

Memorandum
Human Resources Department



To: Thomas Thomas, City Manager
Subject: Legal Bill Payment
Date: March 26, 2014

Pappas, Davidson, O'Connor and Fildes has submitted a bill for legal services rendered during the month of February 2014. The bill includes legal services primarily surrounding grievance arbitration cases and bargaining. The invoice has been reviewed and determined to be accurate and complete.

Recommendation: Payment in the amount of \$12,005.75 be approved for Pappas, Davidson, O'Connor and Fildes, P.C. for legal services rendered for the month of February 2014.

Pappas, Davidson, O'Connor and Fildes Invoice dated 3/11/14

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

Requisition: #004489

Submitted By: John Thorson, Human Resources Director

PAPPAS DAVIDSON 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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March 11, 2014
Account No: 3600-00100

Attn: JOHN THORSON

GENERAL EMPLOYMENT MATTERS

Professional Services

			Rate	Hours	
02/03/2014	JDW	Begin review of documents from client for upcoming arbitrations; work on response to request for information from Union for upcoming arbitration.	140.00	1.10	154.00
	MPP	Work on COA Ground rules; discussions with City Manager.	165.00	0.50	82.50
02/04/2014	JDW	Email correspondence with John Thorson regarding Steele arbitration; work on Steele arbitration materials and response to union.	140.00	2.10	294.00
	MPP	Review email regarding AFSCME A - Auto Parts Assistant, work on CBA issues; work on IMRF issues; communicate with opposing counsel.	165.00	1.60	264.00
02/05/2014	JDW	Receive and review subpoena in connection with Steele arbitration; email correspondence with John Thorson regarding subpoena; email correspondence with Helen Thornton regarding subpoena and documents to be produced.	140.00	0.60	84.00
	MPP	Work on collective bargaining matters; meeting with client regarding various issues.	165.00	2.00	330.00
02/07/2014	JDW	Receive and review email from John Thorson regarding pay stub issue and employee portal; email correspondence with Helen Thornton regarding arbitrations and potential settlement.	140.00	0.40	56.00
	MPP	Receive and review email from client regarding cancellation of negotiations; reach out to FOP Command; review schedule.	165.00	1.00	165.00
02/10/2014	MPP	Work on various issues; adding certifications to a current employees job description, Crothers position and CBA; review of material from client regarding CBA			

GENERAL EMPLOYMENT MATTERS

		Rate	Hours	
	and other matters; phone conversations with client regarding same.	165.00	1.50	247.50
JDW	Email correspondence with Helen Thornton regarding upcoming arbitrations; phone call with Matt Pappas regarding Command negotiations; prepare documents for negotiations; phone call with Helen Thornton regarding request to resolve two grievances on non-precedent setting basis.	140.00	1.00	140.00
MPP	Attend negotiations regarding Command; review notes and offer.	165.00	3.50	577.50
02/11/2014 JDW	Prepare for meeting with client; meet with client to prepare for Steele arbitration; email correspondence with Union regarding additional request for information and potential resolution of other arbitration; legal research in support of arguments for upcoming arbitration; receive and review additional documents from client regarding Moody et al arbitration; additional email correspondence with John Thorson.	140.00	3.90	546.00
MPP	Receive and review notes from CBA negotiations; revise notices regarding same.	165.00	1.50	247.50
MPP	Work on Command issues; review notes regarding negotiations.	165.00	1.00	165.00
02/12/2014 JDW	Continue arbitration preparation; receive and review additional documents from client; prepare for production to union; phone call with John Thorson regarding arbitrations; revisions to response to union subpoena request; email correspondence with John Thorson; email correspondence with Helen Thornton; phone call with Arbitrator's assistant.	140.00	3.20	448.00
02/13/2014 JDW	Email correspondence with John Thorson regarding additional evidence for upcoming Steele arbitration; receive and review information pertaining to IAFF grievance; perform legal research regarding taxation under Public Employee Disability Act; review case law and articles regarding same; email correspondence with John Thorson; further review of Steele arbitration documents; receive and review email from Helen Thornton regarding documents produced; email correspondence with John Thorson regarding same; additional preparation for Steele arbitration; review arbitration decisions by Arbitrator Mark Suardi.	140.00	3.50	490.00
MPP	Work on various matters including disability payment issue, AFSME, CBA negotiations.	165.00	1.30	214.50
02/14/2014 JDW	Receive and review additional exhibits from client			

GENERAL EMPLOYMENT MATTERS

		Rate	Hours	
	for Steele arbitration; numerous emails with Helen Thornton regarding exhibits and arbitration; begin drafting witness examinations and organizing all exhibits for use at arbitration.	140.00	2.90	406.00
	MPP Receive and review material from client regarding status of bargaining.	165.00	1.00	165.00
02/16/2014	JDW Multiple emails with opposing counsel regarding Steele arbitration and documents produced to Helen Thornton; email correspondence with John Thorson regarding arbitration; legal research and review of additional Suardi decisions; continue working on witness examinations.	140.00	3.50	490.00
02/17/2014	JDW Email correspondence with Arbitrator Fogelberg regarding Moody arbitration; email correspondence with Helen Thornton regarding Steele arbitration and Moody arbitration; email correspondence with John Thorson regarding Moody arbitration; email correspondence with John Thorson regarding workers compensation issue; receive and review additional arbitration exhibits from client; email correspondence with Helen Thornton regarding additional exhibits; additional preparation for arbitration and update witness examinations and opening statement.	140.00	4.70	658.00
	MPP Work on negotiations regarding Command and Fire; emails regarding same.	165.00	0.50	82.50
	MPP Receive and review material regarding Arbitration.	165.00	0.30	49.50
02/18/2014	JDW Final preparations for Steele arbitration; meet with City witnesses; represent City at arbitration.	140.00	8.00	1,120.00
02/19/2014	JDW Email correspondence with Helen Thornton regarding upcoming arbitrations; receive and review arbitrator's decision in Russ Thomas matter; email correspondence with John Thorson; email correspondence regarding COA bargaining.	140.00	1.00	140.00
	MPP Phone Opposing Attorney regarding IMRF; review documents regarding same; review of economic model; discussion with FOP regarding scheduling.	165.00	2.00	330.00
02/20/2014	JDW Email correspondence with Arbitrator Fogelberg; email correspondence with Helen Thornton; phone call with John Thorson; work on arbitration issues.	140.00	1.00	140.00
	MPP Work on Arbitration resolution; multiple calls from AFSME.	165.00	1.40	231.00
02/21/2014	JDW Review and revise IAFF ground rules; phone call			

GENERAL EMPLOYMENT MATTERS

		Rate	Hours	
	regarding same; email correspondence with John Thorson regarding ground rules; email correspondence with John Thorson regarding resolution of Moody grievance.	140.00	0.50	70.00
	MPP Phone Opposing Attorney regarding FOP negotiations; phone call from AFSME; discussion with City Manager regarding same; review groundrules for Fire.	165.00	2.00	330.00
02/22/2014	MPP Receive and review emails from FOP Command.	165.00	0.30	49.50
02/23/2014	MPP Work on material for Fire and Police CBA.	165.00	1.50	247.50
02/24/2014	JDW Receive and review email correspondence from Arbitrator Vernon regarding upcoming Blair arbitration.	140.00	0.20	28.00
	MPP Work on Fire negotiations.	165.00	4.50	742.50
	MPP Phone conversation with client regarding Anderson.	165.00	0.30	49.50
02/25/2014	JDW Email correspondence with Helen Thornton regarding Blair arbitration; email correspondence with John Thorson.	140.00	0.40	56.00
	MPP Work on FOP negotiations; review material from client.	165.00	2.00	330.00
02/26/2014	JDW Work on Blair arbitration issues; email correspondence with Helen Thorson; work on IAFF bargaining issues.	140.00	1.30	182.00
	MPP Work on Blair arbitration.	165.00	1.50	247.50
	MPP Receive and review clauses from Union.	165.00	2.00	330.00
02/27/2014	JDW Email correspondence with John Thorson regarding Blair arbitration; prepare for meeting with client; meet with John Thorson and Tim Bain to prepare for arbitration; work on drafting opening statement and witness examinations; email correspondence with Helen Thornton.	140.00	3.20	448.00
	MPP Work on Blair arbitration.	165.00	1.50	247.50
02/28/2014	JDW Receive and review additional documents from client for upcoming arbitration; perform legal research of arbitrator's opinions in preparation for upcoming arbitration; continue preparing exhibits and witness examinations.	140.00	3.30	462.00
	MPP Work on CBA and Arbitration; review material regarding same.	165.00		
	FOR CURRENT SERVICES RENDERED		80.50	12,137.50

GENERAL EMPLOYMENT MATTERS

Expenses

03/04/2014	Online Research LEXISNEXIS	33.25
	TOTAL EXPENSES	<u>33.25</u>
	TOTAL CURRENT WORK	12,170.75
	PREVIOUS BALANCE	\$5,164.00

Payments

02/14/2014	Payment - thank you.	-5,164.00
	COURTESY DISCOUNT	-165.00
	BALANCE DUE	<u>\$12,005.75</u>

OK *[Signature]* 3/21/14
 101-155 101-53101-000

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