



CITY COUNCIL MEETING

AGENDA SECTION	CONSENT
MEETING DATE	OCTOBER 13, 2026

ITEM:	Adopt Resolution 2026-065, A Resolution Approving Three Contracts with Eckberg Lammers, P.C. for Civil, Criminal Prosecution, and Labor and Employment Legal Services		
<i>Presenting Item:</i> Aaron Chirpich, City Manager			
DEPARTMENT: Administration		BY/DATE: Jesse Hauf – IT Director/ October 5 th , 2026	
CORE CITY STRATEGIES: <i>(please indicate areas that apply by adding an “X” in front of the selected text below)</i>			
☐ Community that Grows with Purpose and Equity		☒ Engaged, Effective and Forward-Thinking	
☐ High-Quality Public Spaces		☐ Resilient and Prosperous Economy	
☐ Safe, Accessible and Built for Everyone		☐ Inclusive and Connected Community	

BACKGROUND

The City currently retains Barna, Guzy & Steffen for civil, prosecution, and labor/employment legal services. The retirement of the City’s lead attorney, together with the City’s planned competitive review of legal services, created an appropriate time to evaluate the market and identify the service model that best meets the City’s current needs.

Staff issued a request for proposals for three service tracks: Civil Legal, Prosecution, and Labor/Employment. Eight firms submitted proposals for one or more tracks. Staff reviewed the proposals, developed track-specific scoring criteria, and interviewed five firms representing the highest-ranked proposals across the three tracks. The interviews used standardized questions and practical scenarios to evaluate experience, staffing, responsiveness, transition planning, and overall fit.

SUMMARY OF CURRENT STATUS

Eckberg Lammers received the highest overall score on each track. The firm submitted the most complete proposal across all three service areas, and staff concluded through the interviews that its team, depth of municipal experience, communication approach, and transition plan provide the best overall fit for the City.

Service Track	First-Ranked Firm	Second-Ranked Firm	Third-Ranked Firm
Civil Legal	86.9 – Eckberg Lammers	81.9 – Kennedy & Graven	78.3 – BBG
Prosecution	95.8 – Eckberg Lammers	90.0 – BBG	85.6 – GDO
Labor & Employment	82.8 – Eckberg Lammers	82.7 – Kennedy & Graven	80.4 – Madden

Scores are the combined proposal and interview results on a 100-point scale.

The RFP process also showed that a fixed retainer does not align well with the City’s Civil Legal service volume. Staff recommend an hourly structure that allows the City to pay for services as needed and assign work to attorneys and paralegals based on the complexity of each matter. Compared with the other proposals,

Eckberg Lammers' pricing was at the higher end for Civil Legal services, the lower end for Prosecution, and near the median for Labor and Employment.

Service Track	Current 2026 Pricing	Eckberg Lammers 2027	Comparison With Other RFP Proposals	Planning Impact
Civil Legal	\$4,380 monthly retainer	\$235 attorney / \$150 paralegal per hour	Highest routine attorney rate proposed; approximately 4% above the next-highest rate.	Up to 30% annual increase
Prosecution	\$116,289 annual retainer	\$122,000 annual retainer	Lowest rate proposed; approximately 13% below GDO's proposed rate.	Approximately 4.9% increase
Labor & Employment	\$175 attorney / \$80 support per hour	\$235 general / \$250 bargaining / \$150 paralegal per hour	Median rate; above lower-cost firms but below the highest attorney rates submitted.	Usage-based; routine budget increase anticipated

Prosecution and Labor and Employment spending is expected to increase generally with cost-of-living and service demand. Civil Legal costs may increase by up to 30 percent because the City has received discounted rates from its current firm, Civil Legal usage was lower than average during the past two years, and current market rates are higher. Actual Civil and Labor costs will depend on the amount and complexity of work requested.

STAFF RECOMMENDATION

Staff recommend adopting Resolution 2026-065 authorizing the City Manager to enter into 3-year contracts with Eckberg Lammers to provide Civil, Criminal Prosecution, and Labor and Employment legal services beginning November 1, 2026.

RECOMMENDED MOTION(S):

MOTION: Move to waive the reading of Resolution 2026-065, there being ample copies available to the public.

MOTION: Move to adopt Resolution 2026-065, a Resolution approving three contracts with Eckberg Lammers, P.C. for Civil, Criminal Prosecution, and Labor and Employment legal services.

ATTACHMENT(S)

- Resolution 2026-065
- Eckberg Lammers Contracts for Legal Services
- Legal Services RFP
- Legal Services Proposals