




April 16, 2018

## MEMORANDUM

**TO:** District Board of Trustees  
**FROM:** Jim Murdaugh, President   
**SUBJECT:** Attorney Invoice - Bryant Miller Olive, P.A. (Feb 2018)

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### Item Description

Request for approval to pay invoice from Bryant Miller Olive, P.A. for legal services provided related to the collective bargaining process.

### Overview and Background

The College engaged Bryant Miller Olive, P.A. for legal representation during the collective bargaining process.

### Past Actions by the Board

The Board of Trustees approved the agreement for these services at the September 19, 2016 Board meeting.

### Funding/Financial Implications

Funding is budgeted in Fund 1, the Current Unrestricted Fund. The current amount due is \$68,777.10

### Staff Resource

Barbara Wills

### Recommended Action

Authorize payment of invoices as presented.



Barbara K. Wills  
 Chief Business Officer, Vice President for Administrative  
 Services  
 Tallahassee Community College  
 444 Appleyard Drive  
 Tallahassee, Florida 32304

Invoice Date: March 13, 2018  
 Invoice No. 66532  
 Client No. 25480.006

For professional services rendered in connection with Tallahassee  
 Community College - Labor and Employment - 2016 UFF  
 Bargaining

Purchase Order No. PO-005193

Statement of Legal Services

			Hours	Amount
02/01/2018	DMH	Revise proposals and forward to College	1.90	475.00
02/01/2018	DMH	Telephone conference with UFF representative (T. Wazlavek)	2.00	500.00
02/01/2018	DMH	Review UFF's position at impasse	0.90	225.00
02/01/2018	DMH	Telephone conference with bargaining team / bargaining	4.60	1,150.00
02/01/2018	DMH	Telephone conference with client (S. Balog) / union package	0.20	50.00
02/01/2018	JCC	Telephone conference with T. Wazlavek regarding impasse issues	2.00	500.00
02/01/2018	JCC	Telephone conference clients (J. Murdaugh, S. Balog, B. Wills, F. Moore-Davis, B. Jones) regarding UFF negotiations	2.80	700.00
02/02/2018	DMH	Review emails	0.30	75.00
02/02/2018	JCC	Review UFF proposals	2.10	525.00
02/02/2018	JCC	Preparation for bargaining / review revised TCC proposals	0.80	200.00
02/03/2018	JCC	Analyze issues regarding imposition of alleged permissive subjects of bargaining	2.20	550.00

02/05/2018	DCM	Legal research, analysis regarding imposing waivers	0.90	225.00	
02/05/2018	DMH	Analyze impasse issues / prepare for hearing	1.90	475.00	
02/05/2018	DMH	Review emails / Public Records Requests	0.30	75.00	
02/05/2018	DMH	Review and reply to emails / Special Magistrate	0.30	75.00	
02/05/2018	JCC	Preparation for negotiations / review proposals	0.80	200.00	
02/05/2018	JCC	Telephone conference with client (A. Moran) regarding public records issues	0.50	125.00	
02/06/2018	DMH	Telephone conference with client (S. Balog) / proposals	0.10	25.00	
02/06/2018	DMH	Telephone conference with client (B. Wills) / proposals	0.10	25.00	
02/06/2018	DMH	Review emails / Public Records Requests and meeting with Deans	0.20	50.00	
02/06/2018	DMH	Travel to Tallahassee	4.80	0.00	<b>No Charge</b>
02/06/2018	JCC	Preparation for bargaining	1.00	250.00	
02/06/2018	JCC	Telephone conference with client (A. Moran) regarding public records issues	0.30	75.00	
02/06/2018	JCC	Travel to Tallahassee	4.00	0.00	<b>No Charge</b>
02/07/2018	DMH	Prepare for and attend bargaining; meet with client and analyze issues	6.20	1,550.00	
02/07/2018	JCC	Conference client and attend UFF negotiations	8.00	2,000.00	
02/08/2018	DMH	Conference with client / prepare for impasse hearing	7.50	1,875.00	
02/08/2018	DMH	Travel to Miami	6.00	0.00	<b>No Charge</b>
02/08/2018	JCC	Conference with client and prepare for impasse hearing	7.50	1,875.00	
02/08/2018	JCC	Travel to Miami	4.00	0.00	<b>No Charge</b>
02/09/2018	DMH	Review and reply to email	0.10	25.00	
02/09/2018	DMH	Analyze issues and revisions needed to proposals and outline	2.10	525.00	
02/09/2018	JCC	Telephone conference with Wazlavek regarding negotiations	0.50	125.00	
02/10/2018	DMH	Legal research / grievance procedure applicability to non-renewal of annual contract and denial of continuing contract	4.10	1,025.00	
02/10/2018	JCC	Review public records issues; policies and procedures; analyze approach to impasse hearing	2.40	600.00	
02/12/2018	DMH	Review emails	0.40	100.00	
02/12/2018	DMH	Analyze issues for impasse, revise outline of issues	2.30	575.00	
02/12/2018	JCC	Review documents for Special Magistrate hearing	0.80	200.00	
02/12/2018	JCC	Review documents for Special Magistrate hearing	0.80	200.00	
02/12/2018	JCC	Analyze grievance / arbitration issues	0.60	150.00	

02/13/2018	DMH	Prepare for and attend telephone conference with client (A. Moran) / public records requests and potential issues	4.30	1,075.00	
02/13/2018	DMH	Draft and revise proposals	2.10	525.00	
02/13/2018	JCC	Review correspondence regarding policies	0.40	100.00	
02/13/2018	JCC	Conference with clients (B. Wills, B. Jones, Management) regarding public records issues	2.00	500.00	
02/13/2018	JCC	Analyze public records issues	0.80	200.00	
02/13/2018	JCC	Telephone conference with client (A. Moran) regarding records issues	0.20	50.00	
02/13/2018	JCC	Telephone conference with client (B. Wills) regarding wages	0.20	50.00	
02/13/2018	JCC	Review revised proposals	0.60	150.00	
02/14/2018	DMH	Analyze issues / proposals	0.40	100.00	
02/14/2018	DMH	Revise proposal	0.40	100.00	
02/14/2018	DMH	Legal research / domestic violence leave	0.20	50.00	
02/14/2018	JCC	Preparation for UFF negotiations	2.20	550.00	
02/14/2018	JCC	Telephone conference with client (A. Moran) regarding public records issues	0.40	100.00	
02/15/2018	DMH	Legal research / grievance procedures	1.50	375.00	
02/15/2018	DMH	Review emails regarding public records requests	0.30	75.00	
02/15/2018	DMH	Review and reply to email; revise proposal	0.20	50.00	
02/15/2018	JCC	Review correspondence and draft proposals	0.80	200.00	
02/16/2018	DMH	Travel to Tallahassee	4.20	0.00	<b>No Charge</b>
02/16/2018	DMH	Conference with client, work on bargaining issues, attend bargaining, update President	8.00	2,000.00	
02/16/2018	DMH	Travel to Miami	3.50	0.00	<b>No Charge</b>
02/16/2018	JCC	Conference client and attend UFF negotiations	8.00	2,000.00	
02/16/2018	JCC	Travel to Miami	4.00	0.00	<b>No Charge</b>
02/16/2018	JCC	Travel to Tallahassee	4.00	0.00	<b>No Charge</b>
02/18/2018	JCC	Travel to Tallahassee	4.00	0.00	<b>No Charge</b>
02/19/2018	DMH	Review PowerPoint / Financial	0.30	75.00	
02/19/2018	DMH	Conference with client	1.60	400.00	
02/19/2018	DMH	Prepare for impasse hearing - cross reference proposals, work on outline, prepare exhibits	6.40	1,600.00	
02/19/2018	DMH	Review and reply to email from Union	0.10	25.00	
02/19/2018	JCC	Conference with bargaining team; attend Board meeting; attend executive session regarding UFF	8.00	2,000.00	
02/19/2018	JCC	Travel to Miami	4.00	0.00	<b>No Charge</b>

02/19/2018	KAB	Review decisions regarding management clause imposition at impasse	2.10	525.00
02/20/2018	DMH	Telephone conference with Union representative	0.50	125.00
02/20/2018	DMH	Prepare for impasse hearing	6.90	1,725.00
02/20/2018	JCC	Telephone conference with client (B. Wills) regarding impasse hearing	0.30	75.00
02/20/2018	JCC	Telephone conference with client (S. Balog) regarding negotiations	0.30	75.00
02/20/2018	JCC	Telephone conference with T. Wazlavek regarding UFF	0.50	125.00
02/20/2018	JCC	Preparation for negotiations	2.00	500.00
02/20/2018	LLE	Legal research on whether our four CBA proposals contain similar language that appear in any of the CBAs or cases	5.50	962.50
02/21/2018	DMH	Review and reply to emails to/from client	0.30	75.00
02/21/2018	DMH	Review and reply to emails to/from UFF	0.20	50.00
02/21/2018	DMH	Telephone conference with UFF representative	1.50	375.00
02/21/2018	DMH	Prepare for impasse hearing	6.20	1,550.00
02/21/2018	IES	Legal research regarding legality of requesting list of union members as proposed contract article	3.50	875.00
02/21/2018	JCC	Telephone conference with T. Wazlavek regarding impasse	0.80	200.00
02/21/2018	JCC	Preparation for impasse	3.60	900.00
02/21/2018	KAB	Review case law and administrative decisions regarding management rights clauses imposed at impasse	2.30	575.00
02/21/2018	MTR	Prepare copies of College and Union's article proposals	2.00	350.00
02/22/2018	DCM	Legal research, analysis regarding grievability of award of annual or continuing contracts	1.80	450.00
02/22/2018	DMH	Prepare for impasse hearing	8.70	2,175.00
02/22/2018	JCC	Telephone conference with client (A. Moran) regarding UFF impasse	0.30	75.00
02/22/2018	JCC	Preparation for UFF impasse	5.80	1,450.00
02/22/2018	JCC	Telephone conference with T. Wazlavek regarding impasse	0.30	75.00
02/23/2018	DCM	Legal research, analysis regarding grievability of annual contracts, continuing contracts, ability to impose or exclude same	4.50	1,125.00
02/23/2018	DMH	Prepare for impasse hearing	7.80	1,950.00
02/23/2018	IES	Legal research regarding proposed language for arbitration clause	3.00	750.00
02/23/2018	JCC	Preparation for negotiations	3.80	950.00

02/23/2018	MTR	Prepare exhibits for hearing	2.50	437.50	
02/24/2018	DMH	Prepare for impasse hearing	7.60	1,900.00	
02/24/2018	DMH	Review and reply to emails	0.30	75.00	
02/24/2018	JCC	Preparation for impasse hearing	7.50	1,875.00	
02/25/2018	DMH	Prepare for impasse hearing	5.70	1,425.00	
02/25/2018	DMH	Travel to Tallahassee	4.00	0.00	<b>No Charge</b>
02/25/2018	JCC	Prepare for Impasse Hearing	5.30	1,325.00	
02/25/2018	JCC	Travel to Tallahassee	4.00	0.00	<b>No Charge</b>
02/26/2018	DMH	Prepare for impasse hearing	8.50	2,125.00	
02/26/2018	JCC	Conference client and preparation for Special Magistrate hearing	8.50	2,125.00	
02/27/2018	DMH	Prepare for impasse hearing	8.50	2,125.00	
02/27/2018	JCC	Conference client and preparation for Special Magistrate hearing	8.50	2,125.00	
02/28/2018	DMH	Prepare for and attend impasse hearing	10.00	2,500.00	
02/28/2018	JCC	Conference client and attend Special Magistrate hearing	10.00	2,500.00	
		<b>Current Services</b>	<u>276.30</u>	<u>\$68,325.00</u>	
		Total No Charge Hours	50.50		

Recapitulation

<u>Timekeeper</u>	<u>Hours</u>	<u>Rate</u>	<u>Total</u>
Kimberly A. Beckwith	4.40	\$250.00	\$1,100.00
James C. Crosland	114.20	\$250.00	\$28,550.00
Lomenie L. Etienne	5.50	\$175.00	\$962.50
Denise M. Heekin	134.00	\$250.00	\$33,500.00
David C. Miller	7.20	\$250.00	\$1,800.00
Isabella E. Sobel	6.50	\$250.00	\$1,625.00
Melissa Tripodi	4.50	\$175.00	\$787.50

Expenses Incurred

Courier	16.20
Westlaw research	435.90
Thru 02/28/2018	<u>\$452.10</u>

Tallahassee Community College

Invoice Date: March 13, 2018  
Invoice No. 66532  
Client No. 25480.006

Payments

03/05/2018	Payment	ACH rec'd 3/5/18 Invoice 66158	5,565.75
			<u>5,565.75</u>

Total Current Work	<u>\$68,777.10</u>
Previous Balance Due	16,100.00
Balance Due	<u>\$84,877.10</u>

Please Reference Client Number On Checks And Wire Transfers

Mail Checks to:  
101 North Monroe Street, Suite 900  
Tallahassee, FL 32301

Send wire transfers to Capital City Bank, ABA #063100688  
for credit to Bryant Miller Olive, Account #2132834901  
Thank you for your business

# Bryant Miller Olive P.A.

## Listing

Date	Prof	Matter ID/Client Sort Matter Description Narrative	Activity Code	Component Task Code	Units	Price	Value	Ext. Amt.
<b>Component: CR</b>								
02/23/2018		25480.006/ Tallahassee Community College Tallahassee Community College / L&E / 2016 UFF Bargaining UPS adjustments & other charges, on call pickup requests		CR	1.00	7.18	7.18	7.18
02/23/2018		25480.006/ Tallahassee Community College Tallahassee Community College / L&E / 2016 UFF Bargaining UPS delivered to Scott Balog, Tallahassee Community College, Tallahassee FL		CR	1.00	9.02	9.02	9.02
				<b>Component: CR</b>	2.00		16.20	16.20
<b>Component: West</b>								
02/28/2018		25480.006/ Tallahassee Community College Tallahassee Community College / L&E / 2016 UFF Bargaining Check issued to: Thomson Reuters - West for WestLaw Research		West	1.00	36.97	36.97	36.97



# Bryant Miller Olive P.A.

## Listing

Date	Prof	Matter ID/Client Sort Matter Description Narrative	Activity Code	Component Task Code	Units	Price	Value	Ext. Amt.
02/28/2018		25480.006/ Tallahassee Community College Tallahassee Community College / L&E / 2016 UFF Bargaining Check issued to: Thomson Reuters - West for WestLaw Research		West	1.00	363.35	363.35	363.35
02/28/2018		25480.006/ Tallahassee Community College Tallahassee Community College / L&E / 2016 UFF Bargaining Check issued to: Thomson Reuters - West for WestLaw Research		West	1.00	35.58	35.58	35.58
					<b>Component: West</b>	<u>3.00</u>	<u>435.90</u>	<u>435.90</u>
					<b>Grand Total:</b>	<u>5.00</u>	<u>\$452.10</u>	<u>\$452.10</u>



**Delivery Service Invoice**

Invoice Date **February 24, 2018**

MIA

Invoice Number 0000W67R93088

Shipper Number W67R93

**Outbound  
UPS Internet Shipping**

Pickup Date	Tracking Number	Service	ZIP Code	Zone	Weight	Published Charge	Incentive Credit	Billed Charge
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**Adjustments & Other Charges**

**On-Call Pickup Requests**

Date	Date of Request	Pickup Request No.	Service	Published Charge	Incentive Credit	Billed Charge	
02/23	02/23	2931P27JBD6	Same Day Pickup - Web Request	6.90		6.90	
			Pickup Area Surcharge			0.00	
			Fuel Surcharge	0.45	-0.17	0.28	
			<b>Total</b>	<b>7.35</b>	<b>-0.17</b>	<b>7.18</b>	
<b>Pickup Address:</b>							
Betty/Melissa							
BRYANT, MILLER & OLIVE P.A.							
1 SE 3RD AVE							
Floor: 22 Suite: 2200							
MIAMI FL 33131							
<b>Total On-Call Pickup Requests</b>				<b>1 Request(s)</b>	<b>7.35</b>	<b>-0.17</b>	<b>7.18</b>
<b>Total Adjustments &amp; Other Charges</b>						<b>7.18</b>	

C 25480.0060



MIA

**Delivery Service Invoice**

Invoice Date **March 3, 2018**  
Invoice Number 0000W67R93098  
Shipper Number W67R93

**Outbound**  
**UPS Internet Shipping**

Pickup Date	Tracking Number	Service	ZIP Code	Zone	Weight	Published Charge	Incentive Credit	Billed Charge
02/23								

1ZW67R930399050627	Ground Commercial	32304	4	14	12.64	-3.97	8.67
	Fuel Surcharge				0.82	-0.47	0.35
	<b>Total</b>				13.46	-4.44	9.02

**1st ref:** 25480.006/brr  
**Sender :** Betty Ramirez  
 Bryant Miller Olive P.A.  
 1 S.E. 3rd Avenue  
 Miami FL 33131

**UserID:** miamiofc  
**Receiver:** Scott Balog  
 Tallahassee Community College  
 444 Appleyard Drive  
 TALLAHASSEE FL 32304

**WestLaw Charge Calculation**

For the Month of February 2018

Billable Amount	Bill Total	% Billable	Contract Amount	Total Amount Billable to Clients
109,823.24	285,380.46	0.3848	5195	\$ 1,999.20

Bill amt per client	Bill Total	% Billable	Contract Amount	Total amount per client	Client #	initials
2,030.71	285,380.46	0.0071	5195	\$ 36.97	25119.006	kab 25486.006

19,960.07	285,380.46	0.0699	5195	\$ 363.35	25480.006	ies
1,954.49	285,380.46	0.0068	5195	\$ 35.58	25480.008	mle



ACCT# 1000373190  
 BRYANT MILLER & OLIVE PA  
 TALLAHASSEE, FL 32301-1546

CLIENT/REFERENCE BY USER BY DAY DETAIL

FEB 01, 2018 - FEB 28, 2018

INVOICE # 837848524  
 POSTING # 6120496920

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CLIENT/REFERENCE	DATABASE TIME	TRANS	CONNECT/ COMMUNICATION	DOC/LINES	TOTAL CHARGE IN USD*
25119.006					
16014415 BECKWITH, KIM					
02/19/2018 SPECIAL PRICING INCLUDED CHARGES(I)					
TIME CLASS	1:33:35				2,030.71
COMMUNICATIONS	1:33:35				0.00
TOTAL SPECIAL PRICING INCLUDED CHARGES(I)	3:07:10I	0I	:00I	0I	2,030.71I
TOTAL 25119.006 CHARGES	3:07:10S	0S	:00S	0S	2,030.71S

\* INCLUDES APPLICABLE TAXES





ACCT# 1000373190  
BRYANT MILLER & OLIVE PA  
TALLAHASSEE, FL 32301-1546

CLIENT/REFERENCE BY USER BY DAY DETAIL

FEB 01, 2018 - FEB 28, 2018

INVOICE # 837848524  
POSTING # 6120496920

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CLIENT/REFERENCE	DATABASE TIME	TRANS	CONNECT/ COMMUNICATION	DOC/LINES	TOTAL CHARGE IN USD*
<b>25480.006</b>					
16014415 BECKWITH, KIM					
02/19/2018 SPECIAL PRICING INCLUDED CHARGES(I)					
TIME CLASS	:09				3.52
COMMUNICATIONS	:09				0.00
TOTAL SPECIAL PRICING INCLUDED CHARGES(I)	:181	01	:001	01	3.521
02/20/2018 SPECIAL PRICING INCLUDED CHARGES(I)					
TIME CLASS	58:31				1,322.44
COMMUNICATIONS	58:31				0.00
TOTAL SPECIAL PRICING INCLUDED CHARGES(I)	1:57:021	01	:001	01	1,322.441
02/21/2018 SPECIAL PRICING INCLUDED CHARGES(I)					
TIME CLASS	3:52:49				6,140.69
COMMUNICATIONS	3:52:49				0.00
TOTAL SPECIAL PRICING INCLUDED CHARGES(I)	7:45:381	01	:001	01	6,140.691
16256082 SOBEL, ISABELLA					
02/21/2018 SPECIAL PRICING INCLUDED CHARGES(I)					
TIME CLASS	4:09:04				4,762.06
DOCUMENT DISPLAYS		2			85.00
COMMUNICATIONS	4:09:04				0.00
WESTLAW LINES				318	15.90
TOTAL SPECIAL PRICING INCLUDED CHARGES(I)	8:18:081	21	:001	3181	4,862.961
02/22/2018 SPECIAL PRICING INCLUDED CHARGES(I)					
TIME CLASS	5:07:03				5,727.84
DOCUMENT DISPLAYS		1			85.00
COMMUNICATIONS	5:07:03				0.00
WESTLAW LINES				74	3.70
TOTAL SPECIAL PRICING INCLUDED CHARGES(I)	10:14:061	11	:001	741	5,816.541
02/23/2018 SPECIAL PRICING INCLUDED CHARGES(I)					
TIME CLASS	2:06:13				1,813.92
DOCUMENT DISPLAYS		1			0.00
COMMUNICATIONS	2:06:13				0.00
TOTAL SPECIAL PRICING INCLUDED CHARGES(I)	4:12:261	11	:001	01	1,813.921
TOTAL 25480.006 CHARGES	32:27:38S	4S	:00S	392S	19,960.07S

\* INCLUDES APPLICABLE TAXES

