

Steven G. Mednick
Attorney

2 October 2014

Hon. Victor Bolden
Corporation Counsel
City of New Haven
165 Church Street, 4th Floor
New Haven, CT 06510

Re: New Haven Department of Fire Services Independent Review

Dear Attorney Bolden:

I am very pleased to submit this letter pertaining to my retention as special counsel to the Chief of the Department of Fire Services of the City of New Haven regarding the review of employment and related issues pertaining to a recommended employment action by the Chief. In this regard it is my understanding that the Department is looking for independent counsel to provide advice, counsel, analysis, examination, review and oversight pertaining to the employment action and the issues related to said action. A report will be presented to coincide with any properly noticed hearing, before the Board of Fire Commissioners, on the Chief's recommendation. I would ask the assistance of the Chief, Board of Commissioners and other city officials as I proceed in a timely fashion to review the pertinent issues.

As you know, over the years, my practice has included representation of the States of Connecticut and New Hampshire, the cities of Hartford, Waterbury, Bridgeport, New Haven and New Britain and the towns of Hamden, East Haven, Darien, Cromwell, Portland, Westbrook and East Windsor and the borough of Naugatuck. I have also represented the Boards of Education in Waterbury, Bridgeport and New Haven. I have served as counsel to the Council of Governments, Central Naugatuck Valley for fifteen years and have represented the Connecticut Conference of Municipalities on governance and personnel issues.

In addition to my transactional practice, I have been retained by clients to conduct thorough independent due diligence investigations pertaining to employee conduct and other matters. This work is an outgrowth of my background in labor and personnel issues as well as my interest in alternate dispute resolution. I represented the City of Stamford with an eye on restructuring their personnel and civil service system. Moreover, I was retained to revise the civil service and personnel provisions of the Charters of the Cities of Waterbury and Hartford and drafted the

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replacement ordinances governing that area. As Corporation Counsel of New Haven, I was responsible for addressing labor relations and personnel issues, including Loudermill hearings and investigations of employee conduct. As counsel for the New Haven Parking Authority I handled numerous investigations and state labor board claims.

I have been retained as outside counsel in investigations and reviews of senior employees, by municipalities and not for profit organizations in the State of Connecticut. Last year, I conducted an independent investigation for a Board of Directors that lead to the resignation of a senior executive employee. I also negotiated the separation agreement and other post investigatory transaction documents. On behalf of the City of East Haven I was selected to mediate a dispute between the Mayor and Police Chief. I was also retained by the City Council to conduct an investigation of police department protocols for high ranking officials in the City of West Haven.

As General Counsel of the IJIS Institute, I was involved in numerous personnel decisions and investigations of employee conduct that lead to the early retirement and termination of high ranking organization employees. Finally, as the Ombudsman of the Identity Ecosystem Steering Committee, I have investigated and mediated many disputes between fourteen stakeholder groups.

This letter describes the basis upon which I will provide legal services to the Department and how I will be compensated for my services. Please be assured that I will do my utmost to serve you effectively. I cannot guarantee the success of any given venture, but I will strive to represent your interests professionally and efficiently. Under this engagement I will be accountable to the Department and, accordingly, will actively consult and advise members of the Board of Commissioners, the Fire Chief, designated members of your office and other City Officials, as requested or directed, to address the issues presented before the Department. If, at any time, you have any questions, concerns or criticisms, you may contact me at once.

Until I get a better sense of the scope I cannot give you a time estimate for this proposed engagement. However, once I have been fully briefed I would be happy to develop a scope of services to establish parameters and expectations for the project; which scope of services shall be appended to this retainer agreement. I do expect that a review will require, at least, 45-60 days, depending on the scope and level of cooperation I receive from potential witnesses. As you are aware the schedule of hourly rates for attorneys is based on years of experience, specialization in training and practice and level of professional attainment.

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However, I would propose an hourly rate in the amount of \$250.00. The initial time commitment, prior to establishing a scope of services, shall be for up to forty (40) hours.

My statement for services is the product of the hours worked multiplied by my hourly rates. I will review my monthly billing statement before it is issued to insure that the amount charged is appropriate. Please be assured that I will consult with any person designated by the Corporation Counsel to review my time allocations as the engagement progresses.

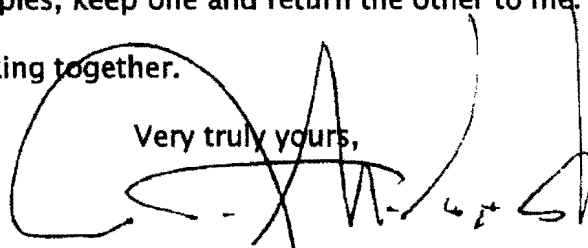
In addition, I may bill and would expect payment for out-of-pocket expenses such as copying. My statements will be prepared and mailed during the month following the month in which the services are rendered and costs advanced. I expect payment within a few days after the statement date.

You have the right to terminate my representation at any time. I would have the same right, and at my sole option, to discontinue the provision of legal consulting services if invoices are not paid promptly. Of course, I will abide by the standards set on the Rules of Professional Conduct in this regard.

Please execute two copies, keep one and return the other to me.

I look forward to working together.

Very truly yours,



Steven G. Mednick

SGM/oho

Accepted this ___ day of October 2014

City of New Haven

By: _____