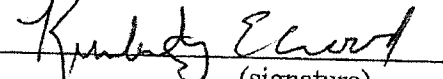
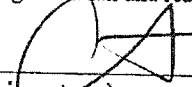


TO: Doug Long, Esq.
ADDRESS: Grace, Marmero & Associates
44 Euclid Street
Woodbury, NJ 08096

Date of Delivery or Service	Description of Goods or Service Rendered, Itemized Fully	Total
	Labor Negotiations / Employment Law 0-01-20-705-205-606	
	PBA 231 Contract Negotiations	
	2/1/20 Initial Ceiling of \$10,000	
	Total	3010.00

Delivery slips received and checked on _____ (date) (signature) Personal knowledge of service rendered or receipt of materials, supplies and equipment 3/25/2011  (date) (signature)	Claimant's Certification and Declaration I do solemnly declare and certify under the penalties of the law that the within bill is correct in all its particulars; that the articles have been furnished or services rendered as stated therein; that no bonus has been given or received by any person or persons within the knowledge of this claimant in connection with this claim; that the amount therein stated is justly due and owing; and that the amount charged is a fair and reasonable one 3/17/2011  Mary (date) (signature) (official position)
---	---

Approved:	Audited and Approved:	Ordered Paid by Board
		Clerk
		Account No.
		Check No.
Committee	Finance committee	

Grace Marmero & Associates, LLP

44 Euclid Street
Woodbury, NJ 08096



County of Cumberland
Attn: Kim Wood
164 W Broad Street
Bridgeton, NJ 08302

March 17, 2020

File No.: 111-105L.25 PBA 231 Negot
Cumberland County

Invoice # 24102

In Reference To: PBA 231 Contract Negotiations

LEGAL SERVICES

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
2/4/2020	DML-Teleconference with opposing counsel regarding non-financial substantive issues, compare and contrast with existing contract	140.00	0.80	112.00
2/12/2020	DML-Receipt and review of follow up email correspondence with additional requests from opposing counsel, follow up conference with County regarding status of same	140.00	0.80	112.00
2/17/2020	DML-Receipt and review of multiple requests, preparation for and attendance at conference regarding process and potential responses	140.00	1.20	168.00
	DML-Review of OPRA request materials for insurance company related information	140.00	0.40	56.00
?	DML-Consultation regarding required response to request for insurance company information	140.00	0.40	56.00
	DML-Review of OPRA request for materials related to regionalization/consolidation	140.00	0.40	56.00
?	DML-Consultation regarding required response to OPRA request for materials related to regionalization/consolidation	140.00	0.40	56.00
	DML-Review of OPRA exemptions with respect to request for insurance company information	140.00	0.50	70.00
	DML-Review of OPRA exemptions with respect to OPRA request for materials related to regionalization/consolidation	140.00	0.50	70.00
	DML-Receipt and review of multiple OPRA requests from PBA 231; review for applicability and response	140.00	2.60	364.00
2/18/2020	DML-Receipt and review of follow up email correspondence with attachments regarding request from Cumberland County Counsel, compare and contrast with initial request, receipt and review of multiple requests thereafter	140.00	1.20	168.00
	DLong-Email correspondence to/from Union regarding OPRA responses	140.00	0.30	42.00
	DLong-Email correspondence to/from County regarding various OPRA requests	140.00	0.40	56.00
	DML-Receipt and review of multiple email correspondence regarding various OPRA requests; review and preparation of global responses to PBA 231	140.00	2.10	294.00
2/19/2020	DML-Receipt and review of email correspondence from Union attorney regarding requests	140.00	0.30	42.00
	AKM-Review of OPRA request for shared service materials related to consolidation	140.00	0.40	56.00
	AKM-Review of OPRA exemptions with respect to request for materials related to shared service agreements and consolidation	140.00	0.40	56.00

Phone: 856-848-6440 Fax: 856-848-5002

E-Mail: agresko@gracemarmero.com

All Major Credit Cards Accepted

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
2/19/2020	AKM-Correspondence regarding response to OPRA request for shared service materials related to consolidation	140.00	0.50	70.00
	DML-Follow up email correspondence to/from Union representative regarding OPRA demands and supplemental requests	140.00	0.70	98.00
2/20/2020	DML-Preparation for subsequent negotiation session	140.00	2.30	322.00
	DML-Receipt and review of email correspondence from Union's attorney regarding session and requests	140.00	0.30	42.00
	DML-Multiple email correspondence to/from client regarding requests	140.00	0.30	42.00
	DML-Continued indexing of OPRA requests and items pending dispute by Union	140.00	0.70	98.00
	DML-Preparation of negotiation outline agenda for upcoming session	140.00	0.90	126.00
3/2/2020	DML-Review of additional documentation in preparation for teleconference with opposing counsel, follow up teleconference with opposing counsel	140.00	0.80	112.00
3/4/2020	DML-Receipt and review of email correspondence	140.00	0.20	28.00
3/6/2020	DML-Receipt and review of follow up email correspondence from opposing counsel with multiple attachments, compare and contrast with existing agreement	140.00	0.80	112.00
3/9/2020	DML-Receipt and review of correspondence with multiple attachments	140.00	0.90	126.00
SUBTOTAL:			[21.50	3,010.00]
For legal services rendered			21.50	\$3,010.00

Terms: Net 30 Days

Interest of 1.5% per month will be accrued on accounts over 30 days

Billed to Date: \$9,002.00

Paid to Date: \$8,064.00

Balance: \$938.00 Plus Current Invoice

Approved:	Audited and Approved:	Ordered Paid by Board
		Clerk
		Account No.
		Check No.
Committee	Finance committee	

Grace Marmero & Associates, LLP

44 Euclid Street
Woodbury, NJ 08096



County of Cumberland
Attn: Kim Wood
164 W Broad Street
Bridgeton, NJ 08302

March 17, 2020

File No.: 111-105L.18 Labor Relations
Cumberland County

Invoice # 24100

LEGAL SERVICES

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
2/5/2020	JC-(UPCs)-Receipt and review of email correspondence from PERC	140.00	0.30	42.00
2/6/2020	JC-(UPCs)-Exchanged emails with the Assistant to the Director of the UPR regarding the upcoming exploratory conferences	140.00	0.20	28.00
	JC-(UPCs)-Review and analysis of email from opposing counsel's office regarding the upcoming exploratory conferences	140.00	0.20	28.00
2/10/2020	JC(UPCs)-Preparation of hearing handbook for upcoming exploratory conference	140.00	0.80	112.00
2/11/2020	JC-Multiple telephone calls with County Counsel's office in an effort to discuss the status	140.00	0.40	56.00
	JC-Telephone call with County Counsel regarding the upcoming PERC hearing	140.00	0.40	56.00
	JC-(UPCs)Preparation of file for upcoming exploratory conference	140.00	0.90	126.00
2/12/2020	DLong-Follow up email correspondence to/from opposing counsel regarding continued communication and potential process for grievances	140.00	0.60	84.00
	JC-Telephone call to the Assistant to the Director of the UPR regarding the upcoming PERC conference	140.00	0.30	42.00
	JC-Exchanged multiple emails with the Warden and Deputy Warden regarding the upcoming PERC conference	140.00	0.40	56.00
	JC-Review and analysis of the file regarding the three Unfair Practice Charges in preparation for the upcoming PERC conference	140.00	3.40	476.00
2/13/2020	DLong-Receipt and review of email correspondence with outcome, follow up teleconference with County regarding explanation of same	140.00	0.80	112.00
	DLong-Receipt and review of email correspondence from opposing counsel regarding opinion on results, response to same, follow up teleconference with County	140.00	0.80	112.00
	JC-Continued preparation for and attendance at the PERC conference regarding the three Unfair Practice Charges	140.00	6.70	938.00
	JC-Review and analysis of letter from the Assistant to the Director of the UPR regarding the outcome of the PERC conference	140.00	0.20	28.00
	JC(UPCs)-Receipt and review of case management notations	140.00	0.40	56.00
	JC-(UPCs)-Multiple email correspondence to/from opposing counsel; receipt and review of email correspondence from PERC	140.00	0.60	84.00
2/14/2020	JC-Review and analysis of numerous emails regarding the PERC conference	140.00	0.60	84.00
	DML-Receipt and review of multiple voluminous email correspondences from PBA 231 representative, follow up conference regarding items contained in each, follow up email correspondence with opposing counsel	140.00	1.20	168.00

Phone: 856-848-6440 Fax: 856-848-5002

E-Mail: agresko@gracemarmero.com

All Major Credit Cards Accepted

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
2/14/2020	JC-(UPCs)-Supplementation of position statements regarding procedural objections and potential waivers for grievance arbitration	140.00	0.70	98.00
2/18/2020	JC-Supplementation of position statements	140.00	0.40	56.00
2/26/2020	DML-Receipt and review of multiple follow up correspondence from PBA, follow up teleconference with County regarding same, receipt and review of follow up email correspondence from County	140.00	0.70	98.00
2/27/2020	DML-Review of CBA provisions for implementing waiver response	140.00	0.50	70.00
	JC-Review and analysis of notes from the PERC hearing to determine whether to update the position statements	140.00	0.50	70.00
2/28/2020	DML-Receipt and review of correspondence from PBA attorney regarding proration issue	140.00	0.60	84.00
	JC-Exchanged emails regarding the position statements	140.00	0.40	56.00
3/2/2020	DML-Receipt and review of email correspondence with attachments; preparation of response to Union regarding proration inquiry	140.00	0.50	70.00
	DML-Review and modification of various documents for submittal, follow up teleconference regarding same	140.00	0.80	112.00
3/5/2020	JC-Supplementation of UPC submissions	140.00	0.30	42.00
	JC-Exchanged emails regarding the Unfair Practice Charges	140.00	0.20	28.00
	JC-Telephone call with County Counsel regarding the Unfair Practice Charges and other issues	140.00	0.90	126.00
3/6/2020	JC-Telephone calls with the Warden regarding the Unfair Practice Charge related to the breaks	140.00	0.40	56.00
	JC-Multiple telephone calls with County Counsel's office regarding the Unfair Practice Charge related to the break issue	140.00	0.60	84.00
	JC-Further review and analysis of the Unfair Practice Charges regarding the break issue and proration of time to determine whether they should be supplemented and exchanged numerous related emails	140.00	1.80	252.00
3/9/2020	JC-Exchanged emails with County Counsel regarding the break issue	140.00	0.30	42.00
3/10/2020	DML-Continued review and indexing of multiple topics for response to Local 231's correspondence	140.00	0.90	126.00
	DML-Preparation of draft response to Local 231	140.00	1.90	266.00
	JC-Telephone call with County Counsel regarding the break issue and other issues	140.00	0.60	84.00
SUBTOTAL:			[32.20	4,508.00]
For legal services rendered			32.20	\$4,508.00

Terms: Net 30 Days

Interest of 1.5% per month will be accrued on accounts over 30 days

Billed to Date: \$32,242.00

Paid to Date: \$30,520.00

Balance: \$1,722.00 Plus Current Invoice

JUL - 6 2020

Total	11,788.00
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(date)

Finance committee

Grace Marmero & Associates, LLP

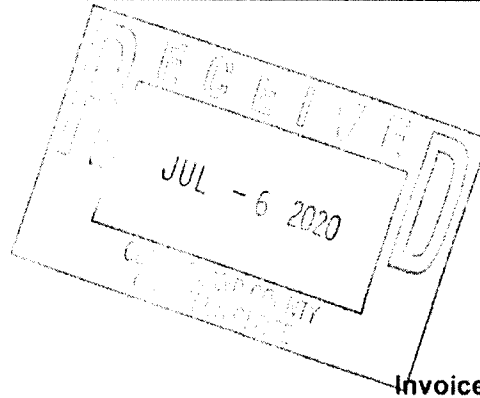
44 Euclid Street
Woodbury, NJ 08096



County of Cumberland
Attn: Kim Wood
164 W Broad Street
Bridgeton, NJ 08302

April 15, 2020

File No.: 111-105L.18 Labor Relations
Cumberland County



Invoice #

24264

LEGAL SERVICES

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
3/17/2020	DML-Exchanged emails with County Counsel regarding the break issue	140.00	0.20	28.00
3/19/2020	DML-Review of updated regulations, supplementation of updated memorandum on recommended protocols	140.00	0.50	70.00
	DML-Review of NJDOL/workforce development guidelines and potential orders regarding employers and employee participation, follow up construction of memorandum regarding same	140.00	0.70	98.00
3/20/2020	JC-Exchanged emails with the PBA's counsel regarding their position statements	140.00	0.40	56.00
	DML-Receipt and review of position statement from Local 231	140.00	0.60	84.00
3/23/2020	DML-Receipt and review of follow up email correspondence from opposing counsel regarding position statement, follow up conference with County	140.00	0.60	84.00
	• DML-Preparation of memorandums regarding bills, executive orders and Department of Labor benefits related to public health crisis	140.00	0.40	56.00
	JC-Review and analysis of the PBA's position statement regarding the break issue and prepared related summary	140.00	1.10	154.00
	JC-Review and analysis of the PBA's position statement regarding pro-ration of time and prepared related summary	140.00	2.10	294.00
	JC-Exchanged numerous emails with PBA's counsel, assistant to the director of UPR at PERC and others regarding the unfair practice charges	140.00	2.80	392.00
	DML-Receipt and review of email correspondence regarding communications between PERC and Union	140.00	0.40	56.00
	• DML-Review of Executive Orders 107, 108, and OEM guidelines and latest bill adoptions in aid of providing update and operation protocol recommendations	140.00	0.80	112.00
3/24/2020	• DML-Preparation of email correspondence enclosing Wage and Hour Division poster regarding paid leave under the Coronavirus Response Act	140.00	0.20	28.00
	• DML-Preparation of memorandum regarding expansion of FMLA under Families First Coronavirus Response Act, Email correspondence to/from Client regarding guidelines for public meetings by electronic means and use of Storm Recovery Reserves during health crisis	140.00	0.40	56.00
	• DML-Review of FFCRA and related authorities concerning leaves	140.00	0.60	84.00
3/25/2020	JC-Telephone call with the assistant to the director of UPR at PERC regarding the unfair practice charges	140.00	0.60	84.00
	JC-Review and analysis of PERC cases cited by PBA in their position statement regarding pro-ration of time	140.00	2.30	322.00

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
3/25/2020	JC-Exchanged numerous emails with PBA's counsel, assistant to the director of UPR at PERC and others regarding the unfair practice charges	140.00	2.60	364.00
	• DML-Review of FFCRA updates, modification of recommended policies and payouts for leave	140.00	0.40	56.00
3/26/2020	DML-Review and analysis of letter from the Director of Unfair Practices at PERC advising formal proceedings at PERC are not warranted at this time regarding the pro-ration of time issue	140.00	0.20	28.00
	DML-Review and analysis of email regarding an internal affairs notice that was served regarding a new matter	140.00	0.20	28.00
	DML-Review of follow up email correspondence regarding email chain from Defendant and Superior Officer regarding training, follow up teleconference with Administration	140.00	0.70	98.00
	DML-Follow up teleconference with Warden, Deputy Warden regarding factual narrative, review additional email correspondence with attachments	140.00	0.80	112.00
	DML-Receipt and review of multiple email correspondence from PERC and opposing counsel	140.00	0.40	56.00
	• DML-Follow up email correspondence regarding updated regulations and protocols	140.00	0.40	56.00
3/27/2020	DML-Receipt and review of lengthy email correspondence from PBA president, receipt and review of subsequent email correspondence from attorney regarding same, follow up teleconference with County regarding same	140.00	0.80	112.00
	DML-Multiple email correspondence to/from Warden, County, County Counsel regarding messaging and response to certain allegations	140.00	0.60	84.00
	DML-(V.B. Discipline) Receipt and review of multiple email correspondence with attachments	140.00	0.60	84.00
	DML-Receipt and review of follow up email correspondence from Warden with additional information regarding potential employee dispute	140.00	0.70	98.00
	DML-(V.B. Discipline) Preparation for and attendance on conference call with Warden and Deputy Warden regarding preliminary investigation and narrative	140.00	0.90	126.00
3/30/2020	• DML-Review of DOT updates and clarification; preparation of updates to client	140.00	0.40	56.00
	DML-Review of potential infractions, initial construction of memorandum	140.00	0.60	84.00
	DML-Follow up conference call with Warden and Deputy Warden regarding narrative, follow up conference call with Administration and Freeholder Director regarding narrative and potential disciplinary action	140.00	0.70	98.00
3/31/2020	• DML-Legal research and preparation of memorandum regarding FFCRA implementation and benefits summary for first two weeks of leave	140.00	0.40	56.00
	DML-Receipt and review of follow up email correspondence regarding potential violation, preparation for and attendance on status conference with Warden, Deputy Warden	140.00	1.20	168.00
4/1/2020	DML-Preparation for and attendance on conference call with client regarding disciplinary action	140.00	0.40	56.00
	DML-Preparation for and attendance on conference call with client regarding PBA 231 proration	140.00	0.40	56.00
	DML-Receipt and review of multiple email correspondence regarding proration issue	140.00	0.40	56.00
	DML-Receipt and review of email correspondence with attachments	140.00	0.60	84.00
	DML-Preparation of memorandum outlining formula for proration review	140.00	0.70	98.00
	DML-Email correspondence to/from client regarding checklist of items to be addressed	140.00	0.80	112.00

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
4/1/2020	DML-Supplementation of narrative; email correspondence to/from client	140.00	0.90	126.00
	DML-Review of PBA 231's correspondence and teleconference with client	140.00	2.30	322.00
	DML-Review of opinions and awards related to prior contract provisions in aid of preparing timeline and effective dates	140.00	2.90	406.00
	DML-Receipt and review of documents, modification and additional to narrative, follow up teleconference with client, follow up email correspondence regarding same	140.00	0.70	98.00
	DML-Receipt and review of follow up correspondence from defense counsel with initial discovery requests, response email to County with detailed response	140.00	0.40	56.00
	DML-Receipt and review of follow up email correspondence from Bermudez with accusations of potential illness, follow up conference with County regarding potential resolution and/or mobilization, follow up email correspondence regarding same	140.00	0.60	84.00
	DML-Preparation for and attendance on conference call with Administration, follow up memorandum regarding same	140.00	0.90	126.00
4/2/2020	DML-Receipt and review of multiple email correspondence regarding multiple claims; preparation of response thereto and review of related authorities	140.00	0.90	126.00
	JC-Receipt and review of email correspondence from PERC regarding UPC status	140.00	0.40	56.00
	DML-Receipt and review of additional email correspondence regarding protocols and precautions	140.00	0.60	84.00
	DML-Receipt and review of email correspondence with attachments regarding additional HIPAA concerns and requests	140.00	0.60	84.00
	DML-Initial preparation of hearing handbook	140.00	1.30	182.00
	DML-Receipt and review of multiple email correspondence	140.00	1.60	224.00
	JC-Review and analysis of letter from the Director of Unfair Practices at PERC advising the pro-ration of time issue has been deferred to binding arbitration	140.00	0.20	28.00
	JC-Review and analysis of letter from PBA 231's counsel regarding new charges against an officer	140.00	0.20	28.00
	DML-Follow up teleconference with Administration and Warden regarding modifications and delivery of 31-A, follow up email correspondence regarding same	140.00	0.70	98.00
	DML-Receipt and review of follow up email correspondence from Administration regarding potential illness from vendor, conference call with Freeholder Director and Administration regarding procedure moving forward, follow up email correspondence with Warden	140.00	0.60	84.00
	DML-Receipt and review of follow up email correspondence from Wardens office with attachment including disinfectant detail sheet and process for applying same, follow up teleconference with Warden	140.00	0.60	84.00
	DML-Receipt and review of initial correspondence from defense counsel, conference with County regarding procedural steps, initial potential witness list and other related requests	140.00	0.80	112.00
	DML-Preparation for and attendance on team conference call regarding potential validity to correspondence regarding claim, follow up email correspondence regarding same	140.00	1.10	154.00
4/3/2020	DML-Receipt and review of email correspondence with attachments from opposing counsel	140.00	0.30	42.00
	DML-Email correspondence to/from client regarding discovery	140.00	0.40	56.00

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
4/3/2020	DML-Teleconference with client regarding discovery	140.00	0.40	56.00
	DML-Compilation of discovery package; receipt and review of multiple emails and attachments regarding same	140.00	2.40	336.00
4-2-20 V.B.	DML-Preparation of line of questioning	140.00	2.80	392.00
	DML-Preparation for and attendance at witness preparation sessions of Warden and Deputy Warden	140.00	4.30	602.00
	DML-Receipt and review of multiple communications from defense counsel regarding specific discovery demands, forwarding of email and requests to clients, review of factual narrative in relation to requests regarding relativity, follow up teleconference with Warden regarding specific items	140.00	1.60	224.00
	DML-Follow up teleconference with opposing counsel, follow up email correspondence to/from opposing counsel and client, receipt and review of multiple email correspondence regarding narrative from client	140.00	1.20	168.00
	DML-Preparation for and attendance on multiple conference calls with potential witnesses regarding prep and narrative	140.00	3.40	476.00
4/4/2020	DML-Consolidation and cataloging of requests from opposing counsel, follow up conference with Administration regarding timeline and relativity, follow up email correspondence regarding same	140.00	0.90	126.00
	DML-Follow up email correspondence to/from team and opposing counsel regarding discovery, follow up teleconference with client	140.00	0.60	84.00
	DML-Follow up teleconference with Warden regarding potential settlement and forwarding of modified work schedule attachment as use in negotiations regarding same, follow up email correspondence regarding same	140.00	0.70	98.00
	DML-Indexing of discovery documents	140.00	0.90	126.00
4/5/2020	DML-Receipt and review of multiple email correspondence from client and opposing counsel; preparation of various responses	140.00	1.40	196.00
	DML-Email correspondence to/from client regarding outstanding discovery list; witness list	140.00	0.40	56.00
	DML-Continued compilation of discovery documents; email correspondence to/from opposing counsel	140.00	1.60	224.00
	DML-Supplementation of line of questioning	140.00	1.80	252.00
4/6/2020	Preparation of email correspondence to/from Client enclosing guidelines for workers' compensation claims for Covid-19	140.00	0.20	28.00
	DML-Correspondence to opposing counsel and hearing officer regarding status and discovery	140.00	0.30	42.00
	DML-Preparation for and attendance on conference call with clients regarding discovery	140.00	0.40	56.00
	DML-Follow up email correspondence to/from hearing office regarding discovery	140.00	0.40	56.00
	DML-Receipt and review of email correspondence with attachments regarding pre-termination hearing settlement	140.00	0.60	84.00
	DML-Continued preparation of line of questioning	140.00	2.60	364.00
	DML-Preparation for and attendance on teleconference with opposing counsel and hearing officer regarding process and pre-hearing inquiries	140.00	0.80	112.00
	DML-Follow up email correspondence to/from Assistant County Counsel regarding discovery request, attendance on conference call with Assistant County Counsel and administration regarding specific requests and status of same	140.00	1.20	168.00
	DML-Continued process of witness preparation and factual findings, receipt and review of follow up email correspondence with additional attachments, initial construction of outline and line of questioning	140.00	2.70	378.00

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
4/7/2020	DML-Receipt and review of email correspondence from opposing counsel regarding status	140.00	0.30	42.00
22-18	DML-Receipt and review of email correspondence with attachments regarding agreement	140.00	0.30	42.00
4-2-20	DML-Continued preparation of line of questioning; preparation of hearing handbook	140.00	2.70	378.00
V.B.	DML- Preparation for and attendance on teleconference with opposing counsel regarding potential resolution to matter, email correspondence to/from parties regarding postponement, follow up teleconference with Warden	140.00	0.80	112.00
	DML-Follow up email correspondence between opposing counsel and administration regarding hearing and waivers, follow up email correspondence and teleconference regarding same	140.00	0.60	84.00
4/8/2020	DML-Receipt and review of email correspondence regarding covid update	140.00	0.30	42.00
	Review of legislative updates regarding FFCRA leave, DOL clarifications and compensation	140.00	0.40	56.00
4/9/2020	DML-Preparation of memorandum regarding cessation of non-essential construction projects and exemptions thereto	140.00	0.40	56.00
	DML-Continued preparation of witness line of questioning	140.00	1.30	182.00
4/10/2020	DML-Review of data provided from client to conduct proration audit	140.00	1.80	252.00
4/13/2020	DML-Receipt and review of email correspondence from opposing counsel; email correspondence to/from County	140.00	0.30	42.00
	DML-Review of updated recommendations from OSHA, CDC and EEOC	140.00	0.30	42.00
4/14/2020	DML-Receipt and review of follow up email correspondence from client regarding discovery	140.00	0.20	28.00
	DML-Receipt and review of additional discovery demands	140.00	0.30	42.00

SUBTOTAL:

[93.20 13,048.00]

For legal services rendered

93.20 \$13,048.00

Deduct \$1,260.00

Terms: Net 30 Days

Interest of 1.5% per month will be accrued on accounts over 30 days

New Total

\$11,788.00

(per 6/18/20 email)

Paid to Date: \$36,750.00

Paid to Date: \$36,750.00

Balance: Current Invoice

LAND

PO#20-011

Vendor No

LO036

JUL - 3 2020

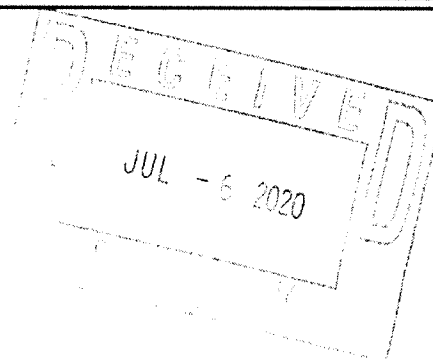
Approved:	Audited and Approved:	
		Ordered Paid by Board
		Clerk
		Account No.
		Check No.
Committee	Finance committee	

Grace Marmero & Associates, LLP

44 Euclid Street
Woodbury, NJ 08096



County of Cumberland
Attn: Kim Wood
164 W Broad Street
Bridgeton, NJ 08302



May 15, 2020

File No.: 111-105L.18 Labor Relations
Cumberland County

Invoice # 24403

LEGAL SERVICES

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
1/13/2020	DML-Receipt and review of follow up email correspondence regarding discovery demand, review of potential objections, follow up email correspondence, follow up teleconference with Freeholder Director	140.00	1.10	154.00
1/14/2020	DML-Receipt and review of multiple email correspondence with additional claims, preparation for and attendance on conference call with client, follow up email correspondence regarding strategy	140.00	1.20	168.00
1/15/2020	KMB-Receipt and review of multiple correspondence from PBA 231 with attachments; preparation of responses thereto	140.00	1.20	168.00
	DML-Receipt and review of email correspondence with attached grievance, preparation for and attendance on conference call with Warden and Deputy Warden	140.00	1.20	168.00
	KMB-Preparation of response to PBA 231 and counsel	140.00	0.40	56.00
	KMB-Receipt and review of three (3) correspondence from PBA 231 and counsel for purposes of preparing response thereto	140.00	0.50	70.00
	DML-Correspondence to PBA attorney	140.00	0.40	56.00
	DML-Follow up email correspondence and teleconference with client	140.00	0.60	84.00
	DML-Receipt and review of multiple email correspondence from PBA 231 with attachments	140.00	1.30	182.00
	KMB-Full indexing of dispute list between PBA 231 and County and preparation of procedural memorandum in advance of meeting with attorney	140.00	2.60	364.00
1/16/2020	KMB-Receipt and review of comprehensive file materials for case in litigation to prepare for substitution of counsel and ready the matter for trial	140.00	2.40	336.00
	DML-Email correspondence to/from client regarding discovery on disciplinary proceedings	140.00	0.30	42.00
1/17/2020	DML-Receipt and review of OPRA request	140.00	0.30	42.00
	DML-Email correspondence to/from hearing officer	140.00	0.30	42.00
	DML-Follow up email correspondence to/from client regarding discovery	140.00	0.40	56.00
	DML-Continued indexing of historical documents for full procedural memorandum of PBA 231 interactions in anticipation of future administrative action	140.00	1.40	196.00
	DML-Continued review of financial data for purposes of proration audit	140.00	2.90	406.00
1/20/2020	KMB-Teleconference with Warden regarding response to my email to Philadelphia Inquirer reporter	140.00	0.30	42.00
	KMB-Receipt and review of correspondence from client in response to request for extension of time	140.00	0.20	28.00

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
1/20/2020	KMB-Teleconference with Warden regarding emails from Mr. Bermudez and discussion of how to respond to same	140.00	0.40	56.00
	KMB-Preparation of response to opposing counsel regarding Mr. Bermudez's correspondence to client	140.00	0.40	56.00
	KMB-Receipt and review of correspondences from client enclosing three (3) emails to client from Mr. Bermudez for purposes of preparation of response thereto	140.00	0.60	84.00
	DML-Receipt and review of email correspondence from PBA 231 regarding PPE	140.00	0.30	42.00
	KMB-Correspondence to opposing counsel regarding departmental hearing and discovery status	140.00	0.30	42.00
	KMB-Receipt and review of follow up email correspondence from opposing counsel	140.00	0.30	42.00
1/21/2020	JC-Exchanged emails with the Assistant to the Director of the UPR regarding a status update	140.00	0.20	28.00
	JC-Receipt and review of email correspondence from PERC	140.00	0.30	42.00
	DML-Receipt and review of email correspondence from JIF; follow up teleconference regarding same	140.00	0.40	56.00
	KMB-Receipt and review of response from Philadelphia Inquirer reporter	140.00	0.20	28.00
	KMB-Preparation of correspondence to Philadelphia Inquirer on behalf of client	140.00	0.30	42.00
	KMB-Preparation of correspondence to Warden enclosing correspondence to Philadelphia Inquirer reporter and his response thereto	140.00	0.30	42.00
	KMB-Conference call with clients to discuss strategy for responding to Philadelphia Inquirer reporter	140.00	0.40	56.00
	KMB-Receipt and review of additional follow-up correspondences from client regarding Philadelphia Inquirer inquires for purposes of preparing response thereto	140.00	0.40	56.00
	KMB-Receipt and review of correspondences from Philadelphia Inquirer reporter and multiple emails from client relative to same	140.00	0.50	70.00
1/22/2020	DML-Receipt and review of email correspondence from JIF counsel	140.00	0.20	28.00
	KMB-Preparation for and attendance on conference call with client	140.00	0.40	56.00
1/23/2020	KMB-Receipt and review of correspondence from Mr. Alterman; preparation of response thereto	140.00	0.40	56.00
	KMB-Teleconference with County Counsel	140.00	0.40	56.00
	KMB-Teleconference with Warden regarding file and to further discuss strategy	140.00	0.40	56.00
	DML-Follow up email correspondence to/from client, follow up teleconference with client regarding legal recommendation	140.00	0.80	112.00
	DML-Receipt and review of complaint	140.00	1.10	154.00
1/27/2020	KMB-Review of financial data provided by County and continued review of proration inquiry	140.00	2.10	294.00
1/28/2020	KMB-Receipt and review of email correspondence with attachments regarding hazard pay inquiry	140.00	0.40	56.00
	DML-Teleconference with PBA counsel	140.00	0.40	56.00
	DML-Receipt and review of follow up email correspondence with attachments	140.00	0.60	84.00
1/29/2020	KMB-Receipt and review of email correspondence from client	140.00	0.40	56.00
1/30/2020	KMB-Follow up conference call with opposing counsel regarding file	140.00	0.40	56.00
	KMB-Preparation of outline of latest disputes/items raised by PBA 231 in advance of team meeting	140.00	1.10	154.00

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
4/30/2020	KMB-Preparation for and attendance on conference call with County team	140.00	0.80	112.00
	KMB-Preparation of post meeting memorandum regarding outline of outstanding items and assignments	140.00	1.10	154.00
5/1/2020	KMB-Receipt and review of email correspondence with attachments from PBA 231	140.00	0.40	56.00
5/5/2020	KMB- Receipt and review of multiple follow up correspondence from PBA, follow up teleconference with County regarding same, receipt and review of follow up email correspondence from County	140.00	0.70	98.00
	KMB-Preparation of pre-negotiations outline	140.00	0.80	112.00
5/6/2020	KMB-Receipt and review of correspondence from County	140.00	0.30	42.00
5/7/2020	KMB-Receipt and review of email correspondence, preparation of response thereto	140.00	0.40	56.00
	KMB-Correspondence to client and receipt and review of response thereto	140.00	0.30	42.00
5/12/2020	KMB-Receipt and review of email correspondence from Union; follow up conference regarding same and recommendations	140.00	0.60	84.00
5/14/2020	KMB-Receipt and review of multiple email correspondence	140.00	0.40	56.00
	KMB-Receipt and review of additional email correspondence from Union; email correspondence to/from client	140.00	0.40	56.00

SUBTOTAL:

[39.60 5,544.00]

For legal services rendered

~~39.60 \$5,544.00~~

Deduct \$196.00

Terms: Net 30 Days

New Total \$5,348.00

Interest of 1.5% per month will be accrued on accounts over 30 days

(Per 6/19/20 email)

Paid to Date: \$49,798.00

Paid to Date: \$36,750.00

Balance: \$13,048.00 Plus Current Invoice

COUNTY OF CUMBERLAND

Vendor No.

LO036



TO:

ADDRESS: Grace, Marmero & Associates
44 Euclid Street
Woodbury, NJ 08096

Date of Delivery or Service	Description of Goods or Service Rendered, Itemized Fully	Total
	Labor Negotiations / Employment Law 0-01-20-705-205-606	
	PBA 231 Contract Negotiations	
	2/1/20 Initial Ceiling of \$10,000	
	Total	11,018.40

Delivery slips received and checked

on _____
(date) (signature)

Personal knowledge of service rendered or receipt of
materials, supplies and equipment

6/23/2020 _____
(date) (signature)

Claimant's Certification and Declaration

I do solemnly declare and certify under the penalties of the law that the within bill is correct in all its particulars; that the articles have been furnished or services rendered as stated therein; that no bonus has been given or received by any person or persons within the knowledge of this claimant in connection with this claim; that the amount therein stated is justly due and owing; and that the amount charged is a fair and reasonable one

6/15/2020 _____
(date) (signature) (official position)

Approved:	Audited and Approved:	Ordered Paid by Board
		Clerk
		Account No.
		Check No.
Committee	Finance committee	

Grace Marmero & Associates, LLP

44 Euclid Street
Woodbury, NJ 08096



County of Cumberland
Attn: Kim Wood
164 W Broad Street
Bridgeton, NJ 08302

June 15, 2020

File No.: 111-105L.18 Labor Relations
Cumberland County

Invoice # 24564

LEGAL SERVICES

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
5/11/2020	KMB-Legal research concerning emerging COVID-related and safety complaints raised by Officer on behalf of union to address with clients and to determine existence of any legal exposure	140.00	1.90	266.00
5/15/2020	KMB-Preparation of correspondence to client enclosing and referencing communications with opposing counsel	140.00	0.20	28.00
	KMB-Receipt and review of two (2) correspondences in response to my communications with opposing counsel	140.00	0.20	28.00
	KMB-Preparation for and attendance at conference call with client to discuss various litigation and labor relations matters	140.00	0.70	98.00
	KMB-Receipt and review of correspondence from client with multiple enclosures and preparation of response thereto	140.00	0.80	112.00
	KMB-Receipt and review of three (3) correspondences from opposing counsel and preparation of three (3) responses thereto	140.00	1.20	168.00
5/18/2020	KMB-Receipt and review of multiple email correspondence with attachments	140.00	0.80	112.00
	KMB-Preparation for and attendance on conference call with team regarding recommendations	140.00	0.80	112.00
5/20/2020	JC-Review and analysis of email from the assistant to the director of UPR at PERC regarding the desk audit	140.00	0.20	28.00
	KMB-Receipt and review of email correspondence from PBA 231 regarding meeting request	140.00	0.30	42.00
	KMB-Receipt and review of email correspondence from PERC and opposing counsel	140.00	0.20	28.00
5/21/2020	KMB-Preparation for and teleconference with client regarding disciplinary status	140.00	0.40	56.00
	KMB-Receipt and review of Officer's past disciplinary records, for purposes of preparing for upcoming OAL hearing and for development of comprehensive litigation plan	140.00	0.40	56.00
	KMB-Teleconference with County Counsel to address strategy going forward including but not limited to both pending OAL disciplinary matters	140.00	0.50	70.00
	KMB-Review of transcripts and preparation of continued witness list draft for client's consideration	140.00	1.70	238.00
	KMB-Indexing of disciplinary history in preparation for call with County Counsel	140.00	1.80	252.00
	KMB-Development of outline/flow chart of supporting evidence to support termination	140.00	3.40	476.00

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
5/22/2020	KMB-Receipt and review of two (2) correspondences from Union's attorney concerning Officer's continuing complaints	140.00	0.30	42.00
	KMB-Receipt and review of two correspondences from client regarding Officer's continuing complaints	140.00	0.40	56.00
	KMB-Preparation of two (2) correspondence to Union attorney concerning Officer's continuing complaints	140.00	0.40	56.00
	KMB-Preparation of two correspondences to client regarding Officer's continuing complaints	140.00	0.50	70.00
	KMB-Receipt and review of multiple email correspondence from client and Union; email correspondence to/from Union's attorney	140.00	0.80	112.00
	KMB-Comprehensive review of file materials for purposes of preparing for continuation of OAL disciplinary hearing	140.00	2.90	406.00
5/24/2020	KMB-Outline of witness list	140.00	0.60	84.00
	KMB-Preparation of formal Litigation Plan for upcoming OAL hearing	140.00	2.90	406.00
	KMB-Continuation of review of voluminous file materials for purposes of preparing for upcoming OAL disciplinary hearing, including court transcripts	140.00	3.80	532.00
5/26/2020	KMB-Email correspondence to/from client regarding hearing; review of proposed witness list and related scope of testimony	140.00	0.80	112.00
	KMB-Preparation of correspondence to opposing counsel	140.00	0.30	42.00
	KMB-Review of file materials for purposes of identifying potential rebuttal witnesses based on expected case opposing counsel will bring against CC in their case in chief, and to discuss with clients	140.00	1.60	224.00
5/27/2020	KMB-Receipt and review of follow up email correspondence with attachments from Warden, follow up conference with team regarding same	140.00	0.80	112.00
	KMB-Receipt and review of multiple email correspondence from opposing counsel	140.00	0.40	56.00
	KMB-Receipt and review of email correspondence regarding discovery	140.00	0.30	42.00
	KMB-Email correspondence to/from client regarding discovery on 4-2-20 PNDA	140.00	0.30	42.00
	KMB-Initial drafting of proposed response to Union's attorney regarding COVID inquiries; email correspondence to/from County team	140.00	0.70	98.00
	KMB-Review of file materials for purposes of preparing correspondence to Mr. Alterman and preparation of same	140.00	0.40	56.00
5/28/2020	KMB-Receipt and review of multiple email correspondence from opposing counsel regarding PPE and discipline pending	140.00	0.40	56.00
	KMB-Follow up email correspondence to/from client	140.00	0.40	56.00
	KMB-Multiple correspondence to/from opposing counsel	140.00	0.40	56.00
	KMB-Preparation for and teleconference with County team regarding PPE inquiries and proposed response; preparation of post meeting notes	140.00	2.40	336.00
	KMB-Preparation of correspondence to client	140.00	0.20	28.00
	KMB-Receipt and review of correspondence from client	140.00	0.20	28.00
	KMB-Conference call with Warden Smith and Deputy Warden Warren	140.00	0.30	42.00
	KMB-Receipt and review of correspondence from opposing counsel	140.00	0.30	42.00
	KMB-Receipt and review of documentation relative to COVID-19 testing from Warden Smith	140.00	0.40	56.00
	KMB-Preparation of correspondence to Mr. Alterman	140.00	0.40	56.00
	KMB-Teleconference with client	140.00	0.90	126.00
	KMB-Review of file materials and documentation to address multiple issues raised in today's teleconference for purposes of addressing same with opposing counsel.	140.00	1.10	154.00

5/28 8.8

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
5/28/2020	KMB-Review of additional file materials concerning past discipline for purposes of preparing for upcoming departmental hearing	140.00	1.40	196.00
5/29/2020	KMB-Correspondence to opposing counsel regarding 5-22-18 PNDA	140.00	0.40	56.00
	KMB-Receipt and review of multiple email correspondence regarding 5-22-18 disciplinary hearing	140.00	0.60	84.00
	KMB-Continued compilation and preparation of hearing handbook	140.00	1.40	196.00
	KMB-Receipt and review of correspondence from Mr. Alterman regarding scheduling departmental hearing	140.00	0.30	42.00
	KMB-Analysis of file materials for purposes of preparation of correspondence to Mr. Alterman and preparation of the same regarding multiple issues	140.00	0.60	84.00
6/1/2020	KMB-Email correspondence to/from client and opposing counsel	140.00	0.50	70.00
	KMB-Correspondence to opposing counsel regarding latest status on hearing	140.00	0.70	98.00
	KMB-Continued preparation of hearing handbook in advance of continued disciplinary hearing	140.00	1.20	168.00
	KMB-Preparation of hearing handbook for upcoming discipline	140.00	1.40	196.00
	KMB-Preparation of correspondence to opposing counsel	140.00	0.40	56.00
	KMB-Receipt and review of correspondence from Mr. Baker, copying clients	140.00	0.30	42.00
	KMB-Preparation of correspondence to clients	140.00	0.40	56.00
	KMB-Preparation of correspondence referencing Officer Bermudez's concerns and preparation of response with specificity to each concern to opposing counsel	140.00	0.90	126.00
	KMB-Receipt and review of multiple correspondences and enclosures from client in follow-up to conference call and for purposes of preparing response to opposing counsel	140.00	1.80	252.00
6/2/2020	KMB-Supplementation of correspondence to opposing counsel	140.00	0.30	42.00
	KMB-Email correspondence to/from client and hearing officer	140.00	0.30	42.00
	KMB-Receipt and review of correspondence from opposing counsel	140.00	0.30	42.00
	KMB-Continued review of financial data and pto logs for proration audit	140.00	1.30	182.00
	KMB-Receipt and review of correspondence from opposing counsel	140.00	0.30	42.00
6/3/2020	KMB-Preparation of internal memorandum regarding transcripts of 5-22-18 hearing; preparation of outline for cross examination of witnesses	140.00	1.30	182.00
	KMB-Preparation of correspondence to opposing counsel	140.00	0.80	112.00
	KMB-Preparation of correspondence to client	140.00	0.20	28.00
	KMB-Receipt and review of correspondence from opposing counsel	140.00	0.40	56.00
6/4/2020	KMB-Email correspondence to/from witnesses regarding hearing and prep	140.00	0.20	28.00
	KMB-Review of appellate decision on prior discipline	140.00	0.40	56.00
	KMB-Preparation of relevant knowledge memorandums categorized by witness for upcoming preparation sessions	140.00	1.10	154.00
6/5/2020	KMB-Receipt and review of email correspondence from witness	140.00	0.20	28.00
	KMB-Receipt and review of correspondence; supplementation of response	140.00	0.30	42.00
	KMB-Continued preparation of hearing handbook	140.00	1.30	182.00
	KMB-Receipt and review of correspondence from opposing counsel to hearing officer	140.00	0.30	42.00
	KMB-Preparation of correspondence to hearing officer, copying opposing counsel	140.00	0.30	42.00
	KMB-Receipt and review of correspondence from opposing counsel	140.00	0.40	56.00
	KMB-Preparation of correspondence to opposing counsel and hearing officer	140.00	0.40	56.00
6/7/2020	KMB-Receipt and review of correspondence from opposing counsel	140.00	0.20	28.00
	KMB-Preparation of correspondence to opposing counsel	140.00	0.20	28.00
	KMB-Preparation of discovery motion	140.00	1.90	266.00

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
6/8/2020	KMB-Receipt and review of email correspondence from opposing counsel and hearing officer	140.00	0.40	56.00
	KMB-Correspondence to parties regarding evidentiary hearing on witnesses	140.00	0.40	56.00
	KMB-Receipt and review of email correspondence regarding witness hearing	140.00	0.40	56.00
	KMB-Receipt and review of correspondence from hearing officer	140.00	0.20	28.00
	KMB-Receipt and review of correspondence from opposing counsel	140.00	0.20	28.00
	KMB-Preparation of correspondence to hearing officer and opposing counsel	140.00	0.20	28.00
6/9/2020	KMB-Preparation of witness preparation questions (anticipated direct and cross-examination) to be utilized in preparation of four (4) employees called by opposing counsel, based on information contained in the PNDA and in written proffering of line of inquiry by opposing counsel	140.00	2.60	364.00
	KMB-Preparation of legal brief in anticipation of oral arguments regarding admissibility, relevancy of witnesses.	140.00	2.90	406.00
	KMB-Continuation of preparation of memorandum of law, in anticipation of upcoming oral arguments before hearing officer.	140.00	3.60	504.00
	KMB-Email correspondence to/from witnesses regarding preparation session	140.00	0.30	42.00
6/10/2020	KMB-Multiple email correspondence to/from parties regarding preparation sessions	140.00	0.30	42.00
6/11/2020	KMB-Compilation of exhibits to brief	140.00	0.50	70.00
6/12/2020	KMB-Continued preparation for upcoming hearing	140.00	0.90	126.00
For legal services rendered			78.70	\$11,018.00

Terms: Net 30 Days

Interest of 1.5% per month will be accrued on accounts over 30 days

Billed to Date: \$55,342.00

Paid to Date: \$36,750.00

Balance: \$18,592.00 Plus Current Invoice

PO#20-01780
Vendor No.
LO036

2020

Full

Rendered, Itemized Fully



LO036

ADDRESS: Grace, Marmero & Associates
44 Euclid Street
Woodbury, NJ 08096

Date of Delivery or Service	Description of Goods or Service Rendered, Itemized Fully	Total
	Labor Negotiations / Employment Law 0-01-20-705-205-606	
	PBA 231 Contract Negotiations	
	2/1/20 Initial Ceiling of \$10,000	
	Total	11,918. ⁰⁰ / ₁₀₀

Delivery slips received and checked

on _____
(date) (signature)

Personal knowledge of service rendered or receipt of
materials, supplies and equipment

6/23/2020 _____
(date) (signature)

Claimant's Certification and Declaration

I do solemnly declare and certify under the penalties of the law that the within bill is correct in all its particulars; that the articles have been furnished or services rendered as stated therein; that no bonus has been given or received by any person or persons within the knowledge of this claimant in connection with this claim; that the amount therein stated is justly due and owing; and that the amount charged is a fair and reasonable one

6/15/2020 _____
(date) (signature) (signature) Manager
(official position)

Approved:	Audited and Approved:	Ordered Paid by Board
		Clerk
		Account No.
		Check No.
Committee	Finance committee	

Grace Marmero & Associates, LLP

44 Euclid Street
Woodbury, NJ 08096



County of Cumberland
Attn: Kim Wood
164 W Broad Street
Bridgeton, NJ 08302

June 15, 2020

File No.: 111-105L.18 Labor Relations
Cumberland County

Invoice # 24564

LEGAL SERVICES

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
5/11/2020	KMB-Legal research concerning emerging COVID-related and safety complaints raised by Officer on behalf of union to address with clients and to determine existence of any legal exposure	140.00	1.90	266.00
5/15/2020	KMB-Preparation of correspondence to client enclosing and referencing communications with opposing counsel	140.00	0.20	28.00
	KMB-Receipt and review of two (2) correspondences in response to my communications with opposing counsel	140.00	0.20	28.00
	KMB-Preparation for and attendance at conference call with client to discuss various litigation and labor relations matters	140.00	0.70	98.00
	KMB-Receipt and review of correspondence from client with multiple enclosures and preparation of response thereto	140.00	0.80	112.00
	KMB-Receipt and review of three (3) correspondences from opposing counsel and preparation of three (3) responses thereto	140.00	1.20	168.00
5/18/2020	KMB-Receipt and review of multiple email correspondence with attachments	140.00	0.80	112.00
	KMB-Preparation for and attendance on conference call with team regarding recommendations	140.00	0.80	112.00
5/20/2020	JC-Review and analysis of email from the assistant to the director of UPR at PERC regarding the desk audit	140.00	0.20	28.00
	KMB-Receipt and review of email correspondence from PBA 231 regarding meeting request	140.00	0.30	42.00
	KMB-Receipt and review of email correspondence from PERC and opposing counsel	140.00	0.20	28.00
5/21/2020	KMB-Preparation for and teleconference with client regarding disciplinary status	140.00	0.40	56.00
	KMB-Receipt and review of Officer's past disciplinary records, for purposes of preparing for upcoming OAL hearing and for development of comprehensive litigation plan	140.00	0.40	56.00
	KMB-Teleconference with County Counsel to address strategy going forward including but not limited to both pending OAL disciplinary matters	140.00	0.50	70.00
	KMB-Review of transcripts and preparation of continued witness list draft for client's consideration	140.00	1.70	238.00
	KMB-Indexing of disciplinary history in preparation for call with County Counsel	140.00	1.80	252.00
	KMB-Development of outline/flow chart of supporting evidence to support termination	140.00	3.40	476.00

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
5/22/2020	KMB-Receipt and review of two (2) correspondences from Union's attorney concerning Officer's continuing complaints	140.00	0.30	42.00
	KMB-Receipt and review of two correspondences from client regarding Officer's continuing complaints	140.00	0.40	56.00
	KMB-Preparation of two (2) correspondence to Union attorney concerning Officer's continuing complaints	140.00	0.40	56.00
	KMB-Preparation of two correspondences to client regarding Officer's continuing complaints	140.00	0.50	70.00
	KMB-Receipt and review of multiple email correspondence from client and Union; email correspondence to/from Union's attorney	140.00	0.80	112.00
	KMB-Comprehensive review of file materials for purposes of preparing for continuation of OAL disciplinary hearing	140.00	2.90	406.00
5/24/2020	KMB-Outline of witness list	140.00	0.60	84.00
	KMB-Preparation of formal Litigation Plan for upcoming OAL hearing	140.00	2.90	406.00
	KMB-Continuation of review of voluminous file materials for purposes of preparing for upcoming OAL disciplinary hearing, including court transcripts	140.00	3.80	532.00
5/26/2020	KMB-Email correspondence to/from client regarding hearing; review of proposed witness list and related scope of testimony	140.00	0.80	112.00
	KMB-Preparation of correspondence to opposing counsel	140.00	0.30	42.00
	KMB-Review of file materials for purposes of identifying potential rebuttal witnesses based on expected case opposing counsel will bring against CC in their case in chief, and to discuss with clients	140.00	1.60	224.00
5/27/2020	KMB-Receipt and review of follow up email correspondence with attachments from Warden, follow up conference with team regarding same	140.00	0.80	112.00
	KMB-Receipt and review of multiple email correspondence from opposing counsel	140.00	0.40	56.00
	KMB-Receipt and review of email correspondence regarding discovery	140.00	0.30	42.00
	KMB-Email correspondence to/from client regarding discovery on 4-2-20 PNDA	140.00	0.30	42.00
	KMB-Initial drafting of proposed response to Union's attorney regarding COVID inquiries; email correspondence to/from County team	140.00	0.70	98.00
	KMB-Review of file materials for purposes of preparing correspondence to Mr. Alterman and preparation of same	140.00	0.40	56.00
5/28/2020	KMB-Receipt and review of multiple email correspondence from opposing counsel regarding PPE and discipline pending	140.00	0.40	56.00
	KMB-Follow up email correspondence to/from client	140.00	0.40	56.00
	KMB-Multiple correspondence to/from opposing counsel	140.00	0.40	56.00
	KMB-Preparation for and teleconference with County team regarding PPE inquiries and proposed response; preparation of post meeting notes	140.00	2.40	336.00
	KMB-Preparation of correspondence to client	140.00	0.20	28.00
	KMB-Receipt and review of correspondence from client	140.00	0.20	28.00
	KMB-Conference call with Warden Smith and Deputy Warden Warren	140.00	0.30	42.00
	KMB-Receipt and review of correspondence from opposing counsel	140.00	0.30	42.00
	KMB-Receipt and review of documentation relative to COVID-19 testing from Warden Smith	140.00	0.40	56.00
	KMB-Preparation of correspondence to Mr. Alterman	140.00	0.40	56.00
	KMB-Teleconference with client	140.00	0.90	126.00
	KMB-Review of file materials and documentation to address multiple issues raised in today's teleconference for purposes of addressing same with opposing counsel.	140.00	1.10	154.00

5/28 8.8

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
5/28/2020	KMB-Review of additional file materials concerning past discipline for purposes of preparing for upcoming departmental hearing	140.00	1.40	196.00
5/29/2020	KMB-Correspondence to opposing counsel regarding 5-22-18 PNDA	140.00	0.40	56.00
	KMB-Receipt and review of multiple email correspondence regarding 5-22-18 disciplinary hearing	140.00	0.60	84.00
	KMB-Continued compilation and preparation of hearing handbook	140.00	1.40	196.00
	KMB-Receipt and review of correspondence from Mr. Alterman regarding scheduling departmental hearing	140.00	0.30	42.00
	KMB-Analysis of file materials for purposes of preparation of correspondence to Mr. Alterman and preparation of the same regarding multiple issues	140.00	0.60	84.00
6/1/2020	KMB-Email correspondence to/from client and opposing counsel	140.00	0.50	70.00
	KMB-Correspondence to opposing counsel regarding latest status on hearing	140.00	0.70	98.00
	KMB-Continued preparation of hearing handbook in advance of continued disciplinary hearing	140.00	1.20	168.00
	KMB-Preparation of hearing handbook for upcoming discipline	140.00	1.40	196.00
	KMB-Preparation of correspondence to opposing counsel	140.00	0.40	56.00
	KMB-Receipt and review of correspondence from Mr. Baker, copying clients	140.00	0.30	42.00
	KMB-Preparation of correspondence to clients	140.00	0.40	56.00
	KMB-Preparation of correspondence referencing Officer Bermudez's concerns and preparation of response with specificity to each concern to opposing counsel	140.00	0.90	126.00
	KMB-Receipt and review of multiple correspondences and enclosures from client in follow-up to conference call and for purposes of preparing response to opposing counsel	140.00	1.80	252.00
6/2/2020	KMB-Supplementation of correspondence to opposing counsel	140.00	0.30	42.00
	KMB-Email correspondence to/from client and hearing officer	140.00	0.30	42.00
	KMB-Receipt and review of correspondence from opposing counsel	140.00	0.30	42.00
	KMB-Continued review of financial data and pto logs for proration audit	140.00	1.30	182.00
	KMB-Receipt and review of correspondence from opposing counsel	140.00	0.30	42.00
6/3/2020	KMB-Preparation of internal memorandum regarding transcripts of 5-22-18 hearing; preparation of outline for cross examination of witnesses	140.00	1.30	182.00
	KMB-Preparation of correspondence to opposing counsel	140.00	0.80	112.00
	KMB-Preparation of correspondence to client	140.00	0.20	28.00
	KMB-Receipt and review of correspondence from opposing counsel	140.00	0.40	56.00
6/4/2020	KMB-Email correspondence to/from witnesses regarding hearing and prep	140.00	0.20	28.00
	KMB-Review of appellate decision on prior discipline	140.00	0.40	56.00
	KMB-Preparation of relevant knowledge memorandums categorized by witness for upcoming preparation sessions	140.00	1.10	154.00
6/5/2020	KMB-Receipt and review of email correspondence from witness	140.00	0.20	28.00
	KMB-Receipt and review of correspondence; supplementation of response	140.00	0.30	42.00
	KMB-Continued preparation of hearing handbook	140.00	1.30	182.00
	KMB-Receipt and review of correspondence from opposing counsel to hearing officer	140.00	0.30	42.00
	KMB-Preparation of correspondence to hearing officer, copying opposing counsel	140.00	0.30	42.00
	KMB-Receipt and review of correspondence from opposing counsel	140.00	0.40	56.00
	KMB-Preparation of correspondence to opposing counsel and hearing officer	140.00	0.40	56.00
6/7/2020	KMB-Receipt and review of correspondence from opposing counsel	140.00	0.20	28.00
	KMB-Preparation of correspondence to opposing counsel	140.00	0.20	28.00
	KMB-Preparation of discovery motion	140.00	1.90	266.00

		<u>Rate</u>	<u>Hours</u>	<u>Amount</u>
6/8/2020	KMB-Receipt and review of email correspondence from opposing counsel and hearing officer	140.00	0.40	56.00
	KMB-Correspondence to parties regarding evidentiary hearing on witnesses	140.00	0.40	56.00
	KMB-Receipt and review of email correspondence regarding witness hearing	140.00	0.40	56.00
	KMB-Receipt and review of correspondence from hearing officer	140.00	0.20	28.00
	KMB-Receipt and review of correspondence from opposing counsel	140.00	0.20	28.00
	KMB-Preparation of correspondence to hearing officer and opposing counsel	140.00	0.20	28.00
6/9/2020	KMB-Preparation of witness preparation questions (anticipated direct and cross-examination) to be utilized in preparation of four (4) employees called by opposing counsel, based on information contained in the PNDA and in written proffering of line of inquiry by opposing counsel	140.00	2.60	364.00
	KMB-Preparation of legal brief in anticipation of oral arguments regarding admissibility, relevancy of witnesses.	140.00	2.90	406.00
	KMB-Continuation of preparation of memorandum of law, in anticipation of upcoming oral arguments before hearing officer.	140.00	3.60	504.00
	KMB-Email correspondence to/from witnesses regarding preparation session	140.00	0.30	42.00
6/10/2020	KMB-Multiple email correspondence to/from parties regarding preparation sessions	140.00	0.30	42.00
6/11/2020	KMB-Compilation of exhibits to brief	140.00	0.50	70.00
6/12/2020	KMB-Continued preparation for upcoming hearing	140.00	0.90	126.00
For legal services rendered			78.70	\$11,018.00

Terms: Net 30 Days

Interest of 1.5% per month will be accrued on accounts over 30 days

Billed to Date: \$55,342.00

Paid to Date: \$36,750.00

Balance: \$18,592.00 Plus Current Invoice