

**Memorandum**  
**Administrative Services Department**



**To:** Thomas Thomas, City Manager  
**Subject:** Legal Bill Payment  
**Date:** March 20, 2013

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Pappas, O'Connor and Fildes has submitted a bill for legal services rendered during the month of January 2013. The bill includes legal services primarily surrounding unfair labor practices, interest arbitration case involving the Command Officers Association, and grievance arbitrations. The invoice has been reviewed and determined to be accurate and complete.

**Recommendation:** Payment in the amount of \$12,803.64 be approved for Pappas, O'Connor and Fildes, P.C. for legal services rendered for the month of January 2013.

Pappas, O'Connor and Fildes Invoice dated 2/15/13

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

**Requisition: #003781**

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Submitted By: John Thorson, Administrative Services Director

**PAPPAS, O'CONNOR & FILDES, P.C.**

**Paddock Building  
1617 2nd Avenue, Suite 300  
Rock Island, Illinois 61201**

**(309) 788-7110  
FEIN 36-4103591**

CITY OF ROCK ISLAND  
1528 THIRD AVENUE  
ROCK ISLAND IL 61201

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February 15, 2013  
Account No: 3600-00100

Attn: JOHN THORSON

GENERAL EMPLOYMENT MATTERS

Professional Services

		Rate	Hours	
01/02/2013	MPP			
				Work on Beaston Arbitration; review of emails from AFSCME representative and arbitrator Cox.
		160.00	0.50	80.00
	JDW			E-mail correspondence with Marci Bailey regarding Beaston arbitration; e-mail correspondence with Arbitrator regarding Beaston arbitration; review schedule documentation for waste water plant arbitration; confer with legal assistant regarding arbitration date.
		135.00	0.50	67.50
01/03/2013	MPP			Phone conversation with client regarding customer service position.
		160.00	0.20	32.00
01/04/2013	MPP			Phone conversation with client regarding Maloney; review email regarding same.
		160.00	0.50	80.00
01/07/2013	MPP			Prepare for meeting with client regarding public works issue; review emails regarding pre-disciplinary meetings
		160.00	1.40	224.00
	JDW			Receive and review e-mail regarding public works issue; e-mail correspondence with John Thorson regarding matter; prepare for phone conference with client; phone conference regarding predisciplinary meeting issue.
		135.00	1.50	202.50
01/08/2013	JDW			Phone call with union attorney regarding requested settlement of IAFF matter that is awaiting decision from ALJ.
		135.00	0.30	40.50
01/10/2013	MPP			Receive and review unions request in Beaston.
		160.00	0.30	48.00
	MPP			Receive and review email regarding outside activities; respond to same; review material regarding same.
		160.00	1.00	160.00
	MPP			Work on employee issue and secondary employment.
		160.00	1.50	240.00

## GENERAL EMPLOYMENT MATTERS

			Rate	Hours	
	JDW	Receive and review request for production of documents from Union for Beaston matter; review documents in file and work on response.	135.00	1.30	175.50
01/11/2013	MPP	Work on employment issues regarding secondary employment and Beaston.	160.00	1.30	208.00
01/13/2013	RJT	Legal research regarding public employees and religious activity outside employment.	135.00	2.20	297.00
	MPP	Work on material for meeting with client.	160.00	1.50	240.00
01/14/2013	RJT	Legal research regarding outside employment.	135.00	0.40	54.00
	MPP	Meeting with client regarding employee issue.	160.00	1.00	160.00
01/16/2013	MPP	Receive and review email regarding employee leave and note from physician	160.00	0.50	80.00
01/17/2013	MPP	Telephone conference with client regarding doctor's note.	160.00	0.30	48.00
	JDW	E-mail correspondence with John Thorson regarding Beaston document production and scheduling of meeting; phone call with Union attorney regarding Beaston matter; review materials for arbitration brief.	135.00	2.80	378.00
01/21/2013	MPP	Receive and review email from client regarding Arbitration Brief; respond to same.	160.00	0.30	48.00
01/22/2013	JDW	E-mail correspondence with John Thorson regarding Beaston arbitration issues; legal research regarding arbitration decisions for interest arbitration brief.	135.00	3.20	432.00
01/24/2013	AKV	Research appropriation authority cases for interest arbitration brief; review transcript.	135.00	1.30	175.50
	JDW	Continue legal research for arbitration brief; work on interest arbitration brief.	135.00	6.00	810.00
01/25/2013	JDW	Prepare for and meet with John Thorson regarding Amber Beaston arbitration; receive and review e-mail from John Thorson regarding sick leave issue; confer regarding sick leave issue; work on document production issue for Beaston; work on arbitration brief.	135.00	6.20	837.00
	MPP	Work on arbitration brief; review emails regarding same.	160.00	1.00	160.00
	AKV	Review transcript of November interest arbitration.	135.00	0.80	108.00
01/26/2013	AKV	Conduct legal research regarding consumer price			

## GENERAL EMPLOYMENT MATTERS

		Rate	Hours	
	index and escalation agreements.	135.00	1.40	189.00
01/27/2013	AKV Conduct legal research regarding consumer price index and escalation agreements; create charts of consumer price indexes for various regions; research and review previous arbitration decisions of Arbitrator Benn; research and review Arbitrator Benn's position with regards to use of consumer price index in general wage increase arguments.	135.00	2.40	324.00
01/28/2013	MPP Receive and review emails COA sick leave	160.00	0.30	48.00
	AKV Conduct legal research regarding consumer price index (CPI); compile data sets for consumer price index.	135.00	1.60	216.00
	JDW Continue working on arbitration brief; review materials contained in Union exhibit book; review cd-roms produced by union; e-mail correspondence with Union regarding Beaston matter; work on sick leave issue.	135.00	7.40	999.00
01/29/2013	JDW Phone call with John Thorson regarding employee sick leave issue; receive and review e-mail from John Thorson regarding Beaston matter; work on arbitration brief.	135.00	7.50	1,012.50
	MPP Receive and review emails regarding COA sick leave.	160.00	0.20	32.00
01/30/2013	AKV Work on post-hearing interest arbitration brief; compile consumer price index data and create charts and analysis; draft consumer price index argument section; research and review use of both CPI-U and CPI-W in conjunction as indicator of inflation.	135.00	10.40	1,404.00
	JDW Work on arbitration brief; work on CPI issues.	135.00	6.00	810.00
01/31/2013	MPP Work on Arbitration Brief.	160.00	4.00	640.00
	AKV Work on post-hearing interest arbitration brief; research analysis of Union's CPI approach averaging CPI-U and CPI-W data; work on general wage increase argument section; create and finalize charts for brief; review exhibit books; review transcript.	135.00	8.20	1,107.00
	JDW Complete draft arbitration brief; e-mail correspondence with John Thorson regarding same; work on revisions to brief; work on CPI issues.	135.00	6.50	877.50
	FOR CURRENT SERVICES RENDERED		93.70	13,044.50

Expenses

02/05/2013	Online Research LEXISNEXIS			79.14
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GENERAL EMPLOYMENT MATTERS

TOTAL EXPENSES	79.14
TOTAL CURRENT WORK	13,123.64
PREVIOUS BALANCE	\$22,280.56
 <u>Payments</u>	
01/14/2013 Payment - thank you.	-15,684.50
01/18/2013 Payment - thank you.	-6,596.06
02/11/2013 Application trust funds - thank you.	-160.00
TOTAL PAYMENTS	-22,440.56
COURTESY DISCOUNT	-160.00
BALANCE DUE	<u>\$12,803.64</u>

Your trust account #6 balance is

Opening Balance	\$0.00
01/18/2013 Overpayment on Account	160.00
02/11/2013 Attorney fees per statement	
PAYEE: Pappas, O'Connor & Fildes, P.C.	-160.00
Closing Balance	<u>\$0.00</u>

*OK Jim Shaw 2/20/13*  
*101-155101-53101-000*

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