


ROSS VALLEY FIRE DEPARTMENT
STAFF REPORT

For the meeting of: June 12, 2013

To: Board of Directors
From:  Roger Meagor, Fire Chief
Subject: Change in Legal Services

RECOMMENDATION:

That the Board approve the appointment of Roy A. Clarke as the Department's general counsel.

DISCUSSION:

In October of 2006 Ross Valley Fire entered into an agreement with Richards, Watson and Gershon for General Attorney Services. Jim Karpaik has served as the Department's general council since that time. On May 31, Jim left Richards, Watson and Gershon to pursue other opportunities. In talking with Jim prior to his departure, he recommended that we utilize Roy Clarke for as the Department's general council. In addition to Roy's general counsel work, he specializes in labor/employment law, which may prove useful for Ross Valley Fire.

FISCAL IMPACT:

None

Attachments: Roy A Clarke – Biography

AGENDA ITEM # 10
Date 6/12/13



Roy A. Clarke | Shareholder

Practice Areas:

Employment
Labor and Employment
Personnel Advice
Public Agency and Municipal Law

Education:

B.S., *magna cum laude*, Pepperdine University,
1989
J.D., Order of the Coif, Loyola Law School,
Los Angeles, 1994

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Roy Clarke's practice covers both general municipal law and public sector labor and employment. His employment law experience spans all aspects of the employment relationship, including recruitment and selection, personnel policies and administration, wage and hour, discrimination and harassment claims, leave programs, discipline and termination. He has additional experience in public sector labor relations matters including the administration of labor relations rules, certification, unit determination, contract administration, negotiations and grievance handling. Included in his work is the drafting or review of employment agreements, personnel rules, employee handbooks, labor relations resolutions, discipline notices and severance agreements.

Mr. Clarke has conducted independent investigations in police departments and in other work units. Mr. Clarke has conducted hearings before arbitrators and civil service commissions for discipline appeals and before the Economic Development Department for unemployment compensation claims. He serves as special counsel to commissions and hearing boards on discipline appeals, unfair labor practice charges and civil service system administration.

In his public agency practice, Mr. Clarke advises on the Brown Act and Public Records Act. He drafts contracts, resolutions and ordinances. Mr. Clarke has served as Acting City Attorney for the City of El Cerrito and as Interim General Counsel for the Mid San Gabriel Valley Consortium. He is an Assistant City Attorney for the City of Fairfield. He is Assistant General Counsel for the East Contra Costa Fire Protection District.

Prior to joining Richards, Watson & Gershon, Mr. Clarke served as Staff Attorney and Risk Manager for the City of Beverly Hills. Mr. Clarke also was Corporate Counsel for a Fortune 100 Corporation, responsible for employment law, investigations and general business matters.