



City of Rochester Hills
AGENDA SUMMARY
FINANCIAL ITEMS

1000 Rochester Hills Dr.
Rochester Hills, MI 48309
248.656.4630
www.rochesterhills.org

Legislative File No: 2025-0057

TO: Mayor and City Council Members
FROM: Brooke Insana, Director Human Resources
DATE: March 17, 2025
SUBJECT: Labor and Employment Legal Services

REQUEST:

City Council is requested to approve assignment of the City's Labor and Employment Legal Services to Schultz and Young, P.C., and authorize a contract/blanket purchase order for labor and employment legal services to Schultz and Young, P.C., Detroit, Michigan in the amount of \$185,000.00 through April 30, 2028 and further authorize the Procurement Manager to execute an agreement 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., Southfield, 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 City recently received notice from Keller Thoma that they will be undergoing organizational changes in the coming months, and are moving away from providing labor and employment legal services. Keller Thomas has recommended, and provided notice that Attorneys Gregg Schultz and Beth Young will be continuing to provide labor and employment legal services through their firm and are agreeable to assignment of our agreement to Schultz and Young P.C., beginning May 1, 2025 in order to continue and maintain continuity of services to the City. Schultz and Young P.C. was formed in 2011 and operated as such, until Keller Thoma invited Mr. Schultz and Ms. Young to join their firm. They plan to continue representing all their current clients from Keller Thoma. The hourly rate for Gregg Schultz is proposed to be maintained at the current rate of \$175.

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. Gregg Schultz, has been the City's primary legal representative, with Beth Young's assistance to the City for the past several years. The City has been extremely satisfied with the representation provided by Mr. Schultz and Ms. Young, and it has been our experience that they consistently provide sound legal advice, demonstrate fiscal constraint, are strategically aligned with outcomes that are consistent with the vision and values of the City, making them a valued professional partner in contract negotiations and other labor and employment related matters for the City of Rochester Hills.

It is for these reasons, that the City is recommending City Council accept the assignment of our Labor and Employment contract to the firm of Schultz and Young P.C., and consistent with Section 8.7 of the City's Charter appoint the firm of Schultz and Young P.C. as the City's Labor and Employment Legal Counsel.

Additionally, it is recommended that City Council authorize award of a contract for labor and employment legal services to Schultz and Young P.C., for a three (3) year term to expire April 30, 2028.

PROCESS:

Vendor Name and Address:

Schultz and Young P.C.
 3031 West Grand Blvd., Suite 525
 Detroit, MI 48202

Reason for Selection:

Qualifications Based

Method of Purchase:

Contract/Blanket Purchase Order

BUDGET:

Funding is included in the FY 2025 Adopted Budget and the FY 2026-2027 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	\$70,000	\$70,000	\$0
Fire	206.805002	Legal Fees - Labor	\$115,000	\$115,000	\$0
		Total	\$185,000	\$185,000	\$0

RECOMMENDATION:

It is recommended that City Council approve assignment of the City’s Labor and Employment Legal Services to Schultz and Young P.C., and authorize a contract/blanket purchase order for labor and employment legal services to Schultz and Young P.C., Detroit, Michigan in the amount of \$185,000.00 through April 30, 2028 and further authorize the Procurement Manager to execute an agreement on behalf of the City.

APPROVALS:	SIGNATURE	DATE
Department Review		
Department Director		
Budget Content: Chief Financial Officer		
Purchasing Process: Procurement Manager		
Mayor		
City Clerk		

Contract Reviewed by City Attorney Yes N/A