

RFP2019-18 LABOR AND EMPLOYMENT LITIGATION AND RELATED MATTERS FOR THE CITY OF TRENTON, DEPARTMENT OF LAW
PROPOSAL OPENED 4/4/19 AT 11:00AM

COST PROPOSAL

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Event/Activity	Rate per Hour
The Law Firm of Eric M. Bernstein & Associates, L.L.C. will accept all rates and compensation as set forth in the Request for Proposal in accordance with such rates as may be determined by the City of Trenton by Resolution or Ordinance.	
Hourly Rate – negotiations, arbitrations, meetings or conferences with officials, labor or other negotiations, all litigation services, in court or in-office, including client meetings, depositions, motion or conference hearings, and trial time. All Attorneys	\$150.00 per hour for owner; \$135.00 per hour for associates
Flat Rate - Paralegals (when requested and authorized)	\$60.00 per hour
Postage (includes Federal Express and USPS Priority)	Market Rate
Copying (in house, legal or letter sized)	\$0.20 per page
Copying/Printing (outside supplier, briefs and volume)	Market Rate
Facsimile transmittal (sending only)	\$0.20 per page
Electronic transmission (email or other)	None

CITY OF TRENTON

LEGAL SERVICES – LABOR & EMPLOYMENT LITIGATION AND RELATED MATTERS

Eric M. Bernstein & Associates, L.L.C.
34 Mountain Boulevard
Building A
P.O. Box 4922
Warren, New Jersey 07059-4922
Phone: (732) 805-3360
Fax: (732) 805-3346
www.embalaw.com



C) Facilities

GMA is a South Jersey firm with its main office located in historical Woodbury on “Lawyers’ Row”. GMA also has offices in Mount Holly, Vineland and Tinton Falls, New Jersey. GMA employs a total of 16 people, 8 of which are attorneys. GMA hours of operation are 8am – 6pm Monday through Friday and can easily service the City of Trenton Department of Law with the time, participation and requirements presented in the Request for Proposals/Qualifications. However, to service your City’s emergency needs, attorneys will be accessible 24 hours a day via emergency phone lines.

D) Conflicts of Interest

No foreseeable conflicts exist at this time. However, if a conflict arises GMA will alert the City of Trenton Department of Law.

E) Fees

With the knowledge of the individuals named herein, along with the proper documents included from GMA, the firm’s grasp of timelines, protocol, procedures and other issues, GMA will accomplish each task in a timely, skilled manner.

Proposed rate for service rendered by Grace, Marmero & Associates, LLP: **\$150.00 per hour**

F) Other Information

Services in the United States of America

All Services will be performed within the United States of America.

Terms and Conditions

GMA will comply with all the General Terms and Conditions required by the City of Trenton Department of Law and enter into a Standard Professional Services Contract.

Insurance in Accordance

Grace, Marmero & Associates, LLP has both Professional Liability Insurance and Workers’ Compensation in accordance with New Jersey law.

References

Due to the confidentiality of cases, references can be discussed with the attorneys from our firm. Please note the firm handles hundreds of cases per year.

Proof of Insurance

Attached

Affirmative Action Statement

Attached

Non-Collusion Affidavit

Attached



ADAMS
GUTIERREZ &
LATTIBOUDERE, LLC

THE LEGAL CENTER
1037 Raymond Blvd.,
Suite 900
Newark, NJ 07102
973.735.2742

MARLTON OFFICE
10000 Lincoln Drive East
Suite 201
Marlton, NJ 08053
856.988.5488

Cherie Lee Adams
Derlys Maria Gutierrez
Perry L. Lattiboudere
Sandro Polledri
Jerrold J. Wohlgemuth
John E. Croot, Jr.

Adam S. Herman
Andrew B. Brown
Audra A. Pondish
William J. Volonte
Leslie F. Prentice
David Kalisky

April 3, 2019

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VIA OVERNIGHT MAIL

Isabel C. Garcia, QPA
Purchasing Agent
City of Trenton
City Hall Annex, Division of Purchasing
319 East State Street, 1st Floor
Trenton, NJ 08608

Re: Request for Proposals for Legal Services – Labor & Employment Related Services and Related Matters
City of Trenton (RFP 2019-18)

Dear Ms. Garcia:

Per the Proposal Document requirements, please find Adams Gutierrez & Lattiboudere's Fee Proposal:

FEE PROPOSAL

AG&L proposes a rate of \$160.00 per hour for all attorneys (and \$90.00 per hour for paralegals) plus reimbursement for reasonable out-of-pocket expenses such as filing fees, postage and photocopying.

Thank you for considering this proposal. I would be happy to meet with you or any City representatives in person to further discuss this matter and outline our qualifications.

Very truly yours,

PERRY L. LATTIBOUDERE

PLL/jc



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In addition to the above referenced areas of practice, **Hunt, Hamlin & Ridley** has extensive litigation experience in areas such as criminal law, family law and discrimination law. Additionally, in the area of labor/employment law, we have both defended and prosecuted discrimination cases both in State and Federal Court successfully. We are certain that our experience will meet the needs of the evaluating and providing risk assessment regarding current litigation. In terms of compensation, our fees for services are at a rate of One Hundred Seventy (\$170.00) per hour for Partners and One Hundred Thirty (\$130.00) per hour rate. In the alternative our firm is willing to accept the normal fee required by statute or what's normally provided for legal representation based on policy. This firm has served a number public entities over the years and the following may be contacted for reference: Ted Green, East Orange Housing Authority, Dwayne Warren, Mayor of the Township of Orange, Anthony Vauss, Mayor of the City of Irvington. We hope that this information will be of assistance, as we believe that we are suited to provide competent legal representation to the City of Trenton.

Very truly yours,

HUNT, HAMLIN & RIDLEY


RONALD C. HUNT, ESQ.
ON BEHALF OF THE FIRM

Enclosure



March 20, 2019

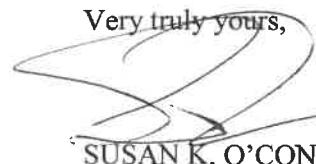
Ms. Isabel C. Garcia
Purchasing Agent
Division of Purchasing
319 East State Street
Trenton, NJ 08608

Re: RFP Response RFP2019-18
Legal Services – Labor & Employment Litigation and Related Matters
Price Proposal

Ms. Garcia:

Pursuant to the City of Trenton's Request for Proposals for Legal Services – Labor & Employment Litigation and Related Matters, please be advised that the Firm of Hoagland, Longo, Moran, Dunst & Doukas, LLP charges \$175/hour for shareholders, \$135/hour for all other attorneys, and \$85/hour for paralegals. Furthermore, the Firm charges for costs such as retention of experts, experts' fees, accountant's fees, service fees, messenger services, deposition transcripts, court transcripts, postage and any other necessary expenses associated with this matter.

Should you require any additional information please do not hesitate to contact my office.

Very truly yours,

SUSAN K. O'CONNOR

SO:hlw



A. Cost Proposal:

The Garty Law Firm proposes an hourly rate of \$175/hour for Ms. Garty and \$135/hour for work performed by her associate attorney. Paralegal assistance is available and used where appropriate at the rate of \$85/Hour for these services.

If a "not to exceed" amount is desired for the contract for this representation, the Proposer is amenable to including this clause. The Firm already utilizes the City's billing software and has been able to successfully comply with the invoicing and billing submission protocols.



www.trimprulaw.com



April 2, 2019

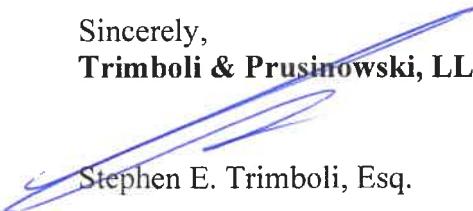
ORIGINAL

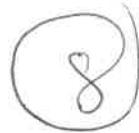
Rate Proposal

The undersigned proposes to provide services as Labor Counsel to the City of Trenton at the hourly rate consistent with RFP 2019-18 as follows:

Shareholder/Members:	\$175/hr
Associates:	\$135/hr
Paralegal:	\$85/hr

Sincerely,
Trimboli & Prusinowski, LLC

 Stephen E. Trimboli, Esq.



Lester E. Taylor | Partner

201-843-5858
ltaylor@floriolaw.com

April 2, 2019

Via Federal Express

Isabel C. Garcia, QPA, Purchasing Agent
City of Trenton
Division of Purchasing, 1st Floor
319 East State Street
Trenton, NJ 08608

**RE: FPSC Proposal to City of Trenton for RFP 2019-18 Labor & Employment
Litigation and Related Matters**

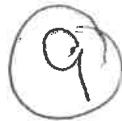
Dear Ms. Garcia:

The firm proposes an hourly rate of \$175.00 for Shareholders/Partners, \$135.00 for other attorneys/Associates and \$85.00 for paralegals to provide legal counsel to the City of Trenton in the area of Labor and Employment Litigation and Related Matters.

The firm will seek reimbursement for mileage at the applicable IRS rate, and reimbursement for all disbursements such as filing fees, postage, and overnight mailings. All rates are negotiable based on the needs of the City and scope of work.

Very truly yours,

Lester E. Taylor III, Esq.



PAYMENT CONDITIONS AND RATE SCHEDULES

During the calendar year 2019-2020 Rainone Coughlin Minchello proposed to provide legal services at an hourly rate of One Hundred Seventy-Five Dollars (\$175.00) per hour for shareholders, One Hundred Thirty-Five Dollars (\$135.00) per hour for all other attorneys and Eighty-Five (\$85.00) for paralegals for all services required.

We further propose the following fees for expenses:

Reimbursable Expenses:

Photocopies	\$.08 per page;	Faxes	\$.25 per page
Printing	\$.08 per page;	Color Copies	\$.65 per page
CD Copy	\$5.00;	DVD Copy	\$10.00

Any additional reimbursable expenses will be subject to the approval of the City.

Invoices and Payment: Invoices are sent on a monthly basis and payment is due within 30 days thereafter.

NEW JERSEY
NEW YORK



GLENPOINTE CENTRE WEST
500 FRANK W. BURR BOULEVARD, SUITE 31
TEANECK, NEW JERSEY 07666

10
WILLIAM HARLA, ESQ.
WHARLA@DECOTIISLAW.COM
201.907.5205

TELEPHONE: (201) 928-1100
TELEFAX: (201) 928-0588
WWW.DECOTIISLAW.COM

FEE PROPOSAL

Legal Services – Labor & Employment Litigation and Related Matters

DeCotiis, FitzPatrick, Cole & Giblin, LLP proposes the following fee structure for Labor & Employment Litigation services; we will, however, be more than willing to tailor a fee structure that meets the City's needs:

Hourly Rate: We propose a blended hourly rate of One Hundred Seventy-Five Dollars (\$175.00) per hour for services performed by attorneys, including attendance at required meetings. Legal services provided by law clerks will be billed at a rate of One Hundred Twenty-Five Dollars (\$125.00) and paralegals and legal assistants will be billed at a rate of Eighty-Five Dollars (\$85.00) per hour.

Travel Time: Travel time during which legal work is being undertaken on behalf of the client will be billed at our normal hourly rate(s). Other travel time will be billed at One Hundred Dollars (\$100.00) per hour.

Mileage, Tolls and Parking: We propose that mileage will be reimbursed at the prevailing IRS reimbursement rate, and the cost of tolls and parking shall be reimbursed at cost.

Reimbursable Expenses:

Photocopies	\$.30 per page;	Faxes	\$.25 per page
Printing	\$.10 per page;	Color Copies	\$.65 per page
CD Copy	\$ 5.00;	DVD Copy	\$ 10.00

Any additional reimbursable expenses will be subject to the approval of the City.

Invoices and Payment: Invoices are sent on a monthly basis and payment is due within 30 days thereafter.



To the extent there are other legal services sought by the City above and beyond those set forth in the RFP, we would be pleased to negotiate an appropriate fee arrangement with the City for those services.

Very truly yours,

**DeCOTIIS, FITZPATRICK, COLE
& GIBLIN, LLP**

By: _____



William Harla, Partner

W

Price Proposal

We propose the following fee arrangement:

- Partners/Counsel: \$175/hour
- Associates: \$135/hour
- Paralegals: \$85/hour
- Costs of photocopies with our vendor are:
 - \$0.10 per page for black and white copies
 - \$1.09 per page for color copies
 - \$15 for every 250 pages for converting documents to a C.D.
 - \$40 for DVD
- Costs for postage with the United States Postal Service are utilized at their current rates for general postage and certified mail.
- Costs for Lawyers Service deliveries are \$6.10 per item effective April 1st, 2018.

(12)

Price proposal must include separate rates for shareholders, all other attorneys and paralegals.

Malamut and Associates has a long-standing commitment to staffing client matters according to the task at hand, utilizing shareholders, associates, and paralegals where required in order to deliver the best product and service in an effective and cost-efficient manner.

It has been our practice to base all legal services on an hourly fee rather than a retainer. Our current hourly rate is \$175.00 per hour for shareholders. We would invoice you monthly for work performed during the preceding calendar month. Out-of-pocket expenses would be charged at our actual cost, without application of any mark up. Out-of-pocket expenses include, but are not limited to, records we pay for, transcripts we pay for, but not mileage to court or meetings.

Other associate attorneys at the firm may assist where necessary and appropriate. The maximum rate that the firm will charge for those attorneys' services will be \$135.00 per hour. Paralegal services will be charged at \$85.00 per hour.

(13)

FLORIO ♦ KENNY ♦ RAVAL, L.L.P.

ATTORNEYS AT LAW

125 CHUBB AVENUE
SUITE 310 N
LYNDHURST, NEW JERSEY 07071
PHONE: (201) 659-8011
FAX: (201) 659-8511

E-MAIL: MAIN@FKRLAW.COM

EDWARD J. FLORIO
BERNARD F. KENNY, JR.
NITA G. RAVAL
CHRISTOPHER K. HARRIOTT

WEBSITE: WWW.FKRLAW.COM

DAVID J. YANOTCHKO
KEITH KANDEL^
WILLIAM J. MASLO
MICHAEL T. WILKOS*
MATTHEW R. TAVARES*
MICHAEL S. URCUYO

*ADMITTED TO NJ & NY BAR
^CERTIFIED AS A WORKERS' COMPENSATION ATTORNEY

March 13, 2019

Isabel C. Garcia, Purchasing Agent
City Hall Annex
Division of Purchasing
City of Trenton
319 East State Street
Trenton, New Jersey 08608

RE: FEE PROPOSAL FOR LEGAL SERVICES- LABOR & EMPLOYMENT LITIGATION AND OTHER RELATED MATTERS RFP 2019-18

Dear Ms. Garcia:

We propose a rate of \$175.00 per hour per partners, \$135.00 per hour per attorneys, and \$85.00 per hour per paralegals for the term of the Contract.

Respectfully submitted,

FLORIO♦KENNY♦RAVAL, L.L.P.

EDWARD J. FLORIO
eflorio@fkrlaw.com

Writer's direct email address:
EJF/lnf
Encl.

FEE SCHEDULE

The hourly rate for professional and paraprofessional legal services for City of Trenton depending on the nature of the matter will be:

Shareholders	\$175
Counsel/Of Counsel and Associates	\$135
Paralegal	\$85

All non-paralegal work will be performed by a shareholder.

In addition to legal services, our invoices will include any out-of-pocket expenses attributable to a specific client matter. Out-of-pocket expenses generally include, but are not limited to postage, photocopying and complex document production, fax transmissions, courier services, online research, travel expenses, filing, recording, certification and registration fees charged by governmental bodies.

Itemized statements showing services rendered and disbursements made by the firm on behalf of the client will be submitted on a monthly basis, together with an appropriate voucher for payment.

Administrative Fees

Photocopying	\$.20 per copy
Courier Service	At cost
Telephone calls	Included in hourly rate
Faxes	no charge
Postage	At cost
Travel/mileage	\$.58 cost per mile

MICHAEL A. ARMSTRONG & ASSOCIATES, LLC

Counselors at Law
79 MAINBRIDGE LANE
WILLINGBORO, NEW JERSEY 08046

VS

MICHAEL A. ARMSTRONG+
Email: maa@armstronglawfirm.com

TELEPHONE: (609) 877-5511
FACSIMILE: (609) 877-7755

+ MEMBER NJ NY & GA BARS

CRISTAL M. HOLMES-BOWIE
Email: chb@armstronglawfirm.com

+ MEMBER NJ & PA BARS

MORRISON KENT FAIRBAIRN+
Email: mkf@armstronglawfirm.com



RESPONSE TO REQUEST FOR PROPOSALS PROFESSIONAL SERVICES CITY OF TRENTON LEGAL SERVICES – LABOR AND EMPLOYMENT LITIGATION AND RELATED MATTERS

A. Qualifications.

The law firm of Michael A. Armstrong & Associates, LLC, hereby submits its proposal with the City of Trenton for Legal Services – Employment Litigation and Employment Law Related Matters. Michael A. Armstrong & Associates, LLC, presently represents several government entities in all areas of general municipal and defense, including labor and employment matters litigation, administrative matters, motion practice, appeals, legal research, and other legal matters as needed. The Law Office of Michael A. Armstrong was established on February 15, 1994. On January 18, 2008, the firm changed its name to Michael A. Armstrong & Associates, LLC. The managing partner is Michael A. Armstrong.

The firm represents public and private clients in matters involving employment, general government defense, commercial litigation, legislative, general civil defense, and in municipal court. The law firm has engaged in litigation with some of the largest law firms in the State and consistently achieves favorable results for our clients. The firm's expertise is primarily concentrated in the areas of local and state government defense.

B. Compensation Proposal

Hourly Rates For Attorneys And Support Staff

	<u>Rate Per Hour</u>	<u>Services of</u>
\$	175.00	Michael A. Armstrong
\$	135.00	Associate Attorneys
\$	85.00	Paralegals

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Fee Proposal

Biancamano & Di Stefano, P. C., agrees to the rates as outlined by The City of Trenton:

Legal Services – Labor & Employment Litigation and Related Matters RFP2019-18

Partners - \$175.00 per hour

Associates - \$135.00 per hour.

Paralegals - \$85.00 per hour

Our Firm does not charge for administrative fees (*i.e.*, photocopy, postage, etc.).

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FEE PROPOSAL

Brown & Connery is committed to the delivery of the finest quality legal services to our clients. Our law firm is also committed to improving the quality of life in the community in which we live and work -- including improving the level of government services. Brown & Connery would like to assist in the efficient and economic delivery of services. We recognize that local governments and institutions have limited resources and are faced with increasing demand for services. Brown & Connery has, in its prior representation of similar entities, provided its legal services at fee levels that are far less than those usually charged to private and corporate clients. The firm proposes to provide services at an hourly rate of **\$175.00 for all partners, \$135 for all other attorneys, \$85.00 for law clerks/paralegals**. These rates are substantially discounted from the firm's usual rates as a courtesy for governmental and public entities.

Billable time would include reasonable time spent in all aspects of client representation, including, but not limited to, telephone conversations, drafting and review of correspondence and other documents, conferences, preparation for and attendance at grievances, mediations, arbitrations, depositions and court hearings, legal research, client meetings, site visits, and travel. Secretaries' time and word processors' time would not be billed. Costs for postage would be billed at the prevailing postage rate.

The firm would charge reasonable costs incurred such as mileage, tolls, copying, facsimile, scanning, long distance telephone calls, postage, electronic research, etc. The firm would abide by all contractual requirements and expense requirements and/or restrictions or limits in such regard.

Our invoices are itemized by date, name of professional, description of service and number of hours, and type and amount of disbursement. Invoices are issued monthly and payment is due within thirty days.

Respectfully submitted,

BROWN & CONNERY, LLP


Christine P. O'Hearn

WEINER LAW GROUP LLP

BS

629 Parsippany Road
Parsippany, New Jersey 07054
P (973) 403-1100 F (973) 403-0010
www.weiner.law

JOSPEH F. RANIERI
Member of the Firm

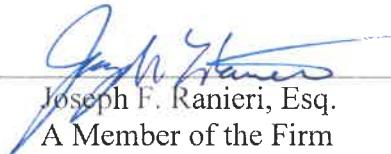
jranieri@weiner.law

March 25, 2019

Price Proposal for Legal Services- Labor & Employment Litigation and Related Matters, RFP2019-18

For professional legal services rendered to the City of Trenton, the Weiner Law Group LLP will charge one hundred seventy-five dollars (\$175/hr.) per hour per attorney performing work for the City of Trenton plus any ordinary and routine litigation costs and expenses incurred by the firm during the representation, i.e. filing fees, deposition costs, etc. Municipal clients are not billed for routine office expenses, access to subscription services, or travel time. Paralegals will be billed at eighty-five dollars (\$85/hr.) per hour.

By:


Joseph F. Ranieri, Esq.
A Member of the Firm

JFR/tae

1580435

Parsippany ♦ Red Bank ♦ Bridgewater ♦ Jersey City ♦ New York City



Stuart A. Platt, Esquire
Platt & Riso, P.C.
40 Berlin Avenue
Stratford, NJ 08084
Phone: (856) 784-8500, ext. 20
Fax: (856) 784-8050
E-Mail: platt@prlawoffice.com

COMPENSATION PROPOSAL

This law firm will bill the City at an hourly rate of no less than \$175.00 per hour for shareholders; \$135.00 per hour for all other attorneys and \$85.00 per hour for paralegals. This law firm would also be reimbursed for any out-of-pocket expenses.



See the attached "Role of Labor Relations Counsel" which summarizes the Law Office of Steven S. Glickman's understanding of and ability to perform the required scope of services.

The Law Office of Steven S. Glickman understands that the needs and goals of the City of Trenton, identical to the needs and goals of its other public sector clients, is to foster a cooperative labor relations climate while aggressively representing and protecting the interests of the City. This aggressive representation is to be performed as expeditiously and cost effectively as possible.

The Law Office of Steven S. Glickman also understands the sometimes emergent nature of labor related services. Therefore, Mr. Glickman prides himself on timely responses to telephone calls, making himself available for meetings and bargaining sessions, and for providing quick, accurate written responses to inquiries. Mr. Glickman's statewide practice, as well as his position as General/Labor Counsel to the New Jersey Conference of Mayors makes Mr. Glickman unique positioned to have knowledge of statewide labor trends and potential legislation that could impact labor and employment matters in the City of Trenton.

The Law Office of Steven S. Glickman has reviewed the City's Outside Counsel Guidelines and agrees to comply with said guidelines. The Law Office of Steven S. Glickman would welcome the opportunity to provide the City of Trenton with experienced, reliable and successful representation. The Law Office of Steven S. Glickman agrees to comply with the rates for services rendered, i.e., the hourly rate for shareholders shall be \$175.00; the hourly rate for all other attorneys shall be \$135.00; and, the hourly rate for paralegals shall be \$85.00. There is no charge for secretarial services, postage, internal copying, etc. The only additional charges are for out-of-pocket expenses such as court filing fees, large outsourced copying services, etc., as approved by the City's Law Department.



The principal and every attorney associated with Respondent is duly licensed to practice in the state and federal courts of New Jersey. Further, neither the firm nor any individuals assigned to this engagement are disbarred, suspended, or otherwise prohibited from professional practice by any federal, state or local agency.

Respondent has no immediate relatives employed by the City of Trenton.

C. Qualifications and Relevant Experience

1. Professional qualifications:

a. James A. Lewis, V was admitted to practice law in the states of New Jersey and New York in 2010 and 2013 after graduating from Hofstra Law School in 2010. Mr. Lewis also is admitted to practice before the District of New Jersey, the Third Circuit and the United States Supreme Court.

Scott Pennington was admitted to practice law in New Jersey in 2001 after graduating from Rutgers School of Law – Newark in 1999. Scott Pennington also is admitted to practice before the District of New Jersey.

b. The rates for attorneys associated with Pennington Law Group is discounted for municipal and government clients. Attorneys associated with the firm agree to bill at a blended hourly rate consistent with the current practices of the Township. Pennington Law Group expects to be paid within 30 days of submitting its invoice for services. For non-government clients, James A. Lewis, V bills at an hourly rate of \$450.00 - \$500.00, and the associates of the firm are billed at an hourly rate of \$250.00-\$350.00.

2. Experience:

Scott Pennington, most recently, was a partner with Weiner Law Group before bringing his considerable talent and skill to the Pennington Law Group. Scott Pennington specializes in Education Law, including compliance with affirmative action requirements, and other statutory mandates. In addition, Mr. Pennington regularly appears in court on complex municipal court matters, and criminal law matters.

James Lewis, who clerked on both the United States District Court for the District of New Jersey for the Honorable Michael Shipp and on the Superior Court of New Jersey for the Honorable Marquis Jones, specializes in commercial litigation defense, civil rights and employment matters. Prior to joining the Pennington Law Group, Mr. Lewis worked at a New Jersey Law Firm specializing in the prosecution of foreclosure actions.

3.3.7 Price Proposal

If selected as Special Counsel for Legal Services, Murphy Orlando will comply with all pricing terms set by the City of Trenton. Murphy Orlando agrees to charge that rate plus reasonable costs such as filing fees, court reporter fees, and the like.

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employees as it moves forward in the years to come. In addition, our firm has provided representation to many public bodies and has demonstrated expertise in issues involving compliance with the Local Public Contracts Law; bid preparation and review; Construction law; Employment law; Environmental Law; the Open Public Meetings Act; the Open Public Records Act; real property issues, contract negotiations, drafting and review; as well as various related general counsel and municipal attorney services. We strongly believe that our collective experience representing both private clients, as well as other New Jersey municipal and county government entities, provides us an appreciation of the myriad issues involved in handling the varied and often complex employment-related matters impacting policy, local legislation, and litigation matters on behalf of such a multifaceted city.

B. Compensation Proposal (see separate document enclosed herewith)

To the extent that the City prefers a different fee structure than the referenced proposal, Weber Dowd Law is amenable to the City's prevailing rates and/or fee structures for services of this kind. Also, Weber Dowd Law is willing to accept the "not to exceed" amount to be determined by the City.

C. & D. Past Performance and History

We strongly believe that our collective experience representing Trenton as well as other New Jersey municipal and county governments, provides us with an astute appreciation of the myriad issues involved in guiding municipal clients in avoiding and, when necessary, handling complex litigation, including employment-related investigations, hearings, policy drafting and dispute resolution. Mr. Dowd and Mr. Weber have had extensive trial court experience in Federal and State Courts and Administrative Agencies. Please see Appendix B for just a few examples of our successful litigation and transactional results. Please also see the firm's Reference List attached hereto as Appendix C.

E. Availability, Qualifications and Experience of Proposed Staff

Mr. Dowd regularly represents, advises, and appears before the governing bodies of various Municipal and County entities as well as other autonomous public Boards and Commissions. Mr. Dowd and Mr. Weber will continue to make themselves available to the City's governing body, as well as the administrative departments within the City as required by the City Administration. Mr. Dowd and Mr. Weber have a combined experience of more than forty (40) years in transactional, litigation, and defense work and have been providing legal services to governmental entities for more than thirty (30) years. Additionally, Weber Dowd Law has well qualified and sufficient staff in the form of Associate and Of-counsel attorneys, as well as law clerks, to assist in fulfilling the requirements specified within the Request for Proposals. All staff is located in the firm's aforementioned principal place of business in Woodland Park. As stated above, the attorneys that would be assigned to this contract are very familiar with governmental representation, including legal research, representation in court, drafting and reviewing contracts, and drafting and revising ordinances. Moreover, Weber Dowd Law will ensure diligent communication with the designated parties representing the City of Trenton. Please also kindly refer back to *Section A.* above for a more detailed description of the qualifications and experience of Weber Dowd Law's principal attorneys.