

RETAINER AGREEMENT

\$225/hour for collective bargaining services

The undersigned consultant agrees to provide the following professional services for the City of Sparks, Nevada:

Consultant will provide collective bargaining and other labor relations services between the City and its recognized employee organization(s) authorized by the City Manager or designee for \$225.00 per hour beginning January 1, 2012. All hours to be documented by consultant, billed monthly and verified by the City Manager. It is understood that consultant shall not charge for travel time. Consultant to be reimbursed for reasonable and necessary costs and travel expenses in connection with the above matters including the rate approved by the IRS per mile between Carson City and Sparks.

The City shall pay the Employer's share of the costs and consultant's reasonable and necessary costs of mediation, fact-finding, contract and grievance arbitration and actions before the Nevada Employee-Management Relations Board as provided in NRS Chapter 288 if such impasse or dispute resolution procedures become necessary.

This agreement is terminable by the City at any time with payment for all approved work to the effective date of termination.

It is understood that the consultant is acting as an independent contractor and the City shall not be obligated to pay any normal employee benefits including worker's compensation, insurance, FICA, unemployment and withholding.

Charles P. Cockerill, Prof. LLC

City of Sparks

By: _____

By: _____

Dated: _____

Dated: _____