

**RESOLUTION NO. 2-24-49
BOROUGH OF HIGHLAND PARK
COUNTY OF MIDDLESEX**

**RESOLUTION AUTHORIZING EXECUTION OF PROFESSIONAL SERVICE
AGREEMENT FOR BOROUGH ATTORNEY – RAINONE COUGHLIN MINCHELLO**

WHEREAS, the Borough of Highland Park has need of the services of a Municipal Attorney for the calendar year 2024; and

WHEREAS, the firm Rainone Coughlin Minchello has provided a proposal to the Borough of Highland Park for the sought-after legal services that demonstrates extensive experience in municipal law; and

WHEREAS, the Borough of Highland Park has solicited these services without a “fair and open process” as defined by P.L. 2004, c.19, the “Local Unit Pay-to-Play Law,” and will require completion of all necessary Pay-to-Play forms, including the Campaign Contributions Affidavit and the Certification Regarding Political Contributions, pursuant to N.J.S.A. 19:44A-20.8 and N.J.S.A. 19:44A-20.26, respectively; and

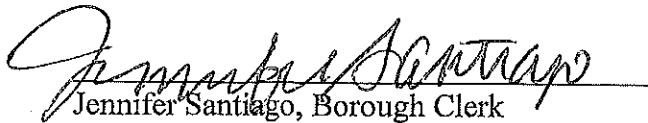
WHEREAS, a contract for these services may be awarded without public advertising for bids as the contract is for “Professional Services” as defined by the Local Public Contracts Law, N.J.S.A. 40A:11-5(1)(a)(i); and

WHEREAS, funds for this purpose are available in the 2024 Temporary Budget, Current Fund Account No. 4-01-20-155-233 in an amount not to exceed \$200,000.00, and will be provided for in the 2024 Municipal Budget as adopted, as reflected by the certification of funds by the Chief Financial Officer no. 2024-12.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the Borough of Highland Park, County of Middlesex, State of New Jersey, that:

1. The Mayor and Borough Clerk are authorized and directed to execute and attest on behalf of the Borough, an Agreement for professional services with Rainone Coughlin Minchello, 555 US Highway One South, Suite 440, Iselin, NJ 08830, a copy attached hereto.
2. Notice of this contract be published as required by law and that a copy of executed Agreement be placed on file in the Office of the Borough Clerk.

I, Jennifer Santiago, Borough Clerk of the Borough of Highland Park, New Jersey, do hereby certify the above to be a true copy of a resolution adopted by the Borough Council of said Borough on February 6, 2024.


Jennifer Santiago, Borough Clerk

RECORD OF COUNCIL VOTES

Council Member	Ayes	Nays	Abstain	Absent
Canavera				✓
George				✓
Hale	✓			
Hersh	✓			
Kim-Chohan				✓
Postelnik	✓			

2024

AGREEMENT FOR PROFESSIONAL SERVICES

THIS AGREEMENT, entered into this 6th day of February 2024, by and between the **BOROUGH OF HIGHLAND PARK**, a municipal corporation of the State of New Jersey, having its principal offices located at 221 South 5th Avenue, Highland Park, New Jersey 08904 (hereinafter referred to as "**BOROUGH**") and Sapana Shah, Esq., Rainone Coughlin Minchello, 555 US Highway One South, Suite 440, Iselin, NJ 08830 (hereinafter referred to as "**COMPANY**").

WITNESSETH:

WHEREAS, the **BOROUGH** requires professional services in connection with Legal Services during the calendar year 2024; and

WHEREAS, the **BOROUGH** has adopted a Resolution authorizing the award of a Contract for said professional services to the **COMPANY** without competitive bidding as permitted by *N.J.S.A. 40A:11-1, et seq.*

NOW, THEREFORE, IT IS AGREED between the **BOROUGH** and the **COMPANY**, as follows:

1. Effective February 6, 2024, the **COMPANY** shall render professional services for the **BOROUGH** as required by the **BOROUGH**.
2. The **BOROUGH** agrees to compensate the **COMPANY** as set forth on the proposal dated January 24, 2024, the amount of said compensation shall not exceed **\$200,000.00** unless amended by further action of the **BOROUGH** for the above mentioned services.
3. The **BOROUGH** agrees to pay the **COMPANY** for any actual disbursements and out of pocket expenses incurred in carrying out its duties.
4. The **COMPANY** shall submit monthly billing to the **BOROUGH** for said services,

if any, on vouchers as required by the **BOROUGH**. The **BOROUGH** agrees to process and pay said vouchers in the same manner as other municipal vouchers. The **BOROUGH** requires billing for professional services to be done to the nearest 1/4 hour.

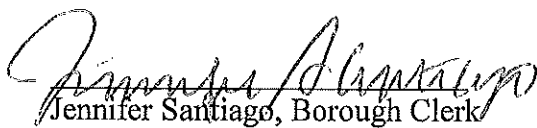
5. The parties hereto hereby incorporate by reference herein the Affirmative Action Addendum attached hereto and made a part hereof as *Exhibit A*.

6. The **COMPANY** agrees to file its New Jersey Business Registration Certificate with the **BOROUGH's** Chief Financial Officer.

7. The **COMPANY** agrees to adhere to and comply with the provisions of the New Jersey Local Unit Pay-to-Play Act, *N.J.S.A. 19:44A-20.1*, and will require completion of all necessary Pay-to Play forms, including the Campaign Contributions Affidavit and the Certification Regarding Political Contributions, pursuant to *N.J.S.A. 19:44A-20.8* and *N.J.S.A. 19:44A-20.26*, respectively.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals the date first above written.

ATTEST:


Jennifer Santiago, Borough Clerk

BOROUGH OF HIGHLAND PARK

By: 
Elsie Foster, Mayor

WITNESS:


Alexandra R. Guida

RAINONE COUGHLIN MINCHELLO

By: 
Louis N. Rainone, Esq.
Managing Partner

EXHIBIT A

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE

N.J.S.A. 10:5-31 et seq. (P.L.1975, c.127)

N.J.A.C. 17:27 et seq.

GOODS, GENERAL SERVICES, AND PROFESSIONAL SERVICES CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Such equal employment opportunity shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union of the contractor's commitments under this chapter and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to make good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. 17:27-5.2.

EXHIBIT A (Cont)

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job related testing, as established by the statutes and court decisions of the State of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

In conforming with the targeted employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

Letter of Federal Affirmative Action Plan Approval;

Certificate of Employee Information Report; or

Employee Information Report Form AA-302 (electronically provided by the Division and distributed to the public agency through the Division's website at: http://www.state.nj.us/treasury/contract_compliance).

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Purchase & Property, CCAU, EEO Monitoring Program as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Purchase & Property, CCAU, EEO Monitoring Program for conducting a compliance investigation pursuant to N.J.A.C. 17:27-1.1 et seq.



Signature

2/15/2024

Date

Louis W. Rainone, Esq., Managing Partner

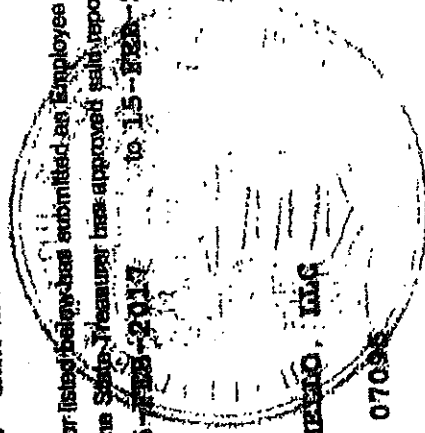
Print Name and Company

Rainone Coughlin Minichello

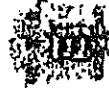
Certification 57133

CERTIFICATE OF EMPLOYEE INFORMATION REPORT INITIAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of 15-12-2023 to 15-12-2024



RAINONE COUGHLIN MINCHERIO, LLC
1 WOODBRIDGE CENTER
WOODBRIDGE NJ 07095



Ford M. Scudder

FORD M. SCUDDER
State Treasurer

STATE OF NEW JERSEY

Division of Purchase & Property

Contract Compliance Audit Unit

EEO Monitoring Program

EMPLOYEE INFORMATION REPORT

IMPORTANT-READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING FORM. FAILURE TO PROPERLY COMPLETE THE ENTIRE FORM AND TO SUBMIT THE REQUIRED \$150.00 FEE MAY DELAY ISSUANCE OF YOUR CERTIFICATE. DO NOT SUBMIT EEO-1 REPORT FOR SECTION B, ITEM 11. For Instructions on completing the form, go to: https://www.state.nj.us/treasury/contract_compliance/documents/pdf/forms/ep302ins.pdf

SECTION A - COMPANY IDENTIFICATION

1. FID. NO. OR SOCIAL SECURITY 814657921	2. TYPE OF BUSINESS ☐ 1. MFG ☒ 2. SERVICE ☐ 3. WHOLESALE ☐ 4. RETAIL ☐ 5. OTHER	3. TOTAL NO. EMPLOYEES IN THE ENTIRE COMPANY 36
4. COMPANY NAME Rainone Coughlin Minchello, LLC		
5. STREET 555 US Highway One South	CITY Iselin	COUNTY Middlesex
STATE NJ	ZIP CODE 08830	
6. NAME OF PARENT OR AFFILIATED COMPANY (IF NONE, SO INDICATE) N/A		
7. CHECK ONE: IS THE COMPANY: ☒ SINGLE-ESTABLISHMENT EMPLOYER ☐ MULTI-ESTABLISHMENT EMPLOYER		
8. IF MULTI-ESTABLISHMENT EMPLOYER, STATE THE NUMBER OF ESTABLISHMENTS IN NJ		
9. TOTAL NUMBER OF EMPLOYEES AT ESTABLISHMENT WHICH HAS BEEN AWARDED THE CONTRACT		
10. PUBLIC AGENCY AWARDING CONTRACT		
CITY Mercer County	COUNTY Trenton	STATE NJ
ZIP CODE 08650		
Official Use Only	DATE RECEIVED	ASSIGNED CERTIFICATION NUMBER

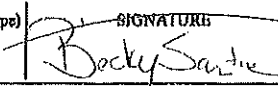
SECTION B - EMPLOYMENT DATA

11. Report all permanent, temporary and part-time employees ON YOUR OWN PAYROLL. Enter the appropriate figures on all lines and in all columns. Where there are no employees in a particular category, enter a zero. Include ALL employees, not just those in minority/non-minority categories, in columns 1, 2, & 3. **DO NOT SUBMIT AN EEO-1 REPORT.**

JOB CATEGORIES	ALL EMPLOYEES			PERMANENT MINORITY/NON-MINORITY EMPLOYEE BREAKDOWN									
	COL. 1 TOTAL (Cols. 2 & 3)	COL. 2 MALE	COL. 3 FEMALE	***** MALE *****					***** FEMALE *****				
				BLACK	HISPANIC	AMER. INDIAN	ASIAN	NON MIN.	BLACK	HISPANIC	AMER. INDIAN	ASIAN	NON MIN.
Officials/Managers	3	3											
Professionals	19	15	4	1			1					1	
Technicians													
Sales Workers													
Office & Clerical	14		14						1	1			
Craftworkers (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
TOTAL	36	18	18	1			1		1	1		1	
Total employment from previous report (if any)													
Temporary & Part-Time Employees	The data below shall NOT be included in the figures for the appropriate categories above.												

12. HOW WAS INFORMATION AS TO RACE OR ETHNIC GROUP IN SECTION B OBTAINED ☒ 1. Visual Survey ☐ 2. Employment Record ☐ 3. Other (Specify)	14. IS THIS THE FIRST Employee Information Report Submitted? 1. YES ☐ 2. NO ☒	15. IF NO, DATE LAST REPORT SUBMITTED MO. DAY YEAR 2 17 17
13. DATES OF PAYROLL PERIOD USED From: 01012024 To: 02292024		

SECTION C - SIGNATURE AND IDENTIFICATION

16. NAME OF PERSON COMPLETING FORM (Print or Type) Becky Santangelo	SIGNATURE 	TITLE Office Manager	DATE MO DAY YEAR 3 6 24
17. ADDRESS NO. & STREET 555 US Highway One South	CITY Iselin	COUNTY Middlesex	STATE NJ
ZIP CODE 08830	PHONE (AREA CODE, NO., EXTENSION) 732 - 709 - 4182		



STATE OF NEW JERSEY BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name: RAINONE COUGHLIN MINCHELLO LLC

Trade Name:

Address: 555 US HWY 1 S. STE.440
ISELIN, NJ 08830

Certificate Number: 2093302

Effective Date: December 13, 2016

Date of Issuance: February 06, 2018

For Office Use Only:

20180206111237642

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

Business entities (contractors) receiving contracts from a public agency that are NOT awarded pursuant to a "fair and open" process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of N.J.S.A. 19:44A-20.26. This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
 - of the public entity awarding the contract
 - of that county in which that public entity is located
 - of another public entity within that county
 - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed \$200 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an "interest" ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, "a contribution by that person's spouse or child, residing therewith, shall be deemed to be a contribution by the business entity." [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor's responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor's submission and is disclosable to the public under the Open Public Records Act.

The contractor must also complete the attached Ownership Disclosure Certification. This will assist the agency in meeting its obligations under the law. **NOTE: This section does not apply to Board of Education contracts.**

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

This form or its permitted facsimile must be submitted to the local unit no later than 10 days prior to the award of the contract.

Part I – Vendor Information

Vendor Name:	Rainone Coughlin Minichello LLC		
Address:	555 U.S. Highway One South, Suite 440		
City:	Iselin	State:	NJ
		Zip:	08830

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

Signature _____

Louis N. Rainone, Esq. Managing Partner
Printed Name Title

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than \$200 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

☐ Check here if disclosure is provided in electronic form.

N/A

[illegible]☐ Check here if the information is continued on subsequent page(s)

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

Page ____ of ____

Vendor Name:

[illegible]☐ Check here if the information is continued on subsequent page(s)

List of Agencies with Elected Officials Required for Political Contribution Disclosure
N.J.S.A. 19:44A-20.26

County Name:

State: Governor

Legislative District #s:

State Senator and two members of the General Assembly per district.

County:

County Commissioners

County Clerk

Sheriff

{County Executive}

Surrogate

Municipalities (Mayor and members of governing body, regardless of title):

**USERS SHOULD CREATE THEIR OWN FORM, OR DOWNLOAD
FROM**

https://www.nj.gov/dca/divisions/dlgs/programs/pay_2_play.html A COUNTY-BASED, CUSTOMIZABLE FORM.

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: Rainone Coughlin Minchello LLC

Organization Address: 555 U.S. Highway One South, Suite 440,
Iselin, NJ 08830

Part I Check the box that represents the type of business organization:

- ☐ Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- ☐ Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- ☐ For-Profit Corporation (any type) ☒ Limited Liability Company (LLC)
- ☐ Partnership ☐ Limited Partnership ☐ Limited Liability Partnership (LLP)
- ☐ Other (be specific): _____

Part II

- ☒ The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

- ☐ No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Address
Louis N. Rainone, Esq.	
Craig J. Coughlin, Esq.	
David L. Minchello, Esq.	

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

N/A

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II other than for any publicly traded parent entities referenced above. The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the **<name of contracting unit>** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with **<type of contracting unit>** to notify the **<type of contracting unit>** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the **<type of contracting unit>** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Louis N. Rainone, Esq.	Title:	Managing Partner
Signature:		Date:	2/15/2024



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Trade Name:

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For Office Use Only:

20180206111237642

STATE OF NEW JERSEY

Division of Purchase & Property
Contract Compliance Audit Unit
EEO Monitoring Program

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4. COMPANY NAME Rainone Coughlin Minchello, LLC		
5. STREET 555 US Highway One South	CITY Iselin	COUNTY Middlesex
	STATE NJ	ZIP CODE 08830
6. NAME OF PARENT OR AFFILIATED COMPANY (IF NONE, SO INDICATE) N/A		
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CITY Merger County		
COUNTY Trenton		
STATE NJ		
ZIP CODE 08650		
Official Use Only	DATE RECEIVED	ASSIGNED CERTIFICATION NUMBER

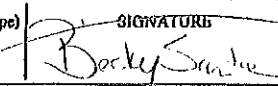
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11. Report all permanent, temporary and part-time employees ON YOUR OWN PAYROLL. Enter the appropriate figures on all lines and in all columns. Where there are no employees in a particular category, enter a zero. Include ALL employees, not just those in minority/non-minority categories, in columns 1, 2, & 3. **DO NOT SUBMIT AN EEO-1 REPORT.**

JOB CATEGORIES	ALL EMPLOYEES			PERMANENT MINORITY/NON-MINORITY EMPLOYEE BREAKDOWN									
	COL. 1 TOTAL (Cols. 2 & 3)	COL. 2 MALE	COL. 3 FEMALE	***** MALE *****					***** FEMALE *****				
				BLACK	HISPANIC	AMER. INDIAN	ASIAN	NON MIN.	BLACK	HISPANIC	AMER. INDIAN	ASIAN	NON MIN.
Officials/ Managers	3	3											
Professionals	19	15	4	1			1					1	
Technicians													
Sales Workers													
Office & Clerical	14		14						1	1			
Craftworkers (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
TOTAL	36	18	18	1			1		1	1		1	
Total employment from previous report (if any)													
Temporary & Part-Time Employees	The data below shall NOT be included in the figures for the appropriate categories above.												

12. HOW WAS INFORMATION AS TO RACE OR ETHNIC GROUP IN SECTION B OBTAINED ☒ 1. Visual Survey ☐ 2. Employment Record ☐ 3. Other (Specify)	14. IS THIS THE FIRST Employee Information Report Submitted? 1. YES ☐ 2. NO ☒	15. IF NO, DATE LAST REPORT SUBMITTED MO. DAY YEAR 2 17 17
13. DATES OF PAYROLL PERIOD USED From: 01012024 To: 02292024		

SECTION C - SIGNATURE AND IDENTIFICATION

16. NAME OF PERSON COMPLETING FORM (Print or Type) Becky Santangelo	SIGNATURE 	TITLE Office Manager	DATE MO DAY YEAR 3 6 24
17. ADDRESS NO. & STREET 555 US Highway One South	CITY Iselin	COUNTY Middlesex	STATE NJ
	ZIP CODE 08830	PHONE (AREA CODE, NO., EXTENSION) 732 - 709 - 4182	



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
01/02/2024

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Acrisure 430 Lake Ave. Colonial NJ 07067		CONTACT NAME: Elisa Brown PHONE (A/C, No, Ext): (732) 499-0200 FAX (A/C, No): (732) 499-0050 E-MAIL: Ebrown@acrisure.com ADDRESS:	
INSURED Rainone Coughlin Minchello LLC 555 U.S. Route One South, Suite 440 Iselin NJ 08830		INSURER(S) AFFORDING COVERAGE INSURER A: Twin City Fire Ins. Co. NAIC # 29459 INSURER B: Hartford Casualty Insurance Co 29424 INSURER C: The Continental Ins Co of NJ 42825 INSURER D: INSURER E: INSURER F:	

COVERAGES

CERTIFICATE NUMBER: Master 2024-2025

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL SUBR INSD WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☒ POLICY ☐ PRO-JECT ☐ LOC OTHER:		13SBAIO0406	01/03/2024	01/03/2025	EACH OCCURRENCE \$ 2,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 2,000,000 GENERAL AGGREGATE \$ 4,000,000 PRODUCTS - COMP/OP AGG \$ 4,000,000
A	AUTOMOBILE LIABILITY ☐ ANY AUTO ☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS ☒ HIRED AUTOS ONLY ☒ NON-OWNED AUTOS ONLY		13SBAIO0406	01/03/2024	01/03/2025	COMBINED SINGLE LIMIT (Ea accident) \$ 2,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
A	☒ UMBRELLA LIAB ☒ OCCUR ☐ EXCESS LIAB ☐ CLAIMS-MADE DED ☒ RETENTION \$ 10,000		13SBAIO0406	01/03/2024	01/03/2025	EACH OCCURRENCE \$ 3,000,000 AGGREGATE \$ 3,000,000
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory In NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N Y N/A	13WBCAA0HNS	01/03/2024	01/03/2025	PER STATUTE ☐ OTH-ER ☐ E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
C	Professional Liability		652066293	01/01/2024	01/01/2025	Per Claim 2,000,000 Aggregate 2,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Elisa Brown

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RAINONE
COUGHLIN
MINCHELLO
ATTORNEYS AT LAW

Louis N. Rainone
Craig J. Coughlin*
David L. Minchello
Ronald H. Gordon
Carol A. Berlen
John F. Gillick
Brian P. Trelease*
Claudia Marchese
Matthew R. Tavares*
Sapana Shah*Δ
Michael R. Burns †
Christopher D. Zingaro
John P. Harrington

Edward P. Ruane
Thomas Schoendorf
Frank J. Dyevoich*
Lonnie J. Hinton, Jr.,
Harlynn A. Lack*
Aaron L. Rainone
Michael M. Wuest
Scott A. Aitken, Jr.

January 24, 2024

* Also admitted in New York
Δ Also admitted in DC
† Also admitted in Pennsylvania

DMinchello@NJRCMLAW.com

Teri Jover, Borough Administrator, Redevelopment Director
Borough of Highland Park
221 South Fifth Avenue
Highland Park, New Jersey 08904

RE: Professional Services 2024 - Borough Attorney

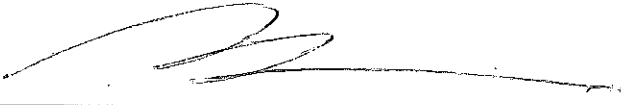
Dear Ms. Jover:

Enclosed herein is a proposal to perform the services of Borough Attorney.

Thank you for the opportunity to submit this firm's proposal. If any additional information is needed, or if you would like to meet with us to further discuss our qualifications, please feel free to call me.

Respectfully submitted,

Rainone Coughlin Minchello LLC

By: 

David L. Minchello, Esq.

DLM/arg
Enclosure

315245v1

555 U.S. Highway One South
Suite 440
Iselin, New Jersey 08830

Tel: (732)709-4182
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www.njrcmlaw.com

ABOUT THE FIRM

Rainone Coughlin Minchello, LLC is a public entity law firm whose attorneys are among of the most knowledgeable and well-respected authorities in the field. The broad experience that these counselors bring to the table is unparalleled. With decades of proven expertise and wisdom, the trusted legal team at RCM is committed to providing results to their clients' complex legal and business challenges.

The municipal attorneys' practices at Rainone Coughlin Minchello cover every aspect of municipal and public entity representation. The firm has served as counsel to the state's largest cities, small towns, counties, improvement authorities, redevelopment agencies, utility authorities and libraries.

Just a small sampling of the matters that the firm has handled include tort claims, municipal litigation and appeals, the Fair Housing Act, COAH, affordable housing, employment law, municipal tax appeals, redevelopment law, eminent domain, transfer of redevelopment rights, municipal finance, real estate, election law, the Open Public Records Act, the Open Public Meetings Act, land use, local utility law, environmental and tidelands law, Green Acres and County Open Space programs, NJDEP regulatory law, and Titles 40 and 40A of the New Jersey Statutes.

HOW WE STARTED

Rainone Coughlin Minchello was incorporated in January 2017 with three partners and a vision of a streamlined public entity practice that would accentuate each of their specific strengths to best serve their clients.

Louis N. Rainone, Esq. Craig Coughlin, Esq. and David Minchello, Esq. work as a team to assure that each of the firm's clients receives the best skillset of each attorney in the office as it applies to every matter that is handled. Many of the attorneys at the firm have worked together previously, so when it was decided to join forces, they were familiar with how each of their talents and capabilities would complement the other to best serve the client.

As the Firm grows, we continue to gain attorneys with extensive backgrounds in public entity representation so that our clients have the most experienced professionals serving their needs.

Sapana Shah is a partner at Rainone Coughlin Minchello, LLC. whose practice specializes in resolving complex issues deriving from the administration of local, county, and state government. Ms. Shah comes to Rainone Coughlin Minchello LLC, after maintaining her own practice for over a decade as well as working as Assistant Corporation Counsel for the City of Jersey City. As Assistant Corporation Counsel, Ms. Shah defended the City on a variety of matters such as excessive force claims, claims against public entities including but not limited to negligence, slip and falls, dangerous conditions, and OPRA matters. She also has experience reviewing Licensing Agreements, drafting RFP's Ordinances, Resolutions, Executive Orders, and Affordable Housing Agreements. Ms. Shah has provided advisory opinions for the Mayor, Council, and Department Directors. Ms. Shah was also a substitute Municipal Prosecutor for Woodbridge and Carteret and was a former trial attorney for American Insurance Group.

Louis N. Rainone is the managing partner of Rainone Coughlin Minchello LLC and focuses his practice on municipal law, public sector labor and employment law, land use and civil litigation. He has served as counsel for many of the state's largest municipalities, which include Newark, Edison, Trenton, Franklin, Marlboro, Long Branch, Perth Amboy, Clifton, Brick, Piscataway, Rahway, Sayreville, Bound Brook and Green Brook. He has also served as special counsel to the County of Essex, The Essex County Improvement Authority, The Bergen County Sheriff, and the North Jersey District Water Supply Commission. Mr. Rainone currently serves as the Director of Law for the City of Rahway, City Attorney for the City of Long Branch, Township Attorney for the Township of Franklin, Somerset County, the Director of Law for the Township of Marlboro and Counsel to the Middlesex County Improvement Authority. He is also Special Labor Counsel to the Township of Brick, Township of Piscataway, Borough of Somerville, and City of Trenton. He, along with the firm's other members, counsels its municipal clients on significant redevelopment projects in Newark, East Brunswick, and Burlington City.

Craig J. Coughlin has extensive experience in all facets of municipal law. During more than 30 years of practice concentrated on serving municipal entities, Mr. Coughlin has served as Borough Attorney to the Borough of Carteret, Municipal Counselor to the Township of Woodbridge, General Counsel to the South Amboy Redevelopment Agency and Counsel to several library boards. Duties in those positions have covered the broadest of responsibilities including preparation of, ordinances and resolutions, executive orders, agreements, and memorandums, overseeing the implementation of ordinances and providing advice and counsel to senior management of the Municipality or Agency. Additionally, Mr. Coughlin has served municipal clients as a Prosecutor, Public Defender and Municipal Court Judge. Mr. Coughlin represents the 19th Legislative District in the New Jersey General Assembly.

David L. Minchello is a partner of Rainone Coughlin Minchello, LLC and has extensive experience representing municipalities, counties and authorities throughout the State of New Jersey. He is currently the Corporation Counsel for the City of Plainfield, Township Attorney for the Township of Scotch Plains and General Counsel to the Union County Improvement Authority and the New Brunswick Parking Authority. In addition to acting as general counsel, he has been litigating matters for public entities for over twenty (20) years.

His representation includes defense of employment actions, §1983 civil rights complaints and Title 59 matters. He has appeared in both the State and Federal Court, the Office of Administrative Law and the Appellate Division. Mr. Minchello also acts as labor counsel to municipalities throughout the State. He advises public entities on personnel matters, civil service regulations, collective bargaining negotiations, internal investigations and disciplinary actions. He was previously the City Attorney for the City of Trenton and the City Solicitor (primary litigator) for the City of Plainfield. His experience includes the representation of the City of Plainfield, City of East Orange, City of Trenton, Burlington City, Mount Holly Township, City of Bayonne, Borough of Tinton Falls, City of Rahway, City of Paterson and the Town of Dover as Special Counsel.

Ronald H. Gordon is a senior partner with Rainone Coughlin Minchello, LLC who has an extensive background in municipal law, all aspects of land use, affordable housing and redevelopment law and matters involving the valuation, acquisition, and sales of real property. Mr. Gordon has represented numerous municipalities in the State of New Jersey, including serving as Attorney for the Township of North Brunswick, Borough of Emerson, Township of Aberdeen, City of Rahway, Town of Morristown, Township of Hazlet, and the Township of Marlboro.

Mr. Gordon has served as Special Counsel for Affordable Housing matters across New Jersey. He has been Affordable Housing Special Counsel in Woodbridge, Edgewater, Freehold Borough, Marlboro, Aberdeen, Matawan, Emerson, and North Brunswick.

Mr. Gordon also has an expertise in Local Redevelopment and Housing Law and represents the East Brunswick Redevelopment Agency and the Red Bank Redevelopment Agency. In addition, he has served as the Planning Board Attorney for the Borough of Spotswood, Borough of Carteret, and Township of East Brunswick. He has also served as the Municipal Prosecutor for the Borough of Keyport.

Mr. Gordon has achieved an AV Preeminent Rating from Martindale-Hubbell for his strong legal abilities and high ethical standards.

Carol A. Berlen is a partner with Rainone Coughlin Minchello, LLC who brings with her a distinctive background in municipal law, providing services to municipalities for more than 25 years. Ms. Berlen returned to the private practice of law after working in-house for the Township of Old Bridge and the New Jersey Office of Administrative Law. Ms. Berlen's practice currently centers on representing public entities and performing all legal services required by the various Improvement Authorities and municipalities that the firm represents.

John F. "Jack" Gillick is a Partner at Rainone, Coughlin, Minchello, LLC and has an extensive history representing both public and private entities and their employees. Mr. Gillick concentrates his practice on the litigation of employment, civil rights, and personal injury claims, and has represented clients in dozens of jury trials on matters ranging from sexual harassment to excessive force to premises and automobile liability. He also has experience in conducting workplace investigations, providing employee and public official training, and handling indemnification and other employment-related contract issues. In addition to his significant trial and institutional work, Mr. Gillick has argued and won appeals before both the New Jersey Supreme Court and Third

Circuit Court of Appeals, has been counsel of record on numerous opinions, and is admitted to practice before the United States Supreme Court.

Brian P. Trelease is a partner with Rainone Coughlin Minchello, LLC, who also serves as the leader of the firm's litigation department. Mr. Trelease's practice is devoted to representing municipalities, public entities, and employers, as well as individual officers, directors, and elected officials before state and federal trial/appellate courts throughout New Jersey. He has defended municipalities and public entities in matters involving Constitutional violations, New Jersey Law Against Discrimination, whistleblower claims, prerogative writ actions, hostile work environment claims, contract disputes, and claims under New Jersey's Tort Claims Act. Mr. Trelease handles all aspects of a municipality's litigation defense, ensuring that clients are defended with a vigorous and unwavering strategy. Clients appreciate Mr. Trelease's extensive knowledge of local government and value his responsiveness as he extends sound legal guidance and practical advice. As a seasoned litigator, Mr. Trelease has successfully represented clients in a variety of matters in the Civil, Special Civil, Chancery, Appellate, Offices of Administrative Law, and Federal courts of New Jersey. Additionally, he has significant experience defending employers in claims of wrongful termination, unlawful employment practices, discrimination, and claims of harassment. Mr. Trelease also provides counsel to municipalities by way of training seminars open to all employees, management, and human resource professionals alike. When the occasions arise, he also performs comprehensive investigations of employee misconduct claims. By working closely with upper-level management, Mr. Trelease confirms clients are compliant with employment practices that conform to federal and state laws to minimize the risk of costly employment litigation.

In addition to his impressive litigation capabilities, Mr. Trelease is also the firm's lead for reviewing and legally advising municipalities with respect to their productions in response to Open Public Records Act requests. Further, Mr. Trelease serves as the Alcoholic Beverage Control attorney for the City of Rahway and Town of Morristown.

Prior to entering private practice with Rainone Coughlin Minchello, Mr. Trelease had a lengthy history of representing public entities in Union County while he served in the County Counsel's Office.

Claudia Marchese is a partner with Rainone Coughlin Minchello, LLC. Ms. Marchese previously served as the Executive Director of the Catastrophic Illness in Children Relief Fund Commission and as Counsel to Governor Chris Christie. Before entering public service, Ms. Marchese spent 18 years in private practice handling a variety of insurance defense litigation.

Matthew Tavares is a Partner with Rainone Coughlin Minchello whose practice focuses on litigation defense. Mr. Tavares' experience includes representing municipal entities in Title 59, 42 U.S.C. §1983, and civil rights litigation in the United States District Court and New Jersey Superior Court and defending workers compensation matters for public entities. Mr. Tavares also has experience regarding employment law matters including retaliation, CEPA, LAD, New Jersey Civil Rights Act in the United States District Court, Superior Court of New Jersey, and the EEOC.

Michael R. Burns is a partner with Rainone Coughlin Minchello who brings over a decade of governmental experience to the firm, with concentrations on labor, litigation and redevelopment. Prior to joining the firm Mr. Burns served several municipalities in the role of Municipal Prosecutor, Labor Counsel, Defense Attorney and Special Counsel.

Christopher Zingaro is an associate at Rainone Coughlin Minchello, LLC who focuses on the representation of public entities in municipal and litigation matters. Mr. Zingaro has appeared on behalf of clients before the U.S. District Court for the District of New Jersey, the New Jersey Superior Court in both the Civil and Criminal Parts of the Law Division, and the New Jersey Office of Administrative Law.

John Harrington is part of the firm's Municipal Labor and Employment and Litigation Practice who has over 27 years of experience advising and representing employers in all aspects of employment law, including discrimination, retaliation, disability accommodation, leaves of absence and wrongful termination cases. He assists employers in reducing exposure to employment liability through timely advice, training and policy creation and implementation. He has worked with a wide variety of employers, from small local businesses to large corporations, public entities and educational institutions.

Edward P. Ruane is a Senior Associate at Rainone Coughlin Minchello who has a distinguished career as a trial attorney. Mr. Ruane has made numerous appearances in State and Federal Courts on behalf of both public and private clients. His experience includes business litigation, professional malpractice, medical malpractice, personal injury, employment discrimination and criminal law. He is also a member of the District XII Ethics Committee as well as a member of the District XII Supreme Court of New Jersey Fee Arbitration Committee.

Thomas Schoendorf is an associate in Rainone Coughlin Minchello's litigation department. Prior to joining the firm Mr. Schoendorf gained experience litigating insurance defense matters.

Frank Dyevoich, Jr. is an associate in Rainone Coughlin Minchello's litigation department. Prior to joining the firm Mr. Dyevoich gained experience with matters involving labor and employment issues.

Lonnie Hinton is an associate who focuses on matters concerning governmental entities with regard to labor, litigation, redevelopment and general practices.

Harlynn Lack is an associate with the Firm's municipal section. Ms. Lack brings an abundance of experience acquired from notable appointments including the City of Paterson Law Department, where she shared her legal expertise involving focuses such as public records disclosure information, preparation of Ordinances and Resolutions, drafting and reviewing contracts for HUD Projects throughout the City and providing responses to subpoenas on behalf of the City. Ms. Lack was also the Affirmative Action/Equal Employment Opportunity Officer and made appearances in Municipal Court as the Assistant Municipal Prosecutor. Harlynn Lack was also a Staff Manager with the Government Records Council, where her work included in depth OPRA analysis.

Aaron Rainone is an associate who practices in both Rainone Coughlin Minchello's municipal department and litigation department. His practice focuses on all public entity matters performed by the firm for its clients.

Michael Wuest is an associate with Rainone Coughlin Minchello. Prior to joining the firm Mr. Wuest gained experience involving the administration of the Fair Housing Act as a legal intern with the United States Department of Housing and Urban Development (HUD). His practice focuses on the firm's litigation section.

Scott Aitken, Jr., is an associate with Rainone Coughlin Minchello. Prior to joining the firm Mr. Aitken served as a judicial Law Clerk for the Honorable Mitzy Galois-Menendez, P.J.C.R. His practice focuses on the firm's government entity representation involving labor, redevelopment and general practices.

INDEPENDENT AUTHORITIES AND AGENCIES

The law firm of Rainone Coughlin Minchello excels in the representation of independent authorities and agencies on both the county and local level. They include improvement authorities, utility authorities and redevelopment agencies. These independent entities require the full range of legal services including contract review, public procurement, labor and employment issues, and land use. Due to our extensive experience and expertise, Rainone Coughlin Minchello is uniquely qualified to represent independent authorities and agencies in all their legal needs.

MUNICIPAL LAW

Rainone Coughlin Minchello is one of the State's preeminent Municipal law firms. RCM's partners have served as general counsel and special counsel to the largest and most diverse Cities, Townships, Boroughs and Towns in New Jersey for more than three decades. They bring a wealth of not only legal experience, but hands-on government experience, to all of their municipal clients. The firm advises clients on all aspects of municipal governance including The Local Public Contracts Law, The Open Public Records Act, The Open Public Meetings Act, The Local Lands and Building Law, the Municipal Land Use Law, the Local Budget Law and the Local Fiscal Affairs Law. In addition to their considerable experience in attending and representing municipal governing bodies at their public meeting, the firm has assisted our clients in the preparation of resolutions, ordinances, policies, procedures, rules and procurement documents. Our attorneys have negotiated the acquisition of hundreds of acres of property through Open Space, Green Acres and Farmland preservation programs.

The firm's attorneys have prosecuted and defended the actions of municipal clients in both the federal and state courts including the New Jersey Superior Court, Appellate Division and the New Jersey Supreme Court. The firm's attorneys have served as municipal attorneys for the following Faulkner Act Mayor-Council municipalities: Edison, Rahway, Long Branch, Monroe Township, Marlboro Township, Woodbridge Township and Trenton.

GENERAL LITIGATION

Our litigation practice is well versed in developing an early litigation strategy and aggressively defending our clients in all aspects of a claim from pre-suit negotiations through trial and appeals. Our litigators are engaged in varied civil litigation in both Federal and State courts, as well as before Federal and State administrative agencies. We have extensive experience representing governmental entities in cases involving alleged constitutional and civil rights violations brought pursuant to 42 U.S.C. §1981, §1983 and the New Jersey Civil Rights Act, as well as allegations of police or government official misconduct. We defend claims of unlawful search and seizure, excessive force, due process violations, false arrest and imprisonment, assault and battery, failure to provide medical care, wrongful death, malicious prosecution, failure to train and Monell policy claims, to name a few. We also have decades of experience successfully defending municipalities in tort claims brought under Title 59.

Our litigators are also involved in contract disputes, insurance litigation, dispute resolution, including mediation and arbitration, premises liability, indemnification and insurance coverage disputes and personal injury defense including automobile and negligence litigation.

Below are just a few examples of our previous engagements:

- Capizzi v. Berkeley Township,
2013 WL 6389134 (N.J. Super. App. Div. December 9, 2013)
- Dunbar Homes, Inc. v. Zoning Board of Adjustment of the Township of Franklin
Supreme Court of New Jersey, 233 NJ 546 (2018)
- County of Essex v. Rubin
2011 WL 2496222 (N.J. Super. App. Div. June 24, 2011)
- K. Hovnanian Companies Northeast, Inc. v. County of Essex
2009 WL 2391971 (N.J. Super., App. Div. August 6, 2009)
- Hoffman v. Union County Prosecutor
Superior Court of New Jersey, N.J. Super. 206 (1990)
- In re Township of Edison, Intern. Ass'n of Firefighters, Local 1197,
2014 WL 7261765 (N.J. Super. App. Div., December 23, 2014)
- Urbanski v. Township of Edison,
2014 WL 183966 (N.J. Super. App. Div. Jan. 17, 2014)
- Jersey City Public Employees, Inc., Local 245 v. City of Jersey City
2021 WL 2156440 (N.J. Super., App. Div., May 27, 2021)
- Lamb v. Global Landfill Reclaiming
Superior Court of New Jersey, N.J. Super 446, 530 (1987) A2d 803
- Linden Democratic Committee v. City of Linden
Superior Court, App. Div., 469 N.J. Super. 149, Cert. Granted.
- Lucia v. Carroll
2014 WL 2446113 (D.N.J. May 2, 2014).
- Lopez v. City of Plainfield
2015 WL 7737339 (D.N.J. Dec. 1, 2015)
- In Re Marlboro Township
2015 WL 4681168 (N.J. Super., App. Div., August 7, 2015)
- New Jersey Turnpike Authority v. Milford Realty Associates, LLC
2017 WL 3623148 (N.J. Super. App. Div., August 24, 2011)
- New Jersey Turnpike Authority v. Township of Monroe
2016 WL 741487 (N.J. Tax 55, February 22, 2016)
- Riverdale Development Partners, LLC v. Township of River Vale
2007 WL 413905 (N.J. Super. App. Div., February 8, 2007)
- Borough of Somerville v. Pathmark Stores, Inc.
2008 WL 2492252 (N.J. Super., App. Div., June 24, 2008)
- New York SMSA Ltd Partnership v. Township Council of Tp. Of Edison
Superior Court, App. Div., 382 N.J. Super., 541 (2006)
- Vaticano v. Township of Edison,
2013 WL 617016 (U.S. Court of Appeals, Third Circuit, 514 Fed.App.218,
February 20, 2013)

- Esposito v. Township of Edison,
Superior Court, App. Div., 306 N.J. Super. 280, 703 A.2d 674 (1997)
- Monroe Tp. Council v. Garibaldi,
Superior Court, App. Div., 216 N.J. Super. 19, 522 A.2d 1011 (1987)
- In Re Nugent,
2015 WL 7738723 (N.J. Super., App. Div. December 2, 2015)
- In Re Ordinance 2354-12 of Tp. Of West Orange, Essex County v. Township of West Orange
Superior Court, App. Div. 223 N.J. 589 (December 21, 2015)
- Tempe v. Twp. Of Edison,
2012 WL 385416 (N.J. Super. App. Div. February 8, 2012)
- Brick Twp. PBA Local 230 v. Township of Brick,
Superior Court, App. Div. 446, N.J. Super. 61 (2016)
- In re Township of Edison, Intern. Ass'n of Firefightrs, Local 1197,
(2013) WL 396152 (N.J. Super., App. Div. January 31, 2013)
- Polkowitz v. Township of Edison,
2014 WL 4109019 (NJ Super., App. Div. August 22, 2014)
- Township of Franklin v Franklin Tp. PBA Local 154, S
Superior Court, App. Div., 424 N.J. Super. 369 (2012)
- Cancro v. Township of Edison,
2012 WL 3030187 (N.J. Super. App. Div., July 25, 2012)
- Vallejo v. Rahway Police Dept.,
292 N.J. Super. 333
- Spadoro v. Whitman,
150 NJ 2 (1997)
- HC Equities v County of Union,
Supreme Court of New Jersey, 247 NJ 366 (2021)
- Quick v. Board of Educ. Of Twp of Old Bridge,
Superior Court, App. Div., 305-N.J. Super. 338

LABOR AND EMPLOYMENT LAW

Rainone Coughlin Minchello has considerable experience as labor counsel for Local and County governments and agencies. Our experience includes the negotiation and settlement of Civilian, Police and Fire Collective Bargaining agreements in some of the largest and most contested public settings. We routinely handle grievance and disciplinary matters, hostile work environment and harassment claims, as well as arbitrations before PERC and Board of Mediation appointed Arbitrators and contested matters before the New Jersey Civil Service Commission. The Firm has considerable experience in handling scope of negotiation and arbitration petitions, and the defense of representation petitions and unfair practice charges before the Public Employment Relations Commission and in the courts.

On a day-to-day basis we counsel our public-sector clients on all aspects of labor employment practices including the Employer- Employee Relations Act, Civil Service Regulations, the Family Medical Leave Act, NJLAD, CEPA, ADA, and all other state and federal laws and regulations affecting public employment. We have assisted in the drafting of employment and personnel policies.

Public Employees Relation Commission (PERC)

Interest Arbitration: We have extensive experience representing dozens of public entity clients during interest arbitrations before PERC.

Grievance arbitration before PERC: The attorneys who will provide the requested services have extensive experience representing public entity clients during hundreds of grievance arbitrations before PERC.

PERC directed mediation and/or fact finding: The attorneys who will provide the requested services have extensive experience representing public entity clients during PERC directed mediation and fact finding.

Collective Bargaining Agreements

Some examples of our collective negotiations include:

Bergen County Sheriff:

PBA Local # 134

New Jersey Employees Labor Union, No. 1 Covering Blue and White Collar Employees

Bound Brook:

PBA Local # 380

Superior Officers Association

AFSCME Local 2169

Edison:

PBA Local # 75, Inc.

PBA Superior Officers Association

A.F.S.C.M.E. Local # 3269

International Association of Fire Fighters AFL-CIO and its Local 3997

International Association of Fire Fighters Local No IAFF Local 1197

International Association of Fire Fighters Local No 2883

New Jersey Regional Council of Carpenters and its Local Union 821

Office and Professional Employees AFL-CIO Local 32 (Crossing Guards)

Office and Professional Employees AFL-CIO Local 32 (Supervisors and Foremen)

UAW Local 2326 AFL-CIO (Water and Sewer Departments)

Franklin Township:

PBA Local # 154

PBA Supervisory Officers Association

Local 2426 American Federation of State County and Municipal Employees (AFSCME)

Communication Workers of America Local 1034

AFSCME Local 2859, White Collar Clerical Unit

AFSCME Local 2426, Blue Collar Supervisors

AFSCME Local 2426, Managers and Supervisors

Marlboro:

Communications Workers of America (Blue Collar Unit)

Communications Workers of America (White Collar Unit)

Communications Workers of America (Dispatcher/Police Clerical Unit)

Marlboro Public Works Supervisors Association

PBA Local No. 196

Fraternal Order of Police # 15 Senior Officers (Sergeant and Lieutenants)

Morristown:

PBA Local No.: 43 (Superior Officers)

Norwood:

DPW Association

PBA Local # 233

Old Bridge:

PBA Local 127

Piscataway:

Agreement between Piscataway PBA Local No. 93A and Township of Piscataway

Rahway

Local 32 OPEIU (Rahway City Hall Workers and Communications Operators)

PBA Local # 31

Firemen's Mutual Benevolent Association Local #33

Rahway Fire Officers Association, Local # 233

Rahway Local #32 OPEIU - Rahway Public Library

International Brotherhood of Teamsters, Local Union No. 469

South Amboy:

Municipal Employees Union of South Amboy

PBA Local 63

PBA/Superior Officers Association

EMPLOYMENT LITIGATION DEFENSE

Employment litigation is a highly specialized field requiring a unique skillset and experience to deliver positive results. Our lawyers have decades of experience representing and counseling management and we understand the complexities of defending a claim brought by an employee. We represent employers in all aspects of an employment claim, from the counseling phase to the pre-suit negotiations and finally through the course of a lawsuit, if necessary. We work together with our clients to achieve the best possible outcome.

This office has successfully defended employers against allegations brought under New Jersey's Law Against Discrimination ("LAD"), the Conscientious Employee Protection Act ("CEPA"), the Americans with Disabilities Act ("ADA"), Title VII of the Civil Rights Act, as well as allegations of employment discrimination, wrongful termination, sexual harassment, hostile work environment, retaliation, restrictive covenant enforcement, unfair competition proceedings, wage and hour matters, safety and health matters, employee benefits litigation and litigation of workers' compensation claims. Our attorneys also handle Equal Employment Opportunity investigations.

REDEVELOPMENT, LAND USE AND AFFORDABLE HOUSING LITIGATION

Rainone Coughlin Minchello has served as redevelopment counsel to municipalities and county agencies on a wide variety of significant, Industrial, Commercial, Residential and Mixed-Use redevelopments authorized by the New Jersey Local Redevelopment and Housing Law. We have counseled our clients through the process of the investigation and designation of redevelopment areas, the drafting and adoption of redevelopment plans, the designation of redevelopment counsel, COAH rules and compliance matters and the negotiation of redevelopment and financing (PILOT) agreements as well as related litigation.

The Firm currently serves as General Counsel to the East Brunswick, South Amboy, and Rahway Redevelopment Agencies. Additionally, the firm is engaged as special counsel in significant redevelopment projects for its municipal clients in Newark, Burlington City, Long Branch, Bloomfield, Franklin, and Marlboro. The firm and its attorneys have also provided counsel to the

Union County, Middlesex County and Essex County Improvement Authorities as the designated redevelopment entities in those counties.

Our Land Use experience includes counseling our municipal, county, and private clients regarding the drafting, adoption, and defense of land use regulation, including the presentations of application before zoning and planning agencies. The firm's attorneys have argued significant Land Use case in both the Appellate Division and Supreme Court, including important precedent setting cases concerning the constitutionality of regulations involving eminent domain, digital billboards, adult entertainment regulations and land use procedures.

The firm's attorneys have extensive and decades long experience in the representation of municipalities in affordable housing, builders remedy and declaratory judgement actions across the state at the trial and appellate level. The Firm's attorneys have argued cases in the Superior Court, Appellate and Supreme Court on land use and redevelopment matters including the following reported decisions:

- Borough of Somerville v. Pathmark Stores, Inc.
2008 WL 2492252 (N.J. Super., App. Div. June 24, 2008)
- Rivervale Development Partners, LLC v. Township of River Vale
2007 WL 413905 (N.J. Super., App. Div. February 08, 2007)
- County of Essex v. Rubin
2011 WL 2496222 (N.J. Super., App. Div. June 24, 2011)
- Township of North Bergen v. City of Jersey City
Superior Court of New Jersey, Appellate Division. April 13, 1989 232 N.J. Super. 219 556 A.2d 1255
- Do-Wop Corp. v. City of Rahway
Supreme Court of New Jersey. June 29, 2001 168 N.J. 191 773 A.2d 706
- New York SMSA Ltd. Partnership v. Township Council of Tp. of Edison
Superior Court of New Jersey, Appellate Division. February 02, 2006 382 N.J. Super. 541 889 A.2d 1129
- K. Hovnanian Companies Northeast, Inc. v. County of Essex
2009 WL 2391971 Superior Court of New Jersey, Appellate Division. August 06, 2009
- E & J Equities, LLC v. Board of Adjustment of the Township of Franklin
Supreme Court of New Jersey. September 15, 2016 226 N.J. 549 146, A.3d 623 (2016)
- Dunbar Homes, Inc. v. Zoning Board of Adjustment of the Township of Franklin
Superior Court of New Jersey, 233 NJ 104 (1997)
- Township of North Bergen v. Borough of Teterboro
Superior Court of New Jersey, Law Division, Hudson County. May 01, 1991 254 N.J. Super. 704 604 A.2d 216
- Lamb v. Global Landfill Reclaiming
Supreme Court of New Jersey. July 19, 1988 111 N.J. 134 543 A.2d 443

- New Jersey Turnpike Authority v. Township of Monroe
Tax Court of New Jersey. February 22, 2016 29 N.J. Tax 55 2016 WL 741487
- In re Ordinance 2354-12 of Tp. of West Orange, Essex County v. Township of West Orange
Supreme Court of New Jersey. December 21, 2015 223 N.J. 589 127 A.3d 1277

MUNICIPAL GOVERNMENT EXPERIENCE

The Firm and its attorneys have extensive experience providing the requested services. The listing of municipalities currently under contract with the firm is as follows:

City of Bayonne
Town of West New York
Jersey City Housing Authority
Middlesex County Improvement Authority
Union County Improvement Authority
Garden State JIF
Central Jersey Joint Insurance Fund
Middlesex County Municipal Joint Insurance Fund
Monmouth Municipal Joint Insurance Fund
Borough of Atlantic Highlands
Township of Brick
City of Burlington
City of Clifton
Township of Dover
Township of East Brunswick
City of East Orange
Township of Englewood Cliffs
Township of Franklin
City of Long Branch
Township of Marlboro
Township of Matawan
Township of Monroe
City of Newark
Township of Mount Holly
Township of Piscataway
City of Plainfield
City of Rahway
Township of Scotch Plains
Scotch Plains Library
Borough of Somerville
City of Trenton
Township of Westampton
Township of Woodbridge
East Brunswick Redevelopment Authority
South Amboy Redevelopment Authority
Rahway Redevelopment Authority
County of Union
County of Middlesex
New Brunswick Housing Authority

None of these public entities will create a conflict of interest.

REFERENCES

Jonathan Capp, Business Administrator
Township of Marlboro
1979 Township Drive
Marlboro, NJ 07746
(732) 536-0200

Robert Vornlocker, Township Manager
Township of Franklin
475 DeMott Lane
Somerset, NJ 08873
(732) 873-2500

Alan Weinberg, Business Administrator
Township of Monroe
1 Municipal Plaza
Monroe Township, NJ 08831
Phone: 732-521-4400
E-Mail: aweinberg@monroetwp.com

Hon. Adrian O. Mapp, Mayor
City of Plainfield
City Hall
515 Watchung Avenue
Plainfield, New Jersey 07061
(908) 753-3310

Hon. Josh Losardo, Mayor
Township of Scotch Plains
430 Park Avenue
Scotch Plains, New Jersey 07060
(908) 322-6700

Hon. Timothy P. Dougherty, Mayor
Town of Morristown
200 South Street
2nd Floor, Room 239
Morristown, New Jersey 07960
(973) 292-6629

ABILITY TO PROVIDE SERVICES IN A TIMELY MANNER

Rainone Coughlin Minchello LLC's office is based in Iselin, New Jersey providing our attorneys convenient access to the Borough of Highland Park. The Firm's close locale gives the attorneys the ability to attend the regular public meetings of the Borough and any other meetings requested by the Borough.

Rainone Coughlin and Minchello LLC is equipped with the latest equipment and software to facilitate the performance of tasks undertaken on behalf of the Borough.

This office is staffed by several skilled and experienced staff members which include administrative assistants and paralegals with several years of experience with regard specifically to public entity issues.

PAYMENT CONDITIONS AND RATE SCHEDULES

During the calendar year of 2024 Rainone Coughlin Minchello proposes to provide legal services at a blended rate of One Hundred Ninety Dollars (\$190.00) for all Counsel, and an hourly rate for Paralegals of One Hundred Dollars (\$100.00) for all services required. While this rate represents a significant discount to the Township from our standard rates, we are cognizant of the financial constraints placed upon public entities, and we are amenable to negotiating our fee, if requested.

If the fees billed are to be paid by Developers Escrow, the Firm proposes to provide services at a rate of Two Hundred Twenty-Five Dollars (\$225.00) per hour for all attorneys. These services include, but are not limited to, any and all activities performed on litigated matters (i.e., cases filed in State, Federal or Administrative Law Courts); any and all activities performed with regard to duties as Redevelopment Counsel and any and all activities performed in at the request of the Borough.

We further propose the following fees for expenses:

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 client.

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

CONCLUSION

Thank you again for the opportunity to submit our Firm's qualifications to the Borough of Highland Park. Given our extensive experience representing numerous other public entities we are confident that we will be able to meet the Borough's legal requirements.

If any additional information is needed, or if you would like us to meet with you to discuss our qualifications, please feel free to contact our office.

Respectfully submitted,

RAINONE COUGHLIN MINCHELLO, LLC

By: 

David L. Minchello, Esq.

DLM/arg
Enclosure



RAINONE
COUGHLIN
MINCHELLO
ATTORNEYS AT LAW



SAPANA SHAH

PARTNER

732.709.4182

sshah@njrcmlaw.com

Bar Admissions

New Jersey

U.S. District Court

New York

District of Columbia

Education

Bachelor of Arts, Economics, Rutgers
College, Rutgers University, 1998

Juris Doctor, Albany Law School of
Union University, 2003

Associate Editor, Albany Law Journal
of Science and Technology

Professional Appointments

Former Rent Leveling Board Attorney
for the City of Jersey City

Former Attorney for the Historical
Preservation Commission for the
City of Jersey City

Supreme Court of New Jersey:
District VI Ethics Committee 2012-
2021

Supreme Court of New Jersey:
Women in the Courts Committee
2008-2012

BIOGRAPHY

Sapana Shah is a partner at Rainone Coughlin Minchello, LLC. Ms. Shah specializes in resolving the complex issues deriving from the administration of local, county, and state government.

Ms. Shah comes to Rainone Coughlin Minchello LLC, after maintaining her own practice for over a decade as well as working as Assistant Corporation Counsel for the City of Jersey City. As Assistant Corporation Counsel, Ms. Shah defended the City on a variety of matters such as excessive force claims, claims against public entities including but not limited to negligence, slip and falls, dangerous conditions, and OPRA matters. She also has experience reviewing Licensing Agreements, drafting RFP's Ordinances, Resolutions, Executive Orders, and Affordable Housing Agreements. Ms. Shah has provided advisory opinions for the Mayor, Council, and Department Directors.

In her own practice, she handled Civil, Criminal (Adult and Juvenile), Municipal, Family, Real Estate matters, and Contract negotiations for corporate clients. She was a substitute Municipal Prosecutor for Woodbridge and Carteret.

As a former trial attorney for AIG (American Insurance Group) and representing clients in private practice for personal injury firms, she gained extensive experience in Automobile Negligence Claims, Underinsured and Uninsured Motorist Claims (UM/UIM), Personal Injury Protection (PIP) Claims, Property Damage Claims, Coverage Disputes, Manipulation Under Anesthesia, Inter-Company Subro-



Supreme Court of New Jersey:
Arbitration Advisory Committee
2011-2012

Edison Planning Board 2015

Bar Association Activities

President of the Asian Pacific
American Lawyers Association of
New Jersey 2011-2012

Member of the Asian Pacific
American Lawyers Association of
New Jersey

Member of the South Asian Bar
Association of New Jersey

Member of the Middlesex Bar
Association of New Jersey

American Inns of Court – Joseph
Halpern David Furman Inn of Court,
Somerset, New Jersey 2006-2011

Elected Offices

Edison Township Council (At-Large
Position) 2014-2017

Vice President of Edison Township
Council 2015-2016

Edison Board of Education 2011-2013

County Committeewoman for Edison
(District 64) 2009-2017

Community Activities

Rutgers Eagleton Institute of Politics
– Center for American Women
and Politics: Frequent lecturer and
member of the Rising Stars Steering
Committee on Educating Asian
American Women for Politics

Clerkships

Honorable Jessica Mayer, J.S.C.,
New Jersey Superior Court, New
Brunswick, New Jersey, Law Clerk,
2003-2004

Honorable Randolph F. Treece,
United States District Court, Albany,
New York, Judicial Extern, 2002

gation Claims, wrongful death, Workers Compensation, and other general personal injury matters. She was appointed frequently to arbitrate UM/UIM matters.

Prior to entering the field of law, Ms. Shah was a Financial Analyst for Dun & Bradstreet Corporation and an Associate at Johnson & Johnson Sales & Logistics Company where she managed and analyzed budgets totaling more than \$10 million. She was part of a multi-tasked team responsible for \$200 million in sales.



RAINONE
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ATTORNEYS AT LAW



LOUIS N. RAINONE

MANAGING PARTNER

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Bar Admissions

New Jersey (1980)

United States District Court for
the District of New Jersey (1980)

United States Court of Appeals,
3rd Circuit (1995)

United States Supreme Court
(1996)

Professional Memberships, Associations & Activities

New Jersey State Bar Association

BIOGRAPHY

Louis N. Rainone is one of the most well known and accomplished municipal attorneys in New Jersey. He has served as counsel for many of the state's largest municipalities, including: Newark, Edison, Trenton, Franklin, Marlboro, Long Branch, Perth Amboy, Clifton, Brick, Piscataway, Rahway, Sayreville, Bound Brook and Green Brook. He has also served as special counsel to the County of Essex, The Essex County Improvement Authority, The Bergen County Sheriff and the North Jersey District Water Supply Commission. Mr. Rainone currently serves as the Director of Law for the City of Rahway, City Attorney for the City of Long Branch, Township Attorney for the Township of Franklin, Somerset County, the Director of Law for the Township of Marlboro and Counsel to the Middlesex County Improvement Authority. He is also Special Labor Counsel to the Township of Brick, Township of Piscataway, Borough of Somerville, and City of Trenton. He along with the firm's other members counsel's its municipal client's on significant redevelopment projects in Newark, East Brunswick and Burlington City.

In addition to his legal career, Mr. Rainone has had an extensive and varied career in public service. He served as Legislative Assistant to the Chairman of the New Jersey General Assembly Committee on Taxation and in the same capacity to the Vice Chairman of the Senate Appropriations Committee.



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LOUIS N. RAINONE

Mr. Rainone was named a Super Lawyer by New Jersey Magazine. He was both a member and Secretary of the Matawan Borough Zoning Board of Adjustment. In January of 1987, as a result of his representation of public entities, he was selected as one of the "*50 People to Watch in New Jersey Business*" by the Business Journal of New Jersey. He has also received an AV Peer Rating from Martindale-Hubble.

Louis N. Rainone serves as the firm's managing partner. Mr. Rainone practiced law for 17 years in Middlesex County as the Partner of former Assembly Speaker Alan J. Karcher. Prior to forming the firm Mr. Rainone was the Co Chairman of the Municipal Law Section at DeCotiis FitzPatrick and Cole.

Mr. Rainone received his B.A. in Political Science from Rutgers University in 1977. He graduated from Seton Hall Law School in 1980, where he was a member of the Legislative Journal. Following law school, he served as a clerk in the Monmouth County Prosecutor's Office, as a legislative aide to State Senator Richard Van Wagner, Middletown, New Jersey and on the staff of Assembly Speaker Alan J. Karcher. He has been a New Jersey resident for over 50 years.



RAINONE
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ATTORNEYS AT LAW



CRAIG J. COUGHLIN

PARTNER

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Professional Appointments

2005-2009 Municipal Court Judge-
Township of Edison

2002-Present Municipal Counselor-
Township of Woodbridge

2001-2002 Municipal Prosecutor-
Township of Woodbridge

2001-2002 Counsel-Carteret Free
Public Library

2001-2013 Counsel-South Plainfield
Free Public Library

1999-2000 Public Defender-
Township of Woodbridge

1997-2001 Carteret Borough
Attorney

1997-1998 Counsel-South Amboy
Board of Education

1996-Present Counsel-Woodbridge
Free Public Library

1996-Present Counsel-Woodbridge
Rent Leveling Board

1995-2005 Municipal Prosecutor-
Township of Edison

BIOGRAPHY

Craig Coughlin is a partner at Rainone Coughlin Minchello, a municipal attorney and a distinguished member of the New Jersey Assembly. Mr. Coughlin currently serves as Municipal Counselor to the Township of Woodbridge, General Counsel to the South Amboy Redevelopment Agency and Counsel to several library boards. Duties in those positions have covered the broadest of responsibilities including preparation of, ordinances and resolutions, executive orders, agreements, and memorandums; overseeing the implementation of ordinances and providing advice and counsel to senior management of the Municipality or Agency. Additionally, Mr. Coughlin has served municipal clients as a Prosecutor, Public Defender and Municipal Court Judge. Mr. Coughlin represents the 19th Legislative District in the New Jersey General Assembly. Elected by his peers in 2018, Mr. Coughlin serves as the 171st Speaker of the New Jersey General Assembly.

Prior to the partnership at Rainone Coughlin Minchello Mr. Coughlin was a sole practitioner.

Mr. Coughlin was a Partner at MCGOWAN & COUGHLIN, PC from 1994-1998. There he engaged in the general practice of law representing municipal, business and individual clients. As the Attorney for the Borough of Carteret was responsible for every aspect of the Borough's legal affairs including the preparation and crafting of ordinances and resolutions; labor negotiations; the coordination and implementation of Borough policies; overseeing of litigation; tax appeals and liquor license matters. As Counsel to the South Amboy Redevelopment



1994-Present Counsel-South Amboy
Redevelopment Agency

Academic Appointments

1993-1994 Fairleigh Dickinson
University, Madison, NJ - Instructor-
Paralegal Program

Elected Offices

2010-Present New Jersey General
Assembly

1987-1992 South Amboy City Council
Member
(President-1987, 1991, 1992)

1983-1987 South Amboy Board of
Education Member

Community Activities

2002-2004 President-Fords Clara
Barton Baseball League

1997-2013 Member-Executive Board
Fords Clara Barton Baseball League

1996-1998 Member-Mayor's Advisory
Committee Woodbridge Township

1986-1998 Chairman-Advisory
Council Middlesex County Retired
Senior Volunteer Program

1994-1995 Member-Middlesex
County Senior Citizens Task Force

Bar Admissions
New Jersey

New York

Education

Juris Doctor, St. John's University
School of Law (1983)

Bachelor of Science, Communication
Arts, St. John's University, *Summa
Cum Laude* (1980)

Agency he is responsible for overseeing all legal affairs including the preparation of contracts, and the creation of policies in connection with the Agency's various restoration and multi-million dollar redevelopment projects.

As the Municipal Prosecutor he was responsible for representing the State in motor vehicle and disorderly persons offenses in two of the busiest municipal courts in the State. Non-municipal representations included the drafting and negotiating of commercial agreements; the handling of personal and corporate real estate transfers; drafting and negotiating lease agreements; landlord and tenant matters; litigation; and trust and estate matters.

From 1991 to 1994 Mr. Coughlin was House Counsel and Director of Legal Services for Consumers Distributing, Inc. He was Chief legal officer of \$250,000,000 retail sales company with 90 locations in 6 states. Duties included the review, negotiation and drafting of commercial agreements; negotiation and drafting of acquisition and divestiture agreements; representation of the corporation at grievance arbitrations and administrative law hearings; labor negotiations with national unions representing drivers and warehousemen; the negotiating and drafting of real property leases; the handling of Landlord/Tenant matters, intellectual property issues, regulatory and advertising matters; participation in a trade association as the Company's chief lobbyist and general corporate matters and policy review.

Mr. Coughlin served as V.P. and General Counsel from 1986-1991, as Corporate Counsel in 1986 and as Assistant General Counsel in 1985 to Aloomis Armored Inc. There he acted as Chief legal officer of a \$125,000,000 corporation with 83 locations in 30 states. Responsibilities included direction of the Company's legal affairs nationwide; the negotiation and drafting of service contracts, commercial acquisition and merger agreements. He handled the negotiation of labor contracts with various independent and national unions, the handling of grievance arbitrations and EEOC matters; the negotiation of real and personal property agreements and supervising of State and Federal regulatory filings and compliance requirements. His duties also included media relations; reviewing and promulgating corporate policies; selecting and supervising outside counsel; reporting to the CEO with budgetary responsibilities.



RAINONE
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ATTORNEYS AT LAW



DAVID L. MINCHELLO

PARTNER

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Representative Cases

Halsey v. Pffiefer, et al.

Santiago v. City of Plainfield, et al.

In Re Lashonn Durant

Rivera v. City of Plainfield

Guerra v. City of Plainfield, et al.

Mercedes v. City of Plainfield, et al.

Bar Admissions

New Jersey (2003)

New Jersey Federal Court (2004)

Education

Bachelor of Arts, Political Science,
Vassar College

Juris Doctor, Seton Hall University
Law School

BIOGRAPHY

David L. Minchello is a partner of Rainone Coughlin Minchello, LLC and has extensive experience representing municipalities, counties and authorities throughout the State of New Jersey. He is currently the Corporation Counsel for the City of Plainfield, Township Solicitor of Westampton, Township Attorney for the Township of Scotch Plains and General Counsel to the Union County Improvement Authority and the New Brunswick Parking Authority. In addition to acting as general counsel, he has been litigating matters for public entities for over fifteen (15) years.

His representation includes defense of employment actions, §1983 civil rights complaints and Title 59 matters. He has appeared in both State and Federal Court, the Office of Administrative Law and the Appellate Division. Mr. Minchello also acts as labor counsel to municipalities throughout the State. He advises public entities on personnel matters, civil service regulations, collective bargaining negotiations, internal investigations and disciplinary actions. His experience also includes the representation of the City of East Orange, City of Trenton, Burlington City, Mount Holly Township, Scotch Plains Township, and the Town of Dover as Special Counsel. Additionally, Mr. Minchello was Municipal Prosecutor for the Borough of North Plainfield for five (5) years but now defends individuals charged with DWI and other related offenses.

Mr. Minchello received his B.A. in Political Science from Vassar College in 2000. He graduated from Seton Hall University School of Law in 2003.



RAINONE
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MINCHELLO
ATTORNEYS AT LAW



RONALD H. GORDON

SENIOR PARTNER

732.709.4182

✉ rgordon@njrcmlaw.com

Reported Cases

Ferraro v. Zoning Board -
New Jersey Supreme Court case
establishing guidelines for property
crossing municipal boundaries with
two different zones.

Bar Admissions

New Jersey (1979)

U.S. District Court for the District of
New Jersey (1979)

Education

Bachelor of Arts,
Montclair State College. (1975)

Juris Doctor.

New York Law School. (1978)

BIOGRAPHY

Ronald H. Gordon is a senior partner with Rainone Coughlin Minchello, LLC who has an extensive background in municipal law, all aspects of land use, affordable housing and redevelopment law and matters involving the valuation, acquisition, and sales of real property. Mr. Gordon has represented numerous municipalities in the State of New Jersey, including serving as Attorney for the Township of North Brunswick, Borough of Emerson, Township of Aberdeen, City of Rahway, Town of Morristown, Township of Hazlet, and the Township of Marlboro.

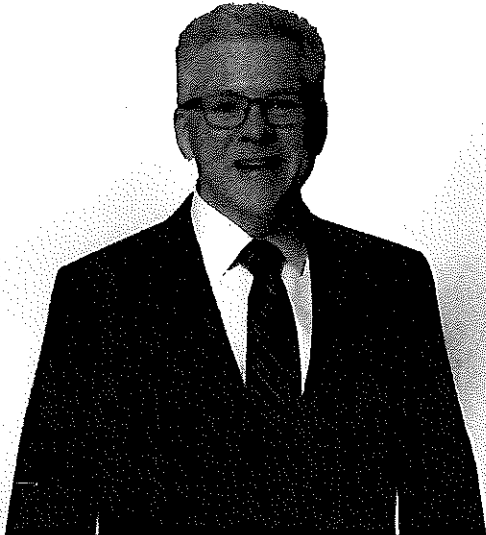
Mr. Gordon has served as Special Counsel for Affordable Housing matters across New Jersey. He has been Affordable Housing Special Counsel in Woodbridge, Edgewater, Freehold Borough, Marlboro, Aberdeen, Matawan, Emerson, and North Brunswick.

Mr. Gordon also has an expertise in the Local Redevelopment and Housing Law and represents the East Brunswick Redevelopment Agency and the Red Bank Redevelopment Agency. In addition, he has served as the Planning Board Attorney for the Borough of Spotswood, Borough of Carteret, and Township of East Brunswick. He has also served as the Municipal Prosecutor for the Borough of Keyport.

Mr. Gordon has achieved an AV Preeminent Rating from Martindale-Hubbell for his strong legal abilities and high ethical standards.



RAINONE
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ATTORNEYS AT LAW



JOHN F. GILLICK

Partner

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✉ jgillick@njrcmlaw.com

Representative Matters

H.C. Equities, LP v. County of Union, 247 N.J. 366 (2021)

Alliance for Disabled in Action v. Township of North Brunswick, 185 N.J. 339 (2005)

Spriggs v. City of Plainfield, (App. Div.) 2022 WL 16331

Díaz v. South Plainfield, (D.N.J.) 2017 WL 3315286

Urbanski v. Township of Edison, (App. Div.) 2014 WL 183966

Bar Admissions

New Jersey (2001)

U.S. District Court, District of New Jersey (2001)

U.S. Court of Appeals for the Third Circuit (2003)

U.S. Supreme Court (2015)

BIOGRAPHY

John F. "Jack" Gillick is a Partner at Rainone, Coughlin, Minchello, LLC and has an extensive history representing both public and private entities and their employees. Mr. Gillick concentrates his practice on the litigation of employment, civil rights, and personal injury claims, and has represented clients in dozens of jury trials on matters ranging from unlawful discrimination to excessive force to premises and automobile liability. He also has experience in conducting workplace investigations, providing employee and public official training, and handling indemnification and other employment-related contract issues. In addition to his significant trial and institutional work, Mr. Gillick has argued and won appeals before both the New Jersey Supreme Court and Third Circuit Court of Appeals, has been counsel of record on numerous opinions, and is admitted to practice before the United States Supreme Court.

The incoming President for the Middlesex County Bar Association, Mr. Gillick also serves as Treasurer for the New Jersey State Bar Foundation, a Trustee for the Middlesex County Trial Lawyers Association, and as Vice President of Legal Counsel for the Boy Scouts of America, Monmouth Council. Mr. Gillick is also former President of the Middlesex County Bar Foundation and Trustee for the New Jersey Institute for Continuing Legal Education, and has taught continuing legal education courses for the Middlesex County Bar Association. A member of the New Jersey, Middlesex County, and American Bar Associations, he is also proud to be an Assistant Troop Leader for his daughters' Girl Scout troop.



Education

Juris Doctor, Seton Hall University
School of Law (2001)

Bachelor of Arts, English Literature,
William Paterson University (1996)

Bachelor of Arts, Secondary
Education, William Paterson
University (1996)

Honors & Recognition

"Super Lawyer," New Jersey
Monthly Magazine (2009-present)

Dow Jones Newspaper Fund (1995)

Outstanding Senior, William
Paterson University (1995)

"Rising Star," New Jersey Super
Lawyers Magazine/New Jersey
Monthly, 2009

Professional Associations
and Memberships

New Jersey Institute for Continuing
Legal Education (NJICLE) – Trustee

New Jersey State Bar Association,
Young Lawyers Division –
Executive Committee

Middlesex County Bar Foundation
– Trustee

Middlesex County Bar Association
– Member

New Jersey State Bar Association –
Member

American Bar Association –
Member

Areas of Practice

Personal Injury

Employment

Civil Rights

Mr. Gillick received his Juris Doctor from Seton Hall University in 2001, where he was Articles Editor for the Legislative Journal, President of the Irish American Law Students Association, a Senator of the Student Bar Association, and an intern for the New Jersey State Assembly's Democratic Office and the Hon. Rosemary K. Reavey. He thereafter served as Law Clerk to the Hon. Jack L. Lintner, former Presiding Judge of the Superior Court, Appellate Division.



RAINONE
COUGHLIN
MINCHELLO
ATTORNEYS AT LAW



CAROL A. BERLEN

PARTNER

☎ 732.709.4182

✉ cberlen@njrcmlaw.com

Bar Admissions
New Jersey (1987)

Education
Bachelor of Arts, Clark University,
Worcester, MA

Juris Doctor, New England School
of Law

Certifications
Registered Municipal Clerk,
October 2007

BIOGRAPHY

Carol A. Berlen is a partner with Rainone Coughlin Minchello, LLC who brings with her a distinctive background in municipal law, providing services to municipalities for more than 25 years. Ms. Berlen returned to the private practice of law after working in-house for the Township of Old Bridge and the New Jersey Office of Administrative Law. Ms. Berlen's practice currently centers on representing public entities and performing all legal services required by the various Improvement Authorities and municipalities that the firm represents.



RAINONE
COUGHLIN
MINCHELLO
ATTORNEYS AT LAW



BRIAN P. TRELEASE

PARTNER

☎ 732.709.4182

✉ btrelease@njrcmlaw.com

Representative Matters

In the Matter of Fernando Sanchez,
City of Plainfield Police Department,
2018 WL 828063
(N.J. Super. App. Div., Feb. 13 2018)

Bar Admissions

New Jersey (2009)

United States District Court for
the District of New Jersey (2009)

New York (2012)

U.S. Court of Appeals for the
Third Circuit (2018)

Education

Bachelor of Arts, Drew University

Juris Doctor, Pennsylvania State
University, Dickinson School of Law

Professional Memberships

The Sidney Reitman Employment
Law American Inn of Court

BIOGRAPHY

Brian P. Trelease is a partner with Rainone Coughlin Minchello whose practice focuses on litigation, labor, and employment involving public entities and businesses. Mr. Trelease entered private practice with Rainone Coughlin Minchello after a lengthy history of representing public entities in Union County.

Mr. Trelease's prior legal experience includes Assistant County Counsel with the Office of County Counsel for the County of Union where he defended the County and its employees against allegations of constitutional violations under Section 1983 and the New Jersey Civil Rights Act. He also represented the County of Union with respect to Title 59 claims. He has extensive knowledge of the Open Public Records Act, defending Union County before the Superior Court and the Government Records Council, as well as, being responsible for the County's day-to-day legal compliance of all OPRA requests. In addition, Mr. Trelease also represented the Union County Adjustor's Office at involuntary commitment proceedings.

Prior to his term at Union County Counsel's Office, Mr. Trelease worked for the Union County Division of Social Services where he was responsible for prosecuting child support obligations on behalf of the agency. In addition, Mr. Trelease represented the agency in the Office of Administrative Law with respect to Medicaid eligibility fair hearings. He was also responsible for the collection of all public assistance overpayments on behalf of the agency.

Mr. Trelease is a member of the Zoning Board of Adjustment. Mr. Trelease is also a member of the Sidney Reitman Employment Law American Inn of Court.



RAINONE
COUGHLIN
MINCHELLO
ATTORNEYS AT LAW



CLAUDIA L. MARCHESE

PARTNER

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✉ cmarchese@njrcmlaw.com

Bar Admissions
New Jersey (1991)

Education
Bachelor of Arts,
Rutgers University

Juris Doctor,
The Catholic University of
America Columbus School
of Law in Washington D.C.

BIOGRAPHY

Claudia L. Marchese will be re-entering private practice as a Partner with Rainone Coughlin Minchello, LLC after a notable engagement with the State of New Jersey serving as the Executive Director of the Catastrophic Illness in Children Relief Fund Commission. Ms. Marchese will be practicing in the firm's litigation department.

Prior to her appointment as Executive Director of the Catastrophic Illness in Children Relief Fund in January 2011, Ms. Marchese served as Counsel to Governor Chris Christie for the first year of his administration. She acted as liaison to State legislators, cabinet officers, departments, partisan staff and stakeholders. Ms. Marchese also advised the Governor and Chief Counsel in legislative, regulatory and policy matters concerning all issues related to public health, hospitals, aging, children and families, human services and agriculture.

Before entering public service, Ms. Marchese had an extensive career in the private practice of law for 18 years. She handled all aspects of a variety of insurance defense litigation including civil rights defense of municipalities and law enforcement; insurance fraud, environmental and mass tort insurance coverage, workers compensation and personal injury cases. Early in her career Ms. Marchese, also served as an assistant prosecutor in Somerset County.

Ms. Marchese is active in community service. She served on the board of Trustees for the Mid-Jersey Chapter of the National Multiple Sclerosis Society from 1995 to 2006. She continues to serve as a volunteer site coordinator for the annual MS Walk. She is a founding member of the Hampton Borough Community Education Foundation. She has led the Education Foundation as its President since 2005.



RAINONE
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ATTORNEYS AT LAW



MATTHEW R. TAVARES

PARTNER

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Representative Cases

Woodmont Properties, LLC v.
Township of Westampton, et
al., 2022 WL 350820 (N.J. Super.
App. Div. February 7, 2022).

Bar Admissions

New Jersey (2013)

New York (2016)

U.S. District Court, New Jersey
(2017)

Education

Bachelor of Arts,
University of Delaware (2010)

Juris Doctor.

Western New England
University School of Law (2013)

BIOGRAPHY

Matthew R. Tavares is a partner with Rainone Coughlin Minchello whose practice focuses on litigation, labor, and employment law matters involving public entities.

Primarily, Mr. Tavares represents municipal entities in matters involving the New Jersey Law Against Discrimination, CEPA, constitutional rights violations under Section 1983 and the New Jersey Civil Rights Act, and Title 59 matters. He also represents and counsel's clients on prerogative writ litigation matters which involve challenges to municipal actions

Mr. Tavares has previously served as the attorney for a local Zoning Board and has experience with zoning applications and the drafting of municipal board resolutions. Mr. Tavares has also represented various public entities with respect to compliance with Municipal Land Use Law, the Open Public Meetings Act, and the Open Public Records Act.

In addition to his work at Rainone Coughlin Minchello, Mr. Tavares previously worked with the Small Business Development Center in Bridgewater, New Jersey where he provided counsel to entrepreneurs looking to start their own businesses.

Mr. Tavares is a graduate of the University of Delaware where he received his B.A. in United States History and Criminal Justice. Mr. Tavares attended Western New England University, School of Law in Springfield, Massachusetts, where he graduated in 2013.



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ATTORNEYS AT LAW



MICHAEL R. BURNS

PARTNER

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Bar Admissions

New Jersey (2009)

Pennsylvania (2009)

Education

Bachelor of Arts, University of Pennsylvania, School of Arts and Sciences (2005)

Juris Doctor, University of California, Hastings College of the Law (2009)

Professional Associations and Memberships

New Jersey State Bar Association

Ocean County Bar Association

Published Decisions

Garden State Investment v. Township of Brick, 465 N.J. Super 469 (App. Div. 2020)

BIOGRAPHY

Michael R. Burns is a partner with Rainone Coughlin Minchello who brings a over a decade of governmental entity experience to the firm. Mr. Burns' practice has an emphasis in matters concerning governmental entities with regard to labor, litigation, redevelopment and general practices.

Prior to joining Rainone Coughlin Minchello, Mr. Burns' practice focused on providing services to various public entities in the role of Municipal Prosecutor, Labor Counsel, Defense Attorney and Special Counsel. Specifically, Mr. Burns has received appointments as Municipal Prosecutor in Brick Township and as Alternate Prosecutor in Lakewood Township, Township of Red Bank and Asbury Park. He has also provided services as Labor Counsel for Neptune, Long Branch, Township of Neptune Sewerage Authority, Neptune Fire District #1 and Matawan Borough. Additionally, Mr. Burns has been appointed tax appeal counsel for Keyport Borough, Freehold Borough, and Lake Como. Mr. Burns has represented entities with regard to In Rem Foreclosure matters, Condemnation issues, COAH, and as Redevelopment Counsel.

Mr. Burns is a graduate of the University of Pennsylvania where he received his B.A. in European History. Mr. Burns received his Juris Doctor from the University of California, Hastings College of the Law in 2009.



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ATTORNEYS AT LAW



CHRISTOPHER D. ZINGARO

PARTNER

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Professional Admissions/ Associations

New Jersey State Bar

U.S. District Court, District of
New Jersey

Hellenic American Bar
Association of New Jersey

Education

DePauw University, B.A. (2010)

Rutgers School of Law, J.D. (2016)

Professional Activities

Hellenic American Leadership
Council, Chicago, IL / Fellow:
2019 – Present

Hudson County CASA, Jersey
City, NJ / Court Appointed Special
Advocate: 2019 – Present

BIOGRAPHY

Christopher D. Zingaro is a partner at Rainone Coughlin Minchello, LLC. Prior to joining the firm, Mr. Zingaro was an associate at Murphy Orlando LLC, where he participated in all aspects of the firm's litigation practice, including in the representation of public entities, prominent corporate actors, and criminal defendants in state and federal matters. Mr. Zingaro has appeared on behalf of clients before the U.S. District Court for the District of New Jersey, the New Jersey Superior Court in both the Civil and Criminal Parts of the Law Division, and the New Jersey Office of Administrative Law.

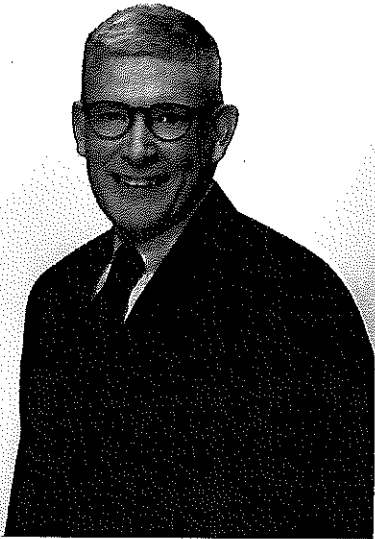
Mr. Zingaro received his J.D. from Rutgers School of Law, where he was a member of the Civil Justice Clinic. During law school, his interest in redevelopment law, regional planning matters, and questions concerning metropolitan equity led him to work alongside real estate developers, local government actors, and nonprofit community development groups.

Following law school, Mr. Zingaro served as a Judicial Clerk to the Honorable Benjamin S. Bucca, Jr., J.S.C in the New Jersey Superior Court, Middlesex Vicinage, Law Division, Criminal Part.

Mr. Zingaro is a member of the Hellenic American Bar Association of New Jersey. In February 2019, Mr. Zingaro was selected to join the Hellenic American Leadership Council's Leadership 2030 Fellowship program, where he assists in the advocacy of Hellenic American interests both in the New York Metropolitan Region and in Washington, D.C. Additionally, Mr. Zingaro volunteers as a Court Appointed Special Advocate for children placed in foster care and other out-of-home placements.



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ATTORNEYS AT LAW



JOHN P. HARRINGTON

Partner

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Professional Activities

Member, New Jersey State
Bar Association, Labor and
Employment Section

Instructor, Legal Research and
Writing, Rutgers Law School

Sidney M. Reitman Employment
Inn of Court, Pupil

Contributing Author for
Employment Law Reference
Manual published by the
New Jersey State Chamber of
Commerce

Regional Final Judge, Apruzzese
Mock Trial Competition

Author of Numerous Client Alerts
on Developments in Employment
Law

Representative Publications

Author: Perception Is Reality;
New Jersey Prohibits Hostile
Work Environment Based Upon
Perceived Membership in a
Protected Class (Legal Alert)

BIOGRAPHY

John P. Harrington is a Partner at Rainone, Coughlin, Minchello, LLC. As part of the firm's Municipal Labor and Employment and Litigation Practice, John Harrington has over 27 years of experience advising and representing employers in all aspects of employment law, including discrimination, retaliation, disability accommodation, leaves of absence and wrongful termination cases. He assists employers in reducing exposure to employment liability through timely advice, training and policy creation and implementation. Where litigation cannot be avoided, he uses his extensive experience to advocate for the client's best interests at every stage of litigation. He has worked with a wide variety of employers, from small local businesses to large corporations, public entities and educational institutions. He helps clients navigate the complex and ever-changing landscape of employment law through a common sense approach and thorough preparation.



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ATTORNEYS AT LAW

JOHN P. HARRINGTON

Representative Publications continued

Author: THE SUPREME COURT'S NEW
JURY SELECTION STANDARDS, Labor and
Employment Law Quarterly

Author: NEW JERSEY SUPREME COURT
CLARIFIES THE ROLE AND CONSEQUENCES
OF LIGHT DUTY AS A REASONABLE
ACCOMMODATION.
(Raspa Jr. v. Gloucester County Sheriff's Office)

Author: TALES FROM THE FRONT LINES: THE
JOYS AND INJUSTICES OF LITIGATING AGAINST
PRO SE PLAINTIFFS.

Education

Rutgers School of Law - Newark, JD, cum laude

Trinity College, B.A., Economics

Bar Admissions

New Jersey

U.S. District Court for the District of New Jersey

U.S. Court of Appeals for the Third Circuit

Practice Areas

Municipal Law

Labor and Employment Law and Litigation

Commercial Litigation



RAINONE
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ATTORNEYS AT LAW



EDWARD P. RUANE

Senior Associate

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Bar Admissions

New Jersey

Education

Bachelor of Arts,
Rutgers University

Juris Doctor,
Western New England College

Professional Associations

New Jersey State Bar Association
Union County Bar Association
Bergen County Bar Association

Civic Activities

Township of Cranford Zoning Board
of Adjustment

Township of Cranford Senior Citizen
and Disabled Tenancy Act Appeals
Board

Presenter at Roselle Catholic High
School Alumni Career Day

Legislative Aide to New Jersey State
Senator Alexander J. Menza

BIOGRAPHY

Edward P. Ruane is a Senior Associate at Rainone Coughlin Minchello who has a distinguished career as a trial attorney and will be a valued addition to the firm's litigation department.

Mr. Ruane has made numerous appearances in State and Federal Courts on behalf of both public and private clients. He brings experience in several areas of litigation including, but not limited to, business litigation, professional malpractice, medical malpractice, consumer protection, family law, personal injury, employment discrimination and criminal law.

Mr. Ruane has been certified by the Supreme Court of New Jersey as a Civil Trial Attorney. He is also very active in the legal community as a Grader for the New Jersey Bar Examination, a member of the District XII Ethics Committee as well as a member of the District XII Supreme Court of New Jersey Fee Arbitration Committee.

In addition to Mr. Ruane's experience as a litigator, he has also served as an arbitrator for the Superior Court of New Jersey and the American Arbitration Association.



RAINONE
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ATTORNEYS AT LAW



THOMAS SCHOENDORF

ASSOCIATE

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Education

Rowan University. B.A. in Law
and Justice (2013)

Seton Hall University School
of Law. J.D. (2016)

BIOGRAPHY

Thomas Schoendorf is an associate with Rainone Coughlin Minchello whose practice focuses on litigation involving the firm's public entity clients.

Prior to joining the firm Mr. Schoendorf worked on automobile insurance litigation matters. It was there he gained experience by conducting depositions, working with clients, empaneling a jury and participating in jury trials.

Mr. Schoendorf served as a law clerk for the Honorable Michael C. Gaus, J.S.C., in the Superior Court of New Jersey, Chancery Division Family Part. During that time, he performed legal research and helped create judicial opinions on a litany of Family Law related matters. He also served as a judicial extern for the Honorable John A. Conte, of the Superior Court, Chancery Division, Family Part in regards to termination of parental right cases.

Mr. Schoendorf received his J.D. from Seton Hall University School of Law.



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FRANK J. DYEVOICH

ASSOCIATE

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Bar Admissions

New York

New Jersey

U.S. District Court, New Jersey

Education

Bachelor of Arts, Seton Hall
University (2010)

Juris Doctor, Roger Williams
University School of Law,
(2015)

BIOGRAPHY

Frank J. Dyevoich, Jr., is an associate at Rainone Coughlin Minchello, LLC whose practice focuses on litigation involving the firm's governmental entity clients.

Prior to joining the firm, Mr. Dyevoich gained experience involving representing municipal clients with regard to all aspects of litigation matters. He also handled matters concerning labor and employment issues such as the Fair Labor Standards Act, Americans with Disabilities Act, Family Medical Leave Act, Age Discrimination in Employment Act, Section 1983, New Jersey Civil Rights Act, New Jersey Law Against Discrimination, New Jersey Family Leave Act, New Jersey Conscientious Employee Protection Act and OSHA. Mr. Dyevoich has litigated disputes involving Open Public Records Act as well.

Mr. Dyevoich is a graduate of Seton Hall University where he graduated magna cum laude with a Bachelor of Arts in Political Science. He received his J.D. from Roger Williams University School of Law in Bristol Rhode Island where he graduated in 2015.



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LONNIE HINTON, JR.

ASSOCIATE

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Bar Admissions

New Jersey (2021)

Education

Bachelor of Arts, Elon
University

Juris Doctor, Howard
University School of Law

BIOGRAPHY

Lonnie Hinton, Jr., Esq. is an associate with Rainone Coughlin Minchello whose practice focuses on matters concerning governmental entities with regard to labor, litigation, redevelopment and general practices.

Prior to joining firm, Mr. Hinton gained valuable experience with numerous internships in Washington D.C. at prestigious locations such as the House Committee on Oversight and Government Reform, the Office of the People's Counsel and the Intellectual Property-Patent Clinic.

Following law school Mr. Hinton served as a Judicial Clerk to the Honorable Morris G. Smith, J.A.D., in the New Jersey Appellate Division in Haddon, New Jersey.

Mr. Hinton is a graduate Elon University where he obtained a B.S. in Business Administration with a focus on Finance. He received his J.D. from Howard University School of Law where he was the recipient of the CALI award for the highest grade in Torts and Alternative Dispute Resolution.



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ATTORNEYS AT LAW



HARLYNNE A. LACK

ASSOCIATE

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Bar Admissions

New Jersey (2008)

New York (2012)

United States District Court,
District of New Jersey (2008)

Education

Bachelor of Arts,
College of Saint Elizabeth

Juris Doctor,
Thomas Cooley Law School

BIOGRAPHY

Harlynn A. Lack is an associate with Rainone Coughlin Minchello whose practice focuses on matters concerning all facets of governmental entity representation.

Ms. Lack brings an abundance of experience acquired from notable appointments including the City of Paterson Law Department, where she shared her legal knowledge and expertise involving focuses such as public records disclosure information and any additional legal questions that would arise with all City Departments. Amongst numerous other responsibilities, she prepared Ordinances and Resolutions, drafted and reviewed contracts for HUD Projects throughout the City and reviewed and provided responses to subpoenas on behalf of the City. Ms. Lack was the Affirmative Action/Equal Employment Opportunity Officer and made appearances in Municipal Court as the Assistant Municipal Prosecutor.

Harlynn Lack was also a Staff Manager with the Government Records Council. Her work included in depth OPRA analyses for the Executive Director, Council Members, and government records custodians. She also collaborated with In-House Counsel, the Executive Director, and Deputy Attorney Generals on various additional matters.

Following law school Ms. Lack began her legal career with the Essex County Prosecutor's Office. She went on to work as the Special Advisor to the Commissioner at the Department of Community Affairs as the Ethics Liaison Officer for over 1,000 employees and advised multiple divisions in the DCA concerning ethical issues.

Ms. Lack is a graduate of the College of Saint Elizabeth where she obtained a B.A. in American Studies and Justice Studies. She then received her J.D. from Thomas Cooley Law School where she was involved with the Intra School Mock Trial Competition and served as the Secretary of the Delta Theta Phi Law Fraternity.



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ATTORNEYS AT LAW



AARON L. RAINONE

ASSOCIATE

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Bar Admission

New Jersey (2022)

Education

Bachelor of Science, Johnson
and Wales

Juris Doctor, Rutgers Law
School (2022)

BIOGRAPHY

Aaron L. Rainone is an associate with Rainone Coughlin Minchello. Mr. Rainone's practice is focused on all areas of public entity engagement, including but not limited to labor, litigation, redevelopment, and general practice.

Prior to pursuing a profession in legal practice, Mr. Rainone had a career in hospitality management. While attending law school Mr. Rainone served as a law clerk at Rainone Coughlin Minchello, gaining knowledge of all aspects of the firm's public entity representation.

Mr. Rainone is a graduate of Johnson and Wales University where he obtained his bachelor's degree in Sports, Entertainment and Event Management. He received his Juris Doctor from Rutgers school of law where he graduated in 2022.



RAINONE
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ATTORNEYS AT LAW



MICHAEL M. WUEST

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732.709.4182

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Education

Bachelor of Arts, *cum laude*,
Binghamton University

Juris Doctor,
Seton Hall University School of Law

Bar Admissions

New Jersey (2022)

U.S. District Court,
District of New Jersey (2023)

Professional Associations and Memberships

Middlesex County Bar Association
– Member

Binghamton University Harper
Law Council – Steering Committee
Member

BIOGRAPHY

Michael Wuest is an Associate with Rainone Coughlin Minchello, whose practice focuses on the firm's litigation section.

Before joining RCM, Michael served as a Judicial Law Clerk for the Honorable Mitchell I. Steinhart, J.S.C., and as a Judicial Extern with the Honorable James B. Clark, III, U.S.M.J.

Mr. Wuest is a *cum laude* graduate of Binghamton University. He received his J.D. from Seton Hall University School of Law where he was President and Trustee of the Student Bar Association and awarded Best Oralist on the Mock Trial Interscholastic Board. Mr. Wuest was also a Public Interest Law Fellow.

Mr. Wuest also worked as a Student Attorney with the Seton Hall Center for Social Justice Civil Litigation Clinic advocating for pro bono clients in matters relating to fair housing, eviction, consumer advocacy and class action settlement administration.

Mr. Wuest previously gained experience involving the administration of the Fair Housing Act as a legal intern with the United States Department of Housing and Urban Development (HUD).



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SCOTT A. AITKEN, JR.

Associate

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Education

Bachelor of Arts,
SUNY Geneseo

Juris Doctor,
Syracuse University College of Law

BIOGRAPHY

Scott Aitken is an associate with Rainone Coughlin Minchello, whose practice focuses on the firm's government entity representation involving labor, redevelopment and general practices.

Before joining RCM, Scott served as a Judicial Law Clerk for the Honorable Mitzy Galois-Menendez, P.J.C.R.. Mr. Aitken also interned with the Honorable Rosann Orlando.

Mr. Aitken is a graduate of the State University of New York, Geneseo campus where he obtained a B.A. in English. He received his J.D. from Syracuse University where he was the Administrative Editor of the Journal for International Law and Commerce. While attending Syracuse University College of Law Mr. Aitken was a Student Attorney who gained litigation experience assisting in the representation of defendants in the Syracuse City Courts.