

LAW OFFICE OF
CHARLES P. COCKERILL
ATTORNEY AT LAW

CHARLES P. COCKERILL
LICENSED IN NEVADA

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OFFICE

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CARSON CITY, NEVADA 89703

SERVING PUBLIC & PRIVATE
EMPLOYERS SINCE 1992

November 10, 2011

RECEIVED

NOV 14 2011

CITY MANAGER

Shaun Carey
City Manager
City of Sparks
P.O. Box 857
Sparks, Nevada 89432-0857

Re: Hourly Retainer Agreement, Effective January 1, 2012

Dear Shaun:

We have been providing labor relations consulting services to the City of Sparks since 1992 including table bargaining, interest disputes/arbitration and grievance handling/arbitration. Our hourly rate for our public sector clients was last increased from \$175 to \$200/hour in January, 2010. Unfortunately, increases in our costs including overhead, business licenses, utilities and errors and omissions and liability insurance dictates a modest increase our hourly rates to \$225/hour effective January 1, 2012. We still to do not charge travel time for clients within 100 miles of our Carson City Office. We charge mileage at the current IRS rate and reimbursement for other direct costs of representation such as travel expenses, court reporter, etc. Our rates remain among the most competitive in the area for labor relations consulting services provided by a licensed Nevada Attorney. The retainer agreement is terminable at the will of the client.

Enclosed is resume, W-9 and new hourly retainer effective January 1, 2012 for your review, approval and return in enclosed self addressed stamped envelope.

We look forward to continuing our professional relationship in providing superior labor law consulting services now and in the future.

CHARLES P. COCKERILL

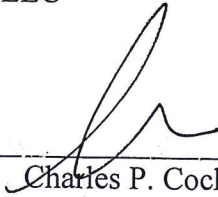
ATTORNEY AT LAW

If you have any questions regarding this letter or the enclosures, please call.

Sincerely,

Law Office of Charles P. Cockerill,
Prof. LLC

By: _____



Charles P. Cockerill

CHARLES P. COCKERILL

ATTORNEY AT LAW

Charles P. Cockerill, Esq.
Law Office of Charles P. Cockerill, Prof. L.L.C.
415 West 2nd Street
Carson City, Nevada 89703
nevadalaborlaw@aol.com

CURRENT: Law Office of Charles P. Cockerill, 1992 to Present

- Nevada Labor Law Firm - Limited to Representing Public and Private Employers in their Labor Relations Matters

LABOR LAW: Partner - Bischof & Cockerill, 1992-2005*

CIVIL LAW: Court appointed arbitrator in 108+ civil cases since 1995; 46+ contested hearings resulting in written arbitration awards; Appointed Hearing Officer for Nevada Department of Personnel hearing contested termination appeals since July 1, 2010

EDUCATION: J.D. California Western School of Law (1979)
B.A. University of California, Santa Barbara (1972)

PUBLICATIONS: **NEVADA EDUCATION LAW**, Education Law Association (1998)

- Second Revised Edition (2003)
- Third Revised Edition (2006)
- Law Review Articles, Loyola of Los Angeles Law School & California Western School of Law (1979)

LICENSE: Licensed to Practice Law in Nevada & California (Inactive - Calif.)

EMPLOYMENT:

1992-2005	Bischof & Cockerill*
1985-1991	Chief Deputy District Attorney, Carson City, Nevada
1981-1985	Chief Criminal Deputy District Attorney, Carson City
1980-1981	Deputy Attorney General, State of Nevada
1979-1980	Law Clerk to District Judge Mike Griffin
1976-1979	Law School
1973-1976	Captain, 2nd Bat., 505th Inf., 82 nd Airborne Division
1972-1973	Lieutenant, Company E, 41st Infantry

REFERENCES: Robert Stokes, Elko County Manager
Richard Stokes, Superintendent, Carson City School District
Greg Evangelatos, Fernley City Manager
Steve Larsgaard, Interim Superintendent, Lander County School Dist.
Kevin Knutson, Interim City Manager, City of Reno
Shaun Carey, Sparks City Manager
Jeff Page, Lyon County Manager
Mike Bumgartner, Superintendent, Humboldt County School District

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ATTORNEY AT LAW

Ed Epperson, Chief Executive Officer, Carson-Tahoe Regional Healthcare
Jeff Zander, Superintendent, Elko Cty Sch District
Candy Duncan, Ex. Dir., Carson City Convention & Visitors Bureau
Dan Newell, Yerington City Manager
Susan Johnson, Incline Village General Improvement District
Bob Adams, General Manager, Churchill County Communications
Nykki Holton, Lincoln County School District
Ellie Oppenheim, CEO, Reno Sparks Convention and Visitors Authority
Nancy Upham, Manager, Churchill County Mosquito District
T. Michael Brown, Douglas County Manager

REPRESENTED: Airport Authority of Washoe County, Carson City, *Carson City School District, Carson-Tahoe Regional Healthcare, Carson City Convention & Visitors Bureau, Churchill County Mosquito District, Churchill County Communications, Churchill County School District, Douglas County, East Fork Fire Protection District, Elko Central Dispatch Authority, Elko County, Elko General Hospital, Elko County School District, City of Ely, Eureka County School District, City of Fernley, Humboldt County School District, Incline Village General Improvement District, Lander County, Lander County School District, Lincoln County, Lincoln County School District, Lyon County, Lyon County School District, Mason Valley Fire Protection District, Mineral County, Mineral County School District, Mission Industries, North Lake Tahoe Fire Protection District (Incline Village), North Lyon County Fire Protection District, City of Reno, Reno-Sparks Convention And Visitors Authority, Storey County School District, Ridge Tahoe, City of Sparks, Tahoe Douglas Fire Protection District, Washoe School District, Western Nevada Development District, City of Yerington* *Italics = Current clients*

PERSONAL: Married 41 years with a 23-year old son.

* Bischof & Cockerill, 1992-2005. Bruce Bischof became Of Counsel to Bullard, Smith, Jernstedt & Wilson in Portland, Oregon effective on and after May 31, 2005.