



fisherphillips.com



Orlando
200 South Orange Avenue
Suite 1100
Orlando, FL 32801

(407) 541-0888 Tel
(407) 541-0887 Fax

Writer's Direct Dial:
407-541-0850

Writer's E-mail:
jmandel@fisherphillips.com

May 24, 2023

John Titkanich, County Administrator
Indian River County
1801 27th Street
Vero Beach 32960

Re: *Labor and Employment Services*

Dear Mr. Titkanich:

As a long-time partner of the County, your satisfaction means a lot to us and we hope we've been successful in providing you excellent advice and counsel. I want to thank you for allowing us to provide legal services to the County. We have enjoyed working with the County's many outstanding employees and we hope to continue our relationship with the County for many more years to come.

I'm writing to let you know that due to substantial increases in our operating costs affecting nearly every aspect of our practice, we propose to implement a new attorney hourly rate from \$295 to \$305, effective October 1, 2023. 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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