

# Memorandum

## Human Resources Department



**To:** John Gripp, City Manager  
**Subject:** Labor Counsel Contract Extension  
**Date:** February 7, 2022

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The Human Resources Department has negotiated a contract extension with the law firm of Pappas and O'Connor for labor counsel legal services. The agreement is for a one-year extension covering the timer period of February 1, 2022 through January 31, 2023.

Pappas, O'Connor has been the City's legal provider for labor and human resources related issues. Matt Pappas and Jeff Wright have been the principals for the law firm.

The Labor Counsel attorneys provide the following legal services to the City of Rock Island:

1. Participation in collective bargaining agreement negotiations as required.
2. Representation of the City for interest arbitration.
3. Assistance in reviewing personnel actions.
4. Assistance in grievance responses
5. Representation for grievance arbitration.
6. Employment law representation.
7. Policy review.
8. Unfair Labor Practice representation
9. Other services as required by the City.

In CY2021, the City Paid \$71,713 in legal services with the law firm.

Mr. Pappas current fee is \$195.00 per hour and \$170.00 per hour for an associate. Mr. Pappas has proposed increasing his fees (principal attorney) as follows:

February 1, 2022 to January 31, 2023- \$200.00 per hour;

The law firm also provides one hour of phone consultation per month at no charge.

**Recommendation:** City Council approves the one-year contract extension with the law firm of Pappas and O'Connor at the principal attorney rates and authorizes the City Manager to execute the contract document with Pappas and O'Connor to provide continued labor counsel services to the City of Rock Island.

Account: 101-1515-101-531100  
Fund: General Fund  
Division: Personnel Administration  
Cost Center: Employee Services  
Object Class: Legal Services

Submitted By: Rob Baugous, Human Resources Director

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Approved By: John Gripp, City Manager