

LAW FIRM OVERVIEW – 2021 RFP

Firm	Number of Attorneys	Experience	Proposed Attorney	Proposed Assistant Attorney	Fees – See Individual Proposals for Additional Information
Eckberg Lammers, P.C.	18	Founded in 1949, Eckberg Lammers is one of the most reputable law firms in the eastern Twin Cities Metro. With offices in Stillwater and Hudson, our attorneys serve individual, business, and municipal clients throughout Minnesota and Wisconsin. Eckberg Lammers currently represents sixteen municipalities in a civil capacity, nine in Minnesota and seven in Wisconsin. We also provide prosecution services to eighteen municipalities in Minnesota including the City of Ramsey.	Pamela J.F. Whitmore	Christopher T. Nelson	<p>Retainer Fee (Monthly) Option (see page 13-14 of the proposal for more details): Year 1 \$3000.00 Year 2 \$3090.00</p> <ul style="list-style-type: none"> Staff meetings as requested, office hours two times per month on the first and third Wednesdays from 1-4pm Attendance at regular City Council meetings the second and fourth Tuesday of each month. One hour of labor and employment services per month. <p>Hourly Option (See page 13-14 of proposal for more details): Year 1 \$180.00/hour Year 2 \$185.00/hour</p> <ul style="list-style-type: none"> \$500 flat fee for regular and special City Council work sessions/meetings, and boards and commission meetings. Hard costs are billed at cost. Does not charge for mileage or legal assistant services.
Holstad & Knaak, PLC.	4	Holstad & Knaak PLC is a suburban, Twin Cities metropolitan area law firm, with nearly forty years of experience in dealing with the unique problems of cities and other forms of local government. In addition to the practices of principal, Frederic Knaak, are the practices of Donald Kohler, Craig Beuning and Bryce Holstad. Way Holstad remains actively of-counsel to the firm. The lawyers practicing in the firm take care in assuring the firm retains its status as a full-service, suburban law practice. Its smaller size and selective client base assure the availability of lawyers when needed by staff or council members, yet it is not so large as to suffer from the inflexibility of assignments and methods that can create problems with larger firms, as well as add to high overhead costs. We are proud of the excellent relationship we have had over many years with our municipal clients, and would be singularly proud to serve as legal counsel for the City of Ramsey. The Firm's municipal practice consisted of approximately 45% of its billings in the past year.	Frederic W. Knaak	Donald Kohler <u>Paralegal:</u> BethAnn Hanson	<p>Using principally the talents of attorney Frederic W. ("Fritz") Knaak, we are proposing a monthly flat fee of \$4250.00 for all civil matters, or a base hourly rate of \$150.00 per hour for all work performed, excluding major litigation, as specific in more detail in proposal. As a practical matter, the City of Ramsey could expect to remain a priority client of Mr. Knaak and the required work would be done almost entirely by him and his legal assistant. He would be assisted, as needed, in this service by two other experienced attorneys currently working with the firm. Annualized, this contract would be \$51,000.00 per year. The use of a fixed amount in the agreement avoids "fee creep", or slow, imbedded increases and required any future increases to be with the express agreement of the City.</p> <p><u>Retainer Fee (Monthly) Option:</u> \$4250.00 per month See pages 6-8 of the proposal for specific services included in the monthly fee.</p> <p><u>Hourly Rate:</u> \$150.00/hour</p>

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Hoff Barry P.A.	6	Hoff Barry concentrates its practice in the area of municipal representation and municipal litigation defense. Approximately 90 percent of the Firms' billable hours are devoted to representing public sector clients. We have been named among "Best Law Firms" from 2012 through the present by U.S. News & World Report and "Best Lawyers" in the areas of Municipal Law and Municipal Litigation. These accolades signify both the depth of our experience and quality of representation we provide to our clients.	Sarah Schwarzhoff	Justin L. Templin	<p><u>General Legal Services (See page 15 of the proposal for more details)</u></p> <ol style="list-style-type: none"> 1. Partners/Of Counsel \$165.00/hour 2. Associate Attorneys \$155.00/hour 3. Paralegals \$100.00/hour 4. Legal Assistant/Law /Clerks \$90.00/hour <p><u>Fees for Litigation:</u></p> <ol style="list-style-type: none"> 1. Partners/Of Counsel \$185.00/hour 2. Associate Attorneys \$155.00/hour 3. Paralegals \$100.00/hour 4. Legal Assistants/Law Clerks \$90.00/hour <p><u>Legal matters reimbursed by a developer:</u></p> <ol style="list-style-type: none"> 1. Partners/Of Counsel \$240.00/hour 2. Associate Attorneys \$225.00/hour 3. Paralegals \$120.00/hour 4. Legal Assistants/Law Clerks \$100.00/hour
Kennedy & Graven Chartered	36	Kennedy & Graven is the largest law firm in Minnesota that practices primarily local government law. The firm was founded in 1973 with a practice in local government law, public finance, and development. In 1989 members of a local government law firm, LeFevre, Lefler, Kennedy, O'Brien & Drawz, P.A., joined the organization. Kennedy & Graven provides cities townships, school districts, and other local government units with comprehensive legal counsel, litigation representation, and public policy advocacy. By use of a team approach, Kennedy & Graven is able to deliver services in a comprehensive and economical manner. We take maximum advantage of the unique knowledge and experience that our attorneys have in specific areas of local government law. Kennedy & Graven's representation of many local government entities often means that the firm has previously encountered an issue and can therefore respond quickly and efficiently.	David T. Anderson	Joseph L. Sathe	<p>General Counsel:</p> <ul style="list-style-type: none"> • Attorneys \$180.00/hour • Paralegals \$110.00/hour • Law Clerks \$90.00 <p>Non-Routine Services (civil litigation not related to ordinance and zoning enforcement; real estate, cable and telecommunication and labor/employment)</p> <ul style="list-style-type: none"> • Attorneys \$210 <p>Specific Development, Redevelopment, Tax Abatement; and TIF Projects</p> <ul style="list-style-type: none"> • Attorneys \$250.00/hour <p>Pass-Through Fees</p> <ul style="list-style-type: none"> • Attorneys \$250.00/hour <p>Overhead Costs (postage, filing fees and witness fees and similar)</p> <ul style="list-style-type: none"> • Photocopying: no charge unless special large projects: 5 cents per copy. • Mileage: Then-current IRS business rate • Westlaw fees: Not charged <p>Future increases will not exceed 3% year over year. Bond counsel services (if requested) will be billed at rates customarily charge by the firm at the time.</p>

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Ratwik, Roszak & Maloney, P.A.	14	<p>The firm was founded more than 34 years ago by Paul Ratwik, John Roszak and Patricia Maloney, each of whom already had extensive experience in municipal law. Since its founding, the firm has expanded and built its practice on the strength of its attorneys and dedication to its public clients. From the beginning, Ratwik, Roszak & Maloney, P.A. focused its practice exclusively on local government law. We take pride in representing over 100 cities, counties, school districts and joint powers entities throughout Minnesota. Because of our reputation and expertise, the State of Minnesota also retains the firm for special investigations. The firm’s focus is reflected in its billings, 99% of which are to municipal clients. That percentage has remained consistent for many years.</p>	Joseph Langel	<p>Timothy Sullivan</p> <p>Christopher Shafer – Labor & Employment Matters</p>	<p><u>Proposed Hourly Rates:</u></p> <table border="1"> <thead> <tr> <th></th> <th><u>Miscellaneous</u></th> <th><u>Litigation</u></th> <th><u>Developer Paid</u></th> </tr> </thead> <tbody> <tr> <td>Shareholders:</td> <td>\$150.00/hr</td> <td>\$175.00/hr</td> <td>\$185.00/hr</td> </tr> <tr> <td>Associates:</td> <td>\$150.00/hr</td> <td>\$175.00/hr</td> <td>\$185.00/hr</td> </tr> <tr> <td>Paralegal:</td> <td>\$85.00/hr</td> <td>\$85.00/hr</td> <td>\$85.00/hr</td> </tr> <tr> <td>Legal Secretary:</td> <td>No Charge</td> <td>No Charge</td> <td>No Charge</td> </tr> </tbody> </table> <p>In addition, propose to continue the retainer agreement currently in place (\$3,215/mo. For 2021, \$3,375/mo. For 2022). Work that is outside the typical retainer agreement would include contested case matters and those development matters where the cost of legal services is reimbursed by the developer. Another option is flat rates for certain services, such as attending meetings. Flat fees can be used in conjunction with hourly rates and retainers.</p> <p><u>Overhead Costs:</u></p> <ul style="list-style-type: none"> Filing fees, service fees, depositions, etc. are billed at cost. Mileage will be billed at the current rate set by the IRS No charges for photocopies, faxes or word processing 		<u>Miscellaneous</u>	<u>Litigation</u>	<u>Developer Paid</u>	Shareholders:	\$150.00/hr	\$175.00/hr	\$185.00/hr	Associates:	\$150.00/hr	\$175.00/hr	\$185.00/hr	Paralegal:	\$85.00/hr	\$85.00/hr	\$85.00/hr	Legal Secretary:	No Charge	No Charge	No Charge
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