

Date: \_\_\_\_\_

**EXHIBIT A**  
**LEGAL SERVICES RATES (2015)**

1. Junior Municipal Group Partners (Partners who have practiced for less than 36 years: currently Rosemary Larson, Dawn Reitan, Eric Frimodt and Bill Linton) -- \$280.00 per hour.
2. Senior Municipal Group Partners (Partners who have practiced for 36 or more years: currently Rod Kaseguma and John Milne) -- \$300.00 per hour.
3. Associates and Law Clerks -- Regular Law Firm hourly rates established on January 1 of each year, or special municipal hourly rates if applicable (these rates shall be less than the rates for Municipal Group Partners).
4. Non-Municipal Group Partners and Contract Attorneys -- 10 percent less than regular Law Firm hourly rates established on January 1 of each year, or special municipal hourly rates if applicable, rounded to the next lowest \$5.00 increment.
5. Paralegals -- \$185.00 per hour.

The hourly rates will be adjusted on January 1, 2016, pursuant to a new or amended Agreement between the District and the Law Firm, to take into account any increases or decreases in the consumer price index and the Law Firm's cost of providing services.

The District shall be responsible for third party costs (e.g., expert witness fees). Except for unusual cases, the Law Firm will not advance funds to pay third party costs, and invoices for those costs will be forwarded to the District for payment. The Law Firm will bill the District for out-of-pocket expenses incurred on the District's behalf, including but not limited to court fees, deposition costs, photocopying, long distance telephone, special mailing or courier, telecopying, telex, travel expenses and computerized legal research.