



400 Capitol Mall, 27th Floor  
Sacramento, CA 95814

T 916.321.4500  
F 916.321.4555

Constantine C. Baranoff  
cbaranoff@kmtg.com

November 4, 2019

Kirk Kushen, Fire Chief  
Newcastle Fire Protection District  
9211 Cypress St.  
Newcastle, CA 95658

Re: Legal Services Agreement; Fee Adjustment

Dear Chief Kushen:

Our firm strives to maintain cost effective legal rates for our clients. We are aware that public agencies have experienced extremely tight budget years recently. With that in mind, we have not raised the District's rates since 2012.

Nevertheless, our costs of doing business as a law firm have steadily risen.

At this time, we propose to increase the District's rates for legal services by \$100 per hour for Shareholders, Of Counsel Attorneys and Senior Counsel Attorneys; Senior Associates rates will increase by \$40 per hour and Associate Attorneys rates will increase by \$25 per hour, effective December 1, 2019.

Effective December 1, 2019, the revised rate structure would be as follows:

Shareholders/Of Counsel/Senior Counsel	\$325-\$575
Senior Associates	\$250-\$385
Associate Attorneys	\$225-\$340
Paralegals	\$100-\$175
Law Clerk/Document Clerk	\$100-\$175
Constantine Baranoff	\$310/hr.
Kevin Flautt	\$260/hr.

Our rates increase by 4%, rounded up to the nearest \$5 annually, or by any other amount as mutually agreed during each year in which the legal services agreement is in effect. The first proposed increase will be on January 1, 2021.

Assuming this rate adjustment is acceptable, please sign and date where indicated below and return a copy by email to me for our files.

Kirk Kushen, Fire Chief  
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We are proud to have assisted the District for many years in meeting its legal goals. We very much look forward to continuing to do so. Please do not hesitate to contact me if you have any questions or comments regarding this matter

Sincerely,

KRONICK, MOSKOVITZ, TIEDEMANN & GIRARD  
A Professional Corporation



CONSTANTINE C. BARANOFF

:CCB

**THE REVISED FEE SCHEDULE IS APPROVED:**

Dated: \_\_\_\_\_

By: \_\_\_\_\_  
Kirk Kushen, Fire Chief  
Newcastle Fire Protection District

