

**MARINA COAST WATER DISTRICT**  
**Special Legal Counsel - Labor and Employment Law**  
**Proposal Matrix**

Provider	Firm Experience/ Qualifications	Attorneys assigned to legal team	Value	Locale	Quality of Proposal/ Staff Recommendation	Comments/References
Liebert Cassidy Whitmore	32 yrs exp/ specialize in public sector	5 Attorneys assigned	\$325/hr for Partner \$285/hr for Of Counsel \$190-\$265/hr for Associates	San Francisco/Fresno	#1 vV	Optional membership in Employer Relations Consortium. Unlimited # of employees can attend up to 5 full days of training & unlimited phone consultation. Would prorate cost for 2015. Minimal cost for invaluable return. Excellent reputation. Excellent references.
Richards, Watson & Gershon	20 yrs exp/ specialize in public sector	2 Attorneys assigned	\$300/hr for shareholders \$275/hr for Associates	San Francisco/Los Angeles	#8 v	Currently representing District in litigation.
Cota Cole	25+ yrs exp/ represent public & private sector	3 Attorneys assigned	\$235/hr for Lead Attorney \$215/hr for Associates \$125/hr for Paralegals	Roseville	#7 v	Firm's process in responding to requests appears a bit onerous. Offers staff training. Current list of clients mostly cities/counties no water districts. Competitive fees. Did not respond to request for information on Monterey office.
Renne Sloan Holtzman Sakai LLP	35 yrs exp/specialize in public sector	4 Attorneys assigned	\$385/hr for Founding Partners \$285/hr for Sr Counsel & Assoc.	Berkeley/San Francisco	#5 vV	Firm offers a Public Mgmt Group staffed by non-attorney HR, labor relations, and finance professionals. Offers training. 2-hour response time or within 24 hrs. Fees are high, but willing to discuss blended rate. Client training offered.
Burke Williams & Sorensen LLP	19 yrs exp/specialize in public sector	3 Attorneys assigned	\$315-\$385/hr for Partners \$255/hr for Senior Associates \$240/hr for Associate Attorneys \$150/hr for Paralegals	Mountain View	#3 vV	Firm offers employee & management training through audio visual and media. Firm attorneys are presenters at public sector conferences. Majority of clients are cities. 2-yr rate guarantee. Very good references. Fees are high
Hirschfeld Kraemer	35+ yrs exp/represent public & private sector	3 Attorneys assigned	\$350/hr for Partner \$320/hr for Senior Associate \$315/hr for Associate	San Francisco	#4 v	Provides client training. Very good references.
Prentice Long & Epperson	26 yrs exp/represent public & private sector	2 Attorneys assigned	\$200/hr for Attorney \$110/hr for Paralegal	Fresno	#2 vV	Firm offers legal assistance to staff and Board. Local reference. Very competitive fees.
McPharlin Sprinles & Thomas LLP	20+ yrs exp/ represent public & private employers	1 Attorney assigned	\$325/hr for Counsel \$85-\$105/hr for Legal Assistants	San Jose	#6 v	Firm has represented District since 2009 in personnel matters. Charge of \$100/hr for travel to District.
Ellis Buehler Makus LLP	N/A	N/A	N/A	NA	N/A	Proposal is for conducting investigations only.