



# Executive Board Meeting Agenda

**January 23, 2023 5:30 PM**

Los Altos Community Center – Apricot Room  
97 Hillview Avenue, Los Altos, CA 94022

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*Discussion & action may be taken on any of the items below. Times are approximate.*

**WELCOME AND ROLL CALL (Abe-Koga, 3:00 PM)**

## **CLOSED SESSION**

1. Closed Session Pursuant to Government Code Section 54957(b)(1), PUBLIC EMPLOYMENT (General Counsel)

## **OPEN SESSION**

1. Closed Session Report

Attachments:

- [General Counsel Proposal from Kronick](#)
- [General Counsel Proposal from RPLG](#)

**PUBLIC COMMENT**

**ADJOURNMENT**

## **PUBLIC COMMENT**

Members of the public wishing to comment on an item on the agenda may do so in the following ways:

1. Email comments to [audin@citiesassociation.org](mailto:audin@citiesassociation.org)
  - Emails will be forwarded to the Executive Board of Directors
  - **IMPORTANT:** identify the Agenda Item number in the subject line of your email. All emails received will be entered into the record for the meeting.
  
2. Provide oral public comments during the meeting:
  - When the Chair announces the item on which you wish to speak, click the “raise hand” feature in Zoom. Speakers will be notified shortly before they are called to speak.
  - When called to speak, please limit your comments to the time allotted (up to 3 minutes, at the discretion of the Chair).
  - Phone participants:
    - \*6 - Toggle mute/unmute
    - \*9 - Raise hand

## **ACCESSIBILITY**

We strive for our meetings and materials to be accessible to all members of the public. Those requiring accommodations to participate in this meeting may contact our Office Assistant at [audin@citiesassociation.org](mailto:audin@citiesassociation.org). Notification at least three business days prior to the meeting will allow us to best meet your needs.



KRONICK  
MOSKOVITZ  
TIEDEMANN  
& GIRARD

December 5, 2022

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# Cities Association of Santa Clara County

## Proposal for General Counsel Legal Services

**Submitted to:**

Shali Sirkay, Interim Executive Director  
Cities Association of Santa Clara County  
P.O. Box 3144  
Los Altos, CA 94024

**Submitted by:**

Andreas Booher, Associate  
Kronick Moskowitz Tiedemann & Girard



KRONICK  
MOSKOVITZ  
TIEDEMANN  
& GIRARD

**ANDREAS BOOHER**  
aboohier@kmtg.com

December 5, 2022

Shali Sirkay, Interim Executive Director  
Cities Association of Santa Clara County  
P.O. Box 3144  
Los Altos, CA 94024  
Email: [shali@citiesassociation.org](mailto:shali@citiesassociation.org)

Re: Proposal for Legal Services for the Cities Association of Santa Clara County

Dear Ms. Sirkay:

On behalf of Kronick Moskovitz Tiedemann & Girard ("Kronick"), I am pleased to provide the Cities Association of Santa Clara County ("CASCC") with our proposal to provide general counsel legal services. In terms of background, skill, commitment to resolution of local water issues, and knowledge, we are well qualified to assist CASCC with its legal needs.

For more than 60 years, Kronick has been recognized as one of California's leading public agency and water law firms. We have extensive experience in virtually all of the services covered by your request for proposals, and bring the advantage of a full-service law firm with a broad range of practices and experience, and a core team of attorneys attuned to CASCC's needs

I will be the primary contact during the selection process, and any questions can be directed to me at the contact information provided in this letter. I have the full authority to sign this letter on behalf of the firm. This proposal is firm for a 120-day period and complies with all requirements of the RFP. The information submitted is true and correct

Thank you again for the opportunity to submit our qualifications. We are enthusiastic about the prospect of representing CASCC, and welcome the opportunity to meet with your Board of Directors and staff to discuss the capabilities of Kronick and the many ways we can be of service to CASCC.

Very truly yours,

KRONICK, MOSKOVITZ, TIEDEMANN & GIRARD  
A Professional Corporation

ANDREAS BOOHER

MONA EBRAHIMI



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## Section Two: General Information

Kronick Moskovitz Tiedemann & Girard ("Kronick") is a full-service law firm with a dedicated legal team that collectively represents a diverse mix of private business and public sector clients throughout California. For more than 60 years, Kronick has been recognized as one of California's leading public agency and water law firms. We provide general counsel and special counsel services to over 100 public agencies throughout the state, including several clients since the firm's inception, a testament to the firm's practice approach of accessibility, pragmatism and strong client advocacy. Our clients include cities, counties, joint powers authorities, special districts, and various departments of the State of California. We offer expertise in municipal law, water law, environmental law, labor and employment law, land use and planning, real estate law, municipal finance, public agency litigation, public contracting and bidding, franchises, the Brown Act, conflicts of interest, and the Public Records Act. Our broad range of experience in working with all types of public agencies enables us to provide efficient and cost-effective representation.

Kronick is pleased to present its response to the Request for Proposal for General Counsel Legal Services ("RFP") issued by the Cities Association of Santa Clara County ("CASCC"). The following is presented in an effort to succinctly respond to the CASCC's request.

We are capable of providing all of the services listed in the RFP's Scope of Services (section III), as follows:

### Provide Legal Advice and Consultation

The role of General Counsel is to provide guidance to the CASCC Board. It is also to provide guidance to the Executive Director, and staff in implementing the policies set by the Board. As your General Counsel, Mr. Booher is committed to providing legally sound advice, and creative legal mechanisms to reach CASCC's goals. He understands, however that General Counsel is not a policymaker, and the ultimate decision on whether to pursue a particular course lies with the Board of Directors with advice from CASCC's management team.

Additionally, our attorneys keep clients immediately apprised of new legislation and important court decisions at no cost with our written Legal Alerts. Kronick Legal Alerts are distributed directly to clients electronically and can also be found on our website at [www.kmtg.com](http://www.kmtg.com).

### Attend Board and/or Special Meetings

Attendance at public agency meetings is a major part of a municipal attorney's life, and Mr. Booher regularly attends public meetings of legislative bodies. He is ever vigilant to ensure that the meetings run smoothly and in compliance with all laws, including the Brown Act. Kronick values its relationship with the state agencies that regulate conflicts of interest. We have worked closely with the Fair Political Practices Commission to obtain formal written advice, when appropriate, and with the Attorney General's Office to obtain opinions on Government Code section 1090 conflicts. Mr. Booher has also helped guide public agencies through the sometimes complicated and technical election process, including recall elections. Kronick attorneys regularly present ethics training seminars to public agency officials pursuant to Assembly Bill 1234 ("AB 1234").



## **Brown Act, Parliamentary Procedures for Running Meetings, and Public Official Conflict Requirements**

Our attorneys regularly advise clients regarding the Ralph M. Brown Act, the California Public Records Act, Political Reform Act, conflict of interest laws, general public entity and municipal law, and the California Government Code. Our attorneys regularly attend public agency meetings and advise on the full range of questions and procedural matters that arise in those meetings. Our attorneys provide training to our clients in these areas included the required AB 1234 training.

We work closely with your Executive Director to anticipate issues that might arise at public meetings to be prepared to address those issues. We work diligently to ensure that the business of CASCC is conducted efficiently and consistent with applicable laws. Kronick attorneys work closely and cooperatively with all their public agency clients to formulate creative solutions to achieve the goals of CASCC's leadership.

## **Communication with the CASCC Executive Director, Board of Directors, and Staff**

Mr. Booher will be in regular contact with CASCC leadership through in-person meetings, virtual meetings, telephone calls, and e-mails about pending projects and issues related to General Counsel services. Tasks will be performed as directed by the Executive Director or the Board of Directors. There are occasions when other attorneys at Kronick are better suited to provide legal services to CASCC on a particular topic. When the need arises and with consultation with the Executive Director, Mr. Booher will ensure that the work is assigned to the appropriate legal professional and oversee and manage the work.

## **Ordinances, Resolutions, Contracts, Joint Powers Agreements**

Kronick attorneys have extensive experience preparing ordinances and resolutions for clients. Mr. Booher spends much of her time interpreting federal, state and municipal regulations. Even more important, He frequently drafts, reviews and revises ordinances, resolutions and administrative policies to ensure compliance with applicable laws and work effectively with officials to achieve policy objectives in a legally defensible manner.

Public works and public contracting are integral to any public agency and to any comprehensive public sector legal practice. Our public contracting attorneys are well versed in all types of contracts and procurement vehicles used for public sector construction. Our attorneys have negotiated, drafted, and reviewed thousands of public works contracts, and related service agreements, consultant contracts, and purchasing contracts. Kronick attorneys are also well versed in state and federal public works contracting requirements, including bidding, licensing, wage and prevailing wage issues, and bonding. We regularly assist our clients to procure complex and large dollar value public works projects, including the use of alternative project delivery vehicles, such as progressive design-build.

Our attorneys also regularly assist our clients in developing purchasing policies and provide advice regarding obtaining services and goods, including taking advantage of other public agency contracting (such as State contracts) and special agency cooperative services. In addition, we help locate information technology design and development of software and cloud transition services. We also have experience in negotiating equipment and real property licenses and leases, and large equipment purchases.



Kronick attorneys often help our clients in preparing grant applications and winning specialized grants for agency projects or administration, including numerous GSA funding grants. We are skilled in working with public agencies to ensure compliance with grant terms and conditions all procurements are made in compliance with funding requirements.

Kronick understands the evolving framework of laws and regulations impacting JPAs and special districts and the challenges that framework brings to public officials trying to conduct business and implement projects on behalf of their constituents. To assist our clients, we draw on decades of collective experience and expertise from attorneys who have been serving as both general and special counsel to JPAs and special districts throughout California. This collaboration translates into efficient, comprehensive service for our clients in all areas of public agency law, including governance, statutory powers, environmental laws and regulations, employment and labor, public finance, economic development, land use, and litigation.

For over six decades Kronick has assisted JPAs and special districts, as well as local and state government agencies, in all aspects of their legal powers, duties, and responsibilities. Whether a situation calls for preventative counseling, skillful negotiation, forceful advocacy or financial guidance, our clients know they can rely on Kronick to quickly and confidently marshal the legal, political, and financial solutions they need in order to move their projects and policies forward in the timeliest and most cost-conscious manner achievable.

## Human Resources

Selection of a full-service law firm like Kronick will give CASCC access to top-tier labor and employment attorneys should labor and employment issues arise. Kronick's labor and employment attorneys work closely with public agencies, cities and counties to implement comprehensive policies and procedures that help prevent and correct workplace problems. We provide group and custom training on workplace investigations, workplace privacy, responding to employee requests for disability accommodations, employee discipline/termination and preventing harassment, discrimination, and retaliation claims. Kronick has extensive experience in drafting and revising employee handbooks and personnel policy manuals. We advise public agencies on essential policies to include in handbooks and manuals including, for instance, appropriate policies relating to harassment, alcohol and drug testing, Family Medical Leave Act, California Family Rights Act, Pregnancy Disability Leave rights and obligations, and other federal and state mandated leaves of absence. We advise clients regarding Occupational Safety and Health Administration (OSHA) matters and Cal OSHA safety requirements and help prepare Injury Illness and Prevention Plans.

Kronick's dedication to helping public agencies also extends to labor law. Kronick's labor and employment attorneys have significant experience representing public agencies in collective bargaining matters before the California Public Employment Relations Board ("PERB") and are well versed in the Meyers-Milias-Brown Act, Public Employees' Pension Reform Act (PEPRA), employee training requirements and related statutes. Kronick's services include representation of public agencies at the bargaining table during negotiations (as well as in the "backroom"), the development of executive and senior management contracts, review of collective bargaining policies and procedures, advice on grievance procedures, analysis of contract proposals, drafting of contract language, and immediate verbal response on collective bargaining contracts and other labor relations issues.





## Sections Three & Four: Staffing & Qualifications

Kronick understands the needs of each client and remains committed to proposing the most qualified legal team to meet those needs. In line with that commitment, the firm proposes Andreas Booher as General Counsel. Mr. Booher will be supported by Mona Ebrahimi who will serve as Deputy General Counsel. Additional lawyers will provide expertise in the areas of labor and employment, and litigation, as needed. We have the capacity and are enthusiastic about the opportunity to serve the CASCC.

To provide information in the most concise manner, we have combined sections three and four.

### Andreas L. Booher – Proposed General Counsel

Mr. Booher advises cities, special districts, and joint powers authorities with a focus on public agency governance, land use, environmental, and water issues. He provides advice and counsel on the Brown Act, Housing Accountability Act, Subdivision Map Act, conflict laws, cannabis, Public Records Act, California Voting Rights Act and all other areas of municipal and public agency law. He regularly advises councils, commissions, and boards at public meetings, represents public agencies in discussions and negotiations with stakeholders such as developers, project proponents, and members of the public. He is experienced in drafting ordinances and policies, contracting, CEQA compliance, and working with regulators and outside consultants.

For the entire career, seven years of practice, Mr. Booher's has focused on local governance issues. Through representing various types of local agencies—including cities, water districts, fire protection districts, sanitation districts, sanitary districts, community services districts, and various types of joint powers authorities—he has range of experience necessary to provide efficient and well-rounded advice CASCC.

Mr. Booher has experience advising public agencies on various types of contracts, including development agreements, services agreements, settlement agreements, conservation easement agreements, and public works contracts.

Mr. Booher has extensive experience advising public agencies on compliance with the Brown Act, including keeping them up-to-date on the modified procedures that were implemented during the COVID-19 pandemic. He regularly provides both informal advice on conflicts questions as well as formal written analysis of conflicts issues under the Political Reform Act, Government Code § 1090, as well as common law conflicts. He also advises clients on all types of matters involving the Elections Code. This advice has covered everything from simple vacancy-related issues, to preparing tax measures, to litigation defending against a lawsuit brought pursuant to the California Voting Rights Act and advising on the districting process.

Mr. Booher advises clients on compliance with the Public Records Act on a near-daily basis as the firm's lead attorney on PRA compliance. In this role he individually handles small PRA projects but also regularly oversees teams of associates, law clerks, and paralegals on larger projects.

In addition to this experience, Mr. Booher has experience not only in the governance but also in the formation of joint powers authorities ranging from regional partnerships designed to share costly water infrastructure to large-scale partnerships aimed at leveraging the expertise and resources of public agencies across the state.

Mr. Booher currently serves as the City Attorney for the City of Isleton and the Deputy City Attorney and Planning Counsel to the City of West Sacramento, Town of Loomis, and the Town



of Atherton. He is the Treasurer of the Environmental Law Section of the Sacramento County Bar Association as well as a member of the California State Bar Association, the Public Law Section and the Environmental Law Section of the California Lawyers Association, the Sacramento County Bar Association, and the Sacramento Chapter of the Urban Land Institute.

Mr. Booher was admitted to the State Bar of California in December 2015 (Bar No. 305921) and is in good standing with the State Bar. He earned his law degree from Loyola Law School in Los Angeles in 2015, and holds a Bachelor's degree from the University of California, Santa Barbara.

### **Mona G. Ebrahimi – Proposed Deputy General Counsel**

Ms. Ebrahimi has dedicated her career to serving public agencies. She currently serves as the General Counsel for the Amador County Transportation Commission and Suisun Solano Water Authority, as well as the City Attorney for the Town of Atherton and City of Rio Vista. During her tenure, Ms. Ebrahimi regularly attends Board and Planning Commission meetings and advises those bodies to ensure compliance with the Brown Act and conflict of interest laws. She advises agencies in all gambits of municipal matters including, but not limited to, land use and development, general plan and zoning code updates, municipal code amendments, and public contracting. She has helped her clients achieve victories in cases brought pursuant to CEQA, breach of contract claims, and torts. Outside the courtroom setting, Ms. Ebrahimi has advocated for her clients in administrative hearings.

Ms. Ebrahimi completed law school in just two years and earned her law degree (cum laude) from California Western School of Law, San Diego in 2004. Ms. Ebrahimi received her undergraduate degrees in political science (highest honors) and communications (honors) in 2002 from the University of California, Davis. Ms. Ebrahimi is also a certified mediator experienced in alternative dispute resolution, offering clients a cost-effective, non-litigation option for resolving conflicts. Ms. Ebrahimi was admitted to the State Bar of California in June 2005 (Bar No. 236550) and joined Kronick's public agency department in 2006. Ms. Ebrahimi has spent her 16-year career providing general and special counsel services to agencies, cities, counties, and special districts across a broad spectrum of public law matters.

Her background as a certified mediator allows her to reach resolutions of conflicts before litigation ensues. Even if litigation is commenced, Ms. Ebrahimi works to develop the best possible outcome for her clients, while conscientious of costs and public perception. For example, Ms. Ebrahimi helped a city client to resolve a claim brought under CEQA in mediation. The case was settled and the city was able to move forward with the approved project.

Ms. Ebrahimi also represents public agencies in complying with the State's complicated rubric of land use and planning laws. This advice and representation includes such entitlement processes as adopting and updating general and specific plans, to the implementation of those plans through orderly development in accordance with state and local zoning, subdivision, and other land use development laws.



## Section Five: References

Below are three clients who the firm provides general counsel legal services.

### City of West Sacramento

Aaron Laurel, City Manager  
1110 W. Capitol Avenue  
West Sacramento, CA 95691  
(916) 617-4500  
[aaronl@cityofwestsacramento.org](mailto:aaronl@cityofwestsacramento.org)

### Town of Loomis

Sean Rabé, Town Manager  
3665 Taylor Road  
Loomis, CA 95650  
(916) 652-1840  
[srabe@loomis.ca.gov](mailto:srabe@loomis.ca.gov)

### Town of Atherton

Anthony Suber, Deputy City Manager  
80 Fair Oaks Lane  
Atherton, CA 94027  
(650) 752-0500  
[asuber@ci.atherton.ca.us](mailto:asuber@ci.atherton.ca.us)

## Section Six: Law Firm Clients and Projects

### Major Clients of Mr. Booher

As described in biographical section, above, Mr. Booher represents a variety of public agency clients. As such, in most months, he currently does not spend 25% of his time dedicated to any particular client. Due to project schedules, in some months over the past three years, he has spent 25% of his time on matters for the City of West Sacramento during times where a large volume of development projects were at various stages of processing and required input from the City Attorney's office. In late 2020 and early 2021, Mr. Booher spent approximately 25% of his time on various matters for the Town of Loomis due to the Town's then-ongoing General Plan update.

### Public Entity Clients within the County of Santa Clara

Kronick does not currently represent any public entities within the County of Santa Clara. Kronick has in the past represented the following public agencies located within the County of Santa Clara:

- Alum Rock Union Elementary School District
- Berryessa Unified School District
- Cupertino Union School District
- Cambrian School District
- City of Milpitas
- City of Palo Alto
- City of Santa Clara



- East Palo Alto Sanitary District
- Foothill De Anza Community College
- Mountain View-Los Altos Union High School District
- North County Joint Union School District
- Palo Alto Unified School District
- San Jose Unified School District
- Santa Clara County Housing Authority

### **Actual or Perceived Conflicts**

Kronick is aware of only one potential conflict of interest arising from another attorney at the firm advising a Native American tribe that is located within the County of Santa Clara on California Environmental Quality Act issues.

Kronick adheres to the California Rules of Professional Conduct in addressing actual or potential conflicts of interest amongst its clients. Kronick has an appointed Conflicts Administrator, who is a Kronick shareholder assigned to address conflicts issues that might arise in client representation. Whenever a potential conflict issue arises, Kronick notifies the affected parties immediately and works with the Conflicts Administrator to resolve such conflicts, which has historically been to the mutual benefit and satisfaction of all involved, and in accordance with the California Rules of Professional Conduct. This resolution may require disclosure of certain representations and/or seeking informed written consent from the clients to continue representation on particular matters. In some cases, Kronick may have to decline representation of a client or refer a matter to other legal counsel to ensure that both the reality and appearance of a conflict of interest is avoided.

### **Adverse to Public Entities in Litigation**

Mr. Booher has not been directly involved in any litigation against a public entity within the past three years.

### **Section Seven: Fee Proposal**

As a full-service law firm, Kronick makes it a primary goal to manage legal costs through efficient staffing and competitive pricing of services. We find that a team approach to serving our public agency clients provides for a mutually beneficial relationship by allowing our attorneys to draw on each other's knowledge and experience to the ultimate benefit for our clients. Our broad range of experience in working with all types of public agencies enables us to provide expeditious and cost-effective representation.

Kronick maintains a sophisticated and flexible billing system, which provides clients the ability to monitor their legal costs on a bi-weekly basis, and receive alerts when their legal bills reach a certain threshold. Hourly rates are billed in increments of one-tenth of an hour for the legal staff involved, multiplied by the hours devoted on the client's behalf. Kronick's usual billing procedure is to submit a monthly itemization identifying the attorneys performing services, along with the time and a description of the services. Notwithstanding our usual procedure, Kronick can create custom statements specific to the CASCC's current billing needs. We are receptive to discussing alternative billing arrangements other than presented below. Kronick has such arrangements with several large public agency clients.



## Fees

For all Legal Services listed above, Kronick proposes the following hourly rates:

Shareholders / Senior Counsel / Of Counsel	\$330-500
Associates	\$275-325
Paralegals	\$150
Law Clerks	\$100

## Fee Adjustments

Kronick's rates would be adjusted upward effective July 1 of each year based on application of the Urban Wage Earners and Clerical Workers for San Francisco Consumer Price Index (CPI), generally 5%. Should application of the CPI result in a lower fee than those being charged at the time of the adjustment, Kronick's fees would remain unchanged for that year.

## Other Charges

Kronick bills for computer-assisted research (Westlaw/Lexis and other on-line services) at the actual discounted cost to Kronick. Travel expenses are reimbursable at the actual cost incurred for lodging, meals, parking, and bridge tolls, plus mileage at the IRS-approved rates. Photocopying will be billed at \$.15/page for black and white and \$.75/page for color. Delivery charges, such as U.S. Mail, Federal Express, courier services, etc. are charged at Kronick's actual cost. Also billed at cost would be fees assessed by courts and administrative agencies, and prior approved costs for experts and consultants, if any. Any other expenses incurred by Kronick would be billed to the client at Kronick's actual cost. Kronick does not charge for faxes or long-distance telephone calls, nor does it charge for secretarial time.

## Additional Information

### Professional Liability Insurance Coverage

Kronick is insured for professional liability by Lloyd's of London. The firm's policy is designed to cover the professional liability exposures of a law firm. Coverage is provided for claims made against the firm during the policy period arising out of its professional services. In general, the firm's professional liability policy is intended to cover claims alleging economic damages. The limits of liability are \$10 million for each claim and in the aggregate, including defense costs. The policy is subject to all coverage terms and conditions, including policy exclusions. Kronick also carries comprehensive general liability insurance, Workers' Compensation and employers' liability insurance, and automobile liability. Should Kronick be awarded a contract with the CASCC, the firm would name the CASCC as an Additional Insured and provide proof of such coverage prior to the commencement of any legal work.

### Additional Services to Clients

We believe that providing up-to-date training in the many areas of law affecting public agencies is a necessary and valuable service for our clients. We provide these training opportunities to clients through client workshops and seminars which allow participants to ask legal questions on specific topics in a real-time interactive setting. We provide comprehensive written materials, including in-depth white papers. We would work closely with CASCC to develop specific workshops to meet any identified needs that CASCC may have, and our team can host trainings onsite, via webinar, and/or teleconference. The following is a sampling of the trainings we have



prepared for and presented to our public agency clients and which we have also presented to civic groups at conferences and forums:

- AB 1234: Ethics Training for Local Officials
- Brown Act Compliance
- Conflicts of Interest/FPPC Policies
- Electronic Discovery and Document Retention
- Employee Leave Laws
- Furloughs, Layoffs, and Other Downsizings Mechanisms
- Municipal Water Supply
- Sexual Harassment Prevention Training for Supervisors & Employees
- Social Media Usage in the Workplace
- Wage and Hour Compliance
- Workplace Investigations

On a somewhat less formal basis, Kronick consistently trains its municipal clients in the drafting and preparation of contracts, ordinances, resolutions, and other documents regularly utilized by public agencies. We develop forms for our clients' future use, which has the benefit of reducing the cost to the client in not having to recreate routine documents. Kronick is also available on an "as-requested" basis to conduct training seminars and sessions on the preparation of fundamental public agency documents or any other aspect of municipal operations. These trainings would be billed per hour or at a pre-negotiated flat rate.

Kronick regularly reviews insurance requirements as part of contract approvals, and the development of individualized templates that serve as a long-term cost savings that staff can rely upon.

## Conclusion

Thank you for the opportunity to present this Proposal for General Counsel Legal Services for the CASCC. Our firm is exceptionally qualified to provide the services listed in the CASCC's RFP. We hope that you will strongly consider our proposal and allow us the opportunity to serve as your counsel

If you have any questions or wish to discuss any matters contained in this proposal, please do not hesitate to contact us.



## ANDREAS L. BOOHER, ASSOCIATE

(916) 321-4372 | abooh@kmtg.com

Andreas, an associate attorney in the firm, represents public sector clients with a focus on municipal governance, environmental law, water, land use issues, and joint powers authority formation and governance. He provides advice and counsel to public agencies on a broad range of issues including advising on environmental regulatory compliance, Brown Act, Public Records Act and Political Reform Act compliance, code enforcement including issues related to cannabis, and land use entitlement. Andreas assists municipalities and special districts in negotiating, drafting, and reviewing agreements, developing ordinances and regulations, and has experience acting in the capacity of general counsel to special district boards during public meetings.

Andreas also has experience advising both public and private entities on a variety of issues related to water, wastewater, and solid waste management. He has advised sanitary and sanitation districts on state and federal regulatory compliance matters and has assisted a sanitation district on all aspects of its operations of an active landfill as well as post-closure monitoring of several additional sites. He has also advised special districts on Proposition 218 rate-setting, regulatory compliance monitoring and enforcement actions, and CEQA compliance for water infrastructure in new development.

Andreas has experience with labor and employment issues from his prior work with the Service Employees International Union, Local 721 in Los Angeles, including assessing pending arbitration matters and settlement offers for the union's members.

### LEGAL EXPERIENCE

While in law school, Andreas worked as a research assistant for the Content Creators Coalition in Los Angeles and also for two Loyola Law School professors, focusing on Supreme Court opinions for numerous law review submissions; researching and preparing materials for Technology & Privacy, Internet Law and Constitutional Law classes; and reviewing documents related to a Sierra Club case.

Andreas further conducted research on a broad range of legal issues for the Service Employees International Union, Local 721 in Los Angeles, including assessing pending arbitration matters and settlement offers for the union's members. Andreas also participated in the 2014 California State Bar Student Environmental Negotiations Competition and was an intern with the California Public Utilities Commission: 2014 Interconnection Data Management Summit. He was a member for all three years of law school of Loyola's Environmental Law Society.

As an undergraduate, Andreas was an Audubon Society Fellow and volunteer with the Coal Oil Point Preservation Project (2006-2009). He also conducted a six-month research project on environmental policies in post-reunification Germany and he conducted a three-month research project on a technology-driven clean-water initiative in Sudan.

In addition, Andreas was a legal assistant with the Law Offices of Robert B. Locke in Goleta, drafting estate planning documents including wills, health care directives, power of attorney, and deeds; and researching zoning and permitting issues related to real estate litigation.

### PROFESSIONAL ACTIVITIES & AFFILIATIONS

- *Northern California Super Lawyer, Rising Star* (2022)
- Member, Sacramento County Bar Association

- Member, Urban Land Institute
- California State Bar #305921

## **ACADEMIC BACKGROUND**

J.D., Loyola Law School, Los Angeles, May 2015

- California State Bar 2014 Student Environmental Negotiations Competition, team member
- Environmental Law Society, Secretary

B.A., University of California Santa Barbara, June 2009

- Global & International Studies; Germanic Studies
- Dean's List, 2008 – 2009





## MONA G. EBRAHIMI, SHAREHOLDER

(916) 321-4597 | mebrahimi@kmtg.com

Mona is an AV rated attorney who enjoys practicing municipal law and the opportunity to see her work come to fruition in the communities she represents. As City Attorney to the City of Placerville, City of Rio Vista and the Town of Atherton, as well as General Counsel to the Amador County Transportation Commission and Suisun/Solano Water Authority, she provides general counsel services in a broad range of municipal and public law matters.

### LEGAL EXPERIENCE

Mona is skilled in addressing the variety of legal issues that challenge public agencies, for example she may be navigating the California Environmental Quality Act (CEQA) for a land use project one day, and representing a police officer in court the next day. She has successfully opposed dozens of *Pitchess* motions in court and helped her clients achieve victories in cases brought pursuant to the CEQA. Outside the courtroom setting, Mona advocates for her city clients in administrative hearings. She regularly attends City Council and Planning Commission meetings and advises those bodies to ensure compliance with the Brown Act and Conflicts of Interest Laws. She also is a certified mediator experienced in alternative dispute resolution, offering clients a cost-effective, non-litigation option for resolving conflicts. Her areas of practice include:

- Public contracts review, drafting and competitive bidding
- Advising and responding to requests about local governance, such as open meeting laws, the Brown Act, Public records laws, including the Public Records Act and Pitchess laws, Election law, and Conflicts of Interest
- California Environmental Quality Act (CEQA) and CEQA litigation
- Development agreements review, drafting and negotiation
- Joint Power Authorities (JPAs)
- Local Agency Formation Commission (LAFCO)
- Land use
- Prevailing wage issues
- Property development (for commercial projects, residential, subdivisions and master-planned communities)
- Subdivision Map Act

While in law school, she clerked for the United States Attorney's Office, San Diego County, where she interviewed witnesses and drafted interrogatories, composed legal memorandums, drafted motions, conducted research, and drafted responses to torts claims. She also served as a judicial extern for the Superior Court of San Diego where she conducted criminal legal research and drafted legal memorandums for judges. During this time, she also served as a pro bono intern with the Legal Aid Society of San Diego, assisting indigent clients with unlawful detainer complaints.

### PRACTICE EXAMPLES

- Mona has reviewed and provided legal advice on dozens of environmental documents. She has also defended cities in CEQA litigation.
- Mona is experienced in negotiating and drafting development agreements for municipalities, having handled numerous agreements between private entities and cities for new and infill development.
- As a certified mediator, Mona has mediated cases in small claims court and juvenile hall, handling conflicts between individuals, families, privately owned companies and juvenile hall minors. While in undergraduate school, she also

mediated conflicts between student groups, faculty, and administration.

## PROFESSIONAL ACTIVITIES & ACCOMPLISHMENTS

Mona believes strongly in serving the community. She currently fulfills that goal by volunteering at local non-profit organizations. Her professional activities and affiliations include:

- Martindale-Hubbell AV Rated Attorney
- *Best Lawyers*® 2021 Municipal Law “Lawyer of the Year” in Sacramento
- *The Best Lawyers in America*, Environmental Law, Land Use and Zoning Law, Municipal Law (2021)
- *Northern California Rising Star* (2012-2020)
- Top Lawyers, *Sacramento Magazine* (2016-2020)
- Best of the Bar, *Sacramento Business Journal* (2018)
- *Top 100 Professionals Under 40* (2013)
- Adjunct Professor, University of the Pacific, McGeorge School of Law
- Member, Sacramento County Bar Association
- Member, Association of Environmental Professionals
- Member, Metro Chamber’s Leadership Sacramento Class of 2011
- California State Bar #236550

## PUBLICATIONS AND SPEAKING ENGAGEMENTS

- Author, “Discharge of Public Employee Who Sent Scathing Email Criticizing His Superiors Did Not Violate Employees Free Speech Rights,” *California Special District Magazine*, Vol. 4, Issue 6, Nov-Dec 2010
- Author, “Legal Uncertainty: Local Regulation of Medical Marijuana Collectives,” *California Land Use Law & Policy Reporter*, April 2010
- Contributing Author, CEB’s *California Land Use Practice*, section on vested rights
- Contributing Author, LOCC’s *Municipal Law Handbook*, section on Government Claims Act
- Provides several AB 1234, Conflicts of Interest, Public Records Act and Brown Act presentations annually to special districts, cities, and to members of CSDA and SACRS

## ACADEMIC BACKGROUND

J.D. California Western School of Law, San Diego, 2004

- Cum Laude
- American Jurisprudence Award recipient in Property Law, Advanced Mediation, Advanced Legal Research and Writing, Negotiation, and Child Advocacy
- Academic Achievement Scholarship
- Dean’s Honor List, 2003 and 2004
- Commencement Speaker, 2004
- Honors Instructor, Legal Research and Writing, 2004

B.A. University of California, Davis, 2002



# RENNE PUBLIC LAW GROUP

Proposal for General Counsel Legal Services

December 5, 2022

Primary Contact:  
Jonathan V. Holtzman  
Renne Public Law Group  
[jholtzman@publiclawgroup.com](mailto:jholtzman@publiclawgroup.com)  
350 Sansome Street, Suite 300  
San Francisco, CA 94104



Renne Public Law Group®

December 5, 2022

Shali Sirkay  
Interim Executive Director  
Cities Association of Santa Clara County  
P.O. Box 3144  
Los Altos, California 94024  
[shali@citiesassociation.org](mailto:shali@citiesassociation.org)

**Re: Proposal for General Counsel Legal Services**

Dear Ms. Sirkay:

Renne Public Law Group® LLP (“RPLG”) is pleased to submit this proposal to provide General Counsel Legal Services to the Cities Association of Santa Clara County (“Cities Association”).

RPLG is a partnership in San Francisco that combines the efforts of public-sector attorneys who have spent decades serving and working throughout California. Although we are a “private” firm, our attorneys work seamlessly with our clients to form a team with in-house staff to identify workable solutions to complex problems.

I will be the authorized representative and main point of contact for this proposal. If the City selects RPLG, I have the authority to negotiate a contract with the City and enter into contracts on behalf of the firm. My contact information is:

Jonathan V. Holtzman, Partner  
Renne Public Law Group® LLP  
350 Sansome Street, Suite 300  
San Francisco, CA 94104  
t: 415.848.7200 f: 415.848.7230  
[jholtzman@publiclawgroup.com](mailto:jholtzman@publiclawgroup.com)

We understand the scope of services required, as set forth by the Cities Association, and affirm our commitment to perform these services if selected. I certify that all information submitted in this proposal is true and correct and I have the full authority to submit this proposal on behalf of RPLG.

We look forward to the Cities Association’s review and consideration of our firm for such services.

Very truly yours,



Jonathan V. Holtzman

## **Section 2. General Information:**

Renne Public Law Group (RPLG), a mission-based law firm in San Francisco, combines the efforts of public-sector attorneys who have spent decades serving and working throughout California. Our Chairperson is Louise Renne – the former City Attorney of San Francisco who served for 16 years.

RPLG takes an efficient, proactive approach to municipal law services. In addition to practicing in the required bedrock areas, including open meeting and public records laws, governance issues, ethics, legislative drafting, personnel and employment, litigation—our government attorneys bring complementary expertise in problem solving and creating solutions to issues that are testing and challenging public agencies across the State.

In 2019, the Daily Journal recognized RPLG as a Top Boutique Law Firm in the State of California. Of the twenty firms honored, RPLG is the only firm that primarily represents public agencies. In the last three years, The Daily Journal named three of the firm’s partners, Linda Ross, Louise Renne, and Ruth Bond, to its list of California’s top women lawyers. In the past three years, Art Hartinger, Linda Ross, and Jon Holtzman were named to the Daily Journal’s list of the State’s top labor and employment lawyers. Ruth Bond and Jon Holtzman were named to the Daily Journal’s list of top 100 lawyers of 2021. Four of the firm’s attorneys have been named to the Recorder newspaper’s “Superlawyer” list; Louise Renne, Art Hartinger and Jon Holtzman, have been named in every year since the inception of the award in 2004.

RPLG is well-suited to serve as General Counsel to the Cities Association due to the firm’s deep bench of qualified attorneys to serve public agencies and decades of collective experience in nearly every area of public law. Further, we are proposing that Of Counsel Jannie Quinn, long-time Mountain View City Attorney, serve as one of the primary attorneys for this engagement. Ms. Quinn has a wealth of pertinent experience, including experience in the drafting and execution of joint powers agreements.

The breadth of the firm’s client base across California cities, counties, special districts, and joint powers authorities provides us with the perspective to tackle regional and statewide issues. Our extensive list of current and recent clients includes the California Special District Association, California State Association of Counties, and League of California Cities. The firm has also represented the California Association of Joint Powers Authorities and joint powers authorities such as the Metropolitan Transportation Commission and Transbay Joint Powers Authority.

RPLG also has a demonstrated commitment to diversity, equity, and inclusion both in California communities and the legal profession. Our founder Louise Renne was the first female City Attorney in the history of the City and County of San Francisco. Among many other initiatives during her tenure as City Attorney, Louise Renne led San Francisco’s multi-year defense of the city’s laws that safeguarded the ability of minority-owned businesses to pursue city contracts. In 2020, RPLG filed shareholder derivative lawsuits against the boards of directors for Oracle, Facebook, Qualcomm, the Gap, Norton LifeLock, Cisco, and Monster Beverage seeking to bring diversity to boardrooms and c-suites by holding the boards responsible for their false and misleading statements about diversity in the companies’ proxy statements. For many years, RPLG

has also represented and continues to represent African American churches and institutions in San Francisco with respect to their affordable housing holdings in the city.

### **Section 3. Staffing:**

We propose Of Counsel Jannie Quinn and Senior Counsel Andrew Shen as joint General Counsel for the Cities Association. They will serve as the primary attorneys responsible for General Counsel duties and the staffing of Cities Association meetings. They will also be the day-to-day contacts for the Cities Association.

Partner Jenica Maldonado will provide additional support to the Cities Association as a back-up, on an as-needed basis.

### **Section 4. Qualifications:**

The proposed staff have decades of experience in advising boards and commissions, including boards of supervisors and city councils, and department heads. The proposed team also has expertise in public meeting and public records laws, conflicts of interest and ethics, and land use. Notably, Of Counsel Jannie Quinn has specific expertise in joint powers authorities and agreements.

Jannie Quinn, Andrew Shen, and Jenica Maldonado each have more than five years' experience in advising California governmental entities and are active members of the California State Bar.

Their resumes can be found in **Exhibit A**.

#### **1. Jannie Quinn, Of Counsel**

Jannie Quinn served as the City Attorney for Mountain View between January 2010–August 2019, and most recently as Interim City Attorney for Mountain View in January-April, 2022.

As City Attorney, Ms. Quinn provided legal advice, services, and support for top leadership, city employees, and community members. She trained staff, board and commission members and elected officials on a variety of topics including the Brown Act, ethical conduct, harassment, and discrimination. She developed and presented city ordinances on local elections, land use, businesses, and housing issues and created legal agreements, policies, procedures, and reports.

Among her many other accomplishments, Ms. Quinn:

- collaborated with public agencies to formulate and implement various community initiatives and programs, including Silicon Valley Clean Energy, resulting in cost-effective use of public assets to achieve joint objectives;
- drafted critical legal analyses, led the implementation of the Community Stabilization and Fair Rent Act, and addressed rental housing issues impacting a majority of the local community; and
- developed a legal framework for efforts to synchronize radio and public safety communications systems, leading to the establishment of a joint powers authority presently known as the Silicon Valley Regional Interoperability Authority.

Prior to her most recent time in the Mountain View City Attorney's Office, Ms. Quinn served as Senior Deputy City Attorney in the San Jose City Attorney's Office between July 2020-December 2021.

#### **2. Andrew Shen, Senior Counsel**

Andrew Shen joined RPLG as Senior Counsel in October 2022, after 15 years of experience in the San Francisco City Attorney's Office. At the City Attorney's Office, he served as the City's Chief Ethics and Elections Counsel.

At the City Attorney's Office, Andrew's primary clients included the Ethics Commission, Department of Elections, Elections Commission, Ballot Simplification Committee, and Redistricting Task Force. He also routinely advised the Mayor's Office, Board of Supervisors, commissioners, department heads, and other City staff on legislation, conflicts of interest, election law, and ethics compliance. Andrew also served on City Attorney's Office's Racial Equity Task Force in 2020-22.

His practice includes general government advice, public meeting and records compliance, constitutional law, as well as a deep understanding of California ethics and elections law. He also has experience in land use, with a background in the California Environmental Quality Act (CEQA) and the Subdivision Map Act. Andrew also provides expertise on legal ethics and served as a member of the California State Bar's Committee on Professional Responsibility and Conduct in 2011-13.

Before joining the San Francisco City Attorney's Office, Andrew was a litigation associate at Kecker & Van Nest LLP and a law clerk to the Hon. William J. Rea, Senior District Court Judge for the Central District of California.

### **3. Jenica Maldonado, Partner**

Jenica Maldonado is an experienced municipal law and employment attorney and a member of the firm's government, labor, and investigations practice groups. In 2022, the Daily Journal named Ms. Maldonado as one of California's top labor and employment attorneys.

Ms. Maldonado has extensive experience providing advice to a range of public entity clients, including the City of Berkeley, Mendocino County, and the Santa Clara Valley Transportation Authority. During her prior service in the San Francisco City Attorney's Office, Ms. Maldonado advised San Francisco's Public Defender, Department of Building Inspection, Department of Homelessness and Supportive Housing, Board of Supervisors, and Department of Public Health.

Ms. Maldonado also handled a range of employment litigation matters at the trial and appellate court levels, from single plaintiff cases to large, multi-plaintiff lawsuits. She also represented clients in labor arbitrations and administrative proceedings, including before the California Public Employment Relations Board, California Department of Labor Standards and Enforcement, California Department of Fair Employment and Housing, and the United States Equal Employment Opportunity Commission.

### **Section 5. References:**

- 1. Evelyynn Tran, General Counsel**  
**Santa Clara Valley Transportation Authority**  
Telephone: (408) 321-5550  
Email: [Evenlyynn.Tran@vta.org](mailto:Evenlyynn.Tran@vta.org)  
3331 North First Street  
San Jose, California 95134

- 2. Katie Porter, Managing Attorney  
San Francisco City Attorney's Office**  
Telephone: (415) 554-4700  
Email: [Katharine.Porter@sfcityatty.org](mailto:Katharine.Porter@sfcityatty.org)  
1 Dr. Carlton B. Goodlett Place, Suite 234  
San Francisco, California 94102
  
- 3. Su Reuter, Assistant City Attorney  
Santa Clara City Attorney's Office**  
Telephone: (408) 615-2230  
Email: [sreuter@santaclaraca.gov](mailto:sreuter@santaclaraca.gov)  
1500 Warburton Ave, City Attorney's Office  
Santa Clara, California 95050

### **Section 6. Law Firm Clients and Projects:**

**A. A list of major clients to which the primary attorneys are currently committed to provide more than 25% of their time.**

The primary attorneys are not currently committed to provide more than 25% of their time to any clients.

**B. A list of any other public entity clients located within the County of Santa Clara, or whose jurisdiction includes Santa Clara County.**

RPLG currently represents six other public entity clients located in Santa Clara County or whose jurisdiction includes Santa Clara County:

1. Los Gatos, Town of
2. San Jose, City of
3. Santa Clara, City of
4. Santa Clara Valley Transportation Authority
5. Santa Clara Valley Water District
6. Sunnyvale, City of

In the interest of full transparency, RPLG's sister entities Renne Public Management Group ("RPMG") and Renne Public Policy Group ("RPPG") also represent the following public entity clients located in Santa Clara County or whose jurisdiction includes Santa Clara County:

1. Los Altos Hills, Town of (RPMG)
2. Morgan Hill, City of (RPPG)
3. Mountain View, City of (RPMG and RPPG)



**C. Identify any foreseeable or potential conflicts of interest that could result from the law firm/attorney's representation of the Cities Association and the proposed solution to resolve any potential conflicts of interest.**

Los Gatos, San Jose, Santa Clara, and Sunnyvale are Cities Association members. As such, there may be potential conflicts of interest in the negotiation of a joint powers agreement between the Cities Association and these member cities. We plan to resolve these potential conflicts of interest through conflict waivers, approved by these four cities and the Cities Association.

Out of an abundance of caution, we also want to notify the Cities Association that in her prior capacity as Mountain View City Attorney, Of Counsel Jannie Quinn advised the City of Mountain View regarding a harassment and discrimination claim involving the Cities Association and its member cities. Because the matter has been resolved through settlement, we do not believe a conflict waiver is required.

**D. Identify all matters within the past three years in which the primary attorneys have been adverse to public entities in filed litigation.**

The primary attorneys have not been adverse to public entities in filed litigation in the past three years.

**Section 7. Fee Proposal:**

For this opportunity, RPLG offers an hourly rate of \$340 for the attorneys identified above.

We understand that the Cities Association's current General Counsel has estimated that his monthly billing has averaged less than 14 hours per month, plus additional time for the negotiation and adoption of a prospective joint powers agreement.

To keep professional fees at a minimum, legal work that does not require more experienced attorneys will be performed, where feasible, by attorneys with lower billing rates. In addition, paralegals and law clerks are available to do a variety of tasks to support attorneys, including maintaining and organizing files, conducting research, and drafting documents.

RPLG shall bill the City monthly. Each bill shall indicate the date of the work done, the nature of the work that was accomplished, the attorney that performed the work, and the fee for the work. The following out-of-pocket expenses will be separately itemized and included in bills to the Cities Association, without markup: (1) extraordinary operating expenses, including items such as messenger services, overnight mail charges, Westlaw research, and extraordinary copying; (2) necessary travel and subsistence expenses; and (3) court costs, including filing fees, witness fees, and deposition and discovery costs not paid directly by the City. All travel shall be reimbursed at the IRS prevailing rate for mileage only.

The Cities Association shall review and, if agreeable to the costs listed, approve RPLG's monthly statements and pay RPLG for services rendered and expenses incurred at the rates and in the amounts provided in this agreement within thirty (30) days of receipt of the monthly statements.

# Exhibit A

# JANNIE QUINN

(408) 858-9151 | Jannie.Quinn@yahoo.com | [LinkedIn](#)

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## ATTORNEY

### EXECUTIVE LEGAL COUNSEL – POLICY DEVELOPER

Accomplished Attorney with an extensive background in all matters of public agency law. An exceptional leader with outstanding research, negotiation, and analytical ability. Proven success advising executive decision-makers on rapidly evolving regulatory and compliance issues.

Litigation Management | Legal Research & Analysis | Public Agency Law | Local Government  
Community Engagement | Stakeholder Management | Leadership & Supervision | Training and Development  
Executive Presentations | Negotiation | Policy Development | Regulatory Compliance

#### *Area of Expertise*

Land Use and Development ~ Leases and City Property Development ~ Redevelopment  
Affordable Housing ~ Tenant Relations ~ Rent Stabilization ~ Contracts ~ Interagency Agreements  
First Amendment ~ Brown Act ~ Public Records Act ~ Political Reform Act ~ Elections

### PROFESSIONAL EXPERIENCE

#### **CITY OF MOUNTAIN VIEW – Mountain View, CA**

City Attorney | Jan 2010 – Aug 2019

Interim City Attorney | Jan 2022 – April 2022

*Prior roles at City of Mountain View include Sr. Assistant City Attorney and Assistant City Attorney*

Provided legal advice, services, and support for top leadership, city employees, and community members. Managed a team of attorneys and support staff while governing the workflow, review, and preparation of all assignments. Trained staff, board and commission members and elected officials on a variety of topics including the Brown Act, ethical conduct, harassment, and discrimination. Developed and presented city ordinances on local elections, land use, businesses, and housing issues. Created legal agreements, policies, procedures, and reports. Managed litigation cases and appeared on behalf of the city in all civil, criminal, and administrative hearings. Mitigated risks through cost-effective resolutions. Prosecuted municipal ordinance violations. Performed negotiations and created written contracts for disposition and development agreements and long-term ground leases.

- Collaborated with public agencies to formulate and implement various community initiatives and programs, including Silicon Valley Clean Energy, resulting in cost-effective use of public assets to achieve joint objectives.
- Formulated an oversight committee and implemented a dissolution plan to cease redevelopment operations, resulting in compliance with a state mandate to dissolve the Mountain View Revitalization Authority.
- Drafted critical legal analyses, including the Impartial Analysis of Ballot Measures, and led the implementation of the Community Stabilization and Fair Rent Act. Addressed rental housing issues impacting a majority of the local community.
- Developed a legal framework for efforts to synchronize radio and public safety communications systems, leading to the establishment of a joint powers authority presently known as the Silicon Valley Regional Interoperability Authority.

## **PROFESSIONAL EXPERIENCE CONTINUED**

### **CITY OF SAN JOSE – San Jose, CA**

Senior Deputy City Attorney | July 2020 – Dec 2021  
Advised Code Enforcement, Fire, and Civic Innovation Departments  
Worked on Special Projects

### **NOLAND, HAMERLY, ETIENNE, AND ROSS**

Of Counsel | Sept 2022 – Present  
Provide legal advice and services related to municipal and public entities

## **EDUCATION**

**Juris Doctor**, University of San Diego

**Bachelor of Arts in Psychology**, University of San Diego

## **ANDREW SHEN**

350 Sansome Street, Suite 300  
San Francisco, California 94104  
PHONE: (415) 848-7200  
EMAIL: ashens@publiclawgroup.com

### **EXPERIENCE**

#### **Renne Public Law Group**

Senior Counsel (October 2022 - present)

Practice areas include government, land use, ethics and conflicts of interest, and elections law.

#### **San Francisco City Attorney's Office**

Team Leader, Ethics & Elections Team (December 2019 – September 2022)

Deputy City Attorney, Land Use Team (June 2017 – December 2019)

Deputy City Attorney, Ethics & Elections Team (September 2007 – December 2019)

Chief Ethics and Elections counsel for the City and County of San Francisco. Provide City elected officials, commissioners, department heads, and employees with legal advice concerning campaign finance, conflicts of interest, elections, and governmental ethics. Draft legal opinions, legislation, titles and summaries, and ballot digests. Primary clients include the Ethics Commission, Department of Elections, Elections Commission, Ballot Simplification Committee, and Redistricting Task Force. Advise deputy city attorneys on legal ethics obligations and served on State Bar Committee on Professional Responsibility and Conduct (2011-13). Provided advice to Planning Department and Public Works on California Environmental Quality Act (CEQA) and Subdivision Map Act issues.

Assist with litigation related to these topics, including the following notable cases: *Dudum v. City and County of San Francisco*, 640 F.3d 1098 (9th Cir. 2011) (ranked-choice voting); *Arntz v. Superior Court*, 187 Cal.App.4th 1082 (2010) (term limits); *Defend Bayview Hunters Point Committee v. City and County of San Francisco*, 167 Cal.App.4th 846 (2008) (referendum petition).

#### **Keker & Van Nest LLP**

Associate (October 2005 – August 2007)

Involved in range of civil and white-collar criminal cases. Prepared and examined witnesses in federal court trial. Wrote and argued motions. Managed civil discovery tasks such as document production, written discovery responses, and depositions.

#### **Honorable William J. Rea, Senior District Court**

##### **Judge for the Central District of California**

Law Clerk (August 2004 – August 2005)

Drafted opinions and orders. Recommended rulings on motions before the court.

### **EDUCATION**

#### **University of California at Berkeley, School of Law**

J.D. awarded, May 2004; admitted to the State Bar of California, December 2004

Volunteer law clerk at Lawyers' Committee for Civil Rights (August 2002 – April 2003) and American Civil Liberties Union Immigrants' Rights Project (September – December 2003)

#### **Stanford University**

B.A. with Departmental Honors, Philosophy, June 1999



## Jenica Maldonado

Partner

415.848.7200 • [jmaldonado@publiclawgroup.com](mailto:jmaldonado@publiclawgroup.com)

### Practice Areas

- Labor and Employment
- Government
- Ethics and Elections

### Bar Admission

- California
- United States Supreme Court
- United States Court of Appeals, Ninth Circuit
- United States District Court, Northern District of California
- United States District Court, Central District of California
- United States District Court, Eastern District of California

### Education

- University of San Francisco School of Law, JD, *magna cum laude*
  - U.S.F. Law Review, Symposium Editor
  - Jessup International Law Moot Court Team
- Santa Clara University, BS, *magna cum laude*

## Experience

Jenica Maldonado has dedicated her professional life to public service, having started her career in government over twenty years ago. She is an experienced municipal law and employment attorney, equally comfortable litigating and providing advice and counsel. She aims, first and foremost, to be a strategic partner to colleagues and clients. Her experience in high-stakes matters gives her the confidence to shepherd clients through challenging situations and the perspective to navigate towards the best available outcome. Ms. Maldonado values the comradery that comes with practicing with dedicated attorneys and the trust that forms with one's long-term clients.

### RELATED EXPERIENCE

Prior to joining the Renne Public Law Group, Ms. Maldonado served as a Deputy City Attorney in the San Francisco City Attorney's Office for almost seven years. During her tenure in the Office, she worked on the Ethics and Elections Team and the Labor Team.

### ETHICS & ELECTIONS TEAM

As a Deputy City Attorney on the Ethics and Elections Team, Ms. Maldonado advised the Department of Elections regarding local and state election laws and municipal law matters, including public records and open meeting laws. She prepared title and summaries for local initiative measures, drafted ballot questions, and prepared preliminary ballot digests and served as the ex officio member of the City's Ballot Simplification Committee for the November 2019, March 2020, and November 2020 elections. She defended election contests in trial and appellate courts, including obtaining dismissals of challenges to a November 2019 affordable housing general obligation bond measure. Ms.

Maldonado counseled the Ethics Commission and staff regarding local and state ethics laws, and advised commission staff regarding ethics enforcement matters. She provided guidance to elected officials, commissioners, and City employees regarding conflict of interest laws and conducted related trainings. Ms. Maldonado also drafted legislation and provided advice regarding the City's response to the COVID-19 pandemic.

## LABOR TEAM

As a Deputy City Attorney on the Labor Team, Ms. Maldonado represented the City in employment litigation matters at the trial and appellate court levels. Her matters ranged from single plaintiff cases alleging discrimination or disability-related claims to large, multi-plaintiff lawsuits contesting promotional exams for alleged disparate impact based on race or age. In many matters acting as lead counsel for the City, Ms. Maldonado executed complex e-discovery plans, took and defended depositions, drafted and argued motions, including motions for summary judgment, and defended successful trial court outcomes before the court of appeal. She also represented the City in labor arbitrations and administrative proceedings, including before the California Public Employment Relations Board ("PERB"), the California Department of Labor Standards and Enforcement ("DLSE"), the California Department of Fair Employment and Housing ("DFEH"), and the U.S. Equal Employment Opportunity Commission ("EEOC").

Ms. Maldonado also served as the assigned advice attorney on labor and employment matters to various City departments, including the Public Defender, Department of Building Inspection, the Department of Homelessness and Supportive Housing, Board of Supervisors, and the Department of Public Health.

## OTHER EXPERIENCE

Prior to advising the City, Ms. Maldonado was a labor and employment associate at Perkins Coie LLP and Hanson Bridgett LLP. During law school, she clerked for the Government Team at the San Francisco City Attorney's Office and externed for the Honorable Joyce Kennard of the Supreme Court of California. Prior to law school, she interned for Senator Dianne Feinstein in Washington, D.C., for San Francisco Mayor Gavin Newsom, and for the San Francisco Municipal Transportation Agency.

## REPRESENTATIVE MATTERS

Some of Ms. Maldonado's representative legal matters include:

- ***Denny v. Arntz*** – successfully defended City defendants in pre- and post-elections attempting to remove a \$600 million local affordable housing bond measure from the ballot and subsequently invalidate the election result in favor of the measure based on allegedly flawed language in the voter materials. Obtained dismissal and final judgment in pre-election challenge. Obtained dismissal of post-election challenge and represented City defendants on appeal.
- ***Daugherty v. CCSF*** – defended San Francisco Police Department following termination of officers after discovery of racist and other offensive text messages. Managed voluminous evidence collection and production took and defended key depositions, and drafted motions. Following adverse trial court order, Court of Appeal issued [published decision](#) finding terminations did not violate the Public Safety Officers Procedural Bill of Rights Act ("POBRA").

- ***Stockwell et al. v. CCSF; Stevenson v. CCSF; Johnson v. CCSF*** – defended San Francisco Police Department and San Francisco Fire Department in multi-plaintiff cases challenging promotional exams for alleged disparate impact based on age and race. Managed voluminous discovery productions, defended depositions, worked with experts on statistical analyses, and drafted motions, including opposition to class certification and motions for summary judgment.
- ***Lai v. CCSF*** – defended San Francisco Fire Department's reassignment of managers to new fire stations following finding that subordinate had suffered sexual harassment. Prevailed on anti-SLAPP motion. Developed and executed discovery plan to protect third party privacy interests during substantial discovery production.
- ***Singson v. City of Millbrae*** – second-chaired a federal court jury trial regarding a City of Millbrae police officer's First Amendment retaliation claim. Conducted voir dire and examined witnesses. Obtained unanimous defense verdict.
- ***Professional Engineers in California Government v. Schwarzenegger*** – litigated consolidated action before the California Supreme Court, California Court of Appeal, and Alameda County Superior Court relating to California's 2010-2011 budget impasse and the California Department of Personnel Administration's implementation of the Governor's furlough program.

## AWARDS AND HONORS

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- Phi Beta Kappa
- Bloomberg BNA Award for Excellence in the Study of Labor and Employment