



City of Rochester Hills  
AGENDA SUMMARY  
FINANCIAL ITEMS

1000 Rochester Hills Dr.  
Rochester Hills, MI 48309  
248.656.4630  
[www.rochesterhills.org](http://www.rochesterhills.org)

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Legislative File No: 2019-0048

**TO:** Mayor and City Council Members  
**FROM:** Pamela Gordon, Director of Human Resources  
**DATE:** February 11, 2019  
**SUBJECT:** Labor and Employment Legal Services

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**REQUEST:**

City Council is requested to authorize a blanket purchase order/contract for labor and employment legal services to Keller Thoma, P.C., Detroit, Michigan in an amount not-to-exceed \$135,000.00 through January 31, 2022 and further authorize the Mayor to execute the contract on behalf of the City.

**REASON FOR PURCHASE:**

Request for Proposals for labor and employment legal services was solicited and awarded in 2010 to Keller Thoma, P.C., Detroit, Michigan. City Council appointed Keller Thoma, P.C., as the City's attorney pursuant to Section 8.7 of the City Charter. The City's labor attorney provides legal services to the City for labor and employment matters, including management representation for union negotiations, mediation and arbitration proceedings; equal employment opportunity compliance and related consultation and opinions.

The hourly rate for principle partner, Steven Schwartz will be maintained at the current rate of \$175 through January 30, 2022. The City's hourly rate reflects Keller Thoma's current standard pricing, with the exception of three communities, two of which are proposed to increase as of July 2019. In addition, the City generally works with a firm associate on non-fire union related matters, at an hourly rate of \$160, which will increase to \$165 as of June 2019, though January 30, 2022.

Stability in labor relations counsel is important to any community, especially when the attorney or firm is viewed as operating in the best interest of the community and consistent with the vision and values of City administration. Keller Thoma has consistently provided sound legal advice and demonstrated fiscal constraint, making them a valued professional partner in contract negotiations and other labor and employment related matters for the City of Rochester Hills.

**PROCESS:**

**Vendor Name and Address:**

Keller Thoma, P.C.  
440 East Congress, 5<sup>th</sup> Floor  
Detroit, MI 48226-2918

**Reason for Selection:**

Qualifications Based

**Method of Purchase:**

Blanket Purchase Order/Contract

**BUDGET:**

Funding is included in the FY 2019 Adopted Budget and the FY 2020 and 2021 Projected Budgets

Fund Name	Department Account No	Account No. Description	3-Year Budget Amount	3-Year Cost	Remaining Budget
General Fund	210.805002	Legal Fees: Labor & Other	\$55,000	\$55,000	\$0
Fire Fund	206.805002	Legal Fees: Labor & Other	\$80,000	\$80,000	\$0
<b>Total</b>			<b>\$135,000</b>	<b>\$135,000</b>	<b>\$0</b>

**RECOMMENDATION:**

City Council is recommended to authorize a blanket purchase order/contract for labor and employment legal services to Keller Thoma, P.C., Detroit, Michigan in an amount not-to-exceed \$135,000.00 through January 31, 2022 and further authorize the Mayor to execute the contract on behalf of the City.

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APPROVALS:	SIGNATURE	DATE
Department Review		
Department Director		
Budget Content: Chief Financial Officer		
Purchasing Process: Supervisor of Procurement		
Mayor		
Deputy Clerk		