

**Response to Request for Proposals
For Criminal Prosecutorial Legal Services**

Prepared by:
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City of Northfield, Minnesota

April 18, 2014



Submitted By:

**Eckberg, Lammers, Briggs, Wolff, & Vierling, P.L.L.P.
1809 Northwestern Avenue
Stillwater, MN 55082
(651) 439-2878 – Phone**

GENERAL INFORMATION

Introduction

Eckberg, Lammers, Briggs, Wolff & Vierling, P.L.L.P. (hereinafter referred to as the “Firm” or “Eckberg Lammers”) is pleased to submit this Response (the “Response”) to the Request for Criminal Prosecutorial Legal Services to the City of Northfield, Minnesota (the “City”).

Eckberg Lammers is uniquely qualified to represent the City for criminal prosecution matters. As both a historical tradition and a current practice, the true strength of Eckberg Lammers is the Firm’s remarkable breadth and depth of knowledge in municipal law. The Firm’s public clients are not just served by one general attorney, but by an experienced team of attorneys and staff who have the institutional knowledge to effectively advise municipalities on almost all circumstances that may arise in the criminal prosecution area. There is no requirement for City staff or officials to go through the “lead” prosecutor. Instead, the City is always able to directly contact the prosecutor who is most readily available or has a specialized background (i.e. forfeiture, appellate representation). This approach is possible because the City will get to know all of the Firm’s municipal prosecutors early in the representation and will feel comfortable with each attorney’s background. This practice style has worked very well with all of the Firm’s municipal clients, as staff and public officials overwhelmingly appreciate the comprehensive approach and efficient response on any given issue. The attorneys at the Firm who may assist with a given issue raised by the City (and almost all prosecuting attorneys may assist, given the widespread municipal practice at the Firm) will coordinate with the lead prosecutor as appropriate, in order to maintain a consistent response for the City.

Engaging with a comprehensive civil and criminal municipal law firm provides the City with strong, steady, and consistent representation, giving staff and public officials the ability to concentrate on the truly important issues facing the City. Eckberg Lammers believes that municipal representation is best approached as a partnership, with full and frequent communication among all necessary parties. The Firm wants its municipal clients to succeed in all core functions, and the Firm’s attorneys frequently play the educational and advisory roles necessary to enable that success.

The attorneys at Eckberg Lammers proposed to work with the City will represent the City in all matters related to the prosecution of criminal, traffic, forfeiture, and city code violations. The Firm will also represent the City in any settlement negotiations and alternative dispute resolution sessions, and will keep City staff informed and updated on new criminal cases and legislation. The Firm is also applying to be the City’s general civil attorneys. If the Firm has the privilege of being selected as the civil attorney, retaining the Firm as the City’s prosecuting attorney will ensure a steady, consistent, and thorough representation, as the prosecuting and civil attorneys assigned to the City will be able to freely and frequently collaborate on all important matters. This comprehensive and cost-effective approach is available to address all of the City’s legal and advisory needs. The Firm’s attorneys additionally have substantial experience appearing before Minnesota’s district and appellate courts, and they have the respect of judges and court personnel.

Eckberg Lammers has always had a significant focus in municipal and public-sector practice and since its inception has been one of the leading municipal law firms in the 13-county Twin Cities Metropolitan Area. The Firm currently serves as general counsel to the following cities:

- City of Woodbury
- City of East Bethel
- City of Mendota Heights
- City of Wyoming
- City of Oak Park Heights
- City of Grant
- City of Scandia
- City of Bayport
- City of Montrose
- City of Mahtomedi (prosecution only)
- City of Lake St. Croix Beach
- City of St. Mary's Point
- City of Mendota
- City of Lilydale

Additionally, in past years, the Firm has provided special services in conflicts of interest and other circumstances to the following communities:

- City of Stillwater
- City of Maplewood
- City of White Bear Lake
- City of Otsego
- City of West St. Paul

Finally, the Firm serves as special counsel, such as public finance/TIF counsel and land use counsel, to the following communities:

- City of Glencoe
- City of Sleepy Eye
- City of Breckenridge
- City of Maple Plain
- City of Hanover
- City of East Gull Lake
- City of Hudson, Wisconsin
- City of New Richmond, Wisconsin
- City of River Falls, Wisconsin

Background History; Number of Attorneys Employed

Eckberg Lammers was established by Lyle Eckberg, who began the practice of law in 1946. Since its founding, the Firm has served as civil, prosecuting, and special counsel for numerous municipalities throughout the State of Minnesota, and the Firm’s attorneys and staff highly value the relationships made with countless elected officials, staff and residents in these municipalities. The Firm has grown at a relatively constant rate in employees and revenues in the past 65-plus years, and currently operates as a professional limited liability partnership under the laws of the State of Minnesota. The Firm’s main office is located in Stillwater, Minnesota, and a branch office is located in Hudson, Wisconsin.

In addition to the Firm’s substantial representation of municipal and public sector clients, the Firm maintains a general practice, offering legal services in Business and Commercial Law, Banking Law, Real Estate, Employment Law, Estate Planning, Probate and Guardianship, Mediation/Arbitration, Criminal Law, Civil Litigation, Personal Injury, Worker’s Compensation, and Family Law. The Firm also owns a majority interest in FSA Title, LLC, a title company and real estate closing service located in Oak Park Heights and Blaine. These rich and varied practice areas provide greater perspectives into many of the issues facing the Firm’s municipal clients.

Eckberg Lammers currently employs 15 attorneys. Of the Firm’s attorneys, two are exclusively licensed in Wisconsin, and the remainder are either exclusively licensed in Minnesota or licensed in both states. The following is a table of attorneys currently at the Firm and their areas of specialty:

Mark J. Vierling	Municipal Law, Civil Litigation, Family Law, Estate Planning
Thomas J. Weidner	Municipal Prosecution, Personal Injury & Wrongful Death
Sean P. Stokes	Family Law, Criminal Defense, Alternative Dispute Resolution
Nicholas J. Vivian	Municipal Law, Banking and Finance, Business Organization
Thomas R. Lehmann	Municipal Law, Civil Litigation, Business Organization, Family Law
Shannon H. Enright	Estate Planning, Trust & Probate
Andrew J. Pratt	Municipal Law, Public Finance, Banking and Finance, Real Estate
Kevin S. Sandstrom	Municipal Law, Commercial Litigation, Workers’ Compensation
Daniel P. Bakken	Banking and Finance, Commercial Litigation, Business Organization
Amanda E. Prutzman	Commercial Litigation, Banking and Finance
Rebecca S. Christensen	Municipal Prosecution, Tax Planning, Banking and Finance
Thomas P. Raisbeck	Family Law, Estate Planning, Civil Litigation
Jeffrey L. Kemp	Family Law, Criminal Defense, Civil Litigation
Michael L. McCain	Municipal Law, Labor and Employment, Business Organization
Joe Van Thomme	Municipal Prosecution, Municipal Law, Family Law

Primary and Secondary Attorneys

The chief prosecutor assigned to the City will be **Thomas J. Weidner**. Tom has been a member of the prosecution team for more than 20 years. In that time he has served as the primary prosecutor for the following cities:

- City of Woodbury (20+ years)
- City of Bayport (14 years)
- City of Oak Park Heights (14 years)
- City of Lakeland (14 years)
- City of Lake St. Croix Beach (14 years)
- City of Mahtomedi (14 years)
- City of St. Mary's Point (14 years)
- City of Hugo (12 years)
- City of Marine on the St. Croix (12 years)
- City of Lake Elmo (3 years)

Tom has also stepped in and served as a special prosecutor in conflict situations for the Cities of Stillwater, Maplewood, Forest Lake, Cottage Grove, Oakdale and St. Paul Park. Tom has tried over 40 jury trials and hundreds of bench trials, contested omnibus hearings, probable cause hearings and oral motions to court. In addition to his substantial prosecution duties, Tom maintains a private practice in the areas of Personal Injury and Wrongful Death and Civil Litigation.

Another prosecutor that will be assigned to the City is **Thomas R. Lehmann**. Tom has been a prosecutor for over 20 years for the Cities of Lilydale and Mendota. Before beginning his own law firm, Tom additionally prosecuted for the Cities of South St. Paul, West St. Paul, Inver Grove Heights and Sunfish Lake. Tom has also taken on numerous prosecution assignments for other municipalities as a special counsel during conflicts, including the Cities of Mendota Heights, South St. Paul, Inver Grove Heights, Eagan, West St. Paul and Wayzata. On the civil side of his municipal practice, Tom is the City Attorney for the Cities of Mendota Heights and Mendota, and a co-civil attorney for Lilydale. Given his extensive experience as a prosecutor in Dakota County, Tom would appear and handle prosecutions for the City related to offenses committed within that county.

A third prosecutor who will be working with the City is **Rebecca S. Christensen**. Rebecca has more than seven years experience as a municipal prosecutor. She prosecuted for the Cities of Eagan and Mendota Heights for five years. Since joining Eckberg Lammers in 2012, Rebecca has become a lead prosecutor for the Cities of Woodbury, Bayport, Oak Park Heights, Grant, Lake St. Croix Beach, Mahtomedi, and East Bethel. Like the other prosecutors, Rebecca has taken on numerous prosecution assignments for other municipalities as a conflict prosecutor, namely in the Cities of Forest Lake, Cottage Grove, Scandia, West St. Paul, Mendota and Lilydale.

Rebecca is also actively involved in the Tubman Alliance Systems and Service Integration Think Tank, which is a board that facilitates discussions and policy implementation regarding current policies and procedures as they relate to the protection of domestic abuse victims and sentencing structures designed to reduce domestic abuse recidivism.

Finally, the City will also work with **Joe Van Thomme** on prosecution matters. Joe joined the Firm in March 2014, after spending more than four years at another firm as a prosecutor. At that firm Joe was the prosecutor for the Cities of Ramsey, Bethel, and Nowthen. Since joining Eckberg Lammers, Joe has continued to prosecute for the City of Ramsey, and also works with the Cities of East Bethel, Woodbury, and Oak Park Heights. Joe also actively advises municipalities on vehicle forfeitures, administrative law and ordinance enforcement issues.

Resumes and Further Information on Attorneys Assigned to City

Statements of Qualification for all attorneys proposed to work with the City are attached to the end of this Response. Of course, in cases of turnover or illness, any of the Firm's municipal attorneys is qualified and able to work with the City. Attorneys at the Firm certainly do not guard municipal clients, walling them off from other attorneys who are able to assist. The capabilities of all municipal attorneys of the Firm are described throughout this Response. For prosecutorial matters, this cooperative approach has served all of the Firm's municipal attorneys well, as the prosecutors work together to ensure that all requested pre-trial and trial hearings are covered.

Attorneys Knowledgeable in Municipal Law

Eckberg Lammers is proud of its historical and dynamic municipal representation. The Firm is widely known throughout Washington County, the Twin Cities Metropolitan Area, and regionally for the depth of its municipal practice, and this depth is reflected in the following attorneys knowledgeable and experienced in municipal law,¹ along with their areas of specialty, as described in the Scope of Services in the Request for Proposal:

Thomas J. Weidner

- Criminal Prosecution: lead Prosecutor for the Cities of Woodbury, Oak Park Heights, Bayport, Lake St. Croix Beach, Mahtomedi and St. Mary's Point.
- Code Enforcement: assists with the organization and implementation of new and dynamic code enforcement efforts for all client municipalities.

Thomas R. Lehmann

- Criminal Prosecution: lead Prosecutor for the Cities of Mendota and Lilydale.
- Civil/Criminal Liaison: serves as civil City Attorney for the Cities of Mendota Heights, Mendota and an assistant for Lilydale; works with police in all communities to deal with civil/criminal code enforcement matters.

Rebecca S. Christensen

- General Municipal: prosecutor for the Cities of Woodbury, Oak Park Heights, Bayport, Lake St. Croix Beach, Mahtomedi, St. Mary's Point and East Bethel.
- Trial Activity: undertakes condemnation actions and enforces Code violations.

¹ The listed attorneys are knowledgeable in criminal law; the Firm has many other attorneys knowledgeable in civil municipal law, as described in the Response for the civil attorney position.

Joe Van Thomme

- Criminal Prosecution: prosecutor for the Cities of Woodbury, Oak Park Heights, Bayport, Lake St. Croix Beach, Mahtomedi, St. Mary’s Point, Ramsey and East Bethel..
- Trial Activity: Court-appointed Attorney in Anoka County representing parents in child protection and termination of parental rights matters.

Andrew J. Pratt

- General Municipal: civil City Attorney for the Cities of Bayport, Montrose, Wyoming (co-counsel) and Scandia (co-counsel).
- Civil/Criminal Liaison: collaborates with city administration and police to ensure code enforcement procedures are effective.
- Data Practices: serves as Firm’s principal data practices attorney.

Primary Office Location

The Firm’s primary office is located at 1809 Northwestern Avenue in Stillwater. The Firm’s main office number is (651) 439-2878, and its main fax number is (651) 439-2923. Direct phone numbers and email addresses for the attorneys proposed to work with the City are listed on each attorney’s Statement of Qualification attached to this Response. Eckberg Lammers also maintains an office in Hudson, Wisconsin, at 430 Second Street. All attorneys proposed to work with the City are located at the main Stillwater office.

Paralegals and Support Personnel

The Firm employs more than 20 support staff consisting of paralegals, legal assistants, law clerks, administrative and receptionist positions. The Firm has a stable and consistent staff base that has steadily grown with the Firm. All positions are filled with employees with the experience, knowledge and depth to meet the requirements of the Firm’s municipal clients.

The Firm employs nine paralegals; their names and areas of specialty are as follows:

Karen Stoltzmann	Estate Planning, Trust and Probate
Jenny Brodrick	Personal Injury and Workers’ Compensation
Danette Langness	Municipal, Real Estate, Banking and Finance, Business Organization
Julie Valsvik	Municipal, Real Estate, Banking and Finance, Business Organization
Mary Hughes	Bankruptcy, Estate Planning, Trust and Probate
Rachel Seely	Criminal Prosecution
Dana Reynolds	Personal Injury and Workers’ Compensation
Karen Woerner	Banking and Finance
Karen Abraham	Municipal, Banking and Finance, Civil Litigation

The paralegals with municipal experience highlighted above, particularly Rachel Seely, with Jessica Mertz assisting, will become quite familiar to the City, as they communicate frequently with all City personnel and police to handle high volumes of prosecution matters.

Availability of City Attorney

Eckberg Lammers views its municipal representation as a collective, and not an individual, effort. Therefore every attorney and member of the support staff that is knowledgeable in municipal law will likely assist in the City's legal representation at one time or another, given the larger size of the City and the increasing pace of development. The Firm has never had any problems servicing the legal needs of any of its municipal clients.

Specifically, as stated elsewhere in this Response, Tom Weidner will be the principal attorney assigned to the City to handle criminal prosecution matters. As prosecution is such a labor-intensive process, Tom Lehmann, Rebecca Christensen, and Joe Van Thomme would all be available to handle the City's workload. Tom Lehmann will specifically be the lead prosecuting attorney for Dakota County matters, and all attorneys will coordinate representation in Rice County with Tom Weidner. Support personnel such as the paralegals and assistants described in this Response will handle case organization, case scheduling, pre-trial and trial discovery compliance, victim/witness coordination, officer correspondence/notifications, technical support, and conflict searches. The Firm has never had any trouble attending all required hearings and processing new cases.

The Firm holds "office hours" in its various cities from time to time, and encourages this arrangement in the City of Northfield. Conference calls and email correspondence are always options, but office hours can be helpful for staff and public officials to have a face-to-face meeting with the prosecutor. The Firm is happy to consider an "office hours" arrangement with the City if that is desirable. Almost any time would be available in the discretion of the City, in compliance with the various prosecution calendars.

City Workload – Scope of Services

The Firm historically has granted the highest level of priority to municipal representation and that philosophy will continue if the City becomes a valued municipal client. Some of the Firm's attorneys hold "office hours" periodically at other cities, in order to give staff and officials uninterrupted time to address important legal matters with the attorneys. The Firm has found this facet of the representation to be efficient and effective, and is able and willing to provide such regular availability to the City. When not at City Hall, the Firm's municipal lawyers working with the City will always be available by phone or email, and all of the municipal attorneys will soon become known to City staff and officials. In the end, Eckberg Lammers intends to be a legal partner with the City, with the goal to assist in the City's long-term success and growth, and not as an obscure arbiter handing down opinions with no attachment or flexibility.

Specifically, the following attorneys will carry out the following respective matters, as enumerated in the Scope of Services section²:

² Items in the Request for Proposal that overlap with civil municipal representation are addressed in the Firm's civil municipal Response.

General Municipal Law

- A majority of the Firm's attorneys are fluent in municipal law matters. This representation is especially effective when the civil attorney and the criminal prosecutor come from the same firm, as often there are civil and criminal remedies available to address the same situation. The Firm has four current prosecutors and five current civil attorneys who are the primary city attorneys in various municipalities throughout the 13-county Twin Cities Metropolitan Area.

General Laws Relating to Municipal Government

- Tom Weidner leads annual and periodic prosecution training programs in front of law enforcement and other municipal staff on a variety of subjects, including both criminal law issues and civil code enforcement issues. Andy Pratt assists to provide context from the civil representation. The Firm views itself as a partner in prosecution with its municipal clients, with a constant learning process to implement for new police officers and court personnel.

Ordinance and Resolution Development and Interpretation

- Tom Lehmann and Andy Pratt have assisted municipalities in which they serve as civil attorney to implement solid ordinances and resolutions that govern criminal enforcement remedies for various offenses. Often this representation will reveal the need to more fully organize and amend various outdated city codes, and this opportunity is given to all of the Firm's municipal clients.

Response Time Capability

Eckberg Lammers is a "paperless" prosecution firm and is equipped with cutting-edge case management systems, e-charging software, and inter-agency information exchange programs. The Firm uses the LENS prosecution case management system and charges all complaints (where allowed) electronically. Further, the Firm is equipped with technology that allows a free-flow of information between law enforcement personnel, the court system and our office. We pride ourselves on delivering efficient prosecution services always from a public-safety perspective.

Long ago, Eckberg Lammers switched from a "paper library" to an electronic library. The Firm contracts with Westlaw to provide each of our attorneys with instant access to a number of Westlaw libraries, including Court of Appeals reported and unreported decisions, Minnesota Statutes Annotated, Attorney General Opinions, and more. Having instant Westlaw access allows the Firm's attorneys to do quick, automated searches and obtain the information needed expeditiously and thoroughly.

In addition to this automated library, each attorney has access to the Minnesota Statutes in their respective office. Eckberg Lammers also maintains a set of Minnesota Statutes Annotated, *McQuillin on Municipal Corporations*, and a number of other municipal publications and treatises that are relevant and necessary. Firm attorneys also subscribe to the instant reporting services and attorney list-servs provided by the Minnesota State Bar Association. This service emails all Minnesota Court of Appeals and Minnesota Supreme Court decisions as they are reported. The attorneys review these cases as they are released and forward as necessary to City personnel and public officials. City attorney list-servs provide valuable information and the opportunity to share experiences between subscribing municipal attorneys, and the Firm's municipal attorneys always attend and take part in the annual Minnesota City Attorney's Association conference and legislative update. The Firm also maintains a subscription to the League of Minnesota Cities bi-monthly magazine and frequently uses the League's research attorneys for support.

The Firm's computer systems are used by attorneys and staff daily on- and off-site for work, yet provide maximum security and systems control. All attorneys have laptop access and smart-phone access to email and documents as needed. The Firm shares, edits and finalizes documents with our municipal clients on a daily basis. Consistently delivering such timely communication and work product is a source of pride for Eckberg Lammers.

The Firm has regular office hours from 8:00 a.m. until 5:00 p.m. The Firm's attorneys are also available outside of business hours and are willing to spend additional time as is necessary to fully serve the needs of the City. It is our policy that all phone calls and email inquiries from City staff and officials are returned the same business day, or immediately on the next business day (if the inquiry is received late in the day or after business hours). All attorneys are available to the City by office phone, cellular phone, e-mail and facsimile transmission. Recorded voice messaging or the opportunity to speak to support staff and leave a personal message with a live person is provided as well. Simply stated, this office will have no problem handling the volume of work associated with civil representation of the Northfield.

Malpractice Insurance Coverage

The Firm's professional liability carrier is Minnesota Lawyers Mutual. The insurance policy contains limits of liability of \$3,000,000 per claim and \$5,000,000 in the aggregate. A copy of the insurance coverage is attached to this Response.

KNOWLEDGE AND EXPERIENCE

In the previous section, we briefly summarized our approach and ability to carry out each activity described in the Scope of Services portion of the Request for Proposals. The purpose of this section is to expand on that information and offer some concrete examples of methods used to assist the City. Again, for matters that are related to civil representation, those have been addressed in the Firm's civil municipal Response. We would like to touch on a few matters of criminal law in this section.

Trial Activity

The Firm's prosecuting attorneys have extensive trial experience, including jury and bench trials for misdemeanors, gross misdemeanors and petty misdemeanor offenses. Prior to trial, our attorneys prosecute at all stages of the criminal law process, including arraignments, pretrial hearings, contested omnibus hearings, sentencing hearings and probation violation hearings. Our prosecutors have successfully litigated officer authority issues such as search-and-seizure, vehicle stop, non-custodial and custodial interrogation, *Miranda* issues, *Brooks* and *McNeely* warrantless search and probable cause matters. The Firm's attorneys are knowledgeable in recent changes to the law and advise officers and City staff appropriately.

Criminal Law and Police Authority

Because the Firm currently prosecutes on behalf of ten separate communities in three different counties, each of our prosecuting attorneys has significant experience reviewing, drafting and charging criminal complaints. The Firm places an emphasis on officer input when making charging decisions, and communicates routinely and easily with law enforcement personnel regarding those decisions. Further, our attorneys work to establish good relationships and rapport with the officers they work with, so that on the occasion where evidence is lacking, or an officer made a mistake, our team can communicate that to the officer in a way that educates and informs, which ultimately improves the officer's work in the future. Accordingly, our attorneys are available to law enforcement by cell phone and email and make it a priority to respond to officers in a prompt and efficient manner.

The Firm's prosecutors also frequently develop seminars, trainings, and prepare newsletters to distribute to police departments to keep all parties updated on criminal procedure issues. In the rare event that a conviction is appealed, the Firm's prosecutors handle the legal brief preparation and oral argument.

Eckberg Lammers believes that each case requires an experienced attorney's attention, which our firm is able to provide. Our attorneys are capable negotiators when it comes to resolving criminal cases short of trial, and will do so when appropriate, with an eye toward public safety and an efficient use of an officer's time. When cases cannot be resolved, our attorneys are confident litigators before a jury or judge.

SPECIALIZED ISSUES

Recently the Firm's prosecution department has assisted to initiate a program designed to encourage "neighborhood mediation," among residents who may be looking at separate criminal offenses arising out of a single incident. For example, two residents may face disorderly conduct charges out of an event, but the Firm's prosecutors assist to convene the parties, mediate the dispute, and execute an agreement allowing for a case dismissal as long as the agreement is upheld. This program is appreciated by local police officials and may help to avoid lengthy and costly criminal proceedings. The Firm's prosecutors are enthusiastic to discuss this arrangement with the City of Northfield and to test its effectiveness.

REFERENCES

- City of Mahtomedi: Scott Neilson, City Administrator
Mahtomedi City Hall
600 Stillwater Road
Mahtomedi, Minnesota 55115
(651) 426-3344
sneilson@ci.mahtomedi.mn.us
- City of Oak Park Heights: Brian DeRosier, Chief of Police
Oak Park Heights City Hall
14168 Oak Park Boulevard
Oak Park Heights, Minnesota 55082
(651) 439-4723
bwderos@cityofoakparkheights.com
- City of Woodbury: Lee Vague, Chief of Police
Woodbury City Hall
8301 Valley Creek Road
Woodbury, Minnesota 55125
(651) 714-3500
lvague@ci.woodbury.mn.us
- City of Bayport: Laura Eastman, Chief of Police
Bayport City Hall
294 Third Street North
Bayport, Minnesota 55003
(651) 275-4404
leastman@ci.bayport.mn.us
- City of East Bethel: Jack Davis, City Administrator
2241 221st Avenue Northeast
East Bethel, Minnesota 55011-9790
(763) 367-7840
jack.davis@ci.east-bethel.mn.us

FEES

Option A – Retainer + Hourly Fees

Subject to negotiation with the City, Eckberg Lammers proposes a general services retainer plus hourly fees as follows:

	2014	2015	2016
Retainer Fee (monthly amount)	\$6,500	\$6,695	\$6,830
Hourly Rate – Primary Attorney*	\$150	\$150	\$150
Hourly Rate – Support Personnel			
Paralegals	\$80	\$80	\$80
Law Clerks	\$75	\$75	\$75

* The hourly rates for all attorneys will be the same.

The scope and nature of the general services retainer would cover all services in the “Scope of Services” section in the Request for Proposals (Nos. 1-23, except No. 15). The only item that would be charged on an hourly basis is work related to representation for appellate criminal cases. If the Firm maintains “office hours” at City Hall, that time would be categorized under the retainer.

Option B – Hourly Fees

	2014	2015	2016
Hourly Rate – Primary Attorney*	\$140	\$145	\$150
Hourly Rate – Support Personnel			
Paralegals	\$80	\$80	\$80
Law Clerks	\$75	\$75	\$75

* The hourly rates for all attorneys will be the same.

If the Firm maintains “office hours” at City Hall under this Option B, that time will be billed at the then-applicable hourly rate.

Detailed monthly billing statements can be tailored to the requirements of the City, as referenced on page 8 in the Request for Proposals.

Legal assistant/secretary services are not charged. Minimum hourly billing kept by all timekeepers will be in increments of .10 hours.

Hard Costs – Effective for Option A or Option B

Copying:	\$0.20 per page
Faxes from Client:	\$0.00
Faxes to Client:	\$0.50 per page
Transportation time and reimbursement:	\$0.00
Phone calls from Staff/Council:	\$0.00

The following charges are passed through at cost:

- Courier or Delivery Charges
- Process Server Fees
- Court Filing Fees
- Document Recording & Closing Fees
- Court Reporter Transcription Fees

There will be no charges for the following:

- WestLaw/Lexis Research Fees/Computer time
- Administrative billings for file setup and computer entry
- Electronic copies of documents
- Personal conference with City staff/officials, unless subject to “office hours” under retainer or undertaken as part of a specific project

CONFLICT OF INTEREST

Current Private Representation

Eckberg Lammers does not currently represent, and has not represented in the past, any client where the representation may conflict with the Firm’s ability to serve as the Northfield City Attorney. Eckberg Lammers currently does not represent any real estate developers doing business with, or anticipating doing business with, the City. The Firm does not currently represent any other local unit of government having jurisdiction within, or contiguous to, the City.

Conflict Procedures

The potential for conflicts of interest always exists. The Firm maintains a conflict protocol and client registry as required under existing ethics standards for that purpose. The Firm is keenly aware of representation of real estate developers, contractors and others that may impact any municipal clients, and Eckberg Lammers has successfully avoided those conflicts over the years. In the event a conflict presents itself, the Firm would promptly notify the affected private clients as we are professionally required to do, and if further representation on the matter could not be retained we would assist in making the necessary referrals and transition the file to other counsel in an efficient manner.

The City should be aware that the Firm has a client list in its computer system which notes all clients and adverse parties. This list is routed past all attorneys on a regular basis. If any of the attorneys question whether or not a conflict of interest may exist, that file is highlighted and further research is done to determine whether or not a conflict is present.

CONCLUSION

As part of the Firm's due diligence for this Response, a review of the City's website and meeting agendas/minutes was conducted. This review revealed that the City regularly engages four law firms to conduct its legal work: civil general, criminal prosecution, public finance/bond, and employment law. **If the City selects Eckberg Lammers, it will only need one firm to complete all of its legal projects.** This is a very rare opportunity for the City. Many municipal law firms can provide one or two service categories, and maybe a few can provide three, but it can be stated with certainty that no municipal law firm applying to the City can provide all four areas of representation under one roof. Other law firms are just not able to combine criminal prosecution with a bond attorney who is in the "RedBook," in addition to highly efficient general civil and employment representation. We look forward to meeting City staff and Council, and to be considered for the Northfield Criminal Prosecutor position.

Respectfully submitted this 18th day of April, 2014.

**ECKBERG, LAMMERS, BRIGGS,
WOLFF & VIERLING, P.L.L.P**

By: _____
Thomas J. Weidner



STATEMENT OF QUALIFICATION

THOMAS J. WEIDNER

ECKBERG, LAMMERS, BRIGGS, WOLFF & VIERLING, P.L.L.P.

1809 Northwestern Avenue
Stillwater, MN 55082
Direct Dial: (651) 351-2119
tweidner@eckbergglammers.com

EDUCATION:

- Bachelor of Arts, 1985
Augsburg College, Minneapolis, MN
- Juris Doctor, January 1990
William Mitchell College of Law, St. Paul, MN

PROFESSIONAL EXPERIENCE:

Mr. Weidner joined the firm in 1990 and concentrated his practice in the areas of criminal prosecution services and civil litigation. Mr. Weidner serves as a prosecutor for the Cities of Woodbury, Mahtomedi, Oak Park Heights, Bayport, Lake St. Croix Beach and St. Mary's Point. Mr. Weidner also has a unique perspective on various municipal issues, as a member of the Stillwater City Council. Mr. Weidner's litigation practice is concentrated primarily in the areas of plaintiffs' negligence and liability cases.

PRACTICE AREAS:

- Criminal Prosecution
- Civil Litigation

PROFESSIONAL ORGANIZATIONS:

- Board of Governors Minnesota State Bar Association 1997-2004
- Ethics Committee Member 19th District Bar Association 1999-2005
- Past President, 19th District Bar Association
- Former President of the American Heart Association, St. Croix Valley Division
- Member of the Washington County City Prosecutors Association
- President of the Stillwater Community Foundation
- Member of the Minnesota Trial Lawyers Association
- Member of the City of Stillwater City Council 1997-2000
- Washington County Sentence to Service Advisory Board 2000-present
- Washington County Bar Association, 19th District Bar Association



STATEMENT OF QUALIFICATION

THOMAS R. LEHMANN

ECKBERG, LAMMERS, BRIGGS, WOLFF & VIERLING, P.L.L.P.

1809 Northwestern Avenue

Stillwater, MN 55082

Direct Dial: (651) 351-2133

tlehmann@eckberglammers.com

EDUCATION:

- Bachelor of Science, *Cum Laude*, 1984
Concordia College, Moorhead, Minnesota
- Juris Doctor, 1987
William Mitchell College of Law, Saint Paul, Minnesota

PROFESSIONAL EXPERIENCE:

Mr. Lehmann's diverse practice includes representing municipalities, businesses and individuals. Since 1989, Mr. Lehmann has served as City Attorney for the City of Mendota. Mr. Lehmann also serves as the city prosecutor and assistant civil attorney for the City of Lilydale, and recently was appointed as the City Attorney for the City of Mendota Heights. Mr. Lehmann has worked for suburban municipal-focused law firms in the past, and owned his own firm, Lehmann & Lutter, for many years. Mr. Lehmann joined Eckberg Lammers in January 2013.

PRACTICE AREAS:

- Municipal Law – General Municipal, Ordinances/Resolutions, Contracts, Trial Activity
- Business and Commercial Law
- Business Transactions/Business Litigation
- Employment Law
- Real Estate
- Wills and Trusts/Family Law

PROFESSIONAL ORGANIZATIONS:

- Vice Chair, Stillwater Public Schools
- Minnesota State Bar Association
- Minnesota Association for Justice



STATEMENT OF QUALIFICATION

REBECCA S. CHRISTENSEN

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EDUCATION:

- Bachelor of Arts, *Cum Laude*, 2004
University of St. Thomas, Saint Paul, Minnesota
- Juris Doctor, 2007
William Mitchell College of Law, Saint Paul, Minnesota

PROFESSIONAL EXPERIENCE:

Prior to joining Eckberg Lammers in 2012, Ms. Christensen was a tax preparer and an attorney for another suburban municipal law firm. Ms. Christensen handles business and commercial law and transactions, as well as tax returns, for the Firm's commercial entities and interested individuals. Ms. Christensen also has a long history of criminal prosecution in Washington County and Dakota County.

PRACTICE AREAS:

- Municipal Law – Contract Law, Environmental Law, Trial Activity
- Criminal Prosecution
- Business Transactions
- Taxation
- Banking and Finance

PROFESSIONAL ORGANIZATIONS:

- Minnesota State Bar Association
- 19th District Bar Association
- Minnesota Women Lawyers – Washington County

STATEMENT OF QUALIFICATION

JOE VAN THOMME

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EDUCATION:

- Bachelor of Arts, 2006
University of Minnesota, Minneapolis, MN
- Juris Doctor, 2009
Hamline University School of Law, St. Paul, MN

PROFESSIONAL EXPERIENCE:

Mr. Van Thomme specializes in criminal prosecution for the Cities of Ramsey, East Bethel, Woodbury, Oak Park Heights and several other suburban and exurban communities. Mr. Van Thomme handles everything from initial charging to trial and verdict, along with contested evidentiary hearings and probation violations. Mr. Van Thomme is also a court-appointed attorney in Anoka County representing parents in child protection and termination of parental rights matters. Finally, Mr. Van Thomme works in civil municipal areas as an assistant attorney, advising cities regarding vehicle forfeitures, administrative law and ordinance enforcement issues.

Mr. Van Thomme joined Eckberg Lammers in March 2014. He was selected as an “Up and Coming Attorney” by *Minnesota Lawyer* in 2013.

PRACTICE AREAS:

- Municipal Law – Criminal Prosecution
- Municipal Law – Civil Representation
- General Civil Litigation

PROFESSIONAL ORGANIZATIONS:

- Minnesota State Bar Association, Washington County Bar Association
- 19th District Bar Association, Hennepin County Bar Association