



**COUNTY ATTORNEY'S OFFICE
MEMORANDUM**

To: Board of County Commissioners
From: Robert A. McMillan, County Attorney, Ext. 7257
Date: December 20, 2005
Subject: Labor Counsel
cc: Kevin Grace, County Manager
Janet Davis, Human Resources Director

I have been contacted by Labor Counsel and he has requested an upward adjustment in the hourly rate currently provided for in his letter agreement with the County.

As way of background, David Kornreich or his firm was first chosen as Labor Counsel by the Board of County Commissioners in November 1976. Their status as Labor Counsel has been reaffirmed by the Board from time to time since that date. I don't believe that there has ever been a re-solicitation for Labor Counsel as each time the Board has been presented with the matter, they have expressed complete satisfaction with the services being provided and recognized the value of Mr. Kornreich's experience in Seminole County.

The firm has requested an increase in rate to \$190.00/hr from the current rate of \$150.00/hr. These are the rates they currently charge their other government clients at this time. The rates are reasonable considering the expertise of the firm and the rates the County pays other special counsel and especially what it pays adverse attorneys in generally routine acquisition matters. If approved, the adjustment would be implemented via the attached letter agreement.

SEMINOLE COUNTY ATTORNEY'S OFFICE

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December 20, 2005

David V. Kornreich, Esquire
Akerman Senterfitt, Attorneys at Law
Citrus Center, 17th Floor
255 South Orange Avenue
Orlando, Florida 32801-3483

Re: Legal Services for Labor and Related Matters

Dear Mr. Kornreich:

On December 20, 2005, the Board of County Commissioners approved, effective January 1, 2006, remuneration for your firm's services as labor counsel on the basis of \$190.00 per hour for work performed at your office, as authorized by Seminole County. Representatives of Akerman Senterfitt will be reimbursed for actual out-of-pocket expenses except that travel expenses shall be in accordance with the provisions of Chapter 112.061, Florida Statutes, which governs travel expenses incurred on behalf of Seminole County.

It is understood that you will continue to serve as the primary representative of Seminole County and that, on occasion, other members of your firm will work in supporting or primary roles as the need arises.

It is further understood that our working relationship for the provision of these outlined labor-related legal services by Akerman Senterfitt, Attorneys At Law, shall be terminable at the will of either party upon receipt of written notice.

In order to minimize administrative bottlenecks, Janet Davis, Human Resources Director, will coordinate personnel-related matters for the County and authorized specific activities on the part of your firm and the County Manager and I will coordinate labor related matters for the County. Notwithstanding those authorizations, the County Attorney's Office needs to be copied on all pleadings and correspondence with and involving the County.

On behalf of the Board of County Commissioners, I would like to convey its confidence in you regarding your assistance and expert legal direction to Seminole County in the past. We look forward to continuing our excellent working relationship with you and your firm.

Very truly yours,

Robert A. McMillan
County Attorney

RM/ss

cc: Chairman Henley
Kevin Grace, County Manager
Sally Sherman, Deputy County Manager
Janet Davis, Human Resources Director
David Godwin, County Finance Director

ACCEPTED _____ DATE _____
DAVID V. KORNRICH, Esquire
Akerman Senterfitt, Attorneys at Law

RAM A
SLX



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Miami
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August 9, 2005

Robert A. McMillan, Esquire
County Attorney
Seminole County
1101 East First Street, Room S-300
Sanford, FL 32771-1468

Re: Labor and Employment Law Services

Dear Bob:

After considerable review and analysis, we have determined that it is necessary to raise our hourly rate for labor and employment law services to \$190. We have always strived to provide these services to our public sector clients at the lowest possible (and often below market) rates. Unfortunately, we are unable to offset our operating costs at our current hourly rate — particularly, the costs associated with hiring and retaining the best labor and employment law attorneys (including many who are Board Certified).

Our research indicates that even at \$190 per hour, we would still be below the hourly rates being charged by labor and employment attorneys representing other Central Florida public jurisdictions, most of whom are charging in excess of \$200 per hour.

If such meets with the County's approval, we propose to implement the new rate with the commencement of the upcoming fiscal year (October 1, 2005).

We have always enjoyed working with you, Kevin Grace, Janet Davis, and the remainder of the County staff, and look forward to continuing our relationship for many more years.

Very truly yours,

Jeffrey E. Mandel

cc: Mr. Kevin Grace
Ms. Janet Davis