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A PROFESSIONAL LAW CORPORATION

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January 23, 2023

VIA EMAIL (bbruno@springdale.utah.gov; rwixom@springdale.utah.gov)

Barbara Bruno, Mayor
Springdale Town Council
Rick Wixom, Town Manager
TOWN OF SPRINGDALE
P.O. Box 187
Springdale, UT 84767

RE: *Notice of Proposed Hourly Billing Rate Increase*

Dear Mayor, Town Council Members, and Rick:

We sincerely appreciate the longstanding professional and personal relationship Snow Jensen & Reece, P.C. (SJR) and I have enjoyed with the Town of Springdale and its employees and elected and appointed officials. As you may know, SJR has been serving as the Town's general legal counsel since the early 1990s.

As I have discussed with Rick, SJR, like many other businesses operating in today's economy, has experienced significant operations cost increases during the past couple of years. We are fortunate as a law firm to have legal services that are in high demand, which has also created the need to hire additional associate attorneys. As we have entered the market to hire additional attorneys, we have discovered that starting attorney salaries have increased about thirty percent during the past couple of years; and when we hire new attorneys, we will also have to proportionately increase the salaries of the associate attorneys who are presently working at our law firm to maintain parity and goodwill. We have also given all our legal assistants, paralegals, and other staff significant hourly pay increases during the past couple of years, in part to reward them for their excellent work as well as to help them deal with the increased costs they are experiencing within their families. These increased operations expenses have made it

necessary for SJR to increase the hourly rates of all billing attorneys. Most of these hourly billing rate increases went into effect January 1, 2023.

At present, SJR is billing the Town \$200 per hour for general representation matters and \$225 for litigation matters. SJR proposes to increase its hourly billing rate to \$250 per hour for both litigation and general representation matters starting February 1, 2023. These increased rates would then be reflected on the invoices for all pending legal matters and general representation work that would issue in early March 2023. This proposed increased hourly rate still represents a substantial discount to my currently hourly billing rate, which is \$350. SJR and I are happy to continue billing at a discounted rate based on our longstanding relationship with the Town.

I have visited with Rick about addressing this request at the end of the agenda for the February 8, 2023 Town Council meeting at which I will be in attendance to address various other legal matters. Thank you for your cooperation and understanding in this matter.

Very truly yours,

SNOW JENSEN & REECE, P.C.

J. Gregory Hardman

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