

PROVIDING QUALITY LEGAL SERVICES TO CITIES ACROSS IOWA

How to Remove a Bad Apple From Your Organization and Other Ways to Avoid Litigation

www.lynchdallas.com
citylaw@lynchdallas.com
Twitter: @lynchdallaslaw
(319) 365-9101



- Labor Relations, Collective Bargaining and Arbitration
- 28E and Other Sharing Agreements
- Alternative Dispute Resolution
- Building and Construction Contracts
- Building Codes
- Litigation
- Civil Service Matters
- Compliance with State and Federal Laws and Regulations
- Drug/Alcohol Testing
- Drafting and Interpreting Ordinances, and Resolutions
- Eminent Domain
- Employee Benefits and Workers' Compensation
- Employee Evaluation, Discipline, and Termination
- Employment Policies and Procedures
- Environmental Matters
- Insurance Litigation and Insurance Coverage Disputes
- Labor and Employment Litigation
- Media Relations
- Municipal Code Enforcement and Nuisance Abatement
- Open Meetings, Freedom of Information Act, and Open Records
- Planning and Zoning
- Policy Development and Review
- Premises Liability and Chapter 671 Immunity Issues
- Real Estate Transactions and Contract Review
- Unemployment Fact-finding and Appeals
- Utility Matters

**WHO, ME? WHAT HAPPENS WHEN A CITY
ADMINISTRATOR OR OTHER EMPLOYEE IS
PERSONALLY SUED? DEFENSES AND
STRATEGIES.**



Wilford H. Stone



Wilford H. (Bill) Stone University of Iowa College of Law (1984); Georgetown University Law Center (LL.M., Labor Law 1987). Mr. Stone practices in the areas of municipal and school law, civil litigation, employment law, and general liability matters. Mr. Stone is also a former PERB arbitrator (1997-2007), and has extensive experience at the bargaining table and representing clients in arbitrations, and in the courtroom. Mr. Stone has experience in litigating discrimination, harassment, and retaliation cases in both state and federal court.

Wilford H. Stone

wstone@lynchdallas.com

www.lynchdallas.com

OPEN MEETINGS/OPEN RECORDS CONSIDERATIONS WHEN DISCIPLINING OR TERMINATING AN EMPLOYEE



Brett S. Nitzschke



Brett S. Nitzschke University of Iowa College of Law (1988). Mr. Nitzschke is chair of Lynch Dallas, P.C.'s Public Sector Practice Group. He has represented a variety of Iowa school districts, cities, and counties on a wide range of legal matters, including employee personnel issues, collective bargaining, student conduct and discipline, and building and construction issues. He successfully defended the Atlantic Community School District at the Iowa Supreme Court in a lawsuit brought by the ACLU against the District seeking the release of employee disciplinary information. *ACLU Foundation of Iowa v. Atlantic Community School District (Iowa 2012)*.

Brett S. Nitzschke

brett@lynchdallas.com

www.lynchdallas.com

**PERFORMANCE EVALUATIONS: DO THEM
RIGHT, OR NOT AT ALL, AND HOW THEY
MAKE OR BREAK YOUR DEFENSE TO A
TERMINATION CLAIM**



Holly A. Corkery



Holly A. Corkery University of Iowa College of Law (2012). Ms. Corkery regularly practices in the areas of employment law (both public and private sector), municipal law, school law, workers' compensation, and insurance defense. Ms. Corkery represents employers on a variety of issues including social media issues, employee discipline, employee drug testing, collective bargaining, leave issues, and general civil litigation. Ms. Corkery additionally represents public employers on issues unique to those entities, including public records requests and open meetings.

Holly A. Corkery

hcorkery@lynchdallas.com

www.lynchdallas.com

FIRING A PUBLIC EMPLOYEE: DUE PROCESS ISSUES AND UNIQUE IOWA LAWS THAT MAY APPLY



Patrick J. O'Connell



Patrick J. O'Connell University of Iowa College of Law (1995). Mr. O'Connell is a former Marine Judge Advocate and an experienced trial attorney. Mr. O'Connell works extensively with cities and counties on a variety of issues, including litigation defense, interest and grievance arbitration, civil service appeals, employee discipline, 28E agreements, zoning issues, nuisance abatement, condemnation, contractual matters, code drafting, policy manuals, and many other issues commonly faced by city and county governments. Mr. O'Connell recently won a high-profile civil service hearing involving the termination of a police officer on behalf of a client.

Patrick J. O'Connell

poconnell@lynchdallas.com

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