

Hoboken City Council
94 Washington St.
Hoboken, NJ 07030
February 21, 2018

Mayor Ravi Bhalla
City of Hoboken
94 Washington St.
Hoboken, NJ 07030

Dear Mayor Ravi Bhalla:

As members of the governing body, we share the responsibility to ensure that the needs of Hoboken residents are met and addressed. There is no more important role in our community than the Mayor of Hoboken who drives the activities for and commitment to the residents of our city. As you are aware, the role requires a full-time commitment, Hoboken residents want a mayor who will make a full-time commitment, and the compensation that tax payers pay for this role reflects this full-time commitment.

We were surprised and disappointed to learn on or after Friday February 16th, 2018, that you have accepted a position as 'Of Counsel' with the law firm of Lavery, Selvaggi, Abromitis & Cohen, P.C. We do not know much about the specific position other than what has been published on the firm's website, your personal Facebook page and what we have been able to ascertain indirectly from your spokesperson, Rob Horowitz; combined which are confusing at best.

We respectfully submit the following questions to you. Your answers and full and transparent disclosure on your new role will help us, and the public, better understand what your commitment will be to this new position, what, if any, potential conflicts will exist with the new role, what Hoboken resources will be required to support you in this new role, and how you will balance and manage the priorities of both being Mayor of Hoboken and Of Counsel to a busy and politically positioned New Jersey Law firm. Also, please make available to the City Council the specific employment agreement which memorializes your arrangement.

1. Please describe what exactly your role will be, including your specific responsibilities, and in your words what the commitment is, what the benefit to Hoboken will be, and how you will balance the two roles.
2. Will your role include generating business and revenues for LSAC?
3. Will you be introducing potential clients to LSAC?
4. Will you be providing any legal advice to attorneys or clients of LSAC?
5. How much time will you be expected to allocate to the Of Counsel position weekly / monthly / yearly?
6. Will you have an office at LSAC?

7. How much time are you expected to spend in the LSAC offices weekly / monthly / yearly?
8. How will you be compensated for your new role?
9. Will you be compensated for business generation? If yes, please describe.
10. Will you receive referral fees? If yes, please describe.
11. Will be billing hourly and what will your rate be?
12. Will you receive any form of compensation that is tied to the volume of business you generate? If yes, please describe.
13. Will you receive any other financial benefits like insurance (health, life, or disability), paid for vacation, club memberships, or company car?
14. How much travel outside of Hoboken will your new role require weekly / monthly / yearly?
15. What clients, if any, does LSAC currently have or anticipate to have that may conflict with the City of Hoboken?
16. Does LSAC represent any large agencies that Hoboken transacts with (transportation, utility, development, etc.)?
17. If any of your compensation is via a salary or bonus, which ultimately is paid out of revenues generated by LSAC clients, how will you manage the conflict?
18. Will you be meeting with LSAC clients?
19. What is the conflict clearance process at LSAC?
20. What will be the conflict clearance process within the City of Hoboken and who will manage the process?
21. Who will determine if there is a "substantial risk" to either Hoboken or the LSAC client according to NJ code of professional conduct RPC 1.8 (k)?
22. Give the security concerns you've expressed, how will your safety be guaranteed outside of Hoboken?
23. Will city resources be used for your protection when traveling for law firm business?
24. What additional Hoboken resources (supplies, personnel - COS, Dep COS, Assistant, et al) will be used for your external role (eg. scheduling/Calendar management)?
25. Will any Hoboken staff ever attend meetings with LSAC clients?
26. What guarantee do we have that work of LSAC will not be done on City property using City resources?

Please note that this list represents our current questions, and we retain the right to send further inquiries should any more arise. Thank you for your attention to and response to this important inquiry.

Sincerely,

Hoboken City Council