

September 4, 2018

Sereniah Breland  
City Manager  
City of Pflugerville  
P.O. Box 589  
Pflugerville, TX 78691

via Email: [sereniahb@pflugervilletx.gov](mailto:sereniahb@pflugervilletx.gov)

Re: Legal Services Rate Adjustment

Dear Sereniah,

I truly appreciate the confidence that City Council put in me and my firm as City Attorney in August of 2017 during the transitional phase when my former Partner George Hyde left the firm. At the time of Mr. Hyde's departure, I voluntarily reduced my hourly rate during this transitional period to \$180.00 per hour in a show of our dedication to the City. During the last year we have provided consistent and quality legal services to the City within budget.

As such, and as we have discussed, please accept this letter as notice that, effective October 1, 2018, I will be adjusting the hourly rate for Shareholders back to the previous hourly rate of \$195.00.

In addition to our current hourly rates, which have remained the same since 2011, we are adding an additional category of legal rate structure for state administrative proceedings. In the past we have billed our clients our litigation rates for this type of legal work. However, we determined that a separate billable rate for state administrative proceedings should be instituted at a level less than our litigation rates. As such, effective October 1, 2018 our billing rates for the City of Pflugerville will be as follows:

City Attorney Work:

\$195.00 per hour for Shareholders  
\$180.00 per hour for Partners  
\$180.00 per hour for all other Associates  
\$85.00 per hour for Paralegals

State Administrative Proceedings:

\$230.00 per hour for Shareholders  
\$210.00 per hour for Partners  
\$210.00 per hour for all other Associates  
\$85.00 per hour for Paralegals

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Litigation pre-trial and trial:

\$245.00 per hour for Shareholders

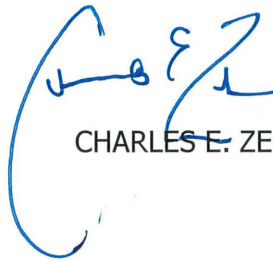
\$225.00 per hour for Partners

\$225.00 per hour for all other Associates

\$85.00 per hour for Paralegals

Thank you for your continued trust and confidence in our services. We look forward to a great future for the City of Pflugerville!

Very truly yours,

A handwritten signature in blue ink, appearing to read 'Charles E. Zech', is written over a large, light blue circular stamp or watermark.

CHARLES E. ZECH