



June 16, 2009

Action

OFFICE OF THE COUNTY ATTORNEY

Isiah Leggett
County Executive

Leon Rodriguez
County Attorney

MEMORANDUM

TO: Philip M. Andrews, President
Montgomery County Council

FROM: Leon Rodriguez
County Attorney 

DATE: June 5, 2009

RE: **Appointment of Special Legal Counsel: Venable LLP (collective bargaining)**



06/05/09 11:00 AM

Under Charter Section 213, I request that the Council approve the appointment of Venable LLP as special counsel to represent Montgomery County in connection with term collective bargaining negotiations with MCGEO and a reopener with FOP on economic issues. Collective bargaining will begin this fall.

The County is in the process of filing the vacancy left by the recent departure of its lead labor relations negotiator. The appointment of Venable will allow the County to bridge this knowledge gap. The upcoming negotiations will raise complex issues, requiring access to legal resources with significant experience in labor relations. Venable will lead the negotiations for the County, aid in the development of negotiation strategy, provide legal research and analysis of proposals, and provide litigation services in the event interest arbitration is necessary.

Bob Ames will provide the primary legal services to the County on behalf of Venable. Mr. Ames has considerable experience in public sector labor relations, collective bargaining, and retirement and benefit issues. Mr. Ames served as special counsel for the County in prior negotiations with MCGEO and FOP. He has served as the chief labor counsel for Baltimore County in negotiations with the Fraternal Order of Police Lodge 4, as well as currently representing the Washington Metropolitan Area Transit Authority. In 1996, Mr. Ames served as chief counsel for Montgomery County in contract negotiations with the FOP. Mr. Ames' hourly rate is \$400, a significant discount from his normal \$485 per hour rate.

Accordingly, I request counsel confirmation of Venable LLP as special counsel to Montgomery County in connection with collective bargaining proceedings with MCGEO and the FOP beginning in September.

Philip M. Andrews, President
June 5, 2009
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cc: Timothy Firestine, Chief Administrative Officer
Joseph Adler, Director, Office of Human Resources
George Lacy, Acting Labor Relations Manager
Edward Lattner, Chief, Division of Human Resources and Appeals
William Snoddy, Associate County Attorney

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