



500 West Big Beaver  
Troy, MI 48084  
troymi.gov

## CITY COUNCIL AGENDA ITEM



Date: January 18, 2023

To: Mark F. Miller, City Manager

From: Robert J. Bruner, Assistant City Manager  
Emily Frontera, Purchasing Manager  
Jeanette Menig, Human Resources Director

Subject: Contract Extension – Legal Services – Labor Attorney

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### **History**

On February 20, 2017 City Council approved McGraw Morris to provide outside labor counsel for the City at the hourly rate of \$200.00 with an option to renew for an additional three year period as a result of a best value process; contract expiring February 28, 2023 (Resolution# 2017-02-023). McGraw Morris has continued to provide legal services as needed to the City and the hourly rate has remained unchanged since 2017.

The services provided by McGraw Morris have been of high quality and consultations have covered a variety of employment-related issues: varied levels of support for collective bargaining negotiations, grievance and arbitration assistance, employee discipline and separation issues, policy review, education, harassment, discrimination, and equal employment opportunity claims.

Continuing this professional service with McGraw Morris allows for continuity and lessens the reliance on strictly internal institutional knowledge.

### **Purchasing**

- The City and McGraw Morris are mutually interested in continuing the agreement for an additional three year term under the same terms, conditions and current hourly rate of \$200.00 as originally bid pricing in 2017.
- McGraw Morris rates remain to be reasonable compared to rates charged by other firms in the metropolitan area and is in the 25<sup>th</sup> percentile of labor law billing rates as reported by the State Bar of Michigan (2020).

### **Financial**

Funds are available in the Human Resources Consultant Services/Legal Consultants account; 101.270.7816.040.

### **Recommendation**

City Management, in the best interest of the City, recommends continuing labor council services with *McGraw Morris, P.C. of Troy, MI* at an hourly rate of \$200.00 for the next three years, expiring February 28, 2026.