

cityofnovi.org

CITY of NOVI CITY COUNCIL

**Agenda Item Q
November 10, 2008**

SUBJECT: Approval of staff and Consultant Review Committee recommendation for a one-year extension of the Memorandum of Understanding agreement with Keller Thoma for labor attorney legal services including a \$5.00/hour fee increase.

SUBMITTING DEPARTMENT: City Manager's Office *pwa*

CITY MANAGER APPROVAL: *[Signature]*

BACKGROUND INFORMATION: Council approved a two year agreement with Keller Thoma for labor attorney legal services in November 2006. The two-year agreement includes a one-year renewal option. Staff recommended the one-year renewal based on positive feedback received from the Human Resources Director who monitors these services. In addition, the Committee concurred with the Staff recommendation for a \$5/hour fee increase given that the firm's rates have not been increased since 2002. Effective, December 1, 2008, this would bring the hourly rates to:

- \$135 (Principals)
- \$130 (Associates)
- \$ 90 (Law Clerks)
- \$ 85 (Paralegals)

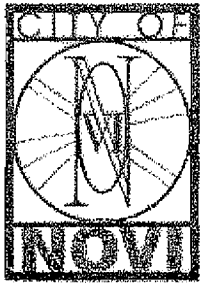
The re-bidding of these services will be considered by the Consultant Review Committee in fall 2009.

RECOMMENDED ACTION: Approval of staff and Consultant Review Committee recommendation for a one-year extension of the Memorandum of Understanding agreement with Keller Thoma for labor attorney legal services including a \$5.00/hour fee increase.

	1	2	Y	N
Mayor Landry				
Mayor Pro Tem Capello				
Council Member Crawford				
Council Member Gatt				

	1	2	Y	N
Council Member Margolis				
Council Member Mutch				
Council Member Staudt				

MEMORANDUM



cityofnovi.org

TO: PAM ANTIL, ASSISTANT CITY MANAGER
FROM: TIA GRONLUND-FOX, DIRECTOR OF HUMAN RESOURCES
SUBJECT: LABOR LEGAL SERVICES – CONTRACT RENEWAL
DATE: OCTOBER 20, 2008

A handwritten signature in black ink, appearing to read "Tia", is written over the "FROM:" line of the memorandum.

Last week I spoke with Labor Attorney, Dennis DuBay regarding our contract for legal services. I advised Dennis that we were interested in extending their contract for another year. Dennis was amenable to an extension although advised that his firm's hourly rate had increased only \$5.00 since 2002. Keller Thoma's current hourly rate for partners is \$130, associates \$125.00. Dennis advised that he would be available to discuss this matter if you or Consultant Review so chose.

When the City last bid these services in 2005, the average hourly rate for firms with similar experience and reputation was \$165.00. I am very pleased with the knowledge and service we receive from Keller Thoma. If acceptable, I would recommend a tiered increase to their hourly rate; \$5.00 this year and \$5.00 next year.

If you would like to discuss this matter further, please let me know.

Thank you.

KELLER THOMA

A PROFESSIONAL CORPORATION

COUNSELORS AT LAW

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(1943 - 1998)

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(1904 - 2001)

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J. J. HECKEMEYER
AS L. FLEURY
RENCE J. MIGLIO
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KARIN M. YOUNG
RICHARD W. FANNING, JR.

April 8, 2005

City of Novi
Members of the City Council
45175 W. Ten Mile Road
Novi, Michigan 48735-3042

Re: Fee Proposal (Legal Services
Labor Relations and Employment Law)

Dear City Council Members:

Our professional services are provided at an hourly rate. These rates cover routine matters, as well as additional services which may be requested. The firm rates effective July 1, 2005 would be as follows:

Principals, \$130; Associates, \$125; Law Clerks, \$85; Paralegals, \$80

Charges may be incurred on an as-needed basis for incidental expenses such as court filing fees, telephone calls and copying costs. Charges will be incurred for travel time, however, if the travel time occurs before or after normal business hours, it is charged at one-half rate. Our statements for professional services are rendered in one-quarter of an hour increments. We normally submit a statement each month. We are pleased to provide whatever detail the client desires, e.g., date, attorney, matter involved, time, and/or dollar cost.

We have always found our fees to be very competitive with firms of similar qualifications, experience and expertise.



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