



1115 E. Cottonwood Lane, Suite 150
Casa Grande, Arizona 85122
520.426.3824 • fitzgibbonslaw.com

Denis M. Fitzgibbons
DIRECT (520) 426-3826
denis@fitzgibbonslaw.com

December 30, 2024

VIA EMAIL ONLY

b.klein@jerome.az.gov

Brett Klein
Town Manager/Clerk, Town of Jerome
P.O. Box 335
Jerome, AZ 86331

Dear Mr. Klein:

Fitzgibbons Law Offices would like to express our profound interest in the opportunity to provide legal services for the Town of Jerome. Please accept this letter and the enclosed documents responsive to Request for Proposals No. 2024-002 for your consideration.

For over 20 years, our firm has provided high-quality civil legal services to cities and towns of various sizes. We currently serve as the City Attorneys for the City of Coolidge, the City of Maricopa, the City of Douglas, the Town of Duncan, the Town of Carefree and the Town of Winkelman. In the late 1990s, we represented the City of Casa Grande. For the past 20 years, we proudly represented the City of Coolidge. In 2003, we helped incorporate the City of Maricopa and represented that city since then. In 2021, we were retained by the City of Douglas when they decided to use outside counsel for their City Attorney services. In 2022, we were retained by the Town of Duncan when they were going through changes in their administration. In 2024, we were retained by the Town of Carefree and the Town of Winkelman. In our capacity for Maricopa, Coolidge, Douglas, Duncan, Carefree and Winkelman, we provide a variety of legal services with a high level of attention to detail and proficiency. These services include providing general legal advice, attending public hearings, and the preparation of documents, such as resolutions, contracts, development agreements, and ordinances, to name a few. Our vast experience in municipal representation allows us to efficiently turn around agreements and other documents or requests provided by the town council or town staff.

In addition to providing legal advice on a variety of topics that would impact cities and towns, such as Arizona Open Meetings Laws or Arizona Public Records Law, Fitzgibbons Law Office is also able to attend Town Council or other public meetings, as needed, to ensure legal compliance and answer questions. These much-needed services are provided with the understanding that cities and towns have budgetary constraints. We have years of experience providing legal services to other cities and towns, and can, therefore, offer our quality services to your Town in an efficient manner.

At this time, Fitzgibbons Law Offices does not anticipate any conflict between the Town of Jerome or any other current client, including other municipal clients. In the event a conflict arises between the Town and a private client, Fitzgibbons Law Offices would continue to represent the Town during such conflict. Within the past five (5) years Fitzgibbons Law Offices has represented AZCOPS,

Mr. Brett Klein, Town Manager/Clerk
December 30, 2024
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which is an employee organization representing police officers, primarily in Pinal County, concerning employment related matters.

At this time, Fitzgibbons Law Offices is designating Denis Fitzgibbons, Tina Vannucci and Nick Cook as the primary and substitute attorneys for the Town of Jerome. These attorneys do not have a conflicting schedule for the Town Council meetings.

Fitzgibbons Law Offices tailors its representation to the client that we represent. Our experience working with both small and larger cities and towns allows us to provide a quality work product delivered on time at an affordable rate. The decades that we spent representing municipal clients provides us with a wide range of legal knowledge and experience that we offer to the Town of Jerome. If you have any questions or require further documentation of experience and capabilities, please call our office at (520) 426-3824.

Thank you for your time and consideration.

Respectfully,

FITZGIBBONS LAW OFFICES, P.L.C.



Denis M. Fitzgibbons

DMF:tlv

Statement of Qualifications



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denis@fitzgibbonslaw.com

Statement of Qualifications

I. Firm Overview

Fitzgibbons Law Offices consists of ten (10) well trained, highly skilled attorneys with a strong ethical foundation, along with a twelve (12) talented support staff that provides a wide range of sophisticated legal services to a diverse array of clients, delivered on a timely basis for a reasonable fee.

The local government attorneys at the Fitzgibbons Law Offices offer comprehensive municipal law services to cities, towns, special taxing districts, quasigovernmental entities and other local governments.

Fitzgibbons Law Offices, P.L.C.
1115 E. Cottonwood Lane, Suite 150
PO Box 11208
Casa Grande, AZ 85130-0148
Office: (520) 426-3824

David A. Fitzgibbons
Email: david@fitzgibbonslaw.com
Denis M. Fitzgibbons
Email: denis@fitzgibbonslaw.com
Tina L. Vannucci
Email: tina@fitzgibbonslaw.com

II. Personnel Qualifications

- **Denis M. Fitzgibbons**: Denis has over 30 years of legal experience and now spends a majority of his time devoted to providing legal advice and services to municipalities in his capacity as the City Attorney for both the City of Maricopa, the City of Coolidge, and the City of Douglas.
- **David A. Fitzgibbons**: With over 30 years of legal experience, David has extensive experience representing special taxing districts and municipalities in real estate, litigation and government relations.
- **Ann F. Schrooten**: As an attorney for more than 30 years, Ann concentrates her legal services for municipalities in a variety of areas, including preparing and reviewing agendas, resolutions, agreements, working through the procurement process and drafting various City policies.
- **Tina L. Vannucci**: With Tina's over 15 years' experience, she assists municipalities in a variety of matters including contracts, land use, zoning, and working through employment matters

including matters involving the Family and Medical Leave Act, Americans with Disabilities Act, and compliance with requisite policies and procedures. Tina serves as the lead attorney for the Town of Duncan.

- [Nick S. Cook](#): In addition to reviewing contracts and advising planning and zoning commissions, Nick also provides in depth research and analysis for complex issues that municipalities and districts may encounter including public records, annexations, employment, procurement and telecommunications.

For further information regarding each attorneys' qualifications, please see the attached resumes.

III. Legal Competence

Fitzgibbons Law Offices has over twenty (20) years of municipal law experience. Our municipal attorneys are experienced in drafting ordinances, resolutions, agendas, in reviewing, negotiating, and drafting various governmental contracts, including, for example, development agreements, memorandums of understanding, intergovernmental agreements, contracts for services, real estate agreements and agreements for construction related services. Additionally, several of our attorneys have experience in advising public bodies, including city council, planning and zoning commissions, boards of adjustment, merit boards, and committees.

We are experienced in handling employment law matters for city governments, including matters involving labor-management relations. We assisted cities and towns in working through difficult employment matters involving the Family and Medical Leave Act, Americans with Disabilities Act, and compliance with requisite policies and procedures toward creating and maintaining a professional workplace.

We advise local governments in land use matters, taking into account relevant zoning laws, subdivision regulations and other policies and procedures in order to allow land to develop in a way that serves the public interest. We assist municipalities, and planning and zoning commissions with drafting and reviewing amendments to zoning codes and land use restrictions, and our attorneys provide consultation services in challenges to a zoning code requests for an exemption or variance. Our attorneys have a thorough understanding of the applicable laws and regulations and have assisted clients with all aspects of the annexation process.

The municipal attorneys at Fitzgibbons Law Offices strive to maintain their legal competence by attending continuing legal education conference throughout the year, and participating in the Arizona City Attorneys Association annual conference where issues concerning other municipalities are discussed in depth.

For a better account of Fitzgibbons Law Offices' legal competence, please feel free to contact the references identified below.



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Denis M. Fitzgibbons
DIRECT (520) 426-3826
denis@fitzgibbonslaw.com

William Sims, Sims Mackin, Ltd.
Phoenix, Arizona
(602) 772-5501
wjsims@sims-murray.com

Gilbert Lopez City Manager
City of Coolidge, Arizona
(520) 723-6006
glopez@coolidgeaz.gov

Ana Urquijo, City Manager
City of Douglas, Arizona
520-727-1268
ana.urquijo@douglasaz.gov

IV. Capacity and Capability

The attorneys at Fitzgibbons Law Offices are well-equipped to properly manage and respond to legal inquiries in short order and they spend the vast majority of their legal practice providing legal assistance for municipalities and special taxing districts. Our attorneys are available by phone, email, video conference, or in person during business hours. However, we understand that issues don't always arise Monday thru Friday, and for that reason our attorneys are typically available upon short notice and outside of general office hours.

Providing legal services to a municipality takes more than just a single attorney, and for that reason, Fitzgibbons Law Offices has several municipal attorneys that have the necessary legal experience to respond to legal questions, prepare contracts, and provide legal advice. In the event of immediate and pressing issues, one of our experienced attorneys can be on a phone call or video conference upon short notice.

Fitzgibbons Law Offices proposes Denis M. Fitzgibbons, David A. Fitzgibbons III, Tina L. Vannucci and Nicholas S. Cook to attend any meetings requested by the Town. In addition to Denis, David, Tina and Nick, Ann F. Schrooten and Kevin Fitzgibbons may also provide legal services to the Town.

V. Approach

As a city or town attorney, Fitzgibbons Law Offices views its role as guiding the city or town through the various legal issues that arise after receiving direction through the city or town Council, in the form of Resolution, Ordinance, or otherwise. We believe that it is important to keep the Town Council apprised of the various outstanding issues that the city or town faces or may face in the future. To that end, updates regarding the status of litigation, claims, liability, changes in law, etc. are provided as necessary or as requested via email or executive session.

Fitzgibbons Law Offices approach to communication will depend on the complexity of the legal questions presented. Below are some of the areas of expertise that our office has:

- open meeting and public records law
- elections
- procurement
- public safety
- employment law
- zoning and land use
- eminent domain and easements
- code enforcement
- permitting
- premises liability
- telecommunications
- gift clause
- religious land use and other constitutional issues
- drafted ordinances, policies and resolutions
- public notice
- ethics codes

Our attorneys are typically immediately available for telephone calls, but will also respond to any missed calls within 24 hours. We will also respond to emails within 24 hours, depending on the complexity of the legal questions. However, for legal questions that require in-depth research, our attorneys will prepare legal memorandums that can be provided to the City and retained by the City for future reference. With several attorneys able to provide quality legal services, we can turn around legal opinions and memorandum within a short time frame. Additionally, with our firm's over 20 years of experience representing municipalities and taxing districts, it is likely that we previously addressed or researched the issues that are presented to us.

VI. Scope of Work and Schedule

We read and fully understand the Scope of Services requested by the Town of Jerome as set forth in the published RFQ. Please be advised, as specified throughout this response, that Fitzgibbons Law Offices is well equipped to provide these services as necessary and in an efficient manner.

We understand that municipalities operate under time restrictions for a variety of reasons, i.e., council agendas, public hearings, elections, etc. However, our attorneys will provide services to the City on an as-needed basis. In addition, our attorneys can attend meetings on an as-needed basis, including in person, telephonically or virtually. For example, when the City needs legal services, such as contracts or council agendas reviewed, our attorneys will prioritize projects based on direction from City staff. We have experience prioritizing projects and dedicating substantial time to completing City projects in a timely manner.

VII. Fees, Costs and Sample Engagement Agreement

We have found that billing cities and towns for services provided, rather than requiring the use of a retainer has been successful for our clients. To that end, Fitzgibbons Law Offices bills on an hourly basis, with disbursements made on a dollar-for-dollar basis. Invoices are sent to clients on a monthly basis and include the nature of the work performed, the fees, and the costs advanced, in any. We understand that this may not be desired by each client. Should the Town request a fixed retainer agreement, we can negotiate such an arrangement.

Please see the attached sample Engagement Agreement for a full fee cost breakdown.

Municipal Resume



1115 E. Cottonwood Lane, Suite 150
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Denis M. Fitzgibbons
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denis@fitzgibbonslaw.com

FIRM MUNICIPAL HISTORY

Fitzgibbons Law Offices consists of well trained, highly skilled attorneys with a strong ethical foundation, along with a talented support staff that provides a wide range of sophisticated legal services to a diverse array of clients, delivered on a timely basis for a reasonable fee.

In terms of our municipal practice, Fitzgibbons Law Offices offer comprehensive legal services to cities, towns, special taxing districts, quasigovernmental entities and other related organizations. Our municipal attorneys are experienced in drafting ordinances, resolutions, agendas, in reviewing, negotiating, and drafting various governmental contracts, including, for example, development agreements, memorandums of understanding, intergovernmental agreements, contracts for services, real estate agreements and agreements for construction related services. We also provide services related to responding to public records requests and the governmental procurement process including drafting or reviewing solicitation documents and assisting with any bid challenges. We also advise our municipal clients concerning employment and litigation matters. In addition, our attorneys are available to attend public meetings held by various municipalities, including those held by City/Town Council, a governing board or other committees or commissions to provide legal advice and ensure compliance with Arizona Open Meeting Laws. Periodically, we offer training to our municipal clients on open meeting law compliance, or other relevant issues.

These services are also coupled with experienced litigation attorneys and staff and the ability to provide a prosecutor for misdemeanors, petty offenses, civil traffic and municipal ordinance violations.

REPRESENTATIVE CLIENTS

- **City of Maricopa:** Fitzgibbons Law Offices assisted in the incorporation of the City and has served as the City Attorney since its incorporation in 2003. Our services include providing all civil and criminal legal services for this City with a population that grew from just over 4,000 at incorporation to roughly 66,000.
 - **City of Coolidge:** Fitzgibbons Law Offices has served Coolidge as its City Attorney since 2001. Our services include providing both civil and criminal legal services for this City with a current population of about 14,000.
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- **City of Douglas:** Fitzgibbons Law Offices was retained as the City Attorney for the City of Douglas since 2021. Our services include providing all civil legal services for this City with current population of about 16,500

- **Town of Duncan:** Fitzgibbons Law Offices was retained as the Town Attorney for the Town of Duncan since 2022. Our services include providing all civil legal services for this Town with current population of about 800.

- **Town of Carefree:** Fitzgibbons Law Offices was retained as the Town Attorney for the Town of Carefree since 2024. Our services include providing all civil legal services for this Town with a current population of about 3,600.

- **Town of Winkelman:** Fitzgibbons Law Offices was retained as the Town Attorney for the Town of Winkelman since 2024. Our services include providing all civil legal services for this Town with a current population of about 300.

- **Arizona City Sanitary District:** The Arizona City Sanitary District is a special taxing district in Pinal County. Fitzgibbons Law Offices has served as the District Attorney since 2010. Our services include providing a variety of legal services in areas such as contracts, employment, open meeting law and litigation.

- **Sun Corridor Metropolitan Planning Organization:** Sun Corridor provides planning services to the communities of Casa Grande, Coolidge, Eloy, and rural portions of Pinal County. Fitzgibbons Law Offices has served as the Sun Corridor's General Counsel since 2014 and provides a variety of legal services in areas such as corporations, contracts and employment.

- **Stanfield Flood Control District:** Fitzgibbons Law Offices serves as the general counsel in conducting board elections, advising the board, and drafting intergovernmental agreements.

MUNICIPAL ATTORNEYS

- [Denis M. Fitzgibbons](#): Denis has nearly 30 years of legal experience and now spends a majority of his time devoted to providing legal advice and services to municipalities in his capacity as the City Attorney for both the City of Maricopa, the City of Coolidge, and the City of Douglas.
- [David A. Fitzgibbons](#): With over 30 years of legal experience, David has extensive experience representing special districts and municipalities in real estate, litigation and government relations.

- [Ann F. Schrooten](#): As an attorney for more than 30 years, Ann concentrates her legal services for municipalities in a variety of areas, including drafting and reviewing agendas, resolutions, agreements, working through the procurement process and drafting various City policies.
- [Tina L. Vannucci](#): With Tina's over 15 years' experience, she assists municipalities in a variety of matters including contracts, land use, zoning, and working through employment matters involving the Family and Medical Leave Act, Americans with Disabilities Act, and compliance with requisite policies and procedures. Tina serves as the lead attorney for the Town of Duncan.
- [Nick S. Cook](#): In addition to reviewing contracts and advising planning and zoning commissions, Nick also provides in depth research and analysis for complex issues that municipalities and districts may encounter including public records, annexations, employment, procurement and telecommunications.

Engagement Agreement



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denis@fitzgibbonslaw.com

December 30, 2024

We are pleased that the Town of Jerome (the "Town") has decided to retain Fitzgibbons Law Offices, P.L.C. for its Town Attorney. I am writing to address the terms of our representation.

Scope of Services

The Town hereby agrees to retain our firm as counsel to represent the Town in matters limited to the civil representation of the Town. This scope of services does not include prosecutorial services.

Fees

Denis M. Fitzgibbons will be the primary attorney handling this matter, but he will utilize other attorneys in the firm with the goal of providing the most cost-effective and efficient work product for the Town. Our discounted hourly rates for municipal clients for Town are as follows: Denis M. Fitzgibbons, David A. Fitzgibbons III, Tina L. Vannucci and Ann F. Schrooten at \$250; Nick S. Cook and Kevin Fitzgibbons at \$225; Paralegals are \$110, and Law Clerks are \$50.00. Any travel time will be billed at the hourly rate for the attorney providing services. If you ever have any questions or concerns about fees at any time, please feel free to contact me.

Disbursements

We bill disbursements back to you on a dollar-for-dollar basis. We request reimbursement for legal research costs, lodging, parking fees, and mileage. We do not request reimbursement for meals. We also request reimbursement for photocopying costs at \$.10 per page, postage, messenger service, and delivery charges where material must be sent via certified, registered, or express mail or package carrier.

Billing

We send invoices to our clients monthly. The billing will contain a brief summary of the nature of the work, the fees, and the costs advanced. For timeliness' sake, we will do our best to send invoices for services rendered and expenses incurred on your behalf no later than two or three weeks after the completion of the month in which the work is performed.

Applicable Law

This agreement shall be interpreted according to the laws of the State of Arizona.

Cooperation

We cannot effectively represent you without your cooperation and assistance. The Town's obligations include timely providing requested information and documents and cooperating in scheduling and related matters.

We very much appreciate the opportunity to serve the Town of Jerome and hope you will be pleased with the quality and efficiency of our work. We welcome your questions about this letter, our policies, our bills, and our work, so please call me directly if you ever have any questions.

In order to confirm your agreement to our representation on these terms, we ask that you sign below and return this letter to us. Please keep a copy of the agreement for your files.

Thank you for your time and consideration.

Respectfully,

FITZGIBBONS LAW OFFICES, P.L.C.

Denis M. Fitzgibbons

DMF:tlv

Town of Jerome

By: _____

Its: _____

Attorney Resumes

EXPERIENCE

Fitzgibbons Law Offices, P.L.C., Casa Grande, AZ
Attorney

1993 – Present

- Municipal/Government Practice
 - City Attorney for City of Maricopa
 - City Attorney for City of Coolidge
 - City Attorney for City of Douglas
 - Town Attorney for Town of Carefree
 - Attend meetings and advise city council during public meetings and during executive sessions.
 - Represent cities during personnel board meetings and hearings.
 - Review and prepare development agreements, intergovernmental agreements, telecommunications license agreements and provided advice regarding the same.
 - Provide trainings for new City Councilmembers regarding open meeting laws and public records laws.
- Private Practice
 - Represents individuals, families and major corporations concerning business and litigation matters.
 - Represents clients regarding estate planning and in probate and trust matters.
 - Represents members of the Arizona Conference of Police and Sheriffs for their local affiliates in Pinal County.

Snell and Wilmer, Phoenix, AZ
Associate

1989 – 1993

EDUCATION

Arizona State University, Tempe, AZ
Juris Doctorate

1989

Columbia College, New York City, NY
B.A.

1986

COMMUNITY INVOLVEMENT AND ASSOCIATIONS

- State Bar of Arizona Board of Governors, Past President
- Pinal County Bar Association Past President
- Pinal and Gila Counties Legal Aid Society Past President
- Maricopa County Bar Association Member
- Access Arizona – Economic Development Past President
- Catholic Foundation for the Diocese of Tucson Board of Directors

EXPERIENCE

Fitzgibbons Law Offices, P.L.C., Casa Grande, AZ
Attorney

1987 – Present

- Municipal/Government Practice
 - Attorney for the Arizona City Sanitary District
 - Attend meetings and advise special taxing districts.
 - Attend meetings and advice city councils as needed.
 - Review open meeting agenda and prepare Ordinances, Resolutions, and other policies and procedures relating to cities and special taxing districts.
 - Provide legal advice to municipalities regarding zoning and land use laws.
 - Represent special taxing district during negotiation and purchase of golf course.
- Private Practice
 - Represent developers as they seek governmental approval for multi-million dollar commercial and residential development projects, including negotiating zoning and land use with city officials.
 - Represent large businesses during mergers, acquisitions, and loan restructuring.
 - Represent buyers and sellers during real estate transactions and complex real estate litigation.

COMMUNITY INVOLVEMENT AND ASSOCIATIONS

- Chairman, Banner Regional Medical Center Foundation
- President, Casa Grande Industrial Development Authority
- President, Casa Grande Art Museum
- Board of Directors, St. Anthony School Foundation
- Board of Directors, Casa Grande Cougar Football Club
- Past President, Pinal County Bar Association, Past President

EDUCATION

Creighton University, Omaha, NE
Juris Doctorate

1986

Arizona State University, Tempe, AZ
B.A.

1983

EXPERIENCE

Fitzgibbons Law Offices, Casa Grande, AZ
Attorney

September 2005 – Present

- Government Experience
 - General representation of and providing advice and legal opinions to City Council, City Boards, Commissions and committees, City Manager, Department Directors and employees as necessary
 - Drafting agreements including, but not limited to, development agreements, purchase and sale agreements and professional services agreements
 - Drafting Ordinances, Resolutions, and policies and procedures related to the operation and development of the City
 - Consulting with Human Resources and other departments and drafting documents as necessary regarding employment policies, procedures and discipline issues
 - Consulting with the Development Services Department regarding zoning and subdivision rules and regulations and other policies and procedures related to land development
 - Attending meetings as requested
- Representative Clients:
 - Assistant City Attorney for City of Maricopa
 - Assistant City Attorney for City of Coolidge
 - Assistant City Attorney for City of Douglas
 - Town Attorney for Town of Duncan
 - Assistant Attorney for the Arizona City Sanitary District
- Other Areas of Practice
 - Business Law
 - Real Estate Law

MEMBERSHIPS

- State Bar of California Admitted December 2004
- State Bar of Arizona Admitted December 2005
- Pinal County Bar Association 2005 - Present

EDUCATION

University of San Diego School of Law, San Diego, CA
Juris Doctorate

August 2001 – May 2004

University of Wyoming, Laramie, WY
Bachelor of Science in Finance
Manga Cum Laude

August 1997 – May 2001

COMMUNITY INVOLVEMENT

- Arizona Commission on Appellant Court Appointments, Member
Appointed by Governor Doug Ducey July 2020 – present
- Boys & Girls Clubs of the Sun Corridor, Board Member March 2018 – present
- Casa Grande Elementary School District, Parent Volunteer 2015-2016

EXPERIENCE

Fitzgibbons Law Offices, P.L.C., Casa Grande, AZ
Attorney

December 2003 – Present

- Municipal Practice
 - Review and prepare contracts for variety of matters, including construction projects, intergovernmental agreements, telecommunications licenses, community service events and employment agreements.
 - Review City Council agenda and prepare Ordinances, Resolutions, and other council-approved policies and procedures.
 - Consult with all City Departments regarding drafting of agreements, policies, City Council agenda items, and other legal advice.
 - Representative Clients:
 - Assistant City Attorney for City of Coolidge
 - Assistant City Attorney for City of Douglas
- Private Practice
 - Real estate – meet with clients, review, prepare and negotiate purchase and sale agreements, promissory notes, deeds of trust, security agreements, leases and other transactional documents.
 - Estate Planning – meet with and advise clients on estate planning; prepare estate planning documents.
 - Probate and Trust Administration – meet with clients and prepare probate pleadings, assist with probate and trust administration, handle contested estates and trusts

EDUCATION

University of Arizona James E. Rogers College of Law, Tucson, AZ
Juris Doctorate

May 1989

Arizona State University, Tempe, AZ
B.S. Biology, *magna cum laude*

May 1984

COMMUNITY INVOLVEMENT

- Former Member of the Human Rights Committee for the Arizona Division of Developmental Disabilities
- Founder, The Willow Tree Foundation, a not-for-profit organization that supports families of medically fragile children

EXPERIENCE

Fitzgibbons Law Offices, P.L.C., Casa Grande, AZ

October 2017 – Present

Attorney

- Municipal Practice
 - Attend meetings and advise planning and zoning commissions.
 - Review and prepare contracts for variety of matters, including construction projects, intergovernmental agreements, telecommunications licenses, community service events and employment agreements.
 - Review City Council agenda and prepare Ordinances, Resolutions, and other council-approved policies and procedures.
 - Research regarding a variety of matters including, gift clause, condemnation, elections, zoning and land use, and other constitutional issues.
 - Representative Clients:
 - Assistant Attorney for City of Maricopa
 - Assistant Attorney for City of Coolidge
 - Assistant Attorney for City of Douglas
 - Assistant Town Attorney for Town of Duncan
 - Assistant Town Attorney for Town of Carefree
 - Town Attorney for the Town of Winkleman
- Private Practice
 - Represent police and correctional officers in disputes regarding employment-related disputes.
 - Represent business owners in sales, purchases and other general business entity matters.
 - Represent buyers and sellers during real estate transactions.

Arizona Court of Appeals, Div. 1, Phoenix, AZ

Spring 2016

Judicial Extern to the Honorable Samuel A. Thumma

- Drafted memoranda decisions for both civil and criminal appeals.
- Drafted *Anders* decisions and judicial memoranda for unemployment board appeals.

City of Tempe Attorney's Office, Tempe, AZ

Fall 2015

Extern

- Drafted variety of memoranda, with topics including tax liens, prosecutor's right to carry a firearm, religious discrimination, puppy mills, distracted driving, and public records law.

EDUCATION

Sandra Day O'Connor College of Law at Arizona State University, Tempe, AZ

May 2017

Juris Doctorate

Honors: Pedrick Scholar (Deans List)

W. P. Carey School of Business at Arizona State University, Tempe, AZ

December 2013

B.A. Business (Emphasis in Legal Studies), *cum laude*

COMMUNITY INVOLVEMENT

- Veterans Stand Down, Volunteer Spring 2013 – Present
- Honoring, Helping Our Heroes of Pinal, pro-bono 2018 – Present

Price Breakdown

PROPOSAL PRICE BREAKDOWN SHEET

Town of Jerome RFP

MUNICIPAL LEGAL SERVICES

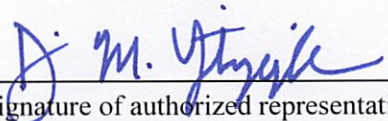
The undersigned authorized representative agrees to provide the services as requested based on the following schedule of fees:

- A. Retainer (Est. 20 hours per month) \$ _____ per month
B. Hourly billing rate (in excess of 20/month) \$ _____ per month
C. Straight Hourly Rate for Services Option \$ 250 per hour and \$225 per hour.
See attached Engagement Agreement.

Firm Name Fitzgibbons Law Offices, P.L.C.
Address 1115 E. Cottonwood Ln., Suite 150
Casa Grande, AZ 85122
Business Telephone (520) 426-3824
Business Fax (520) 426-8355
E-mail Address denis@fitzgibbonslaw.com

Type of Organization

- _____ A Professional Corporation, organized and existing under Arizona Law
_____ A Partnership (Please list all partners)
X _____ A Limited Liability Company (LLC) (Please list principals)


Signature of authorized representative

12/30/2024
Date

Denis M. Fitzgibbons
Printed of typed name

12/30/2024
Date