



DEC 09 2015

DEC 09 2015

December 7, 2015

Direct Dial: 320-257-3868
Aripple@RinkeNoonan.com

City of Rockville
Attn: Judy Neu
P.O. Box 93
Rockville, MN 56369

**Re: 2016 Legal Representation and Rates
Our File No. 16642-0001**

Dear Mayor and City Council:

Once again, we want to thank you for allowing us the opportunity to serve you. As we look to a new year, we continue to enjoy representing our municipal clients, like the City of Rockville, and assisting you in providing quality service to your constituents.

As you know, our firm remains a leader in providing municipal services to Central Minnesota communities, and the services that we provide to city clients continue to grow. Our structure allows us to focus our practice, and provide to you an entire department of attorneys with special expertise representing local governments, and even more specialized expertise in specific areas of municipal law, including labor and employment, wetlands and drainage, land use, economic development, eminent domain, annexations, litigation and appeals. This diversity gives each of our governmental clients the strength of an army of legal professionals.

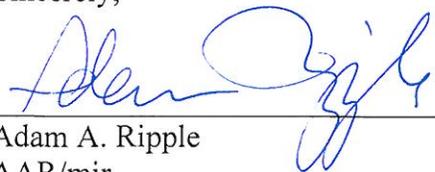
As we look forward to serving you, I have attached our municipal rates for 2016. For our governmental clients, we offer rates which are significantly lower than our firm charges non-governmental clients. Depending on the attorney, the discount is \$45.00 to \$136.00 per hour less than our ordinary private client rates. Our paralegal rate is also discounted by \$20.00 per hour. We have added a third experience tier under the attorney schedule in order to structure our municipal fee schedule similar to our private client schedule. These rates will be applied to work beginning January 1st. We understand the financial realities of government and we remain vigilant to keep the total costs of services in line with your expectations. Of course, as you are well aware, rates represent only part of the story. Our firm does not charge for the garden variety reimbursements such as postage, copies, secretary typing time, etc.

Our success and growth has been built on strong client relationships, and our focus on the total cost to our clients has been at the very foundation of those relationships.

City of Rockville
December 7, 2015
Page 2

Thank you, again, for your business and confidence, and we look forward to serving you another year.

Sincerely,

A handwritten signature in blue ink, appearing to read "Adam A. Ripple", is written over a horizontal line.

Adam A. Ripple
AAR/mjr

Enclosure

Municipal Rate Fee Schedule 2016

Standard rate includes general advice, general land use related advice, general employment advice, and general meeting attendance (not related to a specific project):		
Attorney 0-3 years' experience		\$125.00 per hour
Attorney 4 plus years' experience		\$187.00 per hour
Attorney 9 plus years' experience		\$205.00 per hour
Paralegal		\$105.00 per hour
Legal Tech.		\$62.00 per hour
Word Processor		No Charge
Rates for projects, whether or not reimbursed by other sources, including development agreements and related advice; infrastructure and utility related installation and reimbursement contracts; state aid projects; state and federally funded projects; assessment projects and appeals; significant contracts such as real estate purchases and sales, land use agreements, zoning and ordinance enforcement, joint powers agreements, and business subsidy packages; eminent domain and relocation; significant land use applications/permits; litigation; labor advice and negotiations; employment investigations, discipline, and termination; and tax increment and abatement projects:		
Attorney 0-3 years' experience		\$160.00 per hour
Attorney 4 plus years' experience		\$215.00 per hour
Attorney 9 plus years' experience		\$235.00 per hour
Paralegal		\$125.00 per hour
Legal Tech.		\$80.00 per hour
Word Processor		No Charge

There is NO CHARGE for typist work, internal copies, faxes, long distance phone calls, or mileage. Actual out of pocket costs shall be passed through to the client.