

AGENDA






PLACENTIA LIBRARY DISTRICT
BOARD OF TRUSTEES

CLOSED SESSION
Wednesday, February 20, 2013
5:00 P.M.
History Room

*The Vision of the Placentia Library District is to
inspire exploration, open minds and bring people together.*

The Purpose of the Placentia Library District is to provide services and materials to our ever changing and diverse community.

To accomplish this goal the Library will:

-  Provide a qualified staff to acquire, organize, and maintain a collection of print and non-print materials in an easily accessible facility and assist the public with its use.
-  Provide literacy outreach and services to the community.
-  Provide a special collection to document and preserve Placentia's History and Authors.
-  Present programs and provide technology access to everyone in order to promote reading and lifelong learning.
-  Promote the Library's vision through consistent messages to the public.

AGENDA DESCRIPTIONS: *The Agenda descriptions are intended to give members of the public notice and a general summary of items of business to be transacted or discussed. The Board may take any action which it deems to be appropriate on the Agenda and is not limited in any way by the notice of the recommended action.*

REPORTS AND DOCUMENTATION: *Reports and documentation relating to Agenda items are on file in the Administrative Office and the Reference Department of Placentia Library District, and are available for public inspection. A copy of the Agenda packet will be available for use during the Board Meetings. Any person having any question concerning any Agenda item may call the Library Director at 714-528-1925, Extension 203.*

CALL TO ORDER

1. Call to Order Library Board President

2. Roll Call Recorder

3. Adoption of Agenda

This is the opportunity for Board members to delete items from the Agenda, to continue items, to re-order items, and to make additions pursuant to Government Code Section 54954.2(b).

Presentation: Business Manager

Recommendation: Adopt by Motion

4. Review and discuss Attorney Client Fee Agreement provided by WOODRUFF, SPRADLIN & SMART.
Presentation: David A. DeBerry
Recommendation: Action to be determined by the Library Board of Trustees

CLOSED SESSION

5. The Board of Directors will recess to a closed session pursuant to Government Code Section 54957 for the following purpose: To consider a complaint against a public employee.

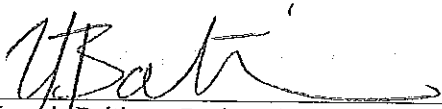
Presentation: Library Board President will report on the Closed Session
Recommendation: Action to be determined by the Library Board of Trustees

ADJOURNMENT

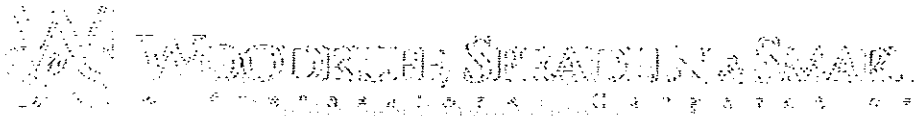
6. Review of Action Items.
No action or discussion shall be taken on any item not appearing on the posted Agenda, unless authorized by law.
7. Adjourn

*****CERTIFICATION OF POSTING*****

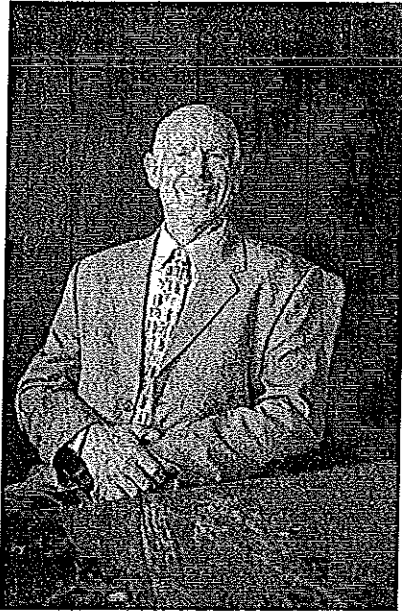
I, Yesenia Baltierra, Business Manager of the Placentia Library District, hereby certify that the Agenda for the February 20, 2013 Closed Session Meeting of the Library Board of Trustees of the Placentia Library District was posted on February 14, 2013.



Yesenia Baltierra, Business Manager



home about the firm **attorneys** practice areas clients representative matters contact us



Dave DeBerry

Email: ddeberry@wss-law.com | Tel: 714 415 1088 | Fax: 714 415 1188

Practice Areas: Public Agency Law | Land Use Law | Environmental Law | Employment and Labor Law

After 15 years as the City Attorney for the City of Orange, in 2012 David DeBerry rejoined Woodruff, Spradlin & Smart where he was an associate from 1989-94. As the City Attorney for Orange, Mr. DeBerry supervised an active office of four attorneys that fulfilled nearly all areas of the City's transactional and litigation needs including the fire, police and water departments. In addition to advising the City on all aspects of municipal law, Mr. DeBerry represented the City in litigation on a variety of matters including land use, breach of contract, fraud, the Political Reform Act, campaign contributions, condemnation and personnel. He drafted regulations on boarding houses, day labor solicitation, marijuana dispensaries and sober living facilities that were successful in Orange and emulated in other cities. He is twice past president of the Orange County City Attorney's Association, represented Orange County on the League of Cities State Legal Advocacy Committee and has presented numerous times to groups on such topics as boarding houses, group homes, land use, ethics and laws relating to fees and taxes.

Mr. DeBerry graduated from San Diego State University (B.A., Journalism 1980) and Western State University College of Law (J.D., 1988).

[< prev](#) [main attorney list](#) [next >](#)

WOODRUFF, SPRADLIN & SMART
A Professional Corporation
555 Anton Boulevard, Suite 1200
Costa Mesa, CA 92626
(714) 558-7000

ATTORNEY-CLIENT FEE AGREEMENT

This document (the "Agreement") is entered into by and between Placentia Library District ("Client") and Woodruff, Spradlin & Smart ("Attorney").

1. **SCOPE OF SERVICES.** Client has retained Attorney to represent Client in connection with advising Board of Directors on personnel investigations. Attorney will provide those legal services reasonably required to represent Client. Attorney will take reasonable steps to keep Client informed of progress and to respond to Client's inquiries. Unless Attorney and Client make a different agreement in writing, this Agreement will govern all future services Attorney may perform for Client.

2. **CLIENT'S DUTIES.** Client agrees to be truthful with Attorney, to cooperate, to keep Attorney informed of developments, to abide by this Agreement, to pay Attorney's bills on time and to keep Attorney advised of Client's address, telephone number and whereabouts.

3. **LEGAL FEES AND BILLING PRACTICES.** Client agrees to pay by the hour at Attorney's prevailing rates for time spent on Client's matter by Attorney's legal personnel. Attorney's current hourly rates for legal personnel (and other billing rates) are set forth on the attached Rate Schedule. The Rate Schedule also provides for periodic increases.

Attorney will charge Client for the time spent on telephone calls relating to Client's matter, including telephone conversations with Client and opposing counsel. The legal personnel assigned to Client's matter will confer among themselves about the matter, as required. When they do confer, each person will charge for the time expended. Likewise, if more than one of Attorney's legal personnel attends a meeting or other proceedings, each will charge for the time spent. Attorney will charge for waiting time in court and elsewhere and for travel time, both local and out of town, should any be required.

Attorney will send Client periodic statements for fees and costs incurred. Each statement will be due upon receipt. Client may request a statement at intervals of no less than 30 days; upon request Attorney will provide the statement within 10 days.

4. **COSTS AND OTHER CHARGES.**

(a) **In General.** Attorney will incur various costs and expenses in performing legal services under this Agreement. Client agrees to pay for those costs and expenses in addition to the hourly fees. The costs and expenses commonly include fees fixed by law or assessed by courts and other agencies, long distance telephone calls, messenger and other delivery fees, postage, parking and other local travel expenses, photocopying and other reproduction costs, clerical staff overtime, extraordinary word processing charges, charges for computer research time and other similar items. Except for the items listed on the Rate Schedule, all costs and expenses will be charged at Attorney's cost.

5. **FINANCE CHARGES.** Any statement not paid within sixty (60) days of the date of the statement will incur finance charges at the rate of one and one-half percent (1-1/2%) per month, compounded monthly.

6. **LIEN.** Client hereby grants Attorney a lien on any and all claims or causes of action that are the subject of Attorney's representation under this Agreement. Attorney's lien will be for any sums owing to Attorney at the conclusion of Attorney's services. The lien will attach to any recovery Client may obtain, whether by arbitration award, judgment, settlement or otherwise.

7. **DISCHARGE AND WITHDRAWAL.** Client may discharge Attorney at any time. Attorney may withdraw at any time if, in Attorney's sole discretion, Attorney determines that Client is in breach of this Agreement, or Client refuses to cooperate with Attorney or to follow Attorney's advice, or Client and Attorney do not agree on fees due Attorney, or any other fact or circumstance arises that would render Attorney's continuing representation unlawful or unethical in the opinion of Attorney. Attorney and Client mutually agree to sign any documents reasonably necessary to effectuate or complete the withdrawal or discharge.

When Attorney's services conclude, all unpaid charges will immediately become due and payable. After Attorney's services conclude, Attorney will, upon Client's request, deliver Client's file to Client, along with any funds or property of Client in Attorney's possession.

8. **DISCLAIMER OF GUARANTEE.** Nothing in this Agreement and nothing in Attorney's statements to Client may be construed as a promise or guarantee about the outcome of Client's matter. Attorney makes no such promises or guarantees. Attorney's comments about the outcome of Client's matter are expressions of opinion only.

9. **ENFORCEMENT.** If either party is required to resort to court to enforce any of the terms of this Agreement, the prevailing party shall be entitled to reasonable attorneys' fees.

10. **EXECUTION.** This Agreement has been executed in duplicate and fully executed copies given to Attorney and Client, receipt of which is hereby acknowledged.

11. **EFFECTIVE DATE.** This Agreement will take effect when Client has returned a signed copy of this Agreement, but its effective date will be retroactive to the date Attorney first

performed services. Even if this Agreement does not take effect, Client will be obligated to pay Attorney the reasonable value of any services Attorney may have performed for Client.

ATTORNEY:

WOODRUFF, SPRADLIN & SMART.
A Professional Corporation

Date: February 13, 2013

By: M. Lois Bobak
M. Lois Bobak

CLIENT:

PLACENTIA LIBRARY DISTRICT

Date: February _____, 2013

By: _____

Title: _____

Attorney and Client have read and understand the foregoing terms and those set forth on the attached Rate Schedule and agree to them, as of the date Woodruff, Spradlin & Smart first provided services. If more than one party signs below, Attorney and Client each agree to be personally liable, jointly and severally, for all obligations under this Agreement.

CLIENT: _____

Date: February _____, 2013

By: _____

Name, Title

Address: _____

Telephone: _____

Fax: _____

RATE SCHEDULE

Identification

Client: Placentia Library District

Matter: Personnel Investigations

Hourly Rates for Legal Personnel

Partner	\$210
Paralegal	\$145

Standard Charges

Attorney charges for Attorney's time in minimum units of six minutes.

Costs and Expenses

Costs advanced will be charged at rates which are competitive with other sources of the same products or services. Rates for in-house costs are currently:

In-office photocopying	\$.25 per page
Mileage at IRS prevailing rate	IRS Rate (Currently \$.565 per mile)
Clerical staff overtime	\$55.00 per hour

Subject to Change

The rates on this schedule are subject to change on 60 days' written notice. If Client declines to pay any increased rates, Attorney will have the right to withdraw as Client's lawyers.

Workplace Investigations Blog : California Employment Investigation Lawyer & Attorney : Debra Reilly Law Firm : CA Personnel, Sexual Harassment & Equal Employment Opportunity (EEO) Investigator

Published By
Debra L. Reilly, Esq.

[Home](#) > [About](#) >

About Debra Reilly



Throughout her 24-year legal career, Debra L. Reilly has conducted over five hundred workplace investigations for various municipalities (including police departments and fire departments), water districts, sanitation districts, transportation authorities, public and private elementary schools, private and public universities, the United States Postal Service (holding a “sensitive” security clearance by the Postal Inspector’s Office), and a multitude of private sector employers. Debra has conducted employment investigations throughout the United States and California, but more particularly in Los Angeles, Orange, San Diego, Imperial, Kern, and Riverside Counties. She has testified in depositions, arbitrations, and trial concerning the findings of her investigations, all of which have been upheld by the triers of fact (arbitrators and juries). Given her legal training and added litigation experience representing both sides of a case (management and employees), Ms. Reilly’s investigations are objective and thorough. Ms. Reilly has also qualified and testified as an expert witness in Human Resources Standard Practice in conducting harassment and discrimination investigations.

In 1984, Ms. Reilly graduated from Brigham Young University with a B.S. in Psychology. In 1989, she received her J.D. from the University of San Diego School of Law, where she was a Comments Editor for the San Diego Law Review and was selected to have her article Reversal of a RICO Predicate Offense on Appeal: Should the RICO Count Be Vacated? published in Volume 27, Issue 1, of the San Diego Law Review. She was also a Finalist in a USD Moot Court competition in 1989.

After graduation, Ms. Reilly worked as an Extern Law Clerk for Justice David R. Thompson of the Ninth Circuit Court of Appeals before joining the Orange County-based law firm Murtaugh Miller Meyer & Nelson LLP from 1990 to 1999, where she became a partner practicing employment law on behalf of employers and management, which included the performance of workplace investigations. In 1999, Ms. Reilly moved to San Diego to serve for one year as the Research Attorney to United States District Judge Larry A. Burns of the United States District Court, Southern District of California. In that capacity, she researched and drafted proposed judicial opinions and orders and handled discovery conferences with counsel on such diversified issues as the Americans with Disabilities Act of 1990, Title VII of the Civil Rights Act of 1964, Civil Rights Act of 1871 (42 U.S.C. § 1983), Copyright/Patent Infringement, Social Security Appeals, Federal Tort Claims Act, and Writs of Habeas Corpus.

Ms. Reilly then joined a Mission Viejo law firm as a named partner for three years heading up the firm’s employment law department before eventually opening her own employment law practice in 2002. In

Ms. Reilly then joined a Mission Viejo law firm as a named partner for three years heading up the firm's employment law department before eventually opening her own employment law practice in 2002. In Ms. Reilly's representation of public entities, corporations, management, and employees, she has handled all facets of employment litigation, including trial work. She has handled numerous administrative proceedings before the U.S. Equal Employment Opportunity Commission, the California Department of Fair Employment and Housing, the California Labor Commission's Division of Labor Standards Enforcement, the Employment Development Department, and the City of Santa Ana Personnel Board.

Ms. Reilly has published numerous articles on employment law and workplace investigations. She has spoken in educational seminars, sponsored by the State Bar of California, the Association of Workplace Investigators, the Orange County Bar Association, and the San Diego County Bar Association on how to conduct prompt, thorough, and impartial workplace investigations. She is a member of the California State Bar (Labor and Employment Law section), the San Diego County Bar Association (Labor and Employment Law section), the Association of Certified Fraud Examiners (ACFE), a past member of the Orange County Bar Association (Labor and Employment Law section), a past member of the North County Personnel Association of San Diego, and a past member of the San Diego Society for Human Resources Management. She is a founding (and current) Board Member of the Association of Workplace Investigators ("AWI") and has served as the Chair of its Publications Committee since 2009 and Editor-in-Chief of *The AWI Quarterly* since 2009. Ms. Reilly is also certified as a Senior Professional in Human Resources ("SPHR") by the Human Resources Certification Institute.

Debra can be reached by email at debra@wpinvestigations.com.

Practice Areas

- Workplace Investigations of employee harassment, discrimination, retaliation, fraud, abuse of public funds, and other employee misconduct
- Training on how to conduct workplace investigations
- Training and one-on-one coaching on sexual harassment prevention
- Expert witness testimony concerning workplace investigations
- Wage and Hour Audits
- Mediation of Employment Disputes (pre- and post-litigation)

Professional Associations

- Association of Workplace Investigators
- California Bar Association (Labor and Employment Law section)
- San Diego County Bar Association (Labor and Employment Law section)
- San Diego Society for Human Resource Management
- North County Personnel Association of San Diego
- Association of Certified Fraud Examiners

Recent Legal Training and Certifications

- Examining the Investigation, November 2011
- Global Data Privacy: The New Frontier, November 2011
- The Problematic Interviews: Interview Ideas for Psychotic and Personality Disordered Individuals, November 2011
- Issues in Eyewitness Evidence and Gathering Evidence Beyond Testimonial, November 2011
- Investigation Law: What Do the Legal Authorities Teach Us, November 2011

- [Want Me to Investigate Who?](#), November 2011
- [Evidence Examination](#), November 2011
- [Enlisting Your Client's Help in Maintaining Investigation Integrity](#), November 2011
- [Expert Testimony on Trial, By the Experts](#), November 2011
- [Emerging Trends in Employment Practices--Simplifying the Complexities of Today's Workplace](#), November 2011
- [Use of Liability Experts in Harassment Litigation](#), October 2011
- [Ethics in Employment Mediation](#), October 2011
- [Legal & Legislative Update, State Bar Labor & Employment Law](#), October 2011
- [What Keeps In-House Counsel Up at Night and How Outside Counsel Can Help Them Sleep Better](#), October 2011
- [Effective Use of Digital Evidence in Workplace Investigations](#), November 2010
- [Ready, Set, Go: Planning and Perfecting the Investigative Interview](#), November 2010
- [The Psychology of Bias: Understanding and Eliminating Bias in Investigations](#), November 2010
- [Workplace Investigations on Trial: How Defendants Conduct Bulletproof Investigations and How Plaintiffs Shoot Them Down](#), November 2010
- [Special Issues in Public Sector Investigations: What You Don't Know Can & Will Hurt You](#), November 2010
- SPHR Certification, [Human Resources Certification Institute](#), January 2010
- State Bar of California, [How to Conduct Employment Investigations](#), October 2009
- State Bar of California, [Sexual Harassment Investigations: Conducting Them, Attacking Them, and Pitfalls with Witnesses](#), October 2009
- State Bar of California, [Retaliation Under Title VII and FEHA](#), October 2009
- State Bar of California, [Recent Developments in Statutory and Case Law](#), October 2009
- State Bar of California, [Recent Developments in Disability Discrimination](#), October 2009
- State Bar of California, [Religion, God in the Workplace](#), October 2009
- State Bar of California, [Employment Mediation in the 10's](#), October 2009
- EEOC Training Institute, [Technical Assistance Seminar](#), September 2009
- Pepperdine University School of Law, Straus Institute for Dispute Resolution, [Mediating the Litigated Case \(42 hours\)](#), 2008
- State Bar of California, [Labor and Employment Update](#), 2008
- State Bar of California, [Disability Discrimination](#), 2008
- State Bar of California, [Personnel Actions in the Public Sector](#), 2008
- State Bar of California, [Issues of Age Discrimination and the Baby Boomer Generation](#), 2008
- EEOC Training Institute, [Technical Assistance Program](#), 2008
- State Bar of California, [Employment Law in the Biotech Industry](#), 2008
- State Bar of California, [Internal Investigations on Trial: Plaintiff and Defense Perspectives](#), 2007
- State Bar of California, [Update on Wrongful Termination and Discrimination](#), 2007
- State Bar of California, [Regulating Private Behavior in the Workplace](#), 2007
- EEOC Training Institute, [EEO Complaint Process](#), 2007

Recent Publications

- *Workplace Investigations: The Gold Standard*, Calif. Business Law Practitioner--CEB, Spring 2012
- *Conducting Firefighter Investigations: The Firefighters Procedural Bill of Rights Act*, AWI Quarterly, July 2010
- *Tips for Conducting Peace Officer Investigations*, AWI Quarterly, April 2010, with Sue Ann Van Dermyden
- *Practice Pointers for Workplace Investigations*, AWI Quarterly, January 2010, with Nancy Bornn

- *Resolving Bitterness and Wounded Feelings in the Office After a Workplace Investigations*, AWI Quarterly, January 2010, with Ron S. Brand and Emily Camastra

Education

- J.D., University of San Diego School of Law, 1989
 - Law Review: Comments and Note Editor, 1989
- B.S. in Psychology, Brigham Young University, 1984

Bar Admissions

- Ninth Circuit Court of Appeals
- U.S. District Court, Northern, Central, and Southern Districts of CA
- State Bar of California since 1990

Reilly & Associates

Specializing in Employment Law

[Firm Overview](#) [Attorney Profile](#) [Practice Areas](#) [Workplace Investigations](#) [Resource Links](#) [Articles](#) [Contact](#)

Biography of Debra L. Reilly

In 1989, Ms. Reilly received her Juris Doctorate from the University of San Diego. She served as a Review Comments Editor. Ms. Reilly joined the Orange County-based law firm, Miller, from 1990 to 1999, where she became a partner practicing employment law on behalf of clients which included the performance of workplace investigations. In 1999, Ms. Reilly moved from the private sector to serve for one year as the Research Attorney to United States District Court, Southern District of California. In that capacity, she researched and prepared opinions and orders and handled discovery conferences with counsel on such diverse matters as the Disabilities Act of 1990, Title VII of Civil Rights Act of 1964, Civil Rights Act of 1871 (Infringement), Social Security Appeals, and the Federal Tort Claims Act.

Ms. Reilly then left the Court and joined Trachtman Trachtman & Reilly LLP as a partner in the firm's employment law department. She then opened her own law practice in 2001. In her practice, she represents public entities, corporations, management, and complainant employees, she has handled numerous litigation, including trial work. She has handled numerous administrative proceedings before the Opportunity Commission, the California Department of Fair Employment and Housing, the Division of Labor Standards Enforcement, and the City of Santa Ana Personnel Board.

For the last five years, Ms. Reilly has focused her practice on conducting EEO workplace investigations. In her legal career, she has conducted over four hundred employment investigations for many clients, including the United States Postal Service (holding a "sensitive" security clearance by the Postal Service) and other federal sector employers. Law firms in Los Angeles, Orange, and San Diego counties have hired her as a consultant for clients in need of an internal investigation. She has testified in deposition, arbitration, and court proceedings in her investigations, all of which have been upheld by the trier of fact. Given her experience with both management and employees – Ms. Reilly's investigations have been found thorough from the perspectives of all sides.

Ms. Reilly is the publisher of the blog WorkplaceInvestigationsBlog.com. In addition, Ms. Reilly is an expert in employment law and has authored a quarterly newsletter on federal and state employment law for the San Diego County Bar Association and its Labor and Employment Law section. She is also a member of the California Labor and Employment Law section, and a member of the National Labor Relations Board in San Diego.

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Reilly & Associates conducts prompt, objective, and thorough workplace investigations of harassment, discrimination, retaliation, and employee misconduct. The investigative process involves gathering of evidence, assessing credibility, and findings of fact that result in a confidential report.

When questions of possible misconduct arise in an organization, a neutral third party investigates the matter to provide credibility to an impartial investigation that will ultimately restore an organization's workplace harmony. Additionally, an objective and thorough investigation can avoid litigation, and/or produce a sound evidentiary record for use in any later proceedings.

Reilly & Associates has performed over 400 investigations for public and private employers. Debra Reilly has testified as an expert witness on issues involving workplace investigations.

For a guide to investigating EEO Complaints and other workplace problems visit [Workplace Investigations](#)

[Home](#) | [Attorney Profile](#) | [Practice Areas](#) | [Workplace Investigations](#) | [Articles](#)

Reilly & Associates

Specializing in Employment Law

[Firm Overview](#) [Attorney Profile](#) [Practice Areas](#) [Workplace Investigations](#) [Resource Links](#) [Articles](#) [Contact](#)

Welcome

Reilly & Associates is a law firm that takes pride in providing personal attention and services in employment matters. Employment law is a highly complex area of law with many federal statutes. **Reilly & Associates** offers knowledgeable attorneys to properly advise you in court.

At **Reilly & Associates** we handle employment matters involving discrimination claims (origin, religion, and disability to name a few), wrongful termination, retaliation, employment agreements, employment handbooks, and workplace investigations.

Reilly & Associates has a list of satisfied clients that includes Fortune 500 companies, municipalities, law firms, small business owners, and individuals.

[Home](#) | [Attorney Profile](#) | [Practice Areas](#) | [Workplace Investigations](#) | [Article](#)



Debra Bray

Partner

Los Angeles

dbray@lcwlegal.com

Tel: 310.981.2000

Fax: 310.337.0837

Debra has extensive experience in all aspects of labor and employment law. She has a well-established record of success in litigation, including trials and appeals. Debra has become particularly recognized for her expertise in defending clients against claims of discrimination, sexual harassment and due process; she has a special talent for getting her cases dismissed at the pleading and motion stage.

Debra has extensive experience with administrative agencies, such as the Federal Equal Employment Opportunity Commission and the State Department of Fair Employment and Housing. She trains others and conducts investigations into alleged discrimination, harassment and misconduct. In addition, Debra has handled many arbitrations and civil service commission hearings relating to employee discipline and grievances both as an advocate and advisor to the commission or the board.

Debra has represented a variety of public agency clients, including cities, counties, community college districts, special districts and law enforcement departments. In a case before the California Supreme Court -- *Johnson v. City of Loma Linda* -- Debra established precedent which makes administrative findings binding in a subsequent civil lawsuits.

Education

JD, University of Southern California Law School

BS, University of California, Los Angeles

Legal Expertise

Education Law

Employment Law

Investigations

Public Safety

Debra Bray

Representative Matters

Appellate:

Johnson v. City of Loma Linda (2000) - The California Supreme Court held that a state discrimination claim is barred by a prior administrative decision which is adverse to the plaintiff's claims.

Publications

Findings in Administration Hearings Will Be Binding in Labor Court Actions, February 2001


Jeanette Contreras

From: Deborah Ristovski <dristovski@lcwlegal.com>
Sent: Monday, February 11, 2013 12:32 PM
To: Jeanette Contreras
Cc: Debra L. Bray
Subject: Debra Bray's Bio
Attachments: brayd_print.pdf

Good afternoon. Debra Bray has asked me to pdf you her Bio and to let you know that her rate for public sector is \$300.00 an hour. Ms. Bray would be happy to help you with any needs that you have.

Please let me know if you have any difficulty opening the attachment.

Thank you very much!

Debbie Ristovski | Legal Secretary
 **LIEBERT CASSIDY WHITMORE**
6033 W. Century Boulevard, 5th Floor
Los Angeles, CA 90045
direct: 310.981.2037 | fax: 310.337.0837
dristovski@lcwlegal.com | [website](#)



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RUTAN

RUTAN & TUCKER, LLP

**Epiphany Owen**
Partner

T: (714) 662-4644

EOwen@rutan.com

Orange County

Ms. Owen is a partner in Rutan & Tucker's Government & Regulatory Law Section, specializing in education law, labor and employment law and civil litigation. She represents a variety of public agencies and private clients in both administrative proceedings and in litigation before state and federal courts. She also serves as a member of the firm's Personnel Committee.

Ms. Owen graduated from the University of California at Los Angeles in 1996 with a B.A. in Political Science and a Specialization in Business and Administration. Ms. Owen received her J.D. from the University of Southern California Law School in 2000. During law school, she was a member of the Hale Moot Court Honors Program and received an award for the best brief in the competition. She also served as the Topic Editor of the Hale Moot Court Honors Program Board. Ms. Owen received her M.A. in Communications Management from the University of Southern California Annenberg School for Communication in 2000.

Ms. Owen is a member of the State Bar of California and the Orange County Bar Association. She is admitted to practice law in California and the U.S. District Court for the Central District of California.

AREAS OF EXPERTISE

- Education Law
- Employment and Labor

MEMBERSHIPS & ASSOCIATIONS

- Orange County Bar Association

AWARDS & HONORS

- Southern California Super Lawyers, Rising Stars Edition, 2012

RELATED SERVICES

Education Law

Employment Litigation

Employment/Labor

Government &
Regulatory Law**EDUCATION**University of Southern
California Law Center
(J.D., 2000)University of Southern
California (M.A., 2000),
Annenberg School for
CommunicationUniversity of California,
Los Angeles (B.A.,
1996)**BAR ADMISSIONS**

California

RETAINER AGREEMENT FOR LEGAL SERVICES

This Agreement is entered into by and between the PLACENTIA LIBRARY DISTRICT ("District") and RUTAN & TUCKER, LLP ("Attorney") as of February __, 2013.

In consideration of the services to be rendered by Attorney at the request and direction of District, District hereby retains Attorney for the purposes of rendering opinion, providing consultation and representation of the Library Director, Jeanette Contreras, before administrative bodies and in judicial proceedings, and other matters as may be requested from time to time by District. Attorney will be representing Ms. Contreras only, and District will have separate legal counsel.

The services to be provided to District by Attorney as set forth herein shall be performed at the rate of Two Hundred and Seventy-Five Dollars (\$275.00) per hour. District shall also reimburse Attorney for any direct costs and expenses incurred in the course of providing the services provided for herein. Attorney shall render monthly statements for services rendered during the preceding month, and District shall pay the same upon representation.

Attorney shall serve under the terms of this Agreement at the will of District, and District hereby reserves the right to terminate the Agreement upon written notice. Attorney reserves the right to withdraw its representation of District at any time Attorney deems necessary or advisable.

This Agreement shall not prevent Attorney from acting as attorney in the future for clients having disputes legal or otherwise with District which are not in any way connected with and do not involve the subject matter in this agreement, even though the same may result in litigation. It is understood that the retainer of Attorney is for the specialized purposes provided for herein and does not extend to matters of general representation of District.

[Signature on the following page]

Dated: February ____, 2013

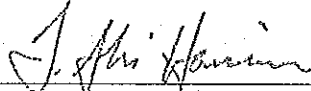
PLACENTIA LIBRARY DISTRICT

By: _____

Its: _____

Dated: February 14, 2013

RUTAN & TUCKER, LLP

By:  _____
L. Ski Harrison

RETAINER AGREEMENT FOR LEGAL SERVICES

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In consideration of the services to be rendered by Attorney at the request and direction of District, District hereby retains Attorney for the purposes of rendering opinion, providing consultation and representation of the Library Director, Jeanette Contreras, before administrative bodies and in judicial proceedings, and other matters as may be requested from time to time by District. Attorney will be representing Ms. Contreras only, and District will have separate legal counsel.

The services to be provided to District by Attorney as set forth herein shall be performed at the rate of Two Hundred and Seventy-Five Dollars (\$275.00) per hour. District shall also reimburse Attorney for any direct costs and expenses incurred in the course of providing the services provided for herein. Attorney shall render monthly statements for services rendered during the preceding month, and District shall pay the same upon representation.

Attorney shall serve under the terms of this Agreement at the will of District, and District hereby reserves the right to terminate the Agreement upon written notice. Attorney reserves the right to withdraw its representation of District at any time Attorney deems necessary or advisable.

This Agreement shall not prevent Attorney from acting as attorney in the future for clients having disputes legal or otherwise with District which are not in any way connected with and do not involve the subject matter in this agreement, even though the same may result in litigation. It is understood that the retainer of Attorney is for the specialized purposes provided for herein and does not extend to matters of general representation of District.

[Signature on the following page]

Dated: February ___, 2013

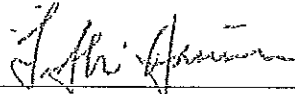
PLACENTIA LIBRARY DISTRICT

By: _____

Its: _____

Dated: February 14, 2013

RUTAN & TUCKER, LLP

By:  _____
L. Ski Harrison