



CITY COUNCIL AGENDA ITEM

Date: December 3, 2015

To: Brian Kischnick, City Manager

From: Mary Beth Murz, Purchasing Manager
Jeanette Menig, Human Resources Director

Subject: Bid Waiver - Labor Attorney Rates

History

- On March 21, 2005 City Council approved Craig W. Lange & Associates to provide outside labor counsel for the City at the hourly rate of \$155.00; (Resolution# 2005-03-136).
- Craig W. Lange & Associates is a legal firm providing specialized professional public labor law counsel services for the City of Troy.
- Mr. Lange's firm has provided professional and dedicated service to the City of Troy at a very reasonable cost.
- Mr. Lange's rate is reasonable compared to rates charged by other firms in the metropolitan area providing municipal labor counsel services, and is in the lower 25th percentile of labor law billing rates as reported by the State Bar of Michigan (July 2014).
- Additionally, Mr. Lange's rate has remained at (or below) the current rate since 2005. In 2010 in consideration of the City's fiscal challenges Craig W. Lange & Associates reduced the hourly rate from \$155.00 to \$147.50. The *reduced* rate was in effect until 2013.

Purchasing

- The current hourly rate of \$155.00 is effective through December 31, 2015 and will increase to \$160.00/hour effective January 1, 2016.
- Based on 2015 year-to-date charges for his service, a five dollar per hour increase would represent less than \$500 additional annual cost.
- Based on market survey and State reported labor law billing rates no benefit would result to the City to solicit proposals.

Financial

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

Recommendation

City management recommends approval of the hourly billing rate for labor counsel services by *Craig W. Lange and Associates of Clinton Township, MI* at an hourly rate of \$160.00 per hour for 2016 and an annual rate increase for the next three calendar years (2017, 2018 and 2019) not to exceed 3% annually.



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(As Needed)

City Attorney's Review as to Form and Legality

Lori Grigg Bluhm, City Attorney

Date