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June 4, 2021

Jason Brown, County Administrator
1801 27th Street
Vero Beach 32960-3388

Re: *Labor and Employment Services*

Dear Jason:

I want to thank you for allowing us to provide legal services to the County. We have always enjoyed working with you and the County's many outstanding employees. And, we hope to continue our relationship with the County for many more years to come.

Despite substantial increases in our operating costs affecting nearly every aspect of our practice, as a long-time partner of the County we have not increased our hourly rate for legal services for many years. Unfortunately, we are no longer able to offset these increased expenses at the current hourly rate.

For the above reasons, we propose to implement a new attorney hourly rate of \$295 effective October 1, 2021. While we realize this hourly rate is an increase, it is still well below our private sector rates and is at or below what we are charging our other public sector clients. Moreover, we believe this rate is more than fair, particularly in light of the depth of knowledge and experience we have in representing public sector employers and the County.

Please let us know if the County approves of this new rate. If you would like to discuss this request, please do not hesitate to contact me. Again, we look forward to continuing our relationship with the County.

Very truly yours,

Jeffrey E. Mandel

cc: Dylan Reingold, County Attorney
Suzanne Boyll, HR Director

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