

January 30, 2026

Doug Weiss, Mayor
Sereniah Breland, City Manager
City of Pflugerville
100 E Main Street Ste. 300
Pflugerville, TX 78691

via Email: SereniahB@pflugervilletx.gov
doug.weiss@pflugervilletx.gov
City Council blind copied by E-mail

RE: Engagement Letter – Special Counsel

Dear Mayor and City Council,

We appreciate the confidence you have demonstrated in Denton Navarro Rodriguez Bernal Santee & Zech P.C. (the "Firm") to provide City Attorney services to the City as City Attorney over the last 15 years. We have been honored to serve in that capacity and look forward to a continued relationship to provide on demand special counsel services as determined necessary by the City. To that extent we are providing an updated engagement letter to provide special counsel services. The rates applicable to these special counsel services differ from those charged under our City Attorney engagements because the services are discrete, non-recurring in nature and require focused availability, specialized expertise, and expedited analysis outside the scope of routine municipal legal services. Unlike ongoing City Attorney services, which benefit from continuity, volume efficiencies, and long-term staffing allocation, special counsel matters are handled on an as-needed basis and involve concentrated attention over shorter timeframes. Accordingly, we bill special counsel services at significantly higher rates, for example my current billable rate for special counsel work is \$400.00 an hour. However, in recognition of our longstanding relationship with the City and in appreciation for the years of trust the City has placed in our firm, and for its continued confidence, these rates provided for herein are reduced from our standard special counsel rates.

As Shareholder, I will be the primary supervising attorney and depending on the needs and workload, other lawyers in the firm will be assigned to increase responsiveness to your needs and reduce your overall costs.

The Firm agrees to serve the City of Pflugerville as special counsel based on the hourly attorney rates listed herein. All time will be billed at one-tenth of an hour increments. All invoices will be sent to you as the City Manager for the City of Pflugerville unless you direct otherwise. All invoices are due on receipt and are past due after thirty (30) days. All expenses, excluding travel expenses, are included in our rate structure. All related mileage is charged by multiplying the actual miles traveled by the then current IRS rate. All overdue payments are subject to Texas Government Code Chapter 2251. We will not charge other expenses as they are built into our rate structure.

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Effective March 01, 2026:

Special Counsel, hourly rates:

Shareholders	\$ 365.00 per hour
Partners/Sr. Associates	\$ 330.00 per hour
Associates	\$ 290.00 per hour
Legal Assistant/Paralegal	\$ 130.00 per hour

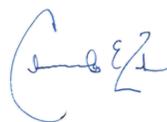
Please note that these rates apply to special counsel services only. Our existing litigation rates, which were previously established at a reduced level in connection with our City Attorney engagement, will remain unchanged for all current litigation still in progress. Our current City Attorney rates will continue in effect until February 28, 2026.

It is understood that the information exchanged between you, your representatives, and Denton Navarro Rodriguez Bernal Santee & Zech, P.C. is subject to the attorney-client relationship and is therefore both privileged and confidential. All communications and information are subject to the confidentiality provisions of Rule 1.05 of the Texas Disciplinary Rules of Professional Conduct and Rule 503 of the Texas Rules of Evidence.

Please execute this letter in the space provided below to acknowledge our engagement and return it to our office, via email at cezech@rampagelaw.com. Please feel free to contact us regarding any questions you may have involving this letter.

I understand that time is of the essence in this matter and look forward to providing you with reliable legal analysis and advice.

Very truly yours,
DENTON NAVARRO RODRIGUEZ BERNAL SANTEE & ZECH



CHARLES E. ZECH

CEZ/sf

APPROVED:

Signature

Effective Date

Printed Name

Title