JOHN W. DAVIDSON *(1929-2024)* ARTHUR TROILO *(1931-2020)* CHEREE TULL KINZIE R. GAINES GRIFFIN RICHARD E. HETTINGER
PATRICK W. LINDNER LEA A. REAM FRANK J. GARZA JAMES C. WOO DAVID R. RANGEL R. JO RESER
SCOTT SMYTH STEVEN M. PEÑA JESSIE LOPEZ RICHARD E. LINDNER BETSY J. JOHNSON
NICONDRA CHARGOIS-ALLEN MOLLY G. SOLIS JUSTIN J. NAIL AUSTIN R. BECK E. SPENCER NEALY
CHELSEA N. AMEN ZACHARY P. OLVERA LAUREN M. TREVINO MALLORIE FALCON
OF COUNSEL TERRY TOPHAM
Lea A. Ream

August 27, 2024

Via Email:
Mayor and City Council
City of Mount Pleasant
c/o Greg Nyhoff, City Manager
c/o Candias Webster, City Secretary
501 North Madison
Mount Pleasant, TX 75455

Re: Letter of Engagement
Interim City Attorney

Dear Mayor and City Council:

Thank you for considering the law firm of Davidson, Troilo, Ream & Garza, P.C (Firm) to represent the City of Mount Pleasant as your Interim City Attorney to assist the City in general legal matters until the City decides how it would like to proceed with selection of a City Attorney.

We have provided a summary of our professional experience in the enclosed Statement of Qualifications. Our firm has been providing services to the City as Special Counsel, however, that role has expanded over the couple of years. The firm's attorneys and staff are eager to continue to provide the City of Mount Pleasant with legal services of the highest quality. Together, we work tirelessly to ensure that all client needs are met by providing responsive, attentive service across all areas of law encountered by the City. We do our best to provide effective legal assistance while being mindful of the City's need to keep costs down.

I will be the lead attorney on this matter. In an effort to further manage the costs that the City incurs, the City will not be charged for any travel time to the City for me to attend one council meeting per month in person. I would arrange my travel so that I can spend a day, or more if needed, in the City to be available to City Council and staff to meet the City's legal needs. I would attend other meetings virtually. If you need for me or another attorney to attend additional council meetings or other events in person, we will charge for the travel time at half the hourly rate, unless we are able to work on other matters while traveling, in which case, the City will not be charged any fees for such travel time.

If you select our firm to serve as the Interim City Attorney, we accept such engagement on the following terms:

Legal Fees

Our fees for professional services are charged at hourly rates ranging from $180.00 for junior attorneys to $450.00 for senior attorneys, depending upon experience and special expertise.

My current hourly billing rate is now $320; however, in understanding the needs of the City and in keeping with the Firm's practice of discounting rates for the City, my rate and the rate of all Partners for City Attorney work will be limited to **$225.00 per hour**. Austin Beck and other Associates will be assisting me in providing legal services and their rate will be **$180 per hour**. The services for our paralegal personnel, who assist our attorneys by performing many technical services under their supervision, are charged at **$100.00 an hour**. If special assistance is required for the City, for example, for water law or other areas requiring special expertise, such work will be at $300.00 per hour for such specialized assistance, if and when needed.

It is not the policy of the Firm to charge for secretarial support unless client or court imposed time constraints necessitate their use at overtime or weekend rates.

Hourly rates are calculated from time spent participating in office and telephone conferences, drafting and reviewing legal documents and correspondence, conducting legal research, attending hearings and meetings, filing documents, preparing for trial, and other similar services, depending on the nature of the particular matter we are handling for you. These rates are subject to annual increase or adjustment.

Unless we have an agreement otherwise, we will bill you monthly for services rendered and for any expenses incurred in your behalf. Our statements are payable upon receipt.

Retainer

No retainer is required at this time.

Retained Files

It is our policy to retain client files for five (5) years following the conclusion of our representation. After five years, we may discard the contents of your file without further notice. Upon conclusion of our representation, we will return any original documents you provided to us.

Listing Clients

The firm has listings of major clients in several legal publications and is sometimes asked to reveal our major clients to the press. Unless you instruct us otherwise, we appreciate your approval to list your company as a client.

If you find this letter of employment acceptable, please sign the enclosed copy in the space provided and return it by email.

Sincerely yours,

Lea A. Ream
For the Firm

ACCEPTED AND APPROVED:

City of Mount Pleasant

By: _____
Tracey Craig, Sr.
Mayor

pcd#297965