





**BID PROPOSAL FORM  
RESPONDENT MUST COMPLETE**

WE THE UNDERSIGNED PROPOSE **LEGAL SERVICES FOR LABOR AND EMPLOYMENT LITIGATION AND OTHER RELATED MATTERS** PURSUANT TO THE SCOPE OF SERVICES AND REQUIREMENTS AND MADE PART HEREOF:

HOURLY FEE \$ 150.00

  
\_\_\_\_\_  
(ORIGINAL SIGNATURE BY AUTHORIZED REPRESENTATIVE)

The undersigned is a Corporation, Partnership or Individual under the laws of the State of New Jersey having its principal office at 44 Euclid St Woodbury

COMPANY Grace Marmero + Assoc. LLP

ADDRESS 44 Euclid St

ADDRESS Woodbury NJ 08096

FED. ID # \_\_\_\_\_

NAME Albert V. Marmero

TELEPHONE 856-848-6440

FAX 856-848-5002

EMAIL amarmero@gracemarmero.com

DATE 5-28-2020

SIGNATURE 

**COST PROPOSAL**

<b>Event/Activity</b>	<b>Rate per Hour</b>
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	\$160.00 per hour for shareholders \$135.00 per hour for associates
Flat Rate - Paralegals (when requested and authorized)	\$85.00 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**

**RFP2020-21**

**Submitted By:**

**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**

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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

May 26, 2020

**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 Litigation and  
Other 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 \$175.00 per hour for all shareholders, \$135.00 per hour for all  
other attorneys and \$85.00 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, ESQ.

PLL/rw



STEINHARDT  
CAPPELLI  
TIPTON &  
TAYLOR LLC

4

218 Rt. 17 North, Suite 410  
Rochelle Park, NJ 07662

☎ 201.843.5858  
☎ 201.843.5877

**Lester E. Taylor III, Esq.** | Partner

201-373-8935 Direct Dial  
ltaylor@floriolaw.com

June 5, 2020

**VIA HAND DELIVERY**

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

**RE: RESPONSE TO REQUEST FOR PROPOSAL FOR LABOR &  
EMPLOYMENT LITIGATION AND RELATED MATTERS  
RfP2020-21**

Dear Ms.Garcia:

On behalf of Florio Perrucci Steinhardt Cappelli Tipton & Taylor, LLC (“FPSCTT”) I am pleased to enclose one (1) original and three (3) copies of our Firm’s response to the City of Trenton Request for Proposal for Legal Services- Labor & Employment Litigation and Related Matters.

In addition, this letter shall serve to confirm that FPSCTT is committed to providing the services requested by the Board.

It is our hope that FPSCTT has the opportunity to be of service to the Board.

Very truly yours,

FLORIO PERRUCCI STEINHARDT CAPPELLI  
TIPTON & TAYLOR LLC

Lester E. Taylor, III, Esq.

LET/ap  
Encl

**BID PROPOSAL FORM  
RESPONDENT MUST COMPLETE**

WE THE UNDERSIGNED PROPOSE **LEGAL SERVICES FOR LABOR AND EMPLOYMENT LITIGATION AND OTHER RELATED MATTERS** PURSUANT TO THE SCOPE OF SERVICES AND REQUIREMENTS AND MADE PART HEREOF:

**HOURLY FEE**

\$175 partners  
\$135 associates  
~~\$85~~ paralegals



(ORIGINAL SIGNATURE BY AUTHORIZED REPRESENTATIVE)

The undersigned is a Corporation, Partnership or Individual under the laws of the State of New Jersey having its principal office at 2 Broad Street, Suite 510  
Bloomfield, NJ 07003

COMPANY Aloia Law Firm LLC

ADDRESS 2 Broad Street, Suite 510

ADDRESS Bloomfield, NJ 07003

FED. ID # \_\_\_\_\_

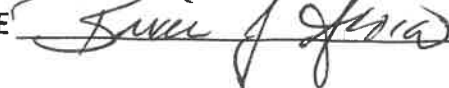
NAME Brian J. Aloia, Esq.

TELEPHONE 973-337-6626

FAX 973-337-6535

EMAIL brian@aloialawfirm.com

DATE May 27 2020

SIGNATURE 



— LAW OFFICES —  
**DECOTIIS**  
DeCotiis, FitzPatrick, Cole & Giblin, LLP

NEW JERSEY  
NEW YORK

61 SOUTH PARAMUS ROAD  
PARAMUS, NEW JERSEY 07652

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.

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**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

WEBSITE: WWW.FKRLAW.COM

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

DAVID J. YANOTCHKO  
CHRISTIAN M. HIBINSKI  
ALEXANDER J. CORRADO  
EMILY M. MOWER

COUNSEL  
KEITH KANDEL^  
MICHAEL T. WILKOS\*

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

June 1, 2020

Isabel C. Garcia, Purchasing Agent  
City Hall Annex  
Division of Purchasing  
City of Trenton  
319 East State Street, 1<sup>st</sup> Floor  
Trenton, New Jersey 08608

**RE: FEE PROPOSAL FOR THE POSITION OF LEGAL SERVICES - LABOR &  
EMPLOYMENT LITIGATION AND RELATED MATTERS (RFP2020-21)**

Dear Ms. Garcia:

We propose a rate of \$175.00 per hour per partners, \$135.00 per hour per associate 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

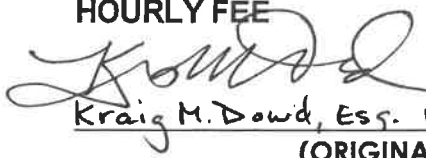
Writer's direct email address:  
EJF/ak



**BID PROPOSAL FORM  
RESPONDENT MUST COMPLETE**

WE THE UNDERSIGNED PROPOSE **LEGAL SERVICES FOR LABOR AND EMPLOYMENT LITIGATION AND OTHER RELATED MATTERS** PURSUANT TO THE SCOPE OF SERVICES AND REQUIREMENTS AND MADE PART HEREOF:

**HOURLY FEE**

  
Kraig M. Dowd, Esq. Member/Partner

\$ 175.00 Partners  
\$ 135.00 All other Attorneys  
\$ 85.00 Paralegals ✓

**(ORIGINAL SIGNATURE BY AUTHORIZED REPRESENTATIVE)**

The undersigned is a Corporation, Partnership or Individual under the laws of the State of New Jersey having its principal office at see below

COMPANY Weber Dowd Law, LLC

ADDRESS 365 Rifle Camp Road

ADDRESS Woodland Park NJ 07424

FED. ID: \_\_\_\_\_

NAME Kraig M. Dowd, Esq.

TELEPHONE 973-200-0805 ext. 102

FAX 973-200-0806

EMAIL kraig@weberdowdlaw.com

DATE June 1, 2020

SIGNATURE 

## **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.

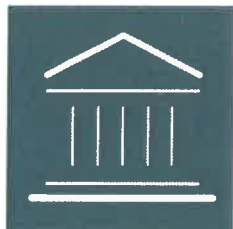
### **Administrative Fees**

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

**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 per item effective March 1<sup>st</sup>, 2020 are as follows:
  - No signature: \$4.35
  - No signature and being delivered to the courthouse: \$9.35
  - Signature: \$6.85
  - Signature and being delivered to the courthouse: \$11.85



RAINONE  
COUGHLIN  
MINCHELLO  
ATTORNEYS AT LAW

Louis N. Rainone  
Craig J. Coughlin\*  
David L. Minchello  
Carol A. Berlen  
John F. Gillick  
Brian P. Trelease\*  
Claudia Marchese  
Anne E. Rowan  
\* Also admitted in New York

Ruben D. Perez\*  
Matthew R. Tavares\*  
Jeremy M. Brooks  
Michael S. Spinello

Writer's Direct:  
DMinchello@NJRCMLaw.com

**PAYMENT CONDITIONS AND RATE SCHEDULES**

During the calendar year 2020-2021 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.

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**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.

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**BID PROPOSAL FORM  
RESPONDENT MUST COMPLETE**

WE THE UNDERSIGNED PROPOSE **LEGAL SERVICES FOR LABOR AND EMPLOYMENT LITIGATION AND OTHER RELATED MATTERS** PURSUANT TO THE SCOPE OF SERVICES AND REQUIREMENTS AND MADE PART HEREOF:

**HOURLY FEE** \$ 175.00

**(ORIGINAL SIGNATURE BY AUTHORIZED REPRESENTATIVE)**

The undersigned is a Corporation, Partnership or Individual under the laws of the State of New Jersey having its principal office at 21 Roszel Road, Princeton, NJ 08540

COMPANY Hill Wallack LLP

ADDRESS 21 Roszel Road

ADDRESS Princeton, New Jersey 08540

FED. ID # \_\_\_\_\_

NAME Michael Kahme

TELEPHONE 609-924-0808

FAX 609-452-1888

EMAIL mkahme@hillwallack.com

DATE 06/01/2020

SIGNATURE 



40 Paterson Street  
New Brunswick, NJ 08901  
Tel: (732) 545-4717 Fax: (732) 545-4579  
www.hoaglandlongo.com

Susan K. O'Connor  
Partner  
so'connor@hoaglandlongo.com

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June 4, 2020

**Via Overnight Delivery**

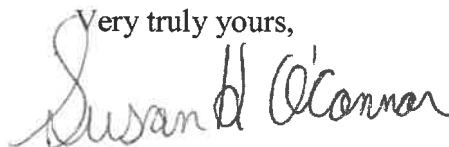
Isabel C. Garcia, QPA, Purchasing Agent  
City Hall Annex  
Division of Purchasing  
319 East State Street  
Trenton, NJ 08608

**Re: PRICE PROPOSAL  
RFP Response to RFP2020-21  
Legal Services – Labor & Employment Litigation and Related Matters**

Dear 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 will charge \$175.00 per hour for partners, \$135.00 per hour for associates, and \$85.00 per hour for paralegal services. Furthermore, the Firm charges for costs such as retention of experts, experts' fees, accountant's fees, service fees, messenger services, deposition transcripts, court transcripts, and any other necessary expenses associated with this matter. We do not charge for photocopying or postage.

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

Very truly yours,  
  
SUSAN K. O'CONNOR

SO:bvm

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www.trimprulaw.com

May 28, 2020

**Rate Proposal**

The undersigned proposes to provide services as Labor Counsel to the City of Trenton at the hourly rate consistent with RFP 2020-21 as follows:

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

Sincerely,  
**Trimboli & Prusinowski, LLC**  
  
Stephen E. Trimboli, Esq.



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**BID PROPOSAL FORM  
RESPONDENT MUST COMPLETE**

WE THE UNDERSIGNED PROPOSE **LEGAL SERVICES FOR LABOR AND EMPLOYMENT LITIGATION AND OTHER RELATED MATTERS** PURSUANT TO THE SCOPE OF SERVICES AND REQUIREMENTS AND MADE PART HEREOF:

**HOURLY FEE**

\$175 per hour shareholders  
\$135 per hour all other attorneys  
\$85 per hour for paralegals

**(ORIGINAL SIGNATURE BY AUTHORIZED REPRESENTATIVE)**

The undersigned is a Corporation, Partnership or Individual under the laws of the State of New Jersey \_\_\_\_\_ having its principal office at \_\_\_\_\_

220 Park Avenue, Florham Park, New Jersey 07932

COMPANY Schenck Price Smith & King, LLP

ADDRESS 220 Park Avenue, Florham Park, New Jersey 07932

ADDRESS \_\_\_\_\_

FED. ID # \_\_\_\_\_

NAME Ryder T. Ulon

TELEPHONE (973) 539-1000

FAX (973) 540-7300

EMAIL RTU@spsk.com

DATE 6/3/2020

SIGNATURE 

17

STEVEN S. GLICKMAN, LLC  
COUNSELLOR AT LAW  
570 BROAD STREET, SUITE 1201  
NEWARK, NEW JERSEY 07102

973-877-3823  
FAX 973-623-0858  
[SGGLICKMAN@LITEDEPALMA.COM](mailto:SGGLICKMAN@LITEDEPALMA.COM)

STEVEN S. GLICKMAN, NJ, PA, MD

SOUTH JERSEY OFFICE:  
105 SOUTH RICHARDS STREET  
VENTNOR, NJ 08406

June 3, 2020

**Via UPS**

Isabel C. Garcia, QPA  
City of Trenton  
Division of Purchasing  
319 East State Street - 1<sup>st</sup> Fl.  
Trenton, NJ 08608

**Re: Request for Qualification for Legal Services - Labor & Employment Litigation and Related Matters for the City of Trenton RFP2020-21**

Dear Ms. Garcia:

Enclosed please find an original and 3 copies of Steven S. Glickman, LLC's proposal to be appointed as Labor Attorney for the City of Trenton.

Should you have any questions, please do not hesitate to contact me at the address or telephone number listed above. We look forward to hearing from you.

Very truly yours,

*Steven S. Glickman /cd*  
Steven S. Glickman

SSG:cd  
Enclosures

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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, \$135.00 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.

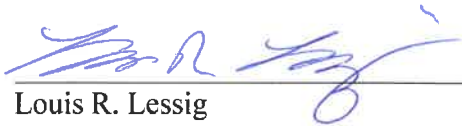
Billable time would include reasonable time spent in all aspects of client representation, including, but not limited to, telephone conversations, drafting and review of correspondence and other documents, conferences, preparation for and attendance at grievances, mediations, arbitrations, depositions 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**



---

Louis R. Lessig

The Firm's equity partners are John P. Inglesino, Esq., Elnardo J. Webster II, Esq., Lisa D. Taylor, Esq., John P. Wyciskala, Esq., Denis F. Driscoll, Esq. and Nicholas A. Grieco, Esq. All six of the Firm's equity partners have been equity partners in some of New Jersey's most prestigious law firms for extended periods of time, and have served on senior committees of finance and management. The Firm's prior names were: (1) Inglesino, Pearlman, Wyciskala, LLC; (2) Inglesino, Pearlman, Wyciskala & Taylor, LLC; and (3) Inglesino, Wyciskala & Taylor, LLC. As of January 2015, Elnardo J. Webster, II, Esq. joined the Firm as an equity partner, which is when the firm's name changed to Inglesino, Webster, Wyciskala & Taylor, LLC. As of January 2016, Nicholas A. Grieco, Esq. joined the Firm as an equity partner. The Firm has been under the management of senior partner, John P. Inglesino, Esq., since it opened its doors in 2010.

The Firm is a New Jersey limited liability company. The Firm is not a subsidiary of any other law firm. No portion of the Firm's work would be sub-contracted out to a third party unless there is a conflict. The Firm has never been engaged in any bankruptcy proceedings or re-organization proceedings. The Firm has no judgments filed against it within the last five (5) years and has not been adjudicated liable for professional malpractice. A malpractice action was filed, against Elnardo J. Webster, II, Esq., and Jodi M. Luciani, Esq. and such action is pending. Additionally, a State investigation was conducted approximately six (6) years ago due to allegations made that John P. Inglesino, Esq. and former Parsippany Mayor, James Barberio had offered Lou Valori a job in exchange for his agreement not to run for the Parsippany City Council. After a thorough investigation by the Somerset Prosecutor's Office, such allegations were deemed completely false and absolved both John P. Inglesino and Mayor James Barberio of any wrongdoing. Attached to Exhibit 5 is the letter relative to the outcome of such investigation. Also, an ethics complaint was filed against John P. Inglesino, Esq. by the members of the Parsippany City Council. After a thorough investigation by the New Jersey Office of Attorney Ethics, no evidence was found to support such claim. Attached to Exhibit 5 is a copy of the correspondence relative to this complaint.

The Firm hereby states that 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. The Firm complies with all applicable, local, State and Federal laws, regulations and requirements with respect to its business activities.

The Firm is an Equal Opportunity Employer and ensures that all employees, and applicants for employment, are not discriminated against because of race, color, religion, sex and national origin. We remain, and shall remain, in compliance with all affirmative action requirements applicable to firms which enter into contracts with public bodies in New Jersey. The Firm employs non-union employees only. None of the Firm's employees are related to any City of Trenton employees or elected/appointed officials of the City of Trenton.

**Fees**

This Firm is amenable to the hourly rate set by the City of Trenton. This Firm will comply with the general terms and conditions as may be required by the City of Trenton and will enter into a professional services contract with the City of Trenton, if applicable.