

Council Agenda Bill

AB Number

AB26-018

Agenda Bill Information

Title *

Authorization for legal services with Summit Law Group

Action *

Motion

Council Agenda Section

Committee Report

Council Meeting Date *

06/08/2026

Staff Member

Robert Thrall

Department *

Legal

Committee

Finance and Administration

Committee Date

06/02/2026

Exhibits

Packet Attachments - if any

Drag and drop up to **10** files here to upload or [Choose files](#)

Files (1 uploaded)

[2026-04-14 Engagement Letter - City of Snoqualmie.pdf](#) 181.2KB

Click [here](#) to review attachments.

Summary

Introduction *

Brief summary.

As a part of onboarding new contract software, the City is updating various contracts. Summit Law Group PLLC provides specialized legal services related to employment law and labor relations matters.

Proposed Motion

Move to approve the Mayor to execute the Summit Law Group PLLC Engagement Letter

Background/Overview *

What was done (legislative history, previous actions, ability to hyperlink)

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Cities face complex layers of regulation governing everything from wages and benefits to workplace safety and anti-discrimination laws. Specialized employment counsel ensures that policies, practices, handbooks, and procedures meet these ever evolving requirements, reducing risk and often saving money compared to the costs and low morale of non-compliance.

The City engages with three unions. Lawyers who specialize in public sector employment law provide critical guidance in union negotiations, ensuring agreements are lawful, sustainable, and defensible.

Cities often face employment-related disputes: discrimination, wage lawsuits, wrongful termination suits, and grievances. Specialized counsel brings tailored and knowledge defenses and pre-defenses, ensuring the City is protected.

Equitable and lawful treatment of employees enhances community trust. Properly handling labor issues helps avoid preferential or discriminatory practices and demonstrates commitment to ethical public service.

The in house City Attorney faces a high-demand workload across many legal areas. Engaging outside specialized employment counsel such as Summit Law brings focused expertise and resources for complex matters or litigation, complementing internal efforts and ensuring robust, specialized support when needed.

Analysis*

This agenda bill seeks approval for the Mayor to execute the Summit Law Engagement Letter. Council has previously approved \$205,000 for employment law issues, which is the amount that will be allocated to the

Budgetary Status Summit Law contract.

Funds have already been authorized in this year's budget.

Budget Summary

The 2025-26 Biennial Budget appropriated \$4,541,350 for expenditures within Administrative Departments Services (#001), part of the General Fund. Currently, \$3,615,260 has been spent, with \$99,821 in contract encumbrances, and an estimated \$374,848 in internal service charges expected in 2026. The proposed 2026 Summit Law contract of \$205,000 has \$15,031 already expended against it, leaving \$189,969 encumbered for the remainder of the year. With an available Administrative Departments Services (#001) budget of \$261,452 after adding in the contract, sufficient appropriation exists to fund this action.

Fiscal Impact

Amount of Expenditure

\$ 189,969.00

Amount Budgeted

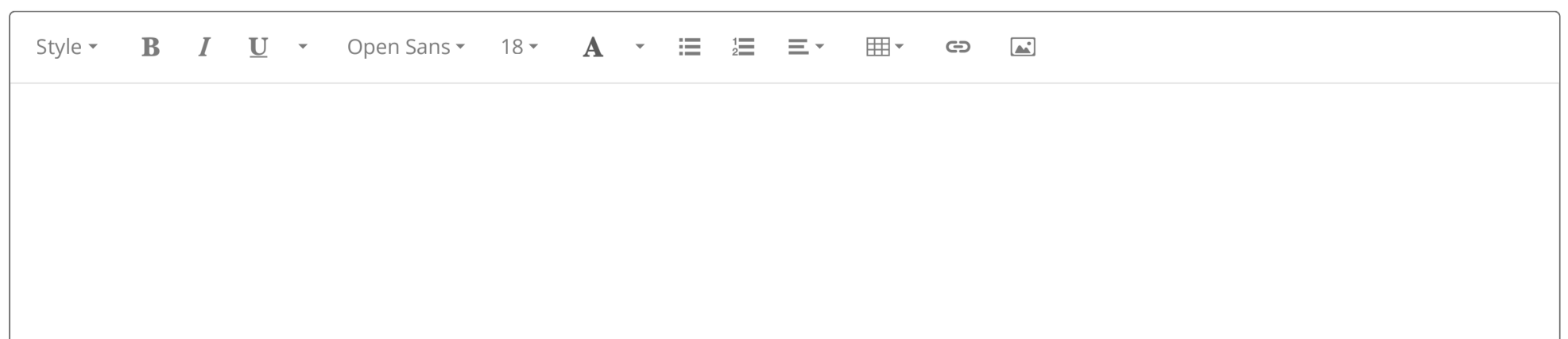
\$ 4,541,350.00

Appropriation Requested

\$ 0.00

Fiscal Impact

Screenshot below is an image of the budget summary table.



Administrative Departments Services (#001)

2025-26 Biennial Budget

Amended Budget	\$ 4,541,350
Expenditures	\$ (3,615,260)
Outstanding Contract Value	\$ (99,821)
Expected Internal Service Charges	\$ (374,848)
Current Available Budget	\$ 451,420
Cost of AB26-018	\$ (189,969)
Available Budget after AB26-018	\$ 261,452

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