

Memorandum
Administrative Services Department



To: Thomas Thomas, City Manager
Subject: Legal Bill Payment
Date: January 3, 2013

Pappas, O'Connor and Fildes has submitted a bill for legal services rendered during the month of November 2012. The bill includes legal services primarily surrounding unfair labor practices, interest arbitration case involving the Command Officers Association, assistance with FOP negotiations , benefits and a grievance arbitration. The invoice has been reviewed and determined to be accurate and complete.

Recommendation: Payment in the amount of \$15,684.50 be approved for Pappas, O'Connor and Fildes, P.C. for legal services rendered for the month of November 2012.

Pappas, O'Connor and Fildes Invoice dated 12/14/12

Account: 101-155101-53101-000000
Fund: General Fund
Division: Personnel Administration
Cost Center: Employee Services
Object Class: Legal Services

Requisition: #003657

Submitted By: John Thorson, Administrative Services Director

GENERAL EMPLOYMENT MATTERS

		Rate	Hours	
	JDW Review arbitrator reports for Beaston grievance matter; review select arbitrator decisions; e-mail correspondence with John Thorson regarding arbitrator panel; e-mail with Marci Bailey of AFSCME regarding striking arbitrators; e-mail correspondence with Gary Bailey regarding FOP and command; receive and review Belleville contract information from John Thorson.	135.00	2.50	337.50
	MPP Work on arbitration panel; review of Belleville material.	160.00	1.40	224.00
11/09/2012	JDW Voicemail to Marci Bailey of AFSCME regarding Beaston; e-mail correspondence with Gary Bailey regarding FOP; phone call with Marci Bailey to strike arbitrators; e-mail correspondence with John Thorson regarding same; e-mail correspondence regarding Belleville comparable contract and FOP and command negotiations; review additional comparable information.	135.00	1.70	229.50
	MPP Work on Beaston matter and arbitration.	160.00	0.20	32.00
	MPP Work on language for residency; phone conference with Union's counsel, G. Bailey.	160.00	1.30	208.00
11/10/2012	MPP Receive and review email regarding status of mediation.	160.00	0.20	32.00
11/11/2012	MPP Work on response from client regarding status.	160.00	0.20	32.00
11/13/2012	JDW Work on union negotiation issues; e-mail correspondence with Marci Bailey regarding Beaston arbitration; receive and review e-mail correspondence from Arbitrator Glazer.	135.00	1.80	243.00
	MPP Work on FOP negotiations; discussions with opposing counsel.	160.00	0.30	48.00
	MPP Work on Beaston arbitration.	160.00	0.30	48.00
11/14/2012	MPP Preparation for meeting with FOP; discussions with clients; review emails regarding acting chief.	160.00	2.00	320.00
	MPP Receive and review deferred compensation email; review corresponding documents.	160.00	1.70	272.00
	JDW E-mail correspondence with John Thorson regarding FOP Command; review documents in preparation for upcoming negotiation with Command; e-mail correspondence with AFSCME regarding arbitration; review deferred compensation issue and review USERRA e-mail.	135.00	1.80	243.00
11/15/2012	JDW Work on Command negotiation issues; additional			

GENERAL EMPLOYMENT MATTERS

		Rate	Hours	
	research in preparation for potential arbitration; research USERRA issue and provide e-mail response to John Thorson regarding same.	135.00	5.50	742.50
	AKV Review documents received from client; conduct legal research regarding deferred compensation plans for public employees.	135.00	2.30	310.50
	MPP Preparation for and meeting with client and union.	160.00	5.00	800.00
11/16/2012	AKV Conduct legal research regarding deferred compensation plans for public employees.	135.00	1.80	243.00
	JDW Phone call with John Thorson regarding final offer for arbitration; e-mail correspondence regarding same.	135.00	0.50	67.50
11/17/2012	AKV Work on deferred compensation issue.	135.00	2.40	324.00
11/18/2012	AKV Conduct legal research regarding deferred compensation plans, Internal Revenue Code, and Treasury Regulations; draft memorandum to Attorney Matt Pappas.	135.00	2.80	378.00
11/19/2012	MPP Work on deferred compensation research and memorandum regarding Section 457 Plans for department heads and City Manager; review documents received from client; attend Council meeting.	160.00	3.00	480.00
11/20/2012	JDW Work on union issues; phone call with John Thorson; e-mail correspondence with John Thorson regarding residency.	135.00	0.90	121.50
	MPP Receive and review deferred compensation.	160.00	1.00	160.00
	MPP Receive and review email regarding Hitchcock; respond to same.	160.00	0.60	96.00
	MPP Work on FOP Patrol language; discussion with client regarding same; phone call with FOP counsel.	160.00	0.40	64.00
11/21/2012	MPP Receive and review letter from Arbitrator Benn.	160.00	0.30	48.00
	MPP Preparation for and meeting with client.	160.00	1.50	240.00
	JDW Review materials and work on arbitration preparation; phone call with Gary Bailey; e-mail correspondence with arbitrator.	135.00	1.80	243.00
11/26/2012	JDW E-mail correspondence with John Thorson; review strikeout contract; e-mail correspondence with Gary Bailey; review Morrissey arbitration panel; additional e-mail correspondence with client; work on arbitration preparation; phone call with Gary			

GENERAL EMPLOYMENT MATTERS

		Rate	Hours	
	Bailey.	135.00	2.50	337.50
	JKF Work on requesting of arbitrators reports and panel ranking re Jeff Morrissey matter.	85.00	0.30	25.50
	AKV Work on interest arbitration materials; review transcript from 2005 interest arbitration; review arbitration decisions of Arbitrator Benn; draft synopsis and analysis of transcript; prepare theme and approach for command interest arbitration.	135.00	6.40	864.00
	MPP Receive and review strike out language for FOP control.	160.00	0.70	112.00
	MPP Receive and review panel for Morrissey.	160.00	0.20	32.00
	MPP Receive and review emails from opposing counsel; review stipulation.	160.00	0.60	96.00
11/27/2012	JDW E-mail correspondence with John Thorson regarding arbitration; e-mail correspondence with Marci Bailey regarding Beaston arbitration; work on arbitration preparation.	135.00	5.30	715.50
	AKV Work on interest arbitration materials; review and compile information in support of wage proposal, including news articles, population, residency, CPI, pension, median income and home value, property taxes, sales taxes, expenditures, revenues, sales tax, and other variables; draft and prepare argument outline; work on exhibit books; prepare outlines and materials for interest arbitration.	135.00	10.20	1,377.00
	MPP Preparation for arbitration.	160.00	8.00	1,280.00
11/28/2012	RJT Research regarding CPI, EAV, wage increases, tax revenues.	135.00	1.70	229.50
	JDW Finalize arbitration materials and preparation; meet with client prior to arbitration; attend and assist with arbitration; receive and review updated wage information from client; e-mail correspondence with Marci Bailey of AFSCME regarding additional arbitration; e-mail correspondence with John Thorson and Matt Pappas regarding same.	135.00	7.60	1,026.00
	AKV Finalize outline and supporting materials for interest arbitration; preparation meeting at City Hall prior to interest arbitration; attend and assist at command interest arbitration.		7.50	n/c
	MPP Preparation for and attend arbitration.	160.00	8.00	1,280.00
11/29/2012	MPP Work on Beaston arbitration; review emails and			

GENERAL EMPLOYMENT MATTERS

	Rate	Hours	
instruct as to arbitration schedule.	160.00	0.50	80.00
11/30/2012 JDW Research arbitrator decisions pertaining to external and internal comparable for use in upcoming arbitration brief.	135.00	0.60	81.00
FOR CURRENT SERVICES RENDERED		104.80	15,080.50
Total Non-billable Hours		7.50	

Expenses

11/15/2012 Panel Fee - Illinois Fraternal Order of Police	25.00
11/20/2012 Arbitration Panel Ranking and Reports (Beaston - expedited) - R.C. SIMPSON, INC.	394.00
11/27/2012 Arbitrator Reports and Panel Ranking (Morrissey) - R.C. SIMPSON, INC.	294.00
12/03/2012 Photocopies	26.00
12/05/2012 AFSCME Council 31 Panel Request Fee - Amber Beaston	25.00
TOTAL EXPENSES	764.00

TOTAL CURRENT WORK 15,844.50

PREVIOUS BALANCE \$12,255.07

Payments

12/14/2012 Payment - thank you. -12,255.07

COURTESY DISCOUNT -160.00

BALANCE DUE \$15,684.50

02 Jan James 12/18/12
101-155107-53107-000

02053
 REQ # _____
 PO BATCH # _____
 PO # _____
 CLAIMS BATCH # _____
 CLAIMS # _____
 ACCOUNT # _____

This statement may not include expense items for which we have not yet been billed or payments received after the statement date.