total</b>            |       |     |   | <b>23.60</b> | <b>-5.10</b> | <b>18.50</b> |

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         |
|       |                    | <b>Total</b>            |       |     |        | <b>15.23</b> | <b>-3.74</b> | <b>11.49</b> |

1st ref: 0840

Sender : RECEPTIONIST  
 ATKINSON ANDELSON  
 PLEASANTON CA 94566

Receiver: RECEPTIONIST  
 ATKINSON ANDELSON  
 CERRITOS CA 90703

|                                    |  |  |                     |              |               |              |
|------------------------------------|--|--|---------------------|--------------|---------------|--------------|
| <b>Total Air Shipping Document</b> |  |  | <b>5 Package(s)</b> | <b>79.94</b> | <b>-18.92</b> | <b>61.02</b> |
|------------------------------------|--|--|---------------------|--------------|---------------|--------------|



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 ATTORNEYS AT LAW  
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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

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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  |

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|                      |     |         |       |          |
|----------------------|-----|---------|-------|----------|
| 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  |

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AUGUST 31, 2003  
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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  |

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AUGUST 31, 2003  
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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 |

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AUGUST 31, 2003  
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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  |

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 P.O. # BC4383.6  
 ATTN: GREG MARVEL, HR DEPT.  
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 MARTINEZ, CA 94553

SEPTEMBER 30, 2003  
 INVOICE NO. 232957  
 CLIENT NO. 005142  
 PML  
 PAGE: 2

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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  |



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|----------|--|-------|------|--------|
| 09/05/03 | TELEPHONE J. HENDRICKSON RE IEC CONTRACT;<br>CORRESPONDENCE OPPOSING COUNSEL RE IEC<br>CONTRACT  | JJH   | 0.25 | 28.75  |
| 09/08/03 | CONFERENCE OFFICE RE EFFECT OF ZIPPER<br>CLAUSE ON COLLECTIVE BARGAINING<br>AGREEMENTS           | EBH   | 0.25 | 28.75  |
| 09/08/03 | LEGAL RESEARCH RE EFFECTS OF ZIPPER<br>CLAUSE ON NEGOTIATION REQUIREMENTS                        | EBH   | 3.00 | 345.00 |
| 09/08/03 | CORRESPONDENCE G. MARVEL RE EFFECTS OF<br>ZIPPER CLAUSE ON NEGOTIATION RIGHTS                    | EBH   | 2.50 | 287.50 |
| 09/08/03 | LEGAL RESEARCH RE STUDENT UNION FEES;<br>CONFERENCE OFFICE RE ZIPPER CLAUSE                      | JJH   | 0.50 | 57.50  |
| 09/08/03 | TELEPHONE E. FUENTES RE DRUG TESTING OF<br>CUSTODIANS  | MLS   | 0.25 | 28.75  |
| 09/08/03 | LEGAL RESEARCH RE DRUG TESTING OF<br>EMPLOYEES SUSPECTED OF SMOKING POT;<br>TELEPHONE E. FUENTES | MLS   | 0.25 | 28.75  |
| 09/09/03 | CONFERENCE OFFICE RE USE OF ZIPPER CLAUSE<br>IN COLLECTIVE BARGAINING AGREEMENT                  | EBH   | 0.25 | 28.75  |
| 09/09/03 | CONFERENCE OFFICE RE IMPOSITION OF FEES ON<br>BRENTWOOD CENTER STUDENTS                          | EBH   | 0.25 | 28.75  |
| 09/09/03 | LEGAL RESEARCH; TELEPHONE STATE<br>CHANCELLOR'S OFFICE RE STUDENT CENTER<br>FEES                 | JJH   | 1.75 | 201.25 |
| 09/09/03 | TELEPHONE S. MCCRAY RE ACCOMMODATION<br>OF CUSTODIAN WITH EPILEPSY                               | MLS   | 0.25 | 28.75  |

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SEPTEMBER 30, 2003  
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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  |

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 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  
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 ATTORNEYS AT LAW  
 17871 Park Plaza Drive, Suite 200  
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 (562) 653-3200 (714) 826-5480

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SEPTEMBER 30, 2003  
 INVOICE NO. 232957  
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|                       |                          |          |
|-----------------------|--------------------------|----------|
| 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

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SEPTEMBER 30, 2003  
 INVOICE NO. 232957  
 CLIENT NO. 005142  
 PML  
 PAGE: 10

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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 |

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SEPTEMBER 30, 2003  
 INVOICE NO. 232957  
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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        |
| <b>TOTAL MATTER BILLING</b> |     |         |       | <b>747.50</b> |

PITNER UNFAIR LABOR PRACTICE

| Date | Atty. | Hrs. | Amt. |
|------|-------|------|------|
|      |       |      |      |

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SEPTEMBER 30, 2003  
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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  
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 ATTN: GREG MARVEL, HR DEPT.  
 500 COURT STREET  
 MARTINEZ, CA 94553

SEPTEMBER 30, 2003  
 INVOICE NO. 232957  
 CLIENT NO. 005142  
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 PAGE: 13

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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 |



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 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: 19

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| 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   |

POSTED

|                             |                  |
|-----------------------------|------------------|
| 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          |
| <b>OCTOBER BILLING</b>      | <b>29,386.72</b> |
| OCTOBER CASH RECEIPTS       | 18,748.24        |
| PREVIOUS BALANCE            | 16,491.49        |
| <b>BALANCE DUE</b>          | <b>27,129.97</b> |

Voucher # 386736  
 PO/BPO # BC4383.6  
 Entered By: [Signature]  
 GL # 110110 1020673 001 55700  
 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: \$20.96

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 Overnight  
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 Overnight  
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](mailto: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<br>Pick-Up Date: 9/1/2003<br>Delivery Date: 9/2/2003<br>Pieces/Weight: 1/1<br>Reference #: 000840.00000 | Origin Location: | Delivery Location: |
|---|------------------|--------------------|

Order: \$20.96

|   |                  |                    |
|---|------------------|--------------------|
| Shipment Number: 15104-100010-213<br>Pick-Up Date: 9/2/2003<br>Delivery Date: 9/3/2003<br>Pieces/Weight: 1/2<br>Reference #: 000840.00000 | Origin Location: | Delivery Location: |
|---|------------------|--------------------|

Order: \$23.48

|   |                  |                    |
|---|------------------|--------------------|
| Shipment Number: 15104-100016-200<br>Pick-Up Date: 9/4/2003<br>Delivery Date: 9/5/2003<br>Pieces/Weight: 1/0<br>Reference #: 000840.00000 | Origin Location: | Delivery Location: |
|---|------------------|--------------------|

Order: \$15.15

|   |                  |                    |
|---|------------------|--------------------|
| Shipment Number: 15104-100008-232<br>Pick-Up Date: 9/1/2003<br>Delivery Date: 9/2/2003<br>Pieces/Weight: 1/6<br>Reference #: 000845.00000 | Origin Location: | Delivery Location: |
|---|------------------|--------------------|

Order: \$33.08

|   |   |  |
|---|---|--|
| Shipment Number: 15104-100009-232<br>Pick-Up Date: 9/2/2003<br>Delivery Date: 9/3/2003<br>Pieces/Weight: 1/1<br>Reference #: 000842.00001 | <b>Origin Location:</b><br>Mark S. Williams<br>Atkinson, Andelson, Loya, Rudd<br>Pleasanton 94588 | <b>Delivery Location:</b><br>John E. Hendrickson<br>Contra Costa Commu<br>Martinez 94553 |
|---|---|--|

**Service:**  
 Morning Overnite  
 Fuel Surcharge

**Charge:**  
 \$14.75  
 \$0.15

Order: \$14.90 ✓

AP

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](mailto:accounting@overniteexpress.com)

**Overnite Express**

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Billing questions: invoices@aalrr.com

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

OCTOBER 31, 2003  
INVOICE NO. 233859  
CLIENT NO. 005142  
PJJ  
PAGE: 2

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PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

GENERAL LEGAL ADVICE  
PO #BC 4383.4

| Date     | Description  | 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  |

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OCTOBER 31, 2003  
 INVOICE NO. 233859  
 CLIENT NO. 005142  
 PJJ  
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GENERAL LEGAL ADVICE  
 PO #BC 4383.4

| Date     | Description  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 10/15/03 | TELEPHONE T. BECKETT; PREPARE FILE MEMO RE SAN RAMON CENTER  | PJL   | 0.50 | 80.00  |
| 10/15/03 | LEGAL RESEARCH RE OPINION LETTER FOR SAN RAMON VALLEY CENTER   | PJL   | 0.75 | 120.00 |
| 10/15/03 | LEGAL RESEARCH RE MORRIS EMBEZZLEMENT; PREPARE LEGAL ANALYSIS; TELEPHONE A. ALTORI; TELEPHONE S. MCCRAY; TELEPHONE B. CUTLER | JJH   | 5.25 | 840.00 |
| 10/15/03 | TELEPHONE G. MARVEL RE NEGOTIATING OVERPAY CUT; REVIEW CORRESPONDENCE RE NEGOTIATIONS; CORRESPONDENCE G. MARVEL              | MLS   | 0.50 | 80.00  |
| 10/16/03 | TELEPHONE J. HENDRICKSON RE LOS MEDANOS COLLEGE BASEBALL FIELD USAGE   | PJL   | 0.25 | 40.00  |
| 10/16/03 | PREPARE REVISIONS TO BIO-SCIENCE INCUBATOR AGREEMENT (HENDRICKSON)   | MSW   | 2.00 | 320.00 |
| 10/17/03 | LEGAL RESEARCH; TELEPHONE INTERIM CHIEF T. SIMPSON RE LOS MEDANOS COLLEGE BASEBALL FIELDS USE AGREEMENT                      | PJL   | 0.75 | 120.00 |
| 10/17/03 | CORRESPONDENCE CLIENT RE LOS MEDANOS COLLEGE BASEBALL FIELD JOINT OCCUPANCY AGREEMENT  | PJL   | 0.50 | 80.00  |
| 10/20/03 | TELEPHONE S. MCCRAY RE STATEMENT OF CHARGES IN MORRIS  | PJL   | 0.25 | 40.00  |
| 10/20/03 | CORRESPONDENCE CLIENT RE PROCEDURES FOR DISMISSAL OF K. MORRIS   | PJL   | 0.50 | 80.00  |
| 10/20/03 | CORRESPONDENCE G. MARVEL RE COLLECTIVE BARGAINING DISPUTE OVER SABBATICALS   | MSW   | 1.25 | 200.00 |

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| Date     | Description   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 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   | PJJ   | 0.75 | 120.00 |
| 10/22/03 | TELEPHONE G. CALAGARI RE RECIPROCAL BASEMENT AGREEMENT FOR SAN RAMON CENTER                                     | PJJ   | 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   | PJJ   | 0.50 | 80.00  |
| 10/24/03 | LEGAL RESEARCH; CORRESPONDENCE CLIENT RE SAN RAMON CENTER OPINION LETTER  | PJJ   | 3.00 | 480.00 |
| 10/27/03 | DEVELOP STRIKE MANUAL   | PJJ   | 0.25 | 40.00  |
| 10/27/03 | TELEPHONE J. HENDRICKSON RE RECENT LEGISLATION ON CLASSIFIED SHORT-TERM EMPLOYEES                               | PJJ   | 0.25 | 40.00  |
| 10/27/03 | LEGAL RESEARCH RE SCHEDULING OF SPECIAL BOARD MEETING   | PJJ   | 0.25 | 40.00  |
| 10/27/03 | LEGAL RESEARCH; CORRESPONDENCE CLIENT RE CONTRACT FOR SITE WORK FOR SAN RAMON VALLEY CENTER                     | PJJ   | 3.50 | 560.00 |

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| Date     | Description   | 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 | PJL   | 0.25 | 40.00  |
| 10/29/03 | TELEPHONE G. MARVEL RE GOLDEN HANDSHAKE                                       | PJL   | 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  |

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GENERAL LEGAL ADVICE  
 PO #BC 4383.4

| Date     | Description   | Atty. | Hrs. | Amt.  |
|----------|---|-------|------|-------|
| 10/30/03 | PREPARE PROPOSED PROTECTIVE ORDER ON JONES-HARVEY PITCHES 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

| Date     | Description              | Amt.  |
|----------|--------------------------|-------|
| 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



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Total: \$135 - 2.75 hrs  
 \$124 - 18.50 hrs  
 DISCRIMINATION COMPLAINTS

TOTAL MATTER BILLING 8,527.50

| Date     | Description   | 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  |

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DISCRIMINATION COMPLAINTS

| Date     | Description  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 10/13/03 | CONFERENCE OFFICE RE CRAWFORD DISCRIMINATION COMPLAINT INVESTIGATION                               | PJJ   | 0.25 | 40.00  |
| 10/13/03 | TELEPHONE J. HUDAK RE GULA DISCRIMINATION COMPLAINT INVESTIGATION AND REQUEST FOR EXTENSION        | PJJ   | 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 DFBH 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                                      | PJJ   | 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  |

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CURRENT FEES: \$ 2,747.50

FEE SUMMARY

| NAME              | INT | RATE    | HOURS | AMOUNT   |
|-------------------|-----|---------|-------|----------|
| LUCEY, PETER J.   | PJL | 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

RETIREES

Date

| Date     | Description  | Atty. | Hrs. | Amnt. |
|----------|--|-------|------|-------|
| 10/27/03 | TELEPHONE T. RICH RE PRE-1984 RETIREES                     | PJL   | 0.25 | 40.00 |
| 10/30/03 | TELEPHONE T. RICH RE RETIREES' RIGHTS TO MEDICARE BENEFITS | PJL   | 0.25 | 40.00 |

CURRENT FEES: \$ 80.00

FEE SUMMARY

| NAME            | INT | RATE    | HOURS | AMOUNT |
|-----------------|-----|---------|-------|--------|
| LUCEY, PETER J. | PJL | 160/hr. | 0.50  | 80.00  |

FEE SUMMARY TOTAL 80.00

TOTAL MATTER BILLING 80.00

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RE: GRIEVANCES *AG*  
*Total: \$135 - 0.50 hrs*  
*\$128 - 4.50 hrs*

| Date     | Description   | 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   | PJL   | 0.25 | 28.75 |
| 10/07/03 | REVIEW CORRESPONDENCE FROM S. MCCRAY RE SHIPMAN HEARING 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 |

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**RE: GRIEVANCES**

| Date     | Description  | 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  
 LUCEY, PETER J.  
 SACKS, MARLEEN L.

INT  
 PJL  
 MLS

| RATE    | HOURS | AMOUNT |
|---------|-------|--------|
| 138/hr. | 0.50  | 68.75  |
| 128/hr. | 4.50  | 573.75 |

FEE SUMMARY TOTAL 642.50

TOTAL MATTER BILLING 642.50

**BUSINESS AND TAX-GENERAL**

| Date | Atty. | Hrs. | Amt. |
|------|-------|------|------|
|      |       |      |      |

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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: 14

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PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

PITNER UNFAIR LABOR PRACTICE

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 |

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PITNER UNFAIR LABOR PRACTICE

| Date     | Description  | 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. (MAGA) RE PITNER (MARVEL)                               | MSW   | 0.50 | 80.00  |

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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 |



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|----------|--|-------|------|--------|
| 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  |

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| 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  |

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| 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 |

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| 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 | PJJ   | 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. CHARLETON 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 |

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|                   |     |         |      |          |
|-------------------|-----|---------|------|----------|
| LUCEY, PETER J.   | PJL | 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

ATS \$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             | PJL   | 0.25 | 40.00  |
| 11/03/03 | LEGAL RESEARCH; CONFERENCE OFFICE RE COMMENCING INVESTIGATIONS                | PJL   | 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                    | PJL   | 0.75 | 120.00 |
| 11/04/03 | TELEPHONE S. MCCRAY RE PENDING DISCRIMINATION COMPLAINTS                      | PJL   | 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 | PJL   | 1.00 | 160.00 |

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DISCRIMINATION COMPLAINTS

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 11/05/03 | TELEPHONE S. MCCRAY RE PENDING DISCRIMINATION COMPLAINTS (FLORES, BATES AND ANDREWS)                                | PJJ   | 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   | PJJ   | 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  |

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NOVEMBER 30, 2003  
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DISCRIMINATION COMPLAINTS

| Date     |  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 11/13/03 | TELEPHONE M. HENRY RE FLORES<br>DISCRIMINATION COMPLAINT                                       | GBT   | 0.50 | 62.50  |
| 11/13/03 | TELEPHONE CLIENT RE EXTENSION FROM R.<br>ANDREWS   | GBT   | 0.25 | 31.25  |
| 11/13/03 | CALCULATE AND CALENDAR NEW DEADLINE TO<br>COMPLETE INVESTIGATION RE ANDREWS                    | MJP   | 0.25 | 31.25  |
| 11/14/03 | TELEPHONE S. MCCRAY RE ANDREWS<br>DISCRIMINATION COMPLAINT; REVIEW<br>COMPLAINT                | GBT   | 0.50 | 62.50  |
| 11/14/03 | PREPARE FOR C. BUGG INTERVIEW RE<br>CRAWFORD DISCRIMINATION COMPLAINT                          | GBT   | 1.50 | 187.50 |
| 11/14/03 | REVIEW CORRESPONDENCE FROM P. ORTIZ'S<br>ATTORNEY RE INTERVIEW                                 | GBT   | 0.25 | 31.25  |
| 11/17/03 | INTERVIEW C. LI-BUGG RE CRAWFORD<br>DISCRIMINATION COMPLAINT                                   | GBT   | 4.00 | 500.00 |
| 11/17/03 | TELEPHONE S. MCCRAY, REVIEW SMITH<br>COMPLAINT   | GBT   | 0.50 | 62.50  |
| 11/18/03 | REVIEW ORTIZ COMPLAINT; CORRESPONDENCE<br>OPPOSING COUNSEL                                     | JJH   | 0.75 | 120.00 |
| 11/18/03 | TELEPHONE E. FUENTES S. MCCRAY AND P.<br>GARCIA RE IT DEPARTMENT AND VARIOUS<br>INVESTIGATIONS | GBT   | 0.25 | 31.25  |
| 11/18/03 | TELEPHONE S. MCCRAY RE ANDREWS<br>INVESTIGATION  | GBT   | 0.25 | 31.25  |
| 11/18/03 | CONFERENCE OFFICE RE ORTIZ DISCRIMINATION<br>COMPLAINT; CORRESPONDENCE G. SNYDER               | GBT   | 0.75 | 93.75  |
| 11/19/03 | REVIEW ORTIZ DISCRIMINATION COMPLAINT;<br>TELEPHONE E. ORTIZ                                   | GBT   | 0.50 | 62.50  |

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|----------|--|-------|------|--------|
| 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 |



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|----------|--|-------|------|--------|
| 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  |

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| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 11/25/03 | TELEPHONE S. MCCRAY RE ANDREWS REPRIMANDS; REVIEW AND REVISE REPRIMANDS; CORRESPONDENCE CLIENT  | JJH   | 2.25 | 360.00 |
| 11/25/03 | TELEPHONE N. BALLE RE STATUS IN BATES INVESTIGATION AND GRIEVANCES                              | JJH   | 0.50 | 80.00  |
| 11/25/03 | CONFERENCE OFFICE RE STATUS IN BATES, ASHBY, ANDREWS AND ORTIZ CASES                            | JJH   | 0.50 | 80.00  |
| 11/25/03 | FOLLOW-UP RE ORTIZ INVESTIGATION  | JJH   | 0.25 | 40.00  |
| 11/25/03 | TELEPHONE E. SMITH RE INTERVIEW IN DISCRIMINATION COMPLAINT                                     | GBT   | 0.25 | 31.25  |
| 11/25/03 | TELEPHONE D. MAIER AND R. ANDREWS ATTORNEY RE APPOINTMENT                                       | GBT   | 0.25 | 31.25  |
| 11/25/03 | CORRESPONDENCE P. ORTIZ ATTORNEY RE ORTIZ'S DISCRIMINATION COMPLAINT                            | GBT   | 0.25 | 31.25  |
| 11/25/03 | REVIEW INVESTIGATION REPORT RE CRAWFORD DISCRIMINATION COMPLAINT                                | GBT   | 5.00 | 625.00 |
| 11/26/03 | PREPARE REPRIMAND FOR R. ANDREWS; REVIEW CONTRACT   | JJH   | 0.50 | 80.00  |
| 11/26/03 | INTERVIEW P. GARCIA RE CRAWFORD DISCRIMINATION COMPLAINT; PREPARE INVESTIGATION REPORT          | GBT   | 2.00 | 250.00 |
| 11/26/03 | REVIEW ORTIZ DISCRIMINATION COMPLAINT; PREPARE FOR INTERVIEW                                    | GBT   | 0.75 | 93.75  |
| 11/26/03 | PREPARE FOR M. HENRY INTERVIEW RE FLORES DISCRIMINATION COMPLAINT; PREPARE INVESTIGATION REPORT | GBT   | 4.25 | 531.25 |

CURRENT FEES: \$ 9,620.00

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**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 |

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RE: GRIEVANCES

| Date     |  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 11/10/03 | REVIEW ORTIZ AND SMITH GRIEVANCES;<br>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<br>ORTIZ GRIEVANCES  | MLS   | 1.50 | 240.00 |
| 11/11/03 | TELEPHONE S. MCCRAY RE RESPONSES TO SMITH<br>AND ORTIZ GRIEVANCES                                    | MLS   | 0.25 | 40.00  |
| 11/11/03 | TELEPHONE C. LI-BUGG RE RESPONSE TO ORTIZ<br>AND SMITH GRIEVANCES; REVIEW RESPONSE<br>FROM P. GARCIA | GBT   | 2.50 | 312.50 |
| 11/12/03 | TELEPHONE N. BALLE; TELEPHONE J. VROMAN;<br>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<br>SETTLEMENT   | MLS   | 0.25 | 40.00  |
| 11/13/03 | TELEPHONE E. ORTIZ RE POSSIBLE RETALIATION<br>AND UNION GRIEVANCE                                    | GBT   | 0.75 | 93.75  |
| 11/14/03 | TELEPHONE K. SPINETTA; TELEPHONE N.<br>BALLE; CORRESPONDENCE OPPOSING COUNSEL<br>RE BATES            | JJH   | 1.50 | 240.00 |
| 11/14/03 | TELEPHONE S. MCCRAY RE STATUS OF BANK,<br>ASHBY AND JONES MATTERS                                    | MLS   | 0.25 | 40.00  |
| 11/17/03 | TELEPHONE S. MCCRAY RE ASHBY GRIEVANCE<br>AND FACTFINDING DEMAND; REVIEW FILE                        | MLS   | 0.50 | 80.00  |
| 11/17/03 | TELEPHONE S. WEINBERG RE FACTFINDING<br>PANEL  | MLS   | 0.50 | 80.00  |

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| 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               | PJJ   | 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  |

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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 |
|------|-----|------|-------|--------|
|------|-----|------|-------|--------|

ATKINSON, ANDELSON, LOYA, RUUD & ROMO

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|                   |     |         |       |          |
|-------------------|-----|---------|-------|----------|
| 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<br>FOR ELECTRONIC DATA PROCESSING<br>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**

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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: 18

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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 |



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 REPORTING CORPORATION**  
Madhew Road, Suite 240  
Pleasanton, CA 95827  
(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

Date Taken: 10/22/03  
Reporter: Loverro  
Job Number: MM752  
Case: Pitner vs Contra Costa CCD  
SF-CE-2292-E

5142.19  
✓ 11/10/03  
DLP

One Copy  
177 Pages @ 1.39

\$ 246.03  
Invoice Total: \$ 246.03

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DECEMBER 31, 2003  
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 CLIENT NO. 005142  
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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)  | PJJ   | 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)   | PJJ   | 0.25 | 40.00  |

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| 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 |

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|----------|--|-------|------|--------|
| 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 |

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| 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 |
|------|-----|------|-------|--------|
|------|-----|------|-------|--------|

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TAX ID# 95-3378600

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|                      |     |         |       |          |
|----------------------|-----|---------|-------|----------|
| 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  |

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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 |

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DISCRIMINATION COMPLAINTS

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|----------|---|-------|------|--------|
| 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 |



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DISCRIMINATION COMPLAINTS

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|----------|---|-------|------|--------|
| 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 |

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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 |

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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

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**FEE SUMMARY**

| NAME                 | INT | RATE    | HOURS | AMOUNT    |
|----------------------|-----|---------|-------|-----------|
| HEIN, JANICE J.      | JJH | 160/hr. | 7.00  | 1,120.00  |
| LUCEY, PETER J.      | PJJ | 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                                      | PJJ   | 0.50 | 80.00  |
| 12/19/03 | TELEPHONE T. RICH RE EXTENSION OF BENEFITS UNDER RETIREE CONTRACT                                  | PJJ   | 0.25 | 40.00  |
| 12/21/03 | LEGAL RESEARCH RE RIGHTS OF PRE 7/1/84 RETIREES TO CONTINUATION OF DENTAL BENEFITS                 | PJJ   | 0.25 | 40.00  |
| 12/21/03 | CORRESPONDENCE CLIENT RE RIGHTS OF PRE 7/1/84 RETIREES TO CONTINUATION OF DENTAL BENEFITS COVERAGE | PJJ   | 0.50 | 80.00  |
| 12/22/03 | TELEPHONE T. RICH; CORRESPONDENCE L. ROSALES RE CONTINUATION OF DENTAL BENEFITS FOR RETIREES       | PJJ   | 0.75 | 120.00 |
| 12/22/03 | TELEPHONE T. RICH RE DENTAL BENEFITS FOR POST 7/1/84 RETIREES                                      | PJJ   | 0.25 | 40.00  |
| 12/22/03 | TELEPHONE L. ROSALES RE DENTAL BENEFITS FOR POST 7/1/84 RETIREES                                   | PJJ   | 0.25 | 40.00  |

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RETIREEES

| Date     |  | Atty. | Hrs. | Amt.  |
|----------|--|-------|------|-------|
| 12/22/03 | TELEPHONE T. RICH AND L. ROSALES PREPARE<br>FILE MEMO RE MEDICARE RETIREMENT<br>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        |
| <b>TOTAL MATTER BILLING</b> |     |         |       | <b>520.00</b> |

RE: GRIEVANCES

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 12/01/03 | CORRESPONDENCE OPPOSING COUNSEL;<br>TELEPHONE K. SPINETTA; TELEPHONE G.<br>MARVEL AND S. MCCRAY CORRESPONDENCE<br>OPPOSING COUNSEL RE BATES | JJH   | 1.50 | 240.00 |
| 12/01/03 | CALENDAR DEADLINE FOR COUNSEL FOR BATES<br>TO RESPOND TO PERFORMANCE EVALUATION   | MJP   | 0.25 | 31.25  |
| 12/09/03 | TELEPHONE T. SINCLAIR RE KIRSCHBAUM<br>GRIEVANCE  | MLS   | 0.25 | 40.00  |
| 12/09/03 | CORRESPONDENCE S. MCCRAY RE KIRSCHBAUM<br>GRIEVANCE   | MLS   | 0.25 | 40.00  |
| 12/10/03 | REVIEW CORRESPONDENCE FROM T. SINCLAIR<br>RE KIRSCHBAUM GRIEVANCE   | MLS   | 0.25 | 40.00  |

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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  | PJJ   | 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 |

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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

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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        |
| <b>TOTAL MATTER BILLING</b> |     |         |       | <b>852.00</b> |

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   |



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PITNER UNFAIR LABOR PRACTICE

| Date     |  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 12/12/03 | REVIEW CHARGING PARTY'S POST HEARING<br>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  |



Box 26830, Santa Ana, CA 92799-6830

Account #: 15104  
Invoice ) 487509  
Invoice Date: 12/22/2003  
Terms: NET 15  
Current Invoice Amount:

251.91



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  
Invoice #: HC-Holiday Coupon  
Ship Date: 12/16/2003  
Delivery Date: 12/16/2003  
Weight: 1.00/0.00  
Origin Location:  
Delivery Location:

Shipment #: 15104-100023-028  
Invoice #: 005092.00000  
Ship Date: 12/19/2003  
Delivery Date: 12/22/2003  
Weight: 1.00/1.00  
Origin Location:  
Delivery Location: ERC  
Service:  
Morr.  
Fuel

Shipment #: 15104-100018-028  
Invoice #: 005142.00001  
Ship Date: 12/16/2003  
Delivery Date: 12/17/2003  
Weight: 1.00/0.00  
Origin Location: Peter J. Lucey  
Atkinson, Andelson, L Pleasanton 94588  
Delivery Location: Russell E. Spitzer Esq.  
Law Offices Walnut Creek 94598  
Service: Morning Overnite  
Fuel Surcharge  
Charge: 12.75  
0.13  
Shipment Total: 12.88  
Shipment Total: 14.90

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JANUARY 31, 2004  
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 CLIENT NO. 005142  
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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 |

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|----------|--|-------|------|--------|
| 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   | PJJ   | 0.25 | 40.00  |

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|----------|--|-------|------|--------|
| 01/14/04 | REVISE BIO-SCIENCE INCUBATOR AGREEMENT;<br>PREPARE MEMORANDUM OF UNDERSTANDING<br>WITH THE CITY OF RICHMOND                                | MSW   | 1.50 | 240.00 |
| 01/16/04 | TELEPHONE T. BECKETT RE TITLE SEARCH FOR<br>CONTRA COSTA COLLEGE PROPERTY  | PJJ   | 0.50 | 80.00  |
| 01/16/04 | CORRESPONDENCE CLIENT RE REVIEW OF<br>CONTRACT WITH PERSEUS ASSOCIATES<br>(MARVEL)   | PJJ   | 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<br>AND USE OF AN ESCROW (HENDRICKSON)   | EBH   | 0.25 | 40.00  |
| 01/20/04 | TELEPHONE K. SPINETTA; TELEPHONE E.<br>FUENTES RE ASHBY  | JJH   | 0.25 | 40.00  |
| 01/21/04 | REVIEW CORRESPONDENCE; LEGAL RESEARCH<br>RE PROPOSED POLICY ON ACADEMIC<br>FREEDOM/SEXUAL HARASSMENT ISSUE;<br>CONFERENCE OFFICE RE POLICY | PJJ   | 0.50 | 80.00  |
| 01/21/04 | TELEPHONE J. HENDRICKSON RE BIO-SCIENCE<br>INCUBATOR AGREEMENT   | MSW   | 0.25 | 40.00  |
| 01/21/04 | REVIEW AND REVISE PROGRESS PAYMENT<br>APPLICATION  | MSW   | 1.00 | 160.00 |
| 01/21/04 | PREPARE REVISIONS TO BIO-SCIENCE<br>INCUBATOR AGREEMENT  | MSW   | 0.50 | 80.00  |
| 01/21/04 | CONFERENCE J. HENDRICKSON AND C. SPENCE<br>RE BIO-SCIENCE INCUBATOR AGREEMENT  | MSW   | 1.00 | 160.00 |
| 01/23/04 | CORRESPONDENCE CLIENT; LEGAL RESEARCH RE<br>PROCEDURES FOR FACULTY LAYOFF  | PJJ   | 1.50 | 240.00 |

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| 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<br>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  |

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| 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  |

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|----------|---|-------|---------------|-------------|
| 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 |

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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



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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  |

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| 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  |

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| 01/09/04 | CORRESPONDENCE S. MCCRAY RE<br>CORRESPONDENCE J. WALSH AND M. CARPENTER<br>IN ANDREWS DISCRIMINATION COMPLAINT         | GBT   | 0.50 | 62.50  |
| 01/09/04 | TELEPHONE S. MCCRAY RE ORTIZ AND SMITH<br>DISCRIMINATION COMPLAINTS  | GBT   | 0.25 | 31.25  |
| 01/11/04 | TELEPHONE J. HUDAK RE STATUS IN GULA<br>COMPLAINT INVESTIGATION  | PJL   | 0.75 | 120.00 |
| 01/12/04 | CORRESPONDENCE E. ORTIZ RE INVESTIGATION<br>RESULTS  | GBT   | 1.50 | 187.50 |
| 01/13/04 | REVIEW CORRESPONDENCE FROM S. MCCRAY RE<br>JONES TELEPHONE NUMBER DISPUTE  | MLS   | 0.25 | 40.00  |
| 01/13/04 | CORRESPONDENCE A. CRAWFORD RE<br>INVESTIGATION RESULTS OF ORTIZ COMPLAINT  | GBT   | 0.50 | 62.50  |
| 01/14/04 | TELEPHONE E. FUENTES RE STATUS OF JONES<br>SETTLEMENT  | MLS   | 0.25 | 40.00  |
| 01/15/04 | TELEPHONE S. MCCRAY RE SHIPMAN AND JONES<br>STATUS   | MLS   | 0.25 | 40.00  |
| 01/15/04 | TELEPHONE C. DOOLITTLE RE JONES<br>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<br>C. LI-BUGG RE INVESTIGATION RESULTS OF<br>ORTIZ DISCRIMINATION COMPLAINT   | GBT   | 1.50 | 187.50 |
| 01/21/04 | FORWARD INVESTIGATION REPORT TO R. BLACK<br>RE ORTIZ COMPLAINT; CORRESPONDENCE E.<br>ORTIZ, A. CRAWFORD AND C. LI-BUGG | GBT   | 1.75 | 218.75 |

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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

ATKINSON, ANDELSON, LOYA, RUUD & ROMO  
 PROFESSIONAL CORPORATION  
 ATTORNEYS AT LAW  
 17871 Park Plaza Drive, 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

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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 |

RETIREES

| 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 |

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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  |

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RE: GRIEVANCES

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 01/09/04 | TELEPHONE C. DOOLITTLE RE SHIPMAN HEARING   | MLS   | 0.25 | 40.00  |
| 01/09/04 | CORRESPONDENCE S. MCCRAY RE SHIPMAN HEARING DATE  | MLS   | 0.25 | 40.00  |
| 01/12/04 | CORRESPONDENCE E. FUENTES RE BATES GRIEVANCE RESPONSE; PREPARE DISMISSAL CHARGES                              | JJH   | 5.00 | 800.00 |
| 01/13/04 | LEGAL RESEARCH; CONFERENCE OFFICE RE DRAFTING OF DISCIPLINARY CHARGES IN BATES                                | PJL   | 0.50 | 80.00  |
| 01/13/04 | TELEPHONE E. FUENTES RE BATES; PREPARE STATEMENT OF CHARGES; REVIEW BATES AND LIPMAN FILES RE JOB DESCRIPTION | JJH   | 3.00 | 480.00 |
| 01/13/04 | REVIEW CORRESPONDENCE FROM S. WEINBERG RE SELECTION OF ARBITRATOR   | MLS   | 0.25 | 40.00  |
| 01/14/04 | TELEPHONE K. SPINETTA; TELEPHONE E. FUENTES; CONFERENCE OFFICE RE BATES                                       | JJH   | 0.75 | 120.00 |
| 01/16/04 | REVIEW CORRESPONDENCE FROM K. SPINETTA; TELEPHONE E. FUENTES RE BATES   | JJH   | 0.50 | 80.00  |
| 01/19/04 | CONFERENCE OFFICE RE PREPARATION OF CHARGES IN BATES  | PJL   | 0.25 | 40.00  |
| 01/19/04 | PREPARE DISMISSAL DOCUMENTS; CORRESPONDENCE CLIENT RE BATES   | JJH   | 2.50 | 400.00 |
| 01/19/04 | TELEPHONE E. FUENTES RE SHIPMAN HEARING STATUS  | MLS   | 0.25 | 40.00  |
| 01/19/04 | TELEPHONE S. MCCRAY RE SHIPMAN HEARING ISSUES   | MLS   | 0.25 | 40.00  |

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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 | INT | RATE | HOURS | AMOUNT |
|------|-----|------|-------|--------|
|------|-----|------|-------|--------|



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|                             |     |         |       |                 |
|-----------------------------|-----|---------|-------|-----------------|
| 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        |
| <b>TOTAL MATTER BILLING</b> |     |         |       | <b>5,377.50</b> |

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        |
| <b>TOTAL MATTER BILLING</b> |     |         |       | <b>320.00</b> |

PITNER UNFAIR LABOR PRACTICE

| Date |  | Atty. | Hrs. | Amt. |
|------|--|-------|------|------|
|------|--|-------|------|------|

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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**

INVOICE



Company: ATKINSON, ANDELSON L  
 Invoice #: 841048  
 Invoice Date: 12/15/2003  
 Total Due: \$ 258.10

PDS Priority Saturday  
 EPS Early Overnight  
 ESS Early Saturday  
 CPS California Parcel

| Invoice # | Delivery Company     | Delivery Address | Zip City | POD Information | Delivery Time | Reference# | Comments  | COD Chrg | Ins Chrg | Type | #LBS | Total | Charges  |
|-----------|----------------------|------------------|----------|-----------------|---------------|------------|-----------|----------|----------|------|------|-------|----------|
|           |                      |                  |          |                 |               |            |           |          |          |      |      | \$    | \$ 8.50  |
|           |                      |                  |          |                 |               |            |           |          |          | PDS  |      |       | \$ 8.50  |
|           |                      |                  |          |                 |               |            |           |          |          | PDS  | 30   |       | \$ 35.90 |
|           |                      |                  |          |                 |               |            |           |          |          |      |      |       | \$ 8.50  |
|           |                      |                  |          |                 |               |            |           |          |          | PDS  |      |       | \$ 8.50  |
|           |                      |                  |          |                 |               |            |           |          |          | PDS  |      |       | \$ 8.50  |
|           |                      |                  |          |                 |               |            |           |          |          | PDS  |      |       | \$ 8.50  |
| 15/2003   | CONTRA COSTA CC DIST | 500 COURT STREET | 94553    | UNDER DOOR      | 8:26 AM       |            | 051428001 |          |          | PDS  |      |       | \$ 8.50  |
| 72321059  |                      |                  | MARTINEZ |                 |               |            |           |          |          | L    |      |       |          |

Shipping Charges \$ 208.95  
 Fuel Surcharge \$ 8.36  
**Total for invoice \$ 217.31**

ATKINSON, ANDELSON, LOYA, RUUD & ROMO  
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FEBRUARY 29, 2004  
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 PAGE: 2

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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  |

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|----------|---|-------|------|--------|
| 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 NONREELECTION 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 |

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 PO #BC 4383.4

| Date     |  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 02/09/04 | REVIEW PERSONNEL FILE MATERIALS;<br>CONFERENCE OFFICE; LEGAL RESEARCH RE<br>STATUS OF COACH (ORTEGA) | PJL   | 2.50 | 400.00 |
| 02/09/04 | TELEPHONE H. CARR RE PROPOSED ACTION IN<br>ORTEGA  | PJL   | 0.25 | 40.00  |
| 02/09/04 | TELEPHONE P. HAWKINS RE ACCESS AGREEMENT<br>FOR ACCESS TO DISTRICT COMPUTER PROGRAMS                 | EBH   | 0.75 | 120.00 |
| 02/09/04 | CONFERENCE OFFICE RE ACCESS AGREEMENT<br>FOR COMPUTER USE  | EBH   | 0.50 | 80.00  |
| 02/09/04 | TELEPHONE P. HAWKINS RE COMPUTER ACCESS<br>AGREEMENT   | EBH   | 0.25 | 40.00  |
| 02/09/04 | PREPARE ACCESS AGREEMENT FOR USE OF<br>COMPUTERS   | EBH   | 3.00 | 480.00 |
| 02/09/04 | TELEPHONE E. HEAREY RE LICENSE AGREEMENT<br>FOR COMPUTER ACCESS; FILE MEMO                           | LRA   | 0.75 | 120.00 |
| 02/09/04 | REVISE LEGAL OPINION RE DISCLOSURE OF<br>ELECTED OFFICIAL INFORMATION; LEGAL<br>RESEARCH (SPENCE)    | SVU   | 2.75 | 440.00 |
| 02/09/04 | LEGAL RESEARCH RE NON-EMPLOYEE STANDING<br>TO FILE GRIEVANCE   | SLK   | 1.50 | 187.50 |
| 02/10/04 | CORRESPONDENCE CLIENT RE DISCLOSURE OF<br>BOARD MEMBER'S E-MAIL ADDRESSES                            | PJL   | 0.50 | 80.00  |
| 02/10/04 | LEGAL RESEARCH RE FINALIZATION<br>PROCEDURES FOR DISCRIMINATION<br>COMPLAINTS                        | PJL   | 0.25 | 40.00  |
| 02/10/04 | TELEPHONE G. MARVEL RE REASSIGNMENT OF<br>FACULTY MEMBER TO NON-COACHING POSITION                    | PJL   | 0.50 | 80.00  |

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CONTRA COSTA COMMUNITY COLLEGE  
 DISTRICT  
 P.O. # BC4383.6  
 ATTN: GREG MARVEL, HR DEPT.  
 500 COURT STREET  
 MARTINEZ, CA 94553

FEBRUARY 29, 2004  
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 PO #BC 4383.4

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 02/10/04 | LEGAL RESEARCH; CONFERENCE OFFICE RE COLLECTIVE BARGAINING AGREEMENT PROCEDURES FOR FACULTY REASSIGNMENT                      | PJJ   | 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  |

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| 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  |



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|----------|---|-------|------|--------|
| 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  |

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| 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  |

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| 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 |

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|----------|--|-------|------|--------|
| 02/25/04 | REVISE ONLINE ACCESS AGREEMENT;<br>CORRESPONDENCE P. HAWKINS   | EBH   | 1.00 | 160.00 |
| 02/25/04 | CONFERENCE OFFICE RE ONLINE ACCESS<br>AGREEMENT DRAFT AND PROCEDURES BEFORE<br>ADOPTION  | EBH   | 0.50 | 80.00  |
| 02/25/04 | CONFERENCE OFFICE RE RESPONSE TO ORTEGA<br>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<br>TECHNOLOGY   | SLK   | 1.00 | 125.00 |
| 02/26/04 | TELEPHONE S. MCCRAY RE ACADEMIC<br>MANAGERS LAYOFF   | TAG   | 0.25 | 40.00  |
| 02/26/04 | REVIEW CORRESPONDENCE RE COPYRIGHT FOR<br>INSTRUCTIONAL MODULES  | LRA   | 0.25 | 40.00  |
| 02/26/04 | REVIEW TRANSMITTED DOCUMENT RE DISTRICT<br>BUSINESS PROCEDURES, BOARD POLICIES AND<br>HUMAN RESOURCE PROCEDURES IN COPYRIGHT<br>OF INSTRUCTIONAL MODULES | LRA   | 0.25 | 40.00  |
| 02/27/04 | TELEPHONE S. MCCRAY RE RETREAT RIGHTS FOR<br>MANAGERS EMPLOYED AFTER JULY 1, 1990  | TAG   | 0.25 | 40.00  |
| 02/27/04 | LEGAL RESEARCH RE RETREAT RIGHTS OF<br>EDUCATIONAL ADMINISTRATORS  | TAG   | 0.25 | 40.00  |
| 02/27/04 | TELEPHONE S. MCCRAY RE RETREAT RIGHTS FOR<br>EDUCATIONAL ADMINISTRATORS  | TAG   | 0.25 | 40.00  |

CURRENT FEES: \$ 13,260.00

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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 |

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| 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                           | PJL   | 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  |

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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  |

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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  
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DISCRIMINATION COMPLAINTS

| Date     |   | Atty. | Hrs. | Amt.  |
|----------|---|-------|------|-------|
| 02/29/04 | REVIEW CORRESPONDENCE RE GULA INVESTIGATION | PJJ   | 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.   | PJJ | 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  |



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RE: GRIEVANCES

| Date     |  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 02/05/04 | REVIEW CORRESPONDENCE FROM A. LATHROP RE BATES RESPONSE; TELEPHONE E. KUENTES; 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   | PJJ   | 0.25 | 40.00  |

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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   | PJJ   | 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   | PJJ   | 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  | PJJ   | 0.25 | 40.00  |
| 02/19/04 | TELEPHONE S. MCCRAY RE BATES OFFER OF SETTLEMENT  | PJJ   | 0.25 | 40.00  |
| 02/19/04 | TELEPHONE S. WEINBERG RE BATES OFFER OF SETTLEMENT  | PJJ   | 0.25 | 40.00  |
| 02/19/04 | CORRESPONDENCE E. FUENTES RE DEAL POINTS IN BATES SETTLEMENT  | PJJ   | 0.50 | 80.00  |

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RE: GRIEVANCES

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 02/19/04 | TELEPHONE E. FUENTES RE RESPONSE TO S. WEINBERG IN BATES SETTLEMENT POINTS                      | PJM   | 0.25 | 40.00  |
| 02/19/04 | CORRESPONDENCE S. MCCRAY RE SHIPMAN HEARING; TELEPHONE R. HOH RE SUBPOENA                       | MLS   | 0.50 | 80.00  |
| 02/20/04 | TELEPHONE E. FUENTES; CONFERENCE OFFICE; REVIEW CORRESPONDENCE RE BATES SETTLEMENT NEGOTIATIONS | PJM   | 0.50 | 80.00  |
| 02/20/04 | TELEPHONE E. FUENTES RE BATES; CONFERENCE OFFICE RE SETTLEMENT                                  | JJH   | 0.25 | 40.00  |
| 02/23/04 | TELEPHONE C. DOOLITTLE RE SHIPMAN AND JONES STATUS  | MLS   | 0.25 | 40.00  |
| 02/23/04 | TELEPHONE T. GREERTY RE SHIPMAN HEARING AND POSSIBLE CONTINUANCE                                | MLS   | 0.25 | 40.00  |
| 02/23/04 | PREPARE SETTLEMENT AGREEMENT; CORRESPONDENCE CLIENT RE BATES; TELEPHONE S. MCCRAY RE BATES      | JJH   | 2.50 | 400.00 |
| 02/24/04 | PREPARE BATES' SETTLEMENT AGREEMENT; TELEPHONE S. WEINBERG, E. FUENTES AND S. MCCRAY RE BATES   | JJH   | 1.50 | 240.00 |
| 02/24/04 | CORRESPONDENCE CLIENT RE BATES  | JJH   | 1.00 | 160.00 |
| 02/25/04 | TELEPHONE S. MCCRAY RE BATES SETTLEMENT; CORRESPONDENCE OPPOSING COUNSEL RE BATES               | JJH   | 1.00 | 160.00 |
| 02/25/04 | REVIEW CORRESPONDENCE FROM R. HOH RE CONFIRMATION OF SHIPMAN HEARING                            | MLS   | 0.25 | 40.00  |
| 02/25/04 | CORRESPONDENCE R. HOH RE REQUEST FOR SINGH SUBPOENA   | MLS   | 0.25 | 40.00  |

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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 |

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MARCH 31, 2004  
 INVOICE NO. 239862  
 CLIENT NO. 005142  
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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 |

AT. N. N. ANDELSON, LOYA, RUUD & ROMO  
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GENERAL LEGAL ADVICE  
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| 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 |

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GENERAL LEGAL ADVICE  
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| 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  |

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| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 03/04/04 | TELEPHONE J. VROMAN RE B. WILLIAMS<br>DISMISSAL   | PJL   | 0.25 | 40.00  |
| 03/04/04 | CONFERENCE OFFICE RE ONLINE ACCESS<br>AGREEMENT   | EBH   | 0.50 | 80.00  |
| 03/04/04 | TELEPHONE T. BECKETT RE REVISIONS TO<br>VILLAGE CENTER REIMBURSEMENT AGREEMENT                | EBH   | 0.75 | 120.00 |
| 03/04/04 | CORRESPONDENCE T. BECKETT RE VILLAGE<br>CENTER REIMBURSEMENT AGREEMENT                        | EBH   | 0.75 | 120.00 |
| 03/04/04 | REVIEW CORRESPONDENCE FROM T. BECKETT<br>RE VILLAGE CENTER REIMBURSEMENT<br>AGREEMENT         | EBH   | 0.25 | 40.00  |
| 03/04/04 | LEGAL RESEARCH RE RETENTION<br>REQUIREMENTS FOR VILLAGE CENTER<br>AGREEMENT                   | EBH   | 0.50 | 80.00  |
| 03/04/04 | REVISE CORRESPONDENCE P. HAWKINS RE<br>ONLINE ACCESS AGREEMENT                                | EBH   | 0.25 | 40.00  |
| 03/04/04 | CORRESPONDENCE OPPOSING COUNSEL RE<br>ORTEGA RESPONSE   | JJH   | 2.00 | 320.00 |
| 03/04/04 | TELEPHONE E. FUENTES RE PERMISSION TO USE<br>FACULTY PHOTOS IN PROMOTIONAL MATERIALS          | MLS   | 0.25 | 40.00  |
| 03/04/04 | REVIEW CORRESPONDENCE P. HAWKINS,<br>AGREEMENT AND TERMS OF USE RE ONLINE<br>ACCESS AGREEMENT | LRA   | 0.50 | 80.00  |
| 03/04/04 | CONFERENCE OFFICE RE ONLINE ACCESS<br>AGREEMENT   | LRA   | 0.25 | 40.00  |
| 03/04/04 | CONFERENCE OFFICE RE ONLINE ACCESS<br>AGREEMENT   | LRA   | 0.25 | 40.00  |



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|----------|--|-------|------|--------|
| 03/05/04 | TELEPHONE J. VROMAN RE PROPOSAL FOR DISMISSAL OF CLASSIFIED EMPLOYEE IN BERRY-WILLIAMS         | PJJ   | 0.25 | 40.00  |
| 03/05/04 | CORRESPONDENCE CLIENT RE DESILVA CONSTRUCTION PROPOSAL   | PJJ   | 0.50 | 80.00  |
| 03/05/04 | TELEPHONE J. HENDRICKSON RE FACULTY LAYOFFS  | MSW   | 0.25 | 40.00  |
| 03/05/04 | CONFERENCE OFFICE RE LAYOFFS   | MSW   | 0.25 | 40.00  |
| 03/05/04 | TELEPHONE J. HENDRICKSON CONFERENCE OFFICE RE LAYOFFS  | MSW   | 0.75 | 120.00 |
| 03/05/04 | CONFERENCE OFFICE RE LAYOFF PROCEDURES   | MSW   | 0.25 | 40.00  |
| 03/05/04 | REVIEW CORRESPONDENCE FROM G. CALIGARI RE VILLAGE CENTER REIMBURSEMENT AGREEMENT               | EBH   | 0.25 | 40.00  |
| 03/08/04 | REVIEW CORRESPONDENCE FROM T. BECKETT RE VILLAGE CENTER REIMBURSEMENT AGREEMENT                | EBH   | 0.25 | 40.00  |
| 03/08/04 | TELEPHONE T. BECKETT RE REIMBURSEMENT AGREEMENT FOR VILLAGE CENTER                             | EBH   | 0.25 | 40.00  |
| 03/08/04 | CORRESPONDENCE T. BECKETT RE REIMBURSEMENT AGREEMENT FOR VILLAGE CENTER                        | EBH   | 0.50 | 80.00  |
| 03/08/04 | CORRESPONDENCE TO T. BECKETT RE PROPOSED ATTACHMENTS TO VILLAGE CENTER REIMBURSEMENT AGREEMENT | EBH   | 0.25 | 40.00  |
| 03/08/04 | TELEPHONE G. MARVEL RE STRS SERVICE CREDIT REQUIREMENTS UNDER CONDENSED CALENDAR               | MLS   | 0.25 | 40.00  |

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|----------|--|-------|------|--------|
| 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  |

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| 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 |

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| 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 E. 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     | PJL   | 0.25 | 40.00  |

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| 03/16/04 | CORRESPONDENCE CLIENT RE RESPONSE TO QUESTIONS ON FACULTY LAYOFF                                  | PJL   | 0.50 | 80.00  |
| 03/16/04 | LEGAL RESEARCH; CONFERENCE OFFICE RE SIGNATURE NOTARIZATION FOR WINDEMERE REIMBURSEMENT AGREEMENT | PJL   | 0.25 | 40.00  |
| 03/16/04 | CORRESPONDENCE CLIENT RE PROPOSED CHANGE IN RECOVERY OF OVERPAYMENT PROCEDURES                    | PJL   | 0.25 | 40.00  |
| 03/16/04 | REVIEW CORRESPONDENCE RE REQUEST FOR HEARING IN LAYOFF  | PJL   | 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 |

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| 03/17/04 | TELEPHONE G. MARVEL RE FACULTY LAYOFF;<br>LEGAL RESEARCH RE FURLOUGH OF EMPLOYEES                   | PJL   | 0.75 | 120.00 |
| 03/17/04 | TELEPHONE S. MCCRAY RE NOTICES FOR<br>FACULTY LAYOFF  | PJL   | 0.25 | 40.00  |
| 03/17/04 | TELEPHONE OPPOSING COUNSEL S. WEINBERG<br>RE SCHEDULING OF FACULTY LAYOFF                           | PJL   | 0.25 | 40.00  |
| 03/17/04 | TELEPHONE G. MARVEL RE SEVEN PERCENT<br>FURLOUGH OF FACULTY AND NEGOTIABILITY OF<br>ISSUE           | PJL   | 0.50 | 80.00  |
| 03/17/04 | CONFERENCE OFFICE RE FACULTY LAYOFF;<br>LEGAL RESEARCH RE PARTIAL REDUCTIONS OF<br>FTE'S            | CDW   | 0.25 | 40.00  |
| 03/17/04 | TELEPHONE E. FUENTES RE TERMINATION OF<br>CHILD CARE EMPLOYEE                                       | MLS   | 0.25 | 40.00  |
| 03/17/04 | LEGAL RESEARCH RE LAYOFF AND LEGALITY OF<br>BLANKET NOTICE  | GBT   | 0.50 | 62.50  |
| 03/18/04 | CONFERENCE OFFICE RE ISSUES IN<br>MANAGEMENT CONTRIBUTIONS  | DDT   | 0.25 | 40.00  |
| 03/18/04 | LEGAL RESEARCH; CORRESPONDENCE G.<br>MARVEL RE REDUCTION IN HOURS AND LAYOFF<br>PROCEEDINGS         | MSW   | 1.00 | 160.00 |
| 03/18/04 | LEGAL RESEARCH; CORRESPONDENCE G.<br>MARVEL; CONFERENCE OFFICE RE LAYOFF                            | MSW   | 2.00 | 320.00 |
| 03/19/04 | TELEPHONE G. MARVEL RE UNITED FACULTY<br>NEGOTIATIONS AND POTENTIAL UNION UNFAIR<br>PRACTICE CHARGE | PJL   | 0.50 | 80.00  |
| 03/19/04 | TELEPHONE L. ROSALES RE TAX STATUS OF<br>REDUCTION OF EMPLOYEE INCOME                               | PJL   | 0.25 | 40.00  |

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| 03/19/04 | CORRESPONDENCE CLIENT; LEGAL RESEARCH;<br>TELEPHONE G. MARVEL RE PROPOSED<br>REDUCTION IN FACULTY WORK YEAR | PJJ   | 1.00 | 160.00 |
| 03/22/04 | CORRESPONDENCE G. MARVEL RE LAYOFFS AND<br>PARTIAL REDUCTIONS   | MSW   | 1.00 | 160.00 |
| 03/22/04 | LEGAL RESEARCH RE PARTIAL LAYOFF PROCESS  | MSW   | 0.75 | 120.00 |
| 03/22/04 | CONFERENCE OFFICE; TELEPHONE G. MARVEL RE<br>LAYOFF PROCEDURE   | MSW   | 0.50 | 80.00  |
| 03/22/04 | LEGAL RESEARCH RE ADMINISTRATIVE TENURE<br>ISSUE; TELEPHONE S. MCCRAY                                       | JEH   | 0.75 | 120.00 |
| 03/23/04 | LEGAL RESEARCH; CONFERENCE OFFICE RE<br>FACULTY LAYOFF  | PJJ   | 0.25 | 40.00  |
| 03/23/04 | REVIEW CORRESPONDENCE; LEGAL RESEARCH<br>RE CHARGE OF TRADEMARK INFRINGEMENT<br>AGAINST RTI                 | PJJ   | 0.75 | 120.00 |
| 03/23/04 | TELEPHONE G. MARVEL RE NEGOTIABILITY OF<br>REDUCTION OF WORK YEAR   | PJJ   | 0.75 | 120.00 |
| 03/23/04 | CORRESPONDENCE CLIENT RE TRADEMARK;<br>TELEPHONE J. COURTNEY  | JJH   | 0.50 | 80.00  |
| 03/23/04 | LEGAL RESEARCH RE CLASSIFIED LAYOFFS<br>(CEA V KINGCITY)  | GBT   | 0.50 | 62.50  |
| 03/24/04 | LEGAL RESEARCH RE CERTIFICATED<br>LAYOFFS/PARTICULAR KINDS OF SERVICE                                       | PJJ   | 0.75 | 120.00 |
| 03/24/04 | CONFERENCE P. GILLILAND AND OTHERS RE<br>PROCEDURES FOR FACULTY LAYOFF                                      | PJJ   | 1.00 | 160.00 |
| 03/24/04 | PREPARE NOTICE OF APPEARANCE FORM RE<br>SCHEDULING OF LAYOFF HEARING  | PJJ   | 0.25 | 40.00  |

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| 03/24/04 | REVIEW CORRESPONDENCE RE SAN RAMON VALLEY CENTER AGREEMENT                              | PJJ   | 0.25 | 40.00  |
| 03/24/04 | REVIEW CORRESPONDENCE RE LIST OF NOTICES FOR LAYOFF OF ADMINISTRATORS                   | PJJ   | 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                             | PJJ   | 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                                      | PJJ   | 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  |



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| 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   | POI   | 0.25 | 31.25  |

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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  
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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  | PJM   | 0.50 | 80.00  |
| 03/30/04 | TELEPHONE G. MARVEL RE FACULTY SENATE DIVISION CHAIR LITIGATION  | PJM   | 0.25 | 40.00  |
| 03/30/04 | CONFERENCE OFFICE RE DIVISION CHAIR LITIGATION AND CHRONOLOGY OF CORRESPONDENCE  | PJM   | 0.25 | 40.00  |
| 03/30/04 | CORRESPONDENCE L. ROSALES RE SALARY REDUCTION AS CHARITABLE CONTRIBUTION   | PJM   | 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  |

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GENERAL LEGAL ADVICE  
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| Date     |  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 03/31/04 | REVIEW MANAGEMENT REORGANIZATION FILE  | PJJ   | 0.25 | 40.00  |
| 03/31/04 | TELEPHONE C. SPENCE RE UF NEGOTIATIONS AND EMERGENCY POWERS                              | PJJ   | 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    |

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|                       |     |         |       |          |
|-----------------------|-----|---------|-------|----------|
| LUCEY, PETER J.       | PJJ | 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   | PJJ   | 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  | PJJ   | 0.25 | 40.00  |
| 03/12/04 | TELEPHONE CHANCELLOR RE GULA INVESTIGATION  | PJJ   | 0.25 | 40.00  |
| 03/15/04 | REVIEW GULA INVESTIGATION REPORT  | PJJ   | 3.00 | 480.00 |
| 03/16/04 | TELEPHONE J. HUDAK RE LANGUAGE OF FINDINGS AND EVIDENTIARY ANALYSIS IN GULA INVESTIGATION | PJJ   | 1.25 | 200.00 |

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DISCRIMINATION COMPLAINTS

| Date     |  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 03/16/04 | REVIEW GULA REPORT; CONFERENCE OFFICE;<br>LEGAL RESEARCH RE FINDINGS IN GULA<br>INVESTIGATION    | PJL   | 4.75 | 760.00 |
| 03/17/04 | TELEPHONE J. HUDAK RE AMENDMENTS TO<br>REPORT IN GULA  | PJL   | 0.75 | 120.00 |
| 03/17/04 | CORRESPONDENCE CLIENT RE COSTS IN GULA<br>INVESTIGATION  | PJL   | 1.50 | 240.00 |
| 03/17/04 | REVIEW CORRESPONDENCE RE MODIFICATIONS<br>TO HUDAK REPORT IN GULA                                | PJL   | 0.25 | 40.00  |
| 03/17/04 | REVIEW HUDAK INVOICE FOR SERVICES;<br>TELEPHONE J. HUDAK RE GULA REPORT                          | PJL   | 0.75 | 120.00 |
| 03/18/04 | CORRESPONDENCE CLIENT RE GULA<br>INVESTIGATION REPORT  | PJL   | 1.00 | 160.00 |
| 03/19/04 | CORRESPONDENCE CLIENT RE GULA<br>INVESTIGATION   | PJL   | 0.50 | 80.00  |
| 03/19/04 | TELEPHONE J. HUDAK RE REVISIONS TO GULA<br>INVESTIGATION REPORT                                  | PJL   | 0.25 | 40.00  |
| 03/19/04 | CORRESPONDENCE CLIENT RE GULA<br>INVESTIGATION   | PJL   | 1.00 | 160.00 |
| 03/22/04 | TELEPHONE CLIENT RE SCHEDULING<br>CONFERENCE C. SPENCE AND P. GILLILAND IN<br>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<br>INVESTIGATION   | PJL   | 2.25 | 360.00 |
| 03/24/04 | PREPARE FILE MEMO TELEPHONE<br>CONVERSATIONS WITH J. HUDAK IN GULA<br>INVESTIGATION              | PO1   | 0.25 | 31.25  |

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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

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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  |

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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  |



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RE: GRIEVANCES

| Date     |   | Atty. | Hrs. | Amt.     |
|----------|---|-------|------|----------|
| 03/09/04 | PREPARE FOR BANK GRIEVANCE HEARING  | PJJ   | 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 | PJJ   | 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                 | PJJ   | 0.75 | 120.00   |
| 03/12/04 | TELEPHONE E. FUENTES RE SHIPMAN SETTLEMENT  | MLS   | 0.25 | 40.00    |

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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  |

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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  
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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 |

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 P.O. # BC4383.6  
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APRIL 30, 2004  
 INVOICE NO. 241480  
 CLIENT NO. 005142  
 PJJ  
 PAGE: 2

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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   | PJJ   | 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                           | PJJ   | 0.50 | 80.00  |
| 04/02/04 | TELEPHONE G. MARVEL; REVIEW CORRESPONDENCE RE RESCISSION OF FACULTY LAYOFF                              | PJJ   | 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  | PJJ   | 0.25 | 40.00  |

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GENERAL LEGAL ADVICE  
 PO #BC 4383.4

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 04/06/04 | E-MAIL S. MCCRAY RE RELEASE OF ADMINISTRATORS   | PJJ   | 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 | PO1   | 0.25 | 31.25  |
| 04/07/04 | TELEPHONE S. MCCRAY RE RELEASE OF ACADEMIC ADMINISTRATORS   | PJJ   | 0.25 | 40.00  |
| 04/07/04 | TELEPHONE L. CERRUTI RE CORRESPONDENCE ADMINISTRATORS ON RELEASE/REASSIGNMENT   | PJJ   | 0.25 | 40.00  |
| 04/07/04 | TELEPHONE L. CERRUTI RE NOTICES TO EMPLOYEES OF REASSIGNMENT/RELEASE  | PJJ   | 0.25 | 40.00  |
| 04/07/04 | PREPARE CORRESPONDENCE FOR ADMINISTRATORS   | PJJ   | 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  |

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APRIL 30, 2004  
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| 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  |

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| 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 |

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APRIL 30, 2004  
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GENERAL LEGAL ADVICE  
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| Date     |  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 04/19/04 | TELEPHONE S. MCCRAY RE BACK PAY REQUEST FOR CLASSIFIED EMPLOYEES ON REEMPLOYMENT LIST  | EBH   | 0.25 | 40.00  |
| 04/19/04 | CONFERENCE OFFICE RE BACK PAY REQUEST FOR CLASSIFIED EMPLOYEES ON REEMPLOYMENT LIST  | EBH   | 0.50 | 80.00  |
| 04/19/04 | LEGAL RESEARCH RE BUMPING RIGHTS OF CLASSIFIED EMPLOYEES   | JJH   | 0.50 | 80.00  |
| 04/19/04 | LEGAL RESEARCH RE STUDY ABROAD POLICIES AND PROCEDURES   | JJH   | 4.25 | 680.00 |
| 04/20/04 | LEGAL RESEARCH RE USE OF SHORT TERM EMPLOYEES  | PJL   | 0.50 | 80.00  |
| 04/20/04 | PREPARE CLASSIFIED LAYOFF NOTICE FORMS AND PROCEDURES  | MSW   | 0.50 | 80.00  |
| 04/20/04 | PREPARE NOTICES FOR RELEASE OF ADMINISTRATORS  | MSW   | 0.50 | 80.00  |
| 04/20/04 | CONFERENCE OFFICE RE REEMPLOYMENT RIGHTS   | MSW   | 0.25 | 40.00  |
| 04/20/04 | LEGAL RESEARCH RE UNEMPLOYMENT INSURANCE FOR A REDUCTION IN HOURS  | MSW   | 1.00 | 160.00 |
| 04/20/04 | CONFERENCE OFFICE RE EMPLOYEES ON 39-MONTH REEMPLOYMENT LIST AND HIRING OF TEMPORARY EMPLOYEES   | EBH   | 0.50 | 80.00  |
| 04/20/04 | TELEPHONE L. MORICELLO RE STUDY ABROAD CONTRACTS AND WAIVERS; TELEPHONE A. ILICH RE POLICY; TELEPHONE C. LEIVAS; LEGAL RESEARCH RE POLICY AND PROCEDURES | JJH   | 2.50 | 400.00 |



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APRIL 30, 2004  
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GENERAL LEGAL ADVICE  
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| 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                          | PJL   | 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  | PJL   | 0.25 | 40.00  |
| 04/22/04 | REVIEW CORRESPONDENCE; LEGAL RESEARCH; TELEPHONE G. MEDOVOY RE COMMUNICATION WITH LOCAL ONE                              | PJL   | 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   | PJL   | 0.75 | 120.00 |
| 04/25/04 | REVIEW DOCUMENTS AND POINTS AND AUTHORITIES RE DIABLO VALLEY COLLEGE LAWSUIT   | PJL   | 2.00 | 320.00 |
| 04/26/04 | REVIEW DIABLO VALLEY COLLEGE WRIT OF MANDATE FILE AND SUPPORTING MATERIALS; PREPARE FOR CONFERENCE CHANCELLOR AND OTHERS | PJL   | 2.00 | 320.00 |

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| 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 | PJJ   | 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  | PJJ   | 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

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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. | POI | 125/hr. | 0.50  | 62.50    |
| WILLIAMS, MARK S.     | MSW | 160/hr. | 5.25  | 840.00   |

FEE SUMMARY TOTAL 10,815.00

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 DISTRICT  
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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  |

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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   | PJJ   | 3.50 | 560.00 |
| 04/13/04 | TELEPHONE J. COURTNEY RE CORRESPONDENCE TO PARTIES IN GULA INVESTIGATION                       | PJJ   | 0.25 | 40.00  |
| 04/14/04 | CORRESPONDENCE T. GULA RE RESULTS OF INVESTIGATION   | PJJ   | 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  | PJJ   | 1.00 | 160.00 |
| 04/16/04 | REVIEW CORRESPONDENCE RE GULA INVESTIGATION RESULTS  | PJJ   | 0.25 | 40.00  |
| 04/19/04 | TELEPHONE T. BULLIVANT RE PANIAGUA-BUDD ACCOMMODATION REQUEST                                  | MLS   | 0.25 | 40.00  |

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DISCRIMINATION COMPLAINTS

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 04/20/04 | TELEPHONE C. SPENCE AND J. COURTNEY RE GULA CORRESPONDENCE                        | PJL   | 0.25 | 40.00  |
| 04/20/04 | PREPARE CORRESPONDENCE G. MARVEL RE GULA INVESTIGATION                            | PJL   | 2.00 | 320.00 |
| 04/20/04 | TELEPHONE J. HUDAK RE PAYMENT OF INVOICE IN GULA INVESTIGATION                    | PJL   | 0.25 | 40.00  |
| 04/22/04 | TELEPHONE J. HUDAK; REVIEW CORRESPONDENCE RE LEGAL SERVICES INVOICE IN GULA       | PJL   | 0.25 | 40.00  |
| 04/26/04 | REVIEW CORRESPONDENCE FROM J. MILLER RE PANIAGUA-BUDD CASE DISMISSAL              | MLS   | 0.25 | 40.00  |
| 04/26/04 | CORRESPONDENCE E. FUENTES RE PANIAGUA-BUDD CASE CLOSURE                           | MLS   | 0.50 | 80.00  |
| 04/26/04 | TELEPHONE C. HASTON RE STRANGFELD INVESTIGATION                                   | MLS   | 0.25 | 40.00  |
| 04/26/04 | CORRESPONDENCE S. MCCRAY RE STRANGFELD DISCIPLINE                                 | MLS   | 0.25 | 40.00  |
| 04/26/04 | CALENDAR DEADLINE FOR PANIAGUA-BUDD TO FILE SUIT PER DFEH NOTICE RE PANIAGUA-BUDD | MJP   | 0.25 | 31.25  |
| 04/27/04 | REVIEW CORRESPONDENCE FROM S. MCCRAY RE STRANGFELD LAYOFF                         | MLS   | 0.25 | 40.00  |
| 04/29/04 | TELEPHONE P. GILLILAND RE GULA INVESTIGATION                                      | PJL   | 0.25 | 40.00  |

CURRENT FEES: \$ 3,311.25

DISCRIMINATION COMPLAINTS - 00002

| DISBURSEMENTS: |  |       |
|----------------|--|-------|
| 04/21/04       | DOCUMENT PREPARATION AND WORD PROCESSING | 90.00 |

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CURRENT DISBURSEMENTS \$90.00

FEE SUMMARY

| NAME                 | INT | RATE    | HOURS | AMOUNT   |
|----------------------|-----|---------|-------|----------|
| LUCEY, PETER J.      | PJJ | 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             | PJJ   | 0.25 | 40.00  |
| 04/02/04 | CONFERENCE OFFICE RE PREPARATION FOR ASHBY GRIEVANCE HEARING               | PJJ   | 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  | PJJ   | 0.25 | 40.00  |

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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  |



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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           | PJL   | 0.50 | 80.00  |
| 04/14/04 | TELEPHONE H. CARR RE RESPONSE TO ORTEGA GRIEVANCE                             | PJL   | 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  | PJL   | 0.50 | 80.00  |
| 04/15/04 | CONFERENCE OFFICE RE ORTEGA GRIEVANCE   | PJL   | 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                                     | PJL   | 1.75 | 280.00 |

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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  |

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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  |

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RE: GRIEVANCES

| Date     |  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 04/30/04 | TELEPHONE M. EDELSTEIN RE ASHBY<br>GRIEVANCE; PREPARE GRIEVANCE ANALYSIS;<br>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<br>INFORMATION SECURITY | 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

APRIL 30, 2004  
 INVOICE NO. 241480  
 CLIENT NO. 005142  
 PJL  
 PAGE: 20

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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 |

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APRIL 30, 2004  
 INVOICE NO. 241480  
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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  |

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APRIL 30, 2004  
 INVOICE NO. 241480  
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 PJL  
 PAGE: 22

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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.      | PJL | 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. |
|------|-------|------|------|
|------|-------|------|------|

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APRIL 30, 2004  
 INVOICE NO. 241480  
 CLIENT NO. 005142  
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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  |



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APRIL 30, 2004  
 INVOICE NO. 241480  
 CLIENT NO. 005142  
 PJJ  
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PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

KRISTINE ROSSOVICH COMPLAINT

| Date     |   | Atty. | Hrs. | Amt.  |
|----------|---|-------|------|-------|
| 04/30/04 | REVIEW ROSSOVICH CORRESPONDENCE<br>(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.    | PJJ | 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

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APRIL 30, 2004  
 INVOICE NO. 241480  
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 PJL  
 PAGE: 26

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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

|   |
|---|
| <b>BILL TO</b><br>Atkinson, Andelson, Loya, Ruud & Romo<br>The Atrium, Suite 200<br>5776 Stoneridge Mall Road<br>Pleasanton, CA 94588<br>Attn: Marlene Sacks, Attorney at Law |
|---|

|  |
|--|
| <b>ATTENTION:</b><br>Marlene L. Sacks, Attorney at Law |
|--|

| TAX ID      | TERMS | CASE NAME   |
|-------------|-------|-------------|
| 067-54-0305 |       | JUDITH BANK |

| DESCRIPTION   | AMOUNT                              |
|---|-------------------------------------|
| 1/2 cost of O+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<br>ASCII, condensed - n/c | 709.80                              |
| 5142.4  | OK<br>PSL<br>MCS<br>bill to<br>cccc |
| RECEIVED<br>APR 01 2004   |                                     |
| RECEIVED<br>APR 02 2004   |                                     |
| Thank you for your business! It is a pleasure serving you.  | <b>Total</b> \$709.80               |

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APRIL 30, 2004  
 INVOICE NO. 241480  
 CLIENT NO. 005142  
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 PAGE: 27

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PLEASE INCLUDE INVOICE NUMBER ON REMITTANCE

Capitol - LLC  
 555 Capitol Mall, Suite 540  
 Sacramento, CA 95814

916.449.2820  
 916.449.2821



# Invoice

Invoice Date: 04/20/04  
 Invoice No.: 10123  
 Terms: Net 15 Days

To: Atkinson Andelson  
 555 Capitol Mall #645  
 Sacramento, CA 95814

Client Ref: 5142.10 *KW*

| Invoice Date | Invoice No. | Client Name | Client Ref     |
|--------------|-------------|-------------|----------------|
| 04/20/04     | 10123       | Joy         | Dave Wilkinson |
| Quantity     |             |             |                |
| 48           | Autofeed    | 0.08        | 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

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MAY 31, 2004  
 INVOICE NO. 242519  
 CLIENT NO. 005142  
 PJL  
 PAGE: 2

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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  |

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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   | PJJ   | 0.50 | 80.00  |
| 05/13/04 | CONFERENCE OFFICE; LEGAL RESEARCH RE SKELLY HEARINGS   | PJJ   | 0.25 | 40.00  |

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MAY 31, 2004  
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GENERAL LEGAL ADVICE - 00001  
 PO #BC 4383.4

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 05/13/04 | REVIEW CORRESPONDENCE; LEGAL RESEARCH<br>RE LIPMAN WRIT OF MANDATE  | PJL   | 0.25 | 40.00  |
| 05/13/04 | PREPARE STATEMENT OF CHARGES IN<br>STRANGFELD DISMISSAL   | TAG   | 3.25 | 520.00 |
| 05/13/04 | PREPARE CORRESPONDENCE FROM S. MCCRAY<br>RE STRANGFELD DISMISSAL PROCEDURES   | TAG   | 1.00 | 160.00 |
| 05/13/04 | REVIEW FILE; TELEPHONE S. MCCRAY RE<br>WILLIAMS   | JJH   | 0.50 | 80.00  |
| 05/13/04 | PREPARE SAMPLE AGREEMENT FOR STUDY<br>ABROAD PROGRAM  | JJH   | 2.75 | 440.00 |
| 05/14/04 | PREPARE STANDARD SHORT TERM AGREEMENT<br>FOR STUDY ABROAD PROGRAM;<br>CORRESPONDENCE CLIENT                           | JJH   | 3.00 | 480.00 |
| 05/17/04 | TELEPHONE G. HASHIMOTO RE DESILVA OFFER<br>OF PROPERTY EXCHANGE   | PJL   | 0.25 | 40.00  |
| 05/17/04 | PREPARE STUDY ABROAD POLICIES AND<br>PROCEDURES   | JJH   | 4.50 | 720.00 |
| 05/18/04 | REVIEW CORRESPONDENCE; PREPARE FILE<br>MEMO RE ORTEGA   | PJL   | 0.50 | 80.00  |
| 05/18/04 | TELEPHONE H. CARR RE ORTEGA CONTACT WITH<br>STUDENT ATHLETES  | PJL   | 0.25 | 40.00  |
| 05/18/04 | TELEPHONE S. MCCRAY RE CORRESPONDENCE R.<br>WATKINS   | PJL   | 0.25 | 40.00  |
| 05/18/04 | CORRESPONDENCE CLIENT RE INTERNATIONAL<br>EDUCATION POLICIES AND PROCEDURES;<br>TELEPHONE A. ILICH; REVISE PROCEDURES | JJH   | 2.00 | 320.00 |

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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.J.L.  
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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  | PJL   | 0.50 | 80.00  |
| 05/21/04 | TELEPHONE E. FUENTES RE BLOCKING OF EMAIL FROM UNION   | PJL   | 0.25 | 40.00  |
| 05/21/04 | CORRESPONDENCE RE WATKINS RELEASE NOTICE   | PJL   | 0.50 | 80.00  |
| 05/21/04 | REVIEW OF MANDATE RESPONSE IN FACULTY SENATE LAWSUIT   | PJL   | 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 | PJL   | 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  |

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| Date     |   | Atty. | Hrs. | Amt.     |
|----------|---|-------|------|----------|
| 05/26/04 | TELEPHONE P. GILLILAND RE EXTENDED SICK LEAVE   | PJL   | 0.50 | 80.00    |
| 05/26/04 | CONFERENCE OFFICE RE UNION ACCESS TO DISTRICT EMAIL   | JEM   | 0.25 | 40.00    |
| 05/26/04 | LEGAL RESEARCH RE DISTRICT'S ABILITY TO BLOCK UNION EMAILS AND EMPLOYEE FROM FORWARDING CONTENT OF SUCH EMAIL; CORRESPONDENCE CLIENT; OFFICE CONFERENCE (FUENTES) | SVU   | 8.00 | 1,280.00 |
| 05/27/04 | LEGAL RESEARCH RE CONFIDENTIALITY OF MEDICAL RECORDS  | PJL   | 1.00 | 160.00   |
| 05/27/04 | REVIEW CORRESPONDENCE S. MCCRAY RE LAID OFF EMPLOYEES; TELEPHONE S. MCCRAY  | JJH   | 0.50 | 80.00    |
| 05/27/04 | TELEPHONE S. MCCRAY RE BUMPING RIGHTS OF LAID OFF CLASSIFIED EMPLOYEES  | MLS   | 0.25 | 40.00    |
| 05/27/04 | LEGAL RESEARCH RE NUMBER OF MONTHS ON REHIRE LIST FOR CLASSIFIED LAID OFF EMPLOYEES; TELEPHONE S. MCCRAY  | MLS   | 0.50 | 80.00    |
| 05/27/04 | LEGAL RESEARCH RE DISTRICT'S ABILITY TO RESTRICT UNION'S MASS EMAILS AND RESTRICT EMPLOYEES EMAILS; LEGAL RESEARCH (FUENTES)                                      | SVU   | 2.25 | 360.00   |
| 05/27/04 | LEGAL RESEARCH RE UNION POSTING BANNERS ON COLLEGE CAMPUSES   | GBT   | 0.25 | 31.25    |
| 05/28/04 | TELEPHONE G. MARVEL RE UNFAIR PRACTICE CHARGE AGAINST UNITED FACULTY  | PJL   | 0.50 | 80.00    |
| 05/28/04 | LEGAL RESEARCH RE SETTLEMENT OF LOCAL ONE DISPUTE ON SHORT TERM EMPLOYEES   | PJL   | 0.50 | 80.00    |



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| Date     |  | Atty. | Hrs. | Amt.  |
|----------|--|-------|------|-------|
| 05/28/04 | REVIEW CORRESPONDENCE RE AGENDA FOR ADMINISTRATION CONTRACTS                             | PJJ   | 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.     | PJJ | 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   |

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|                             |     |         |       |                  |
|-----------------------------|-----|---------|-------|------------------|
| 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        |
| <b>TOTAL MATTER BILLING</b> |     |         |       | <b>11,003.81</b> |

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  |

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DISCRIMINATION COMPLAINTS - 00002

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 05/17/04 | TELEPHONE E. FUENTES RE PETERO; TELEPHONE K. WHITE-TUPPER RE SEXUAL HARASSMENT; TELEPHONE S. MCCRAY TO SCHEDULE INTERVIEW | GBT   | 1.00 | 125.00 |
| 05/18/04 | TELEPHONE OPPOSING COUNSEL RE GULA DISCRIMINATION COMPLAINT SETTLEMENT NEGOTIATIONS                                       | PJL   | 0.25 | 40.00  |
| 05/18/04 | PREPARE FOR AND INTERVIEW K. WHITE-TUPPER RE PETERO MATTER  | GBT   | 4.50 | 562.50 |
| 05/19/04 | LEGAL RESEARCH; CONFERENCE OFFICE RE JOHNSON COMPLAINT  | PJL   | 0.25 | 40.00  |
| 05/19/04 | TELEPHONE E. FUENTES AND S. MCCRAY RE RACIAL HARASSMENT DISCRIMINATION COMPLAINT FROM IRANIAN STUDENT                     | PJL   | 0.25 | 40.00  |
| 05/19/04 | TELEPHONE E. FUENTES, S MCCRAY, D. SCOTT-SUMMERS RE ZAREI DISCRIMINATION COMPLAINT; REVIEW COMPLAINT                      | GBT   | 1.25 | 156.25 |
| 05/19/04 | REVIEW DISCRIMINATION COMPLAINT RE DR. DALEY; CONFERENCE OFFICE RE INVESTIGATION  | SLK   | 0.50 | 62.50  |
| 05/20/04 | EMAIL AND TELEPHONE S. MCCRAY RE ZAREI DISCRIMINATION COMPLAINT   | GBT   | 0.25 | 31.25  |
| 05/20/04 | TELEPHONE D. SCOTT-SUMMERS, S. MCCRAY AND S. ZAREI RE ZAREI'S DISCRIMINATION COMPLAINT                                    | GBT   | 0.75 | 93.75  |
| 05/20/04 | TELEPHONE D. SCOTT-SUMMERS, S. MCCRAY AND A. JOHNSON RE PETERO MATTER; REVIEW STATEMENT FROM D. SCOTT-SUMMERS             | GBT   | 0.50 | 62.50  |
| 05/21/04 | LEGAL RESEARCH RE DISCRIMINATION COMPLAINT AGAINST INSTRUCTOR J. DALEY  | PJL   | 0.75 | 120.00 |

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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 |

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| 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  | PJL   | 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.   | PJL | 160/hr. | 9.75  | 1,560.00 |
| SACKS, MARLEEN L. | MLS | 160/hr. | 0.50  | 80.00    |

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|-------------|-----|---------|-----------------------------|-----------------|
| TABAK, G B. | GBT | 125/hr. | 32.50                       | 4,062.50        |
|             |     |         | FEE SUMMARY TOTAL           | 6,577.50        |
|             |     |         | <b>TOTAL MATTER BILLING</b> | <b>7,167.50</b> |

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  |

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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 |

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CONTRA COSTA COMMUNITY COLLEGE  
 DISTRICT  
 P.O. # BC4383.6  
 ATTN: GREG MARVEL, HR DEPT.  
 500 COURT STREET  
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MAY 31, 2004  
 INVOICE NO. 242519  
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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  |



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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  |

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RE: GRIEVANCES - 00004

| Date     |   | Atty. | Hrs. | Amt.  |
|----------|---|-------|------|-------|
| 05/24/04 | CORRESPONDENCE S. MCCRAY RE COUNSELING<br>GRIEVANCE FACT-FINDING            | MLS   | 0.25 | 40.00 |
| 05/26/04 | CORRESPONDENCE S. MCCRAY RE SHIPMAN<br>SETTLEMENT AGREEMENT                 | MLS   | 0.25 | 40.00 |
| 05/27/04 | TELEPHONE E. FUENTES RE BATES SETTLEMENT;<br>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<br>SHIPMAN SETTLEMENT AGREEMENT          | MLS   | 0.25 | 40.00 |
| 05/27/04 | CORRESPONDENCE T. GREERTY RE SHIPMAN<br>FULLY EXECUTED SETTLEMENT AGREEMENT | MLS   | 0.25 | 40.00 |
| 05/28/04 | REVIEW BANK PROPOSED DECISION   | PJJ   | 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.       | PJJ | 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

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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    |

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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

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| 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 |

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KRISTINE ROSSOVICH COMPLAINT - 00021

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 05/05/04 | TELEPHONE CLIENT RE ROSSOVICH UPDATE<br>(MCCRAY)  | SVU   | 0.25 | 40.00  |
| 05/05/04 | CONFERENCE K. ROSSOVICH RE COMPLAINTS<br>RELATED TO EMPLOYMENT (MCCRAY)                   | SVU   | 0.75 | 120.00 |
| 05/05/04 | REVISE CORRESPONDENCE K. ROSSOVICH<br>FOLLOWING CONFERENCE (MCCRAY)                       | SVU   | 0.50 | 80.00  |
| 05/06/04 | TELEPHONE CLIENT RE ROSSOVICH MATTER<br>(MCCRAY)  | SVU   | 0.25 | 40.00  |
| 05/06/04 | REVISE CORRESPONDENCE K. ROSSOVICH RE<br>COMPLAINT (MCCRAY)                               | SVU   | 0.50 | 80.00  |
| 05/07/04 | CONFERENCE CLIENT RE ROSSOVICH MATTER<br>(MCCRAY)   | SVU   | 0.25 | 40.00  |
| 05/07/04 | CONFERENCE K. ROSSOVICH RE NUMEROUS<br>COMPLAINTS (MCCRAY)                                | SVU   | 0.50 | 80.00  |
| 05/07/04 | REVIEW FACTS/DOCUMENTS RE ROSSOVICH<br>(MCCRAY)   | SVU   | 0.50 | 80.00  |
| 05/10/04 | REVISE CORRESPONDENCE K. ROSSOVICH RE<br>INVESTIGATION OF COMPLAINTS (MCCRAY)             | SVU   | 0.75 | 120.00 |
| 05/10/04 | LEGAL RESEARCH RE PAID LEAVE FOR<br>EMPLOYEE PREPARING COMPLAINT IN<br>ROSSOVICH (MCCRAY) | SVU   | 0.50 | 80.00  |
| 05/11/04 | TELEPHONE K. ROSSOVICH RE INVESTIGATION<br>(MCCRAY)                                       | SVU   | 0.25 | 40.00  |
| 05/11/04 | REVIEW CORRESPONDENCE FROM CLIENT RE<br>ROSSOVICH (MCCRAY)                                | SVU   | 0.25 | 40.00  |
| 05/11/04 | TELEPHONE CLIENT RE ROSSOVICH (MCCRAY)  | SVU   | 0.25 | 40.00  |

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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  |

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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  |





Invoice  
Invoice Date  
Account Number  
Page:

Shipment Detail 1

Payor:  
FedEx has applied a fuel surcharge of 6.00%  
Distance Based Pricing, Zone 2  
Shipment from: 93612 zip code  
Tracking ID: 830335843300  
Package Type: FedEx Standard Overnight  
Package Type: FedEx Pak  
Sender: 71777

### FedEx Express Shipment Detail By Payor Type (Original)

Shipped off: Apr 27, 2004      Payor: Recipient      Reference: KEN 4227

Fuel Surcharge - FedEx has applied a fuel surcharge of 5.50% to this shipment.  
Distance Based Pricing, Zone 2

Tracking ID: 843094165590  
Service Type: FedEx Priority Overnight  
Package Type: FedEx Pak  
Quantity: 2  
Weight: 1  
Weight: 6.0 lbs, 2.7 kgs  
Shipped: Apr 28, 2004 09:53  
Zone: A2  
Originated by: ACHINEY  
Invoice 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         |
| <b>Total Charge</b>             | <b>USD \$</b> | <b>22.68</b> |
| <b>Shipment Detail Subtotal</b> | <b>USD \$</b> | <b>22.68</b> |

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 Colle  
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

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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

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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  |

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PJJ  
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PO #BC 4383.4

| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 06/04/04 | CONFERENCE OFFICE RE CLASSIFIED LAYOFF;<br>REVISE SPANN AND HADDEN SETTLEMENT<br>AGREEMENTS; CORRESPONDENCE CLIENT                  | JJH   | 0.50 | 80.00  |
| 06/04/04 | REVIEW STATUS OF SETTLEMENT DOCUMENTS<br>RE SHIPMAN   | MJP   | 0.25 | 31.25  |
| 06/07/04 | TELEPHONE E. FUENTES RE SPANN AND HADDEN<br>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<br>REDUCING SALARIES OF FACULTY   | PJL   | 0.25 | 40.00  |
| 06/08/04 | LEGAL RESEARCH RE RESOLUTION TO REDUCE<br>SALARIES OF FACULTY PERSONNEL   | PJL   | 0.25 | 40.00  |
| 06/08/04 | LEGAL RESEARCH; CORRESPONDENCE CLIENT RE<br>RESOLUTION TO REDUCE SALARIES OF FACULTY<br>PERSONNEL AND LEGAL AUTHORITY FOR<br>ACTION | PJL   | 0.50 | 80.00  |
| 06/08/04 | TELEPHONE CLIENT RE RESPONSE TO EMPLOYEE<br>COMPLAINTS ON MASS UNION EMAILS<br>(FUENTES)  | SVU   | 0.25 | 40.00  |
| 06/08/04 | REVISE CLIENT CORRESPONDENCE RE UNION<br>MASS EMAILS (FUENTES)  | SVU   | 0.75 | 120.00 |
| 06/08/04 | LEGAL RESEARCH RE RIBLE V. HUGHES IN<br>RESOLUTION  | GBT   | 0.25 | 31.25  |
| 06/09/04 | TELEPHONE G. MARVEL RE FACULTY<br>NEGOTIATIONS  | PJL   | 0.25 | 40.00  |
| 06/09/04 | TELEPHONE G. HASHIMOTO RE SPINETTA<br>CONSTRUCTION  | PJL   | 0.25 | 40.00  |

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| Date     |   | Atty. | Hrs. | Amt.   |
|----------|---|-------|------|--------|
| 06/11/04 | LEGAL RESEARCH; CORRESPONDENCE CLIENT RE SHORT TERM EMPLOYEES   | PJL   | 2.50 | 400.00 |
| 06/11/04 | TELEPHONE G. MARVEL RE STATIONARY ENGINEERS UNFAIR PRACTICE CHARGE  | PJL   | 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   | PJL   | 1.25 | 200.00 |
| 06/18/04 | CORRESPONDENCE CLIENT RE MAZZI DISCIPLINARY ACTION  | PJL   | 0.25 | 40.00  |
| 06/18/04 | TELEPHONE P. GILLILAND RE MAZZI DISCIPLINE  | PJL   | 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  |

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 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  |

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|----------|---|-------|------|-------|
| 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 |



INVOICE

4271

**LIBERTY COURIER**  
512 SHADOW MOUNTAIN PLACE  
SAN RAMON, CALIFORNIA 94583  
510-813-8322

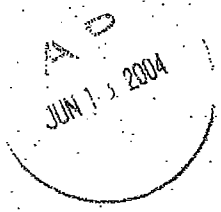
|   |   |                              |
|---|---|------------------------------|
| BILL TO: <i>Atkinson, Andelson</i>  | DATE OF ORDER <i>6-16-04</i>                        | ORDERED BY <i>Helene</i>     |
| ADDRESS <i>5776 Stoneridge<br/>Mall Rd, Ste 200<br/>Pleasanton, Ca</i>  | PICK UP LOCATION <i>1816 - 5th St, Berkeley, Ca</i> |                              |
| ATTENTION <i>Peter Lucey</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<br/>Local No. One</i> | <i>C Contra Costa County College<br/>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.*



*639.TIF*

*OK  
Q2*

*5142.1*

*ch  
nc*

**PAYMENT METHOD**

PRE-PAID:  CASH     CHECK #

BILL:

| 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> |

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.



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|                      |     |         |       |          |
|----------------------|-----|---------|-------|----------|
| 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 |

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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 |

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DISCRIMINATION COMPLAINTS - 00002

| Date     |  | Atty. | Hrs. | Amt.   |
|----------|--|-------|------|--------|
| 06/08/04 | TELEPHONE OPPOSING COUNSEL J. ROSS RE TERMS OF GULA SETTLEMENT                           | PJJ   | 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              | PJJ   | 0.25 | 40.00  |
| 06/09/04 | TELEPHONE OPPOSING COUNSEL J. ROSS RE GULA SETTLEMENT                                    | PJJ   | 0.50 | 80.00  |
| 06/09/04 | LEGAL RESEARCH; CONFERENCE OFFICE RE TERMS OF GULA SETTLEMENT                            | PJJ   | 0.25 | 40.00  |
| 06/09/04 | TELEPHONE OPPOSING COUNSEL J. ROSS RE GULA SETTLEMENT                                    | PJJ   | 0.25 | 40.00  |
| 06/09/04 | TELEPHONE P. GILLILAND RE GULA SETTLEMENT  | PJJ   | 0.25 | 40.00  |
| 06/09/04 | TELEPHONE P. GILLILAND RE GULA SETTLEMENT  | PJJ   | 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                     | PJJ   | 0.25 | 40.00  |
| 06/10/04 | LEGAL RESEARCH RE PETERO INVESTIGATION PROCESS; CONFERENCE OFFICE                        | PJJ   | 0.25 | 40.00  |
| 06/10/04 | REVIEW CORRESPONDENCE RE COMPLAINT AGAINST INSTRUCTOR DALEY ON ETHNIC DISCRIMINATION     | PJJ   | 0.25 | 40.00  |

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 P.O. # BC4383.6  
 ATTN: PHYLLIS GILLILAND, HR DEPT.  
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JUNE 30, 2004  
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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  |

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| 06/17/04 | TELEPHONE A. MURILLO RE ZAREI<br>DISCRIMINATION COMPLAINT; PREPARE<br>INVESTIGATION REPORT; REVIEW<br>CORRESPONDENCE FROM J. DALEY RE<br>INTERVIEW | GBT   | 3.50 | 437.50 |
| 06/17/04 | INTERVIEW STUDENTS; PREPARE INTERVIEW<br>SUMMARIES; REVIEW CORRESPONDENCE FROM<br>J. DALEY RE ZAREI COMPLAINT                                      | SLK   | 2.00 | 250.00 |
| 06/18/04 | PREPARE INVESTIGATION REPORT; CONFERENCE<br>OFFICE RE DALEY; TELEPHONE J. DALEY;<br>CORRESPONDENCE J. DALEY  | GBT   | 3.50 | 437.50 |
| 06/18/04 | TELEPHONE STUDENTS; PREPARE STUDENT<br>INTERVIEWS RE ZAREI COMPLAINT   | SLK   | 2.50 | 312.50 |
| 06/21/04 | PREPARE FOR AND INTERVIEW L. KRAUSE RE<br>ZAREI DISCRIMINATION COMPLAINT   | GBT   | 3.50 | 437.50 |
| 06/21/04 | TELEPHONE A. JOHNSON RE HER COMPLAINT IN<br>PETERO   | GBT   | 0.50 | 62.50  |
| 06/21/04 | CONDUCT STUDENT TELEPHONE INTERVIEWS;<br>PREPARE INTERVIEW SUMMARIES RE ZAREI<br>COMPLAINT   | SLK   | 2.00 | 250.00 |
| 06/22/04 | TELEPHONE OPPOSING COUNSEL;<br>CORRESPONDENCE OPPOSING COUNSEL K.<br>DICKSON RE GULA SETTLEMENT  | PJL   | 0.75 | 120.00 |
| 06/22/04 | REVIEW CORRESPONDENCE; CORRESPONDENCE<br>J. DALEY RE SCHEDULING OF CONFERENCE  | PJL   | 0.50 | 80.00  |
| 06/22/04 | PREPARE INVESTIGATION REPORT RE ZAREI<br>DISCRIMINATION COMPLAINT  | GBT   | 3.00 | 375.00 |
| 06/23/04 | CORRESPONDENCE OPPOSING COUNSEL RE<br>FINALIZED GULA SETTLEMENT AGREEMENT  | PJL   | 0.25 | 40.00  |

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| 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  |

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| 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. |
|------|-------|------|------|
|------|-------|------|------|

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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 |



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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 |

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|----------|--|-------|------|--------|
| 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  |

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RE: GRIEVANCES - 00004

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| 06/28/04 | PREPARE FOR WILLIAMS GRIEVANCE HEARING;<br>REVIEW CORRESPONDENCE FROM STATE<br>CHANCELLOR'S OFFICE; LEGAL RESEARCH RE<br>DISCRIMINATION          | PML   | 3.50 | 560.00 |
| 06/28/04 | CONFERENCE OFFICE RE RESPONSE; TELEPHONE<br>S. MCCRAY; TELEPHONE E. FUENTES RE<br>WILLIAMS HEARING   | JJH   | 0.50 | 80.00  |
| 06/29/04 | PREPARE FOR GRIEVANCE HEARING;<br>CONFERENCE OFFICE; TELEPHONE CLIENT RE<br>WILLIAMS   | PML   | 4.75 | 760.00 |
| 06/29/04 | PREPARE FOR WILLIAMS HEARING; TELEPHONE<br>S. MCCRAY   | JJH   | 1.25 | 200.00 |
| 06/29/04 | PREPARE FOR WILLIAMS HEARING; TELEPHONE<br>R. RUSSO, TELEPHONE P. GILLILAND; TELEPHONE<br>S. MCCRAY; CONFERENCE OFFICE; REVISE<br>HEARING SCRIPT | SLK   | 2.50 | 312.50 |
| 06/30/04 | REVIEW CORRESPONDENCE FROM S. MCCRAY;<br>CONFERENCE OFFICE; PREPARE PROPOSED<br>FINDINGS RE WILLIAMS GRIEVANCE                                   | PML   | 3.50 | 560.00 |
| 06/30/04 | CONFERENCE S. MCCRAY, P. GILLILAND AND R.<br>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;<br>TELEPHONE R. RUSSO, P. GILLILAND AND S.<br>MCCRAY; CONFERENCE OFFICE; REVISE<br>HEARING SCRIPT RE WILLIAMS   | SLK   | 3.50 | 437.50 |

CURRENT FEES: \$ 8,003.75

DISBURSEMENTS:

06/22/04 ARBITRATION FEES

1,451.97

CATHERINE HARRIS, Esq.  
Arbitrator • Factfinder • Mediator

Post Office Box 221427  
Sacramento, CA 95822  
(916) 444-3317 Fax (916) 443-4635

June 22, 2004

PETER LUCY, Esq.  
Atkinson, Andelson, Loya, Ruud & Romo  
5778 Stoneridge Mall Road Suite 200  
Pleasanton, CA 94588

STEWART WEINBERG, Esq.  
Weinberg, Roger & Rosenfeld  
180 Grand Avenue Suite 1400  
Oakland, CA 94612-3752

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

V1032  
ARB

RECEIVED  
JUN 23 2004

5142.4

STATEMENT FOR SERVICES

| FOR PROFESSIONAL SERVICES  | PER DIEM | \$     |
|--|----------|--------|
| 3/10/04 conduct hearing<br>(1 day)   |          | 950.00 |
| 5/14/04 study and writing<br>( $\frac{1}{2}$ day)  |          | 475.00 |
| 5/15/04 study and writing<br>( $\frac{1}{2}$ day)  |          | 475.00 |
| 5/27/04 study and writing,<br>letter to panelmembers<br>( $\frac{1}{2}$ day)   |          | 475.00 |
| 6/18/04 prepare for and preside<br>over panel deliberations, study<br>and writing, letter to panel-<br>members<br>( $\frac{1}{2}$ day) |          | 475.00 |



66A-TIF

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 map/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  
PJM  
PAGE: 20

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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.   | PJM | 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 | PJM   | 0.25 | 40.00 |

CURRENT FEES: \$ 40.00

FEE SUMMARY

| NAME            | INT | RATE    | HOURS | AMOUNT |
|-----------------|-----|---------|-------|--------|
| LUCEY, PETER J. | PJM | 160/hr. | 0.25  | 40.00  |

FEE SUMMARY TOTAL 40.00

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**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  |

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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. HOOBLER, 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



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| 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 |

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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  |

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JUNE 30, 2004  
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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  |

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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    |

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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

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|-------------------------------------|--|------------------------------------|------------------|
|                                     |  | <b>TOTAL MATTER BILLING</b>        | <b>8,916.25</b>  |
| 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         |
|                                     |  | <b>TOTAL MATTER BILLING</b>        | <b>809.78</b>    |
|                                     |  | <b>TOTAL CURRENT FEES</b>          | <b>38,285.00</b> |
|                                     |  | <b>TOTAL CURRENT DISBURSEMENTS</b> | <b>2,396.75</b>  |
|                                     |  | <b>JUNE BILLING</b>                | <b>40,681.75</b> |
|                                     |  | <b>JUNE CASH RECEIPTS</b>          | <b>29,618.72</b> |
|                                     |  | <b>PREVIOUS BALANCE</b>            | <b>61,504.23</b> |
|                                     |  | <b>BALANCE DUE</b>                 | <b>72,567.26</b> |

\$ 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     |