

Ordinance No. 88-87 AC CMS
"Exhibit A"

MANAGEMENT CONSULTANT AGREEMENT

THIS AGREEMENT, by and between the City of Oberlin, hereinafter called the "City," and Clemans, Nelson & Associates, Inc., an Ohio corporation having its principal place of business in Columbus, Ohio, hereinafter called the "Consultant," shall hereby agree to the following terms and conditions for a period of one (1) year following execution by all parties of this contract.

The Consultant, in consideration of the covenants and promises set forth hereinafter, certifies, covenants and agrees to perform in the following manner, to wit:

Provide to the City on a priority basis, such employee relations and personnel services as might be requested throughout the duration of this Agreement.

IN CONSIDERATION of the foregoing covenants and promises, the City agrees to pay the Consultant a retainer of ONE HUNDRED SEVENTY-FIVE DOLLARS (\$175.00) per month for a period of one (1) year from the effective date of this contract, and to pay the Consultant at the applicable hourly rate:

Manager.....	\$75.00 per hour
Senior Consultant	\$65.00 per hour
Consultant	\$55.00 per hour

for actual clock hours of professional service. If it is necessary to use a partner, officer or manager/specialist, higher rates will apply. Actual clock hours shall include only those hours spent in requested on-site consultation and assistance, and only those hours of in-office research and preparation necessary to support such consultation and