



City of Columbia Heights

Proposal for Civil and Labor and Employment Legal Services August 31, 2026

*Joseph J. Langel
jjl@ratwiklaw.com*

*Timothy A. Sullivan
tas@ratwiklaw.com*

*Jordan H. Soderlind
jhs@ratwiklaw.com*

*444 Cedar Street, Suite 2100, Saint Paul, Minnesota 55101
Phone: (612) 339-0060 Facsimile: (612) 339-0038
www.ratwiklaw.com*

Joseph J. Langel
Direct Phone: (612) 225-6837
jjl@ratwiklaw.com



August 31, 2026

Aaron Chirpich
City Manager
City of Columbia Heights
3989 Central Avenue NE
Columbia Heights, MN 55421
achirpich@columbiaheightsmn.gov

RE: *Proposal for City Attorney and Labor and Employment Legal Services*

Dear Mr. Chirpich:

Ratwik, Roszak & Maloney, P.A. is pleased to submit this proposal to serve as City Attorney and Labor and Employment Counsel for the City of Columbia Heights, providing general and labor and employment legal services as described in the City's Request for Proposals dated August 10, 2026. We understand the scope of work for Track 1 to include general counsel services to the city council, planning commission, city manager, and staff, including litigation defense, employment and labor advice, land use and development review, contract and ordinance drafting, and representation in condemnation, code enforcement, and regulatory matters. We understand the scope of work for Track 3 to include general advice, policy review, employment law matters, labor relations, and related representation.

We are committed to performing these services within the time periods requested by the City, including attendance at regular City Council meetings, Planning Commission meetings, and other advisory board meetings as requested, and providing prompt, responsive service consistent with the priority the City's legal matters deserve.

We believe our firm is best qualified to serve as City Attorney and Labor and Employment Counsel because our practice is dedicated almost exclusively to municipal law. This has been true for the nearly 40 years that our firm has existed. We currently represent over 100 Minnesota cities, counties, school districts, joint powers entities and statutory entities, practicing in the same areas of law for which Columbia Heights seeks representation. We routinely provide the various services listed in your RFP.

This proposal constitutes a firm and irrevocable offer for a period of 120 days after the proposal due date of August 31, 2026. If there is any additional information you would like from our firm, please let me know. I look forward to hearing from you.

Very truly yours,

Over 35 Years of Service

TABLE OF CONTENTS

EXECUTIVE SUMMARY	1
FIRM BACKGROUND	1
PROPOSED STAFFING.....	2
FIRM RESOURCES	3
SCOPE OF SERVICES.....	4
TRACK 1: CIVIL LEGAL SERVICES / CITY ATTORNEY SERVICES.....	4
TRACK 3: LABOR AND EMPLOYMENT LEGAL SERVICES	5
COMMUNICATION AND SERVICE APPROACH	5
MUNICIPAL EXPERIENCE	6
CONFLICTS OF INTEREST	8
REFERENCES	9
FEE PROPOSAL – TRACK 1	10
FEE PROPOSAL – TRACK 3	11
ATTACHMENT A - ATTORNEYS' RÉSUMÉS	

EXECUTIVE SUMMARY

Ratwik, Roszak & Maloney, P.A., is pleased to present this proposal for providing general legal services to the City of Columbia Heights. As detailed below, we are a specialty law firm focused almost exclusively on municipal law. We represent over 100 cities, counties, school districts, joint powers entities and statutory entities throughout the State of Minnesota. The list of municipal legal services set forth in the Request for Proposals lists legal services that we have been providing for our clients for many years. We have the experience necessary to professionally and efficiently represent the City of Columbia Heights.

Joseph Langel would be the appointed City Attorney. Joe is the Firm president and a senior shareholder with 30 years of experience in representing cities, counties, school districts, joint powers entities, and statutory entities. He is currently the appointed City Attorney for 14 cities.

FIRM BACKGROUND

The firm was founded more than 39 years ago by Paul Ratwik, John Roszak and Patricia Maloney, each of whom already had extensive experience in municipal law. Since its founding, the firm has expanded and built its practice on the strength of its attorneys and dedication to its public clients. From the beginning, Ratwik, Roszak & Maloney, P.A. focused its practice exclusively on local government law. We take pride in representing cities, counties, school districts, joint powers entities and other governmental entities throughout Minnesota. Because of our reputation and expertise, the State of Minnesota also retains the firm for special investigations. The firm's focus is reflected in its billings, 99% of which are to government clients. That percentage has remained consistent for many years.

Except as provided above, our attorneys provide a full range of legal services and have expertise in all areas of law affecting public entities, including, but not limited to:

- Public sector labor and employment law
- Public contracting law
- Open Meeting Law and Data Practices Act
- Real estate acquisition (including the use of eminent domain)
- Ordinance drafting
- Code enforcement
- Environmental law
- Municipal litigation
- Contract drafting, including development agreements

- Zoning issues, including variances and conditional use permits

We currently have 17 attorneys and five support staff. A brief description of the attorneys' practice areas is attached. Our office is in downtown Saint Paul, providing us with centralized access to our statewide and regional clientele.

There have been no malpractice claims against our firm or the firm's attorneys, nor has any discipline been imposed against any attorney in the firm. The firm obtains malpractice insurance coverage in the amount of \$5,000,000 from Minnesota Lawyers Mutual. The firm is an equal opportunity employer.

PROPOSED STAFFING

As indicated above, Mr. Langel would serve as the City Attorney for the City of Columbia Heights. Mr. Langel graduated from Loras College, magna cum laude, with a B.A. degree in Political Science and Economics, earned an M.A. degree in International Relations from the University of Chicago, and earned his J.D., cum laude, from the University of Minnesota Law School. He was admitted to the Minnesota bar in 1994. Following a judicial clerkship at the Minnesota Court of Appeals, Mr. Langel joined Ratwik, Roszak & Maloney, P.A. and has been practicing municipal law full time ever since. A senior shareholder with the firm, he is a member of the Minnesota State Bar Association and is admitted to practice in Minnesota and Wisconsin, as well as Minnesota Federal District Court and the Eighth Circuit Court of Appeals.

Virtually all of Mr. Langel's work relates to municipal law. Mr. Langel is the appointed City Attorney for Brainerd, Crosby, Crosslake, Isanti, Clear Lake, Ironton, Jordan, Cass Lake, Fifty Lakes, Breezy Point, Blackduck, Manhattan Beach, Jenkins and Federal Dam. The services provided to these cities are consistent with the scope of work sought by the City of Columbia Heights. Mr. Langel is also the appointed attorney for the Lake Minnetonka Conservation District and represents a number of public school districts throughout the state. If the Firm is retained by Columbia Heights, a portion of Mr. Langel's existing workload will be reallocated to other attorneys to allow time to be dedicated to Columbia Heights.

Assisting Mr. Langel, and acting as lead labor and employment attorney, is Tim Sullivan. Mr. Sullivan is a shareholder of the firm and has been with Ratwik, Roszak & Maloney, P.A. his entire career. He graduated from Winona State University, earning B.A. and B.S. degrees, magna cum laude, and graduated first in his class from Hamline University School of Law, earning a J.D., summa cum laude. He is admitted to practice in Minnesota, the U.S. District Court for the District of Minnesota, and the Eighth Circuit Court of Appeals. He is a member of the Minnesota State Bar Association and is currently on the Board of Directors of the Minnesota Defense Lawyers Association.

Throughout his career, Mr. Sullivan has almost exclusively represented public entities. He has substantial experience in labor and employment law matters, including drafting labor agreements, conducting union negotiations, grievance arbitration, interest arbitration, discipline and discharge of public employees, veterans' preference matters, employee leaves, and employee performance management. He also has substantial experience successfully representing public entities in litigation before Minnesota state and federal courts.

Assisting both Joe and Tim is Jordan Soderlind, a shareholder of the firm who has been practicing law since 2014. He graduated from St. Olaf College, earning a B.A., and graduated from William Mitchell College of Law, earning a J.D., magna cum laude. He is admitted to practice in Minnesota and the U.S. District Court for the District of Minnesota. He is a member of the Minnesota State Bar Association, the Ramsey County Bar Association, and the Minnesota Defense Lawyers Association. Mr. Soderlind focuses almost exclusively on representing public entities, advising schools, cities, and other municipalities on municipal powers and duties, including data practices and open meeting issues, governance, elections, contracts, and civil litigation. He has conducted numerous employment investigations and has significant experience with employment law matters.

City work will be coordinated through Joe Langel, who will be the primary point of contact for all legal areas. Joe will assign attorneys and staff as appropriate given the nature of the work. The firm's associate attorneys are each knowledgeable and experienced in municipal law, and may be assigned to review and draft contracts, research and draft legal opinions, perform investigations and generally assist shareholders in representing the City. Shareholders monitor all work performed by associates to ensure that high-quality service is provided at the lowest practical cost.

In addition, our support staff is highly professional and experienced in providing assistance on municipal issues, as that has been the focus of our firm since it was founded. Staff will handle document assembly, scheduling, preparation of routine notices and similar tasks.

FIRM RESOURCES

Our physical legal library consists of reference materials covering a number of areas (e.g., real property law, construction law, law and employment law, liquor law, Minnesota Basic Code, parliamentary procedure, etc.). For case law and related research, we utilize Westlaw and other online search engines. We use Smokeball for our file and document system. Our entire firm's filing and document system is cloud-based and available to our attorneys and staff from anywhere at any time.

Our file database contains over a million documents accumulated over decades of representing governmental entities. This is a wealth of searchable data that can be tapped to make researching of common issues and the drafting of form documents more efficient. In addition, both our legal research and filing system software now contain customized artificial intelligence programs that can shorten the time needed for routine tasks, thereby reducing costs for our clients.

SCOPE OF SERVICES

We reviewed the Scope of Services set forth in **Track 1: Civil Legal Services / City Attorney Services** of the Request for Proposals. Each of the items listed are generally understood to be within typical general counsel work for a city attorney. Our firm is experienced in these matters and is prepared to provide these services to the City of Columbia Heights. These services include:

- Advise the city council, planning commission, city manager, and staff on legal matters.
- Attend city council, planning commission, and advisory board meetings as requested.
- Prepare and review ordinances, resolutions, contracts, agreements, correspondence, and council/board reports.
- Prepare and review development agreements, PUD agreements, municipal contracts, joint powers agreements, and leases.
- Advise and assist staff in developing RFPs, bid documents, and procurement of goods and services.
- Assist staff in processing licensing violations, administrative fines, suspensions, and administrative review procedures.
- Assist and represent the City in the acquisition of properties for public improvements, easements, economic development, parks, and condemnation proceedings.
- Research and advise on open meeting law, data practices, records retention, land use statutes, comprehensive plans, and Metropolitan Council approvals.
- Advise on economic development matters.
- Advise on employment matters, including personnel issues, PERA, FLSA, Veterans' Preference, unemployment compensation, and personnel policies.
- Coordinate with Bond Counsel on financing, special assessments, bonds, and insurance requirements.
- Represent the City in ordinance enforcement matters (building, property maintenance, zoning) and before state and federal regulatory agencies.
- Defend the City in litigation, including uninsured claims and other insurance matters.
- Provide prompt, high-level customer service and reasonable response times.

Ratwik, Roszak & Maloney, P.A. does not currently represent the City of Columbia Heights and has not previously provided legal services to the City. The Firm does not serve as bond counsel. The Firm does handle routine development issues (rezoning, development agreements, business subsidy agreements, plat review, etc.) but does not offer specialty services for the EDA.

We have also reviewed the Scope of Services set forth in **Track 3: Labor and Employment Services** of the Request for Proposals. Our firm is experienced in these matters and is prepared to provide these services to the City of Columbia Heights. These services include:

- Advise on employment law, workplace policies, employee discipline, investigations, personnel matters, disability accommodation, leave issues, wage and hour issues, and employment risk.
- Advise on collective bargaining, labor relations, grievance handling, arbitration, mediation, and unfair labor practice matters.
- Participate in in-person collective bargaining negotiations.
- Represent the City in employment-related litigation, administrative proceedings, arbitration, or other contested matters when requested.
- Coordinate with civil counsel, insurance counsel, and City staff as needed. Review employee handbooks, personnel policies, employment agreements, separation agreements, memoranda of understanding, and collective bargaining agreements.
- Advise on public-sector labor statutes, civil services or charter-related employment provisions, as well as workplace compliance.

COMMUNICATION AND SERVICE APPROACH

Nearly all communications with our clients occur via phone or e-mail. Meetings are often handled virtually. We have no preferred communication method; the client may use whatever works best for them.

In terms of how matters are handled, many inquiries are routine in nature and can be handled immediately via phone or email. Other requests are prioritized based on their nature, timing and complexity. Some matters must be handled quickly because of statutory deadlines or client timelines; others are more long-term in nature (such as litigation matters). Timeliness of legal services is of great importance for all our clients. We discuss the timing of assignments with our clients when we receive them to ensure there are no misunderstandings and we work hard to meet our clients' expectations. We

have the capacity to provide reports and memos and other responses in reasonable time frames, subject to possible interruptions caused by trials, hearings and illness.

Reporting of the status of pending projects varies by client. For many, this is handled informally through routine communications. Some, however, prefer a more formal written list that is updated on a regular basis. We will accommodate whatever approach is preferred by the City. The City's matters will be given the priority of an ongoing general counsel relationship, and staffing depth at the firm ensures reasonable response times are maintained even during trials, hearings, or attorney absences.

MUNICIPAL EXPERIENCE

The following describes several areas of municipal law and our experience in serving our municipal clients.

Labor and Employment Law

This firm has an extensive history in labor and employment law, handling such issues on a daily basis for dozens of governmental entities statewide. We have performed hundreds of employment investigations, negotiated hundreds of millions of dollars' worth of collective bargaining agreements, and represented the government in hundreds of employment discipline matters. We are experts in state and federal public sector labor and employment law, representing cities, counties, school districts and joint powers entities all across Minnesota in contract negotiations, grievance arbitrations and interest arbitrations.

Ordinances / City Code

We routinely draft, review and revise city ordinances of all kinds, and will assist in the codification process. Interpreting, providing advice on, and enforcing city codes are tasks undertaken by the firm on a daily basis. We routinely draft letters to residents on code issues, obtain administrative search warrants, undertake the statutory hazardous structure procedure to remove dangerous buildings, and assist with nuisance abatement. We also assist with enforcement of rental maintenance codes and zoning codes, including through the administrative hearing process.

Development Issues

We have drafted and negotiated many development and escrow agreements, routinely review plats and related title work, and generally assist City staff with any questions arising out of the development process. This includes developing a customized “standard” development agreement for cities that staff can use to facilitate the development process if that is appropriate and useful.

Property and Easement Acquisition and Leasing

Mr. Langel often assists cities with buying and selling land. This includes drafting purchase agreements, retaining title companies, reviewing title, clearing title (including state bond liens), drafting deeds, etc. We work with the title company and any third-party acquisition specialists through closing to complete the transactions. We have also drafted and enforced a variety of lease agreements held by cities, both as landlord and tenant.

Easement acquisition is a common undertaking for cities. Mr. Langel has drafted a variety of easements (right-of-way, utility, trail, encroachment, etc.) as well as undertaken enforcement actions based on those easements.

In addition, Mr. Langel has undertaken a number of eminent domain actions over the years, including through the hearing process and appeal. Mr. Langel is experienced in both annexation and detachment proceedings before the Court of Administrative Hearings and has drafted orderly annexation agreements.

Assessments

Chapter 429 assessment issues are common. Mr. Langel routinely advises cities on assessment policy language, retaining appropriate appraisers, assisting with negotiations, and representing cities through contested hearings and appeals to district court and the court of appeals.

Economic Development

Mr. Langel drafts business subsidy agreements and development agreements to help with cities’ economic growth. Mr. Langel also assists cities with grant applications as well as other documents required by other levels of government (State, USDA, IRRR, etc.).

Government Data Practices

This firm frequently fields questions under the Minnesota Government Data Practices Act and has given numerous speeches and presentations on the statute and its

application. We also draft requests for opinions from the Department of Administration when requested, assist with numerous data requests, and defend cities from claims that they violated the MGDPA. We have considerable experience in this area.

Contract Law

This is a broad term, as it includes all kinds of contracts, such as construction contracts (AIA, EJCDC and custom), purchase and development agreements (discussed above), non-real estate purchase agreements, collective bargaining agreements, etc. A common contract issue concerns the application and interpretation of the bid law. Mr. Langel is routinely sought for his expertise in this area and is a presenter on the topic.

Franchise / Utility Law

Mr. Langel reviewed and negotiated multiple cable and utility franchise agreements for several cities. Mr. Langel is also general counsel for the Brainerd Public Utility Commission (water, sewer and electric utilities) and represented it in a franchise fee dispute. Mr. Langel has also represented cities in disputes with utility users over utility fees, connection requirements and debt collection.

Trial / Litigation

As municipal attorneys, we have handled numerous litigation matters for our clients in state and federal court. We have represented our municipal clients in contract, condemnation, code enforcement, assessment appeals, land use appeals, annexation and other litigation. For example, Mr. Langel and Christian Shafer prevailed at the Court of Appeals on two landmark special assessment cases involving over \$1 million in assessments for interstate interchange improvements. Mr. Langel has litigated dozens of claims brought against or by the government, including personal injury, contract and construction defect claims, eminent domain actions, and zoning appeals. We also represent cities when court orders are needed for demolition of hazardous buildings, administrative search warrants, nuisance abatement and collections. Mr. Langel, Mr. Sullivan and Mr. Soderlind have appeared in district courts throughout Minnesota as well as in various forms of administrative actions (e.g., cartway hearing, PERA claims, DHR charges, etc.).

CONFLICTS OF INTEREST

When new matters come into the office, the lead attorney runs a conflict check to assure no conflict of interest exists. A list of new matters is circulated weekly to all attorneys. In the event a potential conflict of interest may exist, we promptly notify each client or prospective client. If the firm reasonably believes that representation of one client will not adversely affect the relationship with the other client, we will undertake

representation only if both clients consent. If we believe our representation of a client could be materially limited by our relationship with another client, we will not represent the client but will assist the client in finding adequate representation. Our goal in identifying and resolving all conflicts is to maintain the loyalty present in all our client relationships.

The firm presently represents over 100 public entities consisting of cities, counties, school districts and joint powers entities. While we have been retained by the Columbia Heights School District, we do not believe that our representation will create a direct conflict of interest with our representation of the City of Columbia Heights. The firm does not represent developers.

REFERENCES

Below are several Minnesota municipal client references.

City of Brainerd

Nick Broyles, City Administrator
(218) 828-2307
nbroyles@brainerdminn.gov
City Attorney Civil Legal Services since XXXX
Population 14,395
Council-Mayor Form of Government

City of Crosby

Trish Harren, City Administrator
(218) 546-5021
cityadmin@cityofcrosby.com
City Attorney Civil Legal Services since XXXX
Population 2,630
Non-partisan City Council Form of Government

City of Isanti

Josi Wood, City Administrator
(763) 444-5512
jwood@cityofisanti.us
City Attorney Civil Legal Services since XXXX
Population 6,804
Council-Administrator Form of Government

City of Crosslake

Lori Conway, City Administrator
(218) 692-9803
lconway@cityofcrosslake.gov
City Attorney Civil Legal Services since XXXX
Population 2,394
Mayor-Council Form of Government

FEE PROPOSAL

TRACK 1: Civil Legal Services / City Attorney Services

We bill on an hourly basis. Our billing is for actual time incurred in 1/10-hour (6 minute) increments. We propose the following hourly rates effective January 1, 2027

	MISCELLANEOUS	LITIGATION	DEVELOPER PAID
Shareholders	\$210.00/hr.	\$240.00/hr.	\$260.00/hr.
Associates	\$190.00/hr.	\$205.00/hr.	\$205.00/hr.
Paralegal	\$100.00/hr.	\$100.00/hr.	\$100.00/hr.
Law Clerk	\$90.00/hr.	\$90.00/hr.	\$90.00/hr.

Out-of-pocket costs (e.g., filing fees, service fees, depositions, etc.) are billed at cost, without surcharges. Mileage will be billed at the current rate set by the IRS. There are no charges for ordinary photocopies, faxes, printing, or word processing. Payment can be made by check or ACH.

Hourly rates may increase annually, depending on inflation and the Firm's costs. Increases are typically in the range of \$5-10/hour. Increases do not necessarily occur every year.

Our firm issues detailed monthly billing statements including itemized dates of service, identification of attorney and any support personnel providing services, actual time spent on services, detailed description of the service provided, fees for the service provided, and all associated costs and expenses related to the service provided. Billing statements are also organized by project / file.

FEE PROPOSAL

TRACK 3: Labor and Employment Legal Services

We bill on an hourly basis. Our billing is for actual time incurred in 1/10-hour (6 minute) increments. We propose the following hourly rates effective January 1, 2027

	MISCELLANEOUS	LITIGATION	DEVELOPER PAID
Shareholders	\$210.00/hr.	\$240.00/hr.	\$260.00/hr.
Associates	\$190.00/hr.	\$205.00/hr.	\$205.00/hr.
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Thank you for providing the opportunity to submit this Proposal. We look forward to hearing from you.

Respectfully submitted,

RATWIK, ROSZAK & MALONEY, P.A.

By: /s/ Joseph J. Langel
Joseph J. Langel

RATWIK, ROSZAK & MALONEY, P.A.
ATTORNEYS' RÉSUMÉS

ANN R. GOERING

Education:

William Mitchell College of Law, J.D., *cum laude*, 1990
Hamline University, B.A., 1985

Legal Career:

Shareholder, Ratwik, Roszak & Maloney, P.A.

Primary Areas of Practice and Experience:

Labor and employment law, including employment litigation and arbitration, investigations, defense of harassment and discrimination claims, negotiation and administration of collective bargaining agreements; employee discipline and discharge; general school law; federal and state court civil litigation; data privacy and open meeting law.

JOSEPH J. LANGE

Education:

University of Minnesota Law School, J.D., *cum laude*, 1994
University of Chicago, M.A., 1988
Loras College, B.A., *magna cum laude*, 1987

Legal Career:

Shareholder, Ratwik, Roszak & Maloney, P.A., 1995 to present
Minnesota Court of Appeals, Judicial Law Clerk for Judge Thomas Kalitowski, 1994-95

Primary Areas of Practice and Experience:

General counsel to 14 cities, insurance defense for Minnesota counties, general counsel to public school districts across the state, general counsel for the Lake Minnetonka Conservation District, and counsel for various joint powers entities including fire districts. Work includes civil litigation (including construction litigation, eminent domain, contract litigation, and code enforcement), administrative hearings (annexation/detachment, election law), general municipal and public contracting laws, planning and zoning, real estate (acquisition, sale, easements, etc.), Open Meeting Law, Government Data Practices Act, code review and drafting, and bid law.

MARGARET A. SKELTON

Education:

William Mitchell College of Law, J.D., *cum laude*, 1993

University of Wisconsin, B.A., *with honors*, 1989

Legal Career:

Shareholder, Ratwik, Roszak & Maloney, P.A.

Assistant City Attorney, City of St. Paul

Attorney, Torres Law Offices

Primary Areas of Practice and Experience:

Civil litigation, labor and employment law, including labor negotiations, discrimination, harassment, constitutional torts, discipline, termination and arbitration.

JENNIFER K. EARLEY

Education:

William Mitchell College of Law, J.D., 1995

Winona State University, B.A., *cum laude*, 1989

Legal Career:

Shareholder, Ratwik, Roszak & Maloney, P.A.

Shareholder, Knutson, Flynn & Deans, P.A.

Primary Areas of Practice and Experience:

Civil litigation, labor and employment law, including labor negotiations, discrimination, harassment, constitutional torts, discipline, termination and arbitration.

ERIN E. BENSON

Education:

William Mitchell College of Law, J.D., *cum laude*, 2006

University of Minnesota, B.A., 2002

Legal Career:

Shareholder, Ratwik, Roszak & Maloney, P.A.

Primary Areas of Practice and Experience:

General municipal law, litigation, school law, and labor and employment law, employment investigations, data privacy and open meeting law.

CHRISTIAN R. SHAFER

Education:

University of Minnesota Law School, J.D., *magna cum laude*, 2007

University of Michigan, B.A., 2004

Legal Career:

Shareholder, Ratwik, Roszak & Maloney, P.A.

Primary Areas of Practice and Experience:

General municipal law, litigation, school law, special education, and labor and employment law.

TIMOTHY A. SULLIVAN

Education:

Hamline University School of Law., *summa cum laude*, 2010

Winona State University, B.A. 2006; B.S. *magna cum laude*, 2007

Legal Career:

Shareholder, Ratwik, Roszak & Maloney, P.A.

Primary Areas of Practice & Experience:

Labor and employment law, including employment litigation and arbitration, investigations, defense of harassment and discrimination claims, negotiation and administration of collective bargaining agreements; employee discipline and discharge; general municipal law; federal and state court civil litigation; data privacy and open meeting law.

JORDAN H. SODERLIND

Education:

William Mitchell College of Law, J.D., *magna cum laude*, 2014

St. Olaf College, B.A., 2010

Legal Career:

Shareholder, Ratwik, Roszak & Maloney, P.A.

Attorney, Anderson, Larson, Saunders, Klaassen & Dahlager, PLLP

Primary Areas of Practice & Experience:

General municipal law, litigation, school law, and labor and employment law.

ADAM J. FRUDDEN

Education:

University of Minnesota Law School, J.D., *cum laude*, 2018

Oakland University, M.A.T., 2014

Denison University, B.A., 2012

Legal Career:

Shareholder, Ratwik, Roszak & Maloney, P.A.

Primary Areas of Practice & Experience:

General municipal law, litigation, special education, school law, and labor and employment law.

MARY M. WAHLQUIST

Education:

University of Minnesota Law School, J.D., *cum laude*, 2022

University College Dublin, M.Sc., 2017

St. Olaf College, B.A., *magna cum laude*, 2016

Legal Career:

Attorney, Ratwik, Roszak & Maloney, P.A.

Primary Areas of Practice & Experience:

General municipal law, school law, and labor and employment law.

CAMERON E. FOX

Education:

University of Minnesota Law School, J.D., 2022

Hope College, B.A., *summa cum laude* 2016

Legal Career:

Attorney, Ratwik, Roszak & Maloney, P.A.

Primary Areas of Practice & Experience:

General municipal law, school law, and labor and employment law.

LAUREN T. KINGSBECK

Education:

University of St. Thomas School of Law, J.D., *cum laude*, 2022

St. Olaf College, B.A. *cum laude*, 2015

Legal Career:

Attorney, Ratwik, Roszak & Maloney, P.A.

Primary Areas of Practice & Experience:

General municipal law, school law, and labor and employment law.

ANDREA F. JAMISON

Education:

Mitchell Hamline School of Law, J.D., *cum laude*, 2023

United Nations Mandated University for Peace, M.A., *with honors*, 2015

Northeastern University, Boston, MA, B.A., *summa cum laude*, 2010

Legal Career:

Attorney, Ratwik, Roszak & Maloney, P.A.

Primary Areas of Practice & Experience:

General municipal law, school law, and labor and employment law.

STEPHANIE FRANCO MALAVE

Education:

University of St. Thomas School of Law, J.D., 2023

St. Catherine University, B.A., *magna cum laude*, 2019

Legal Career:

Attorney, Ratwik, Roszak & Maloney, P.A.

Primary Areas of Practice & Experience:

General municipal law, school law, and labor and employment law.

MADISON M. ELLIOTT

Education:

Mitchell Hamline School of Law, J.D., 2025

University of Minnesota, B.A., 2021

Legal Career:

Attorney, Ratwik, Roszak & Maloney, P.A.

Primary Areas of Practice & Experience:

General municipal law, school law, and labor and employment law.

TORI R. GALE

Education:

Mitchell Hamline School of Law, J.D., 2024

Portland State University, B.A., 2020

Legal Career:

Attorney, Ratwik, Roszak & Maloney, P.A.

Attorney, Atticus Family Law, S.C.

Primary Areas of Practice & Experience:

General municipal law, school law and labor and employment law.

JACK T. RADOMSKI

Education:

Marquette University Law School, J.D., 2026

University of Minnesota, B.A., 2023

Legal Career:

Attorney, Ratwik, Roszak & Maloney, P.A.

Primary Areas of Practice & Experience:

General municipal law, school law and labor and employment law.