



# REPORT TO COUNCIL

## City of Sacramento

915 I Street, Sacramento, CA 95814-2604  
www. CityofSacramento.org

CONSENT  
May 6, 2008

Honorable Mayor and  
Members of the City Council

**Title: AGREEMENTS FOR LEGAL SERVICES WITH MILLER, OWEN & TROST AND APPRAISAL SERVICES WITH NATIONAL VALUATION CONSULTANTS REGARDING THE INTERMODAL SITE ACQUISITION PROJECT**

**Location/Council District:** District One/Citywide

**Recommendation:** Adopt a **Resolution** 1) Approving the transfer of \$905,000. (Fund 2023) from the Sacramento Intermodal Transportation Facility Project (PN: T15029000) to the Intermodal Site Acquisition Project (PN: T15029001); 2) ratifying the attorneys fees and direct costs incurred under City Agreement No. 2007-0579 in the sum of \$61,211.54; 3) approving the costs of consultants retained by Miller, Owen & Trost in the sum of \$75,442.27; 4) authorizing the City Attorney to enter into the First Amendment to the Legal Services Agreement with Miller, Owen & Trost to provide legal services to the City with regard to the acquisition of the Downtown Railyards Depot property acquisition, to expand the scope of services of the City Agreement 2007-0579 and increase the authority of the Agreement by an amount not to exceed \$400,000 in attorneys fees and costs; 5) approving Supplemental Agreement No. 2 for \$60,000 to the City's contract with National Valuation Consultants, Inc. under City Agreement No. 2007-0199; and 6) ratifying the unpaid cost of services rendered by National Valuation Consultants under City Agreement No. 2007-0199, as supplemented, in the sum of \$20,500 and authorizing the City Manager to pay said amount to National Valuation Consultants. the sum of \$20,500 for services rendered under City Agreement No. 2007-0199, as supplemented.

**Contacts:** Bob Tokunaga, Supervising Deputy City Attorney, 808-5346  
Bill Sinclair, Program Manager, Facilities and Real Property Management Division, General Services, 808-1905

**Presenters:** Not applicable

Agreements with Miller Owen and Trost and NVC/(PN: T15029001)  
**Departments:** City Attorney and General Services

May 6, 2008

**Division:** Facilities and Real Property Management

**Organization Nos:** 0500/3285

**Description/Analysis:**

**Issue:** In connection with the agreements for professional or consulting services, City Council approval is required if the amounts to be paid under such agreements exceed \$100,000. The subject firms, Miller, Owen & Trost and National Valuation Consultants, Inc., (NVC) provided and will continue to provide important and valuable legal and appraisal services, respectively, and their services and expertise are still required in the best interest of the City. Prior agreements were entered into between the City and said firms. The amounts authorized under the agreements are \$50,000 for attorney fees and direct costs (exclusive of consultants retained by the Trost firm with approval by the City Attorney) under the Trost firm's agreement (Attachment 2) and \$98,552.97 for the NVC agreement (including the original agreement and Supplemental Agreement No. 1). The amounts to be paid under each agreement will be increased to amounts in excess of \$100,000 with Council ratification and approval of incurred fees and costs to date and Council ratification and approval of the amendatory agreements proposed in this staff report. Council ratification and approval of amendments to the original agreements is recommended.

**Policy Considerations:** The services provided by the subject firms are critical to achieve the completion of the City's acquisition of the Historic Depot Building and surrounding land located in the Downtown Railyards on terms that are in the best interest of the City. Completion of such acquisition is consistent with City's strategic plan to spur economic development and enhance livability by providing increased transportation opportunities in the future.

**Committee/Commission Action:** None

**Environmental Considerations:** Approval of the subject amendatory agreements is not subject to the California Environmental Quality Act (CEQA) because such approval will not result in a significant effect on the environment (CEQA Guidelines §15061(b)(3)).

**Rationale for Recommendation:** The original agreements with Miller, Owen & Trost and National Valuation Consultants, Inc. were entered into to assist the City in important respects to determine the final purchase price of the Historic Depot property and surrounding lands pursuant to the Purchase and Sale Agreement and Joint Escrow Instructions between the City and Thomas Enterprises of Sacramento, LLC ("Thomas"), City Agreement number 2006-1405. The subject amendatory agreements are required to retain the services of said firms to the continuation and completion of their services.

**Financial Considerations:** As of April 11, 2008 the Intermodal Site Acquisition Project (PN: T15029001) has an unobligated balance of -\$72,000. Approval of the transfer of \$905,000 (Fund 2023) from the Sacramento Intermodal Transportation Facility Project (PN: T15029000) will bring the total project budget to \$56,418,500 and the unobligated balance to \$832,897, which is sufficient to cover, if ratified and approved, the balance of incurred fees and costs under the Trost Agreement of \$136,653.81 (consisting of \$61,211.54 in attorney's fees and direct costs, and \$75,442.27 in costs of retained consultants); the First Amendment to Legal Services Agreement with Miller, Owen & Trost in an amount not to exceed \$400,000; the costs of consultants and experts in an amount not to exceed \$120,000; and the Supplemental Agreement No. 2 with National Valuation Consultants, Inc. in a total amount not to exceed of \$158,552.97 (\$98,552.97 of which has already been paid per the original agreement and Supplemental Agreement No. 1).

**Emerging Small Business Development (ESBD):** None

Respectfully Submitted by:   
Bob Tokunaga  
Supervising Deputy City Attorney

Respectfully Submitted by:   
Reina J. Schwartz  
Director, Department of General Services

Recommendation Approved:

  
EILEEN TEICHERT  
City Attorney

Recommendation Approved:

  
RAY KERRIDGE  
City Manager *for*

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**BACKGROUND INFORMATION:**First Amendment to Agreement for Legal Services (City Agreement No. 2007-0579)

This report seeks authorization to contract for the continued legal services of Miller, Owen & Trost in connection with the acquisition of property in the Downtown Railyards known as Parcels A and B ("Subject Property") under the Purchase and Sale Agreement and Joint Escrow Instructions between the City and Thomas Enterprises of Sacramento, LLC ("Thomas"), City Agreement number 2006-1405 (the "PSA"). The Subject Property generally includes the Historic Rail Depot and surrounding land and improvements. The PSA included a process by which the parties agreed to follow to determine the final purchase price of the Subject Property. In early 2007, under City Agreement No. 2007-0579 ("Trost Agreement"), the firm of Miller, Owen & Trost was retained to assist the City during the preparation of an appraisal contemplated by the PSA and to represent the City in regard to the negotiation over the purchase price of the Subject Property and, if need be, mediation. The Trost Agreement contemplates the firm representing the City in binding arbitration pursuant to the purchase price determination process described in the PSA. As set forth in the Trost Agreement, an amendment or supplement to the Trost Agreement is necessary to continue to retain the law firm through completion of the valuation process including the arbitration of valuation issues.

The firm of Miller, Owen & Trost, including one of its principals, Kirk Trost, was selected to represent the City because of their expertise in real property law, valuation of property, real property litigation and related areas of the law, together with its knowledge of Subject Property. The City Attorney has approved the retention of Miller, Owen & Trost and previously entered into the Trost Agreement. The continued services of the firm are still required as reflected in the proposed First Amendment to Agreement for Legal Services ("First Amendment"). The City Attorney recommends approval of the First Amendment as being in the best interest of the City.

The not-to-exceed amount expressed in the Trost Agreement is \$50,000. The amount reflected an estimate of legal fees to be incurred through the mediation phase described in the PSA. However, the appraisal process raised a number of complex issues and increased the anticipated time for its completion. The maximum sum of \$50,000 was insufficient to cover all legal fees and direct costs incurred. Moreover, the mediation process has not yet been commenced. The First Amendment includes an increase in the authorized amount of the agreement is needed to cover legal fees associated with mediation, as well as the arbitration process, if needed (the First Amendment also includes an amended description of services to be rendered by the law firm to include representation during arbitration if such process is needed to resolve the valuation issue).

The \$50,000 not-to-exceed amount expressed in the Trost Agreement applied solely to the professional fees incurred by the law firm and related direct costs. It did not include the costs of consultants retained by Miller, Owen & Trost after approval by the City Attorney. The Trost Agreement authorized the firm to retain experts and consultants

upon approval by the City Attorney. The firm would be reimbursed by the City for such the fees and costs of such approved consultants. The consultants were retained in order to assist the firm in the discharge of its duties to the City and, more importantly, to assist the City in critical valuation issues. The City Attorney approved the retention of the consultants as being in the best legal interests of the City. The costs of those retained consultants total \$75,442.27. Going forward under the First Amendment, the City Attorney's Office will enter into contracts directly with consultants as needed in the valuation process and as approved by the City Attorney. Pursuant to the best current estimates, the costs of such consultants should not exceed \$120,000. The source of funds to pay for the consultants is the Sacramento Intermodal Transportation Facility Project (PN: T15029000).

Through March 31, 2008, the amounts incurred under the Trost Agreement include \$109,910.50 in attorney fees and \$1,301.04 in direct costs, for a total of \$111,211.54. Pursuant to the initial authority under the Trost Agreement, \$50,000 has been paid to Miller, Owen & Trost to be applied against the attorney fees and direct costs, leaving an outstanding balance of \$61,211.54, ratification of which is requested pursuant to this staff report. Through March 31, 2008, the costs of consultants retained by Trost at the request and approval of the City Attorney totaled, \$75,442.27 and approval of this amount and its payment is requested.

The not-to-exceed amount as increased by the proposed First Amendment of \$400,000, includes the current best estimate of legal fees and direct costs incurred by Miller, Owen & Trost through and including any arbitration required by the PSA (but exclusive of retained experts and consultants). While the foregoing amount is based on current estimates of attorney time usage, the final amount of legal expenses will be dependent on the course the negotiation-mediation-arbitration process ultimately takes. Should an increase in this amount be required in the best interests of the City, the City Attorney will present the increase for the Council's consideration. The City Attorney will monitor the activities of Miller, Owen & Trost and any retained experts and consultants in order to manage the amounts incurred in the valuation effort.

Supplemental Agreement No. 2 to Consultant Services Agreement (City Agreement No. 2007-0199)

This report also seeks authorization to contract for the continued appraisal services of National Valuation Consultants, Inc. ("NVC"). The appraisal of the Subject Property is a complex, specialized issue and there are very few appraisal firms in the nation with experience in valuing such brown field property to be transformed into developable land. NVC has such expertise and the Department of General Services contracted with NVC to prepare an appraisal of the Subject Property under City Agreement No. 2007-0199 ("NVC Agreement"). The amount of the original NVC Agreement was \$80,500, and this amount was amended by Supplemental Agreement No. 1, City Agreement No. 2007-0199-1, to cover increased costs of the preparation of the appraisal (\$18,052.97), bringing the contract's not-to-exceed limit to \$98,552.97 and NVC has been paid this amount. Staff has negotiated an additional supplemental agreement with NVC, all by reason of additional work required by the City, as follows: Supplemental Agreement No.

2 increased the authorized amount of the NVC Agreement by \$60,000, bringing the authorized amount under the NVC Agreement to \$158,552.97 and extending the performance time under the NVC Agreement to December 31, 2008. As indicated above, \$98,552.97 of this amount was incurred under the original agreement and Supplemental Agreement No. 1 and said amount was paid to NVC.

NVC continued its work at the request of the City under the NVC Agreement (as supplemented as described above) at the request of City, that brought the total amount of fees incurred to \$119,052.97 as of March 31, 2008. As indicated above, NVC has been paid \$98,552.97 of this amount, leaving a balance due of \$20,500. Additional services are required of NVC to bring its appraisal process to a close. Staff estimates the cost of such additional services to be not more than the total contract amount resulting from Supplemental Agreement No 2 of \$158,552.97. Given that the increases in the contract amount resulting from Supplemental Agreement No. 2 exceeds \$100,000, staff recommends ratification of Supplemental Agreement No. 2.

## **RESOLUTION NO. 2008-**

Adopted by the Sacramento City Council

May \_\_\_, 2008

### **RATIFYING AMOUNTS INCURRED UNDER CITY AGREEMENT NO. 2007-0579 WITH MILLER, OWEN & TROST FOR LEGAL SERVICES, APPROVING THE FIRST AMENDMENT TO CITY AGREEMENT NO. 2007-0579, AND SUPPLEMENT NO. 2 TO CITY AGREEMENT NO. 2007-0199 WITH NATIONAL VALUATION CONSULTANTS FOR THE INTERMODAL SITE ACQUISITION PROJECT (PN: T5029001)**

#### **BACKGROUND**

- A. The City Attorney approved an Agreement for Legal Services, City Agreement No. 2007-0579 with Miller, Owen & Trost in the amount of \$50,000 for attorneys' fees and direct costs only ("Trost Agreement").
- B. The amounts incurred under the Trost Agreement through December 31, 2007 totaled \$111,211.54, including \$109,910.504 in attorneys' fees and \$1,301.04 in direct costs. In addition, the Trost firm retained consultants approved by the City Attorney and incurred charges totaling \$75,442.27 retained consultants. Of this amount, the sum of \$50,000 previously was paid pursuant to the initial authority under the Trost Agreement, to be applied against professional fees and direct costs, leaving an unpaid balance of all amounts of \$136,653.81.
- C. There is a need to continue the services of and increase the scope of services of Miller, Owen & Trost and to increase the authorized amount of the Trost Agreement over the amounts incurred through March 31, 2008 to \$400,000 by way of a First Amendment of Agreement for Legal Services.
- D. The City Manager approved a Consultant Services Agreement, City Agreement No. 2007-0199 with National Valuation Consultants, Inc. ("NVC") in the amount of \$80,500 ("NVC Agreement").
- E. The City Manager subsequently approved the Supplemental Agreement No. 1 of the NVC Agreement, City Agreement No. 2007-0199-1, increasing the amount of the NVC Agreement to \$98,552.97. NVC has been paid this amount for services rendered under the contract.
- F. The NVC Agreement also has been modified by an additional supplemental agreement as follows: Supplemental Agreement No. 2 increases the authorized amount of the NVC Agreement by \$60,000 bringing the authorized amount under the NVC Agreement to \$158,552.97 and extends the performance time under the NVC Agreement to December 31, 2008. NVC has continued to work on its appraisal at City's request and has incurred charges totaling \$119,552.97 through March 31, 2008. It has been paid the sum of \$98,552.97, leaving a current outstanding balance of

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\$20,500. There is a need to continue the services of National Valuation Consultants, Inc. and staff sought the ratification of Supplemental Agreement No. 2, to allow NVC to complete its work.

- G. The services provided by Miller, Owen & Trost and NVC are in support of acquisition of Depot property relating to the Intermodal Site Acquisition Project (PN: T15029001). A transfer of funds in the amount of \$905,000. (Fund 2023) from the Sacramento Intermodal Transportation Facility Project (PN: T15029000) is necessary to cover the costs of the items approved pursuant to this Resolution, plus the costs of consultants and experts if needed in the valuation process in an amount not to exceed \$120,000.
- H. The amendatory agreements described above came before City Council for approval as a result of the increases in contract amounts under the Trost Agreement and the NVC Agreement, and Council-approval of such agreements is required.

**BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:**

- Section 1. The FY2007/2008 Capital Improvement Program revenue and expenditure budgets are amended to reflect the transfer of \$905,000 (Fund 2023) from the Sacramento Intermodal Transportation Facility Project (PN: T15029000) to the Intermodal Site Acquisition Project (PN: T15029001)
- Section 2 The unpaid amount of attorney's fees and direct costs incurred under the Trost Agreement through March 31, 2008 in the sum of \$61,211.54 is ratified and staff is authorized to pay the unpaid portion said amount to Miller, Owen & Trost.
- Section 3. The costs of consultants retained by the Trost firm at the request and approval of the City Attorney, in the sum of \$75,442.27, is approved and staff is authorized to pay said amount to the Trost firm as reimbursement for said costs.
- Section 4. The City Attorney is authorized to execute the First Amendment to the Trost Agreement, City Agreement No. 2007-0579, that increases the not-to-exceed amount of the contract by \$400,000.00 for attorney's fees and direct costs.
- Section 5. The City Manager is authorized to execute Supplemental Agreement No. 2 to the NVC Agreement, City Agreement No. 2007-0199, which brings the authorized amount under the contract to an amount not to exceed \$158,552.97.

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Section 6. The unpaid amount of fees and costs for services rendered by National Valuation Consultants under City Agreement No. 2007-0199, in the sum of \$20,500 is ratified and staff is authorized and to pay said sum to National Valuation Consultants.

**AGREEMENT FOR LEGAL SERVICES**

This Agreement is made by and between the **CITY OF SACRAMENTO**, a municipal corporation ("CITY") and **MILLER, OWEN & TROST** ("ATTORNEYS") as of January 25, 2007.

**W I T N E S S E I H:**

WHEREAS, CITY is in need of attorneys to represent and advise it in matters pertaining to the valuation of those certain parcels within the Downtown Sacramento Railyards, formerly the Union Pacific Railyards) ("Railyards") known as Parcel A and Parcel B, which property is associated with the proposed Intermodal Transportation Facility (the "Matter");

WHEREAS, ATTORNEYS are familiar with the valuation of real property, and in particular former railroad property and adaptive reuse property, and related issues;

WHEREAS, ATTORNEYS are experienced and knowledgeable in the areas of real property valuation, land use, development law, and related areas of the law;

WHEREAS, CITY is interested in retaining ATTORNEYS and ATTORNEYS are willing to provide legal representation,

NOW, THEREFORE, the parties agree as follows:

1. CITY employs and retains ATTORNEYS to advise, assist and represent CITY concerning the Matter, and to provide the following services: familiarize themselves with the legal and factual issues surrounding the Matter; consult with City staff, the City's appraiser and consultants concerning valuation and appraisal issues, and related legal issues; assisting City staff as requested in the presentation of information to the City Council and other bodies; consultation with the City Council; and negotiation of purchase price of Parcel A and Parcel B with S. Thomas Enterprises of Sacramento, LLC, the seller of Parcels A and B, including during formal mediation of such valuation issues. CITY and ATTORNEYS understand that if the purchase price cannot be determined pursuant to negotiation or mediation, then CITY will request ATTORNEYS for representation of the City

CITY  
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in any binding arbitration of the valuation issues and the parties will amend or supplement this agreement to address such representation.

2. CITY shall compensate ATTORNEYS for legal services rendered at the hourly billing rates set forth in Attachment A hereto and incorporated herein by this reference, said time to be billed in tenths of an hour. CITY shall not be charged for services that are strictly of a clerical or secretarial nature, such as scheduling meetings or arranging telephone conference calls.

Such compensation shall be the sole and total remuneration for the rendition of services under this Agreement.

3. Subject to amendment by the parties, approved in writing in the manner required by law, the maximum payable by CITY to ATTORNEYS under this contract for services and expenses shall be \$50,000.00. The parties anticipate that this amount should be sufficient for ATTORNEYS to provide the services identified above, exclusive of work related to arbitration proceedings that the parties anticipate would create a need to amend this Agreement as noted above. Services by ATTORNEYS in addition to services in connection with the Matter shall be at the discretion of CITY and compensation therefore shall be the subject of a separate and future agreement for legal services entered prior to the performance of such additional services.

4. Copies of all documents prepared by ATTORNEYS shall be furnished to the City Attorney's Office in hard copy form and, upon request, in a word processing format compatible with that used by the City Attorney's office (typically WordPerfect or Word formats) or if none, then ASCII format. The City Attorney's Office shall receive copies (cc's) of all correspondence prepared by ATTORNEYS. In addition, ATTORNEYS shall be accessible to the attorney staff of the City Attorney's office to answer questions and to provide information as to further such staff's knowledge and experience with respect to legal issues concerning the Matter. City Attorney staff shall have the option of accompanying ATTORNEYS to meetings to further staff's exposure to such legal issues.

5. CITY shall reimburse ATTORNEYS for the actual, reasonable and necessary expense of travel, provided such travel is approved in advance. Mileage shall be reimbursed at \$0.485 per mile. ATTORNEYS shall not be compensated for time spent traveling, except for those portions of travel time during which ATTORNEYS perform services hereunder. CITY shall reimburse ATTORNEYS for the actual, reasonable costs of long distance telephone calls and for photocopying at \$0.15 per page. CITY shall reimburse ATTORNEYS or pay directly additional costs or expenses incurred in performance of this Agreement provided such costs or expenses are approved in advance by CITY, which approval shall be in City's sole discretion. ATTORNEYS have the authority to retain experts and consultants after prior approval by CITY. CITY has approved ATTORNEYS' retention of Tom Lumbrazo and Jeff Ridolfi to assist with the highest and best use analysis, the land use analysis, market research, and appraisal issues.

6. ATTORNEYS certify that they accept this employment because they have the time, energy and ability necessary to perform the duties required in an efficient, trustworthy and businesslike manner. ATTORNEYS agree to defend, indemnify, save and hold CITY, its officers, agents and employees, harmless from any claims or suits that may be brought by third persons on account of personal injury, bodily injury (including death), or damage to property, or a property, business, financial or personal interest, arising from any negligent act or omission by ATTORNEYS while performing services under this Agreement.

7. During the term of this Agreement, ATTORNEYS shall maintain in effect the following policies of insurance and CITY is to be named an additional insured under the Comprehensive General Liability coverages:

<u>COVERAGE</u>	<u>LIMITS OF LIABILITY</u>
<u>Workers' Compensation.</u>	Statutory
<u>Comprehensive General Liability,</u>	Bodily Injury:
including endorsements for completed	\$500,000 each occurrence
operations, contractual, independent	\$1,000,000 aggregate
contractors, broad form property	Property Damage:

damage and personal injury,	\$250,000 each occurrence
Including coverage for hired auto and non-owned auto liability.	Personal Injury: \$500,000 each occurrence \$1,000,000 aggregate
<u>Professional Liability</u> (errors and omissions).	\$500,000 each occurrence \$1,000,000 aggregate

ATTORNEYS shall provide a certificate of insurance evidencing each coverage in a form satisfactory to the City Attorney. Such certificate shall provide a minimum of thirty (30) days written notice prior to any modification or termination of the required insurance. Any insurance written on a "claims made" basis is subject to the approval of the City Attorney.

8. ATTORNEYS certify that they have no personal or financial interest in, nor any connection with, the transactions which are or will be the subject of this Agreement, or with any of the personnel, officers, agents or employees of the parties to such transactions.

9. ATTORNEYS represent and warrant that they have made a diligent effort to determine whether there are any actual or potential conflicts of interest that would preclude or interfere with ATTORNEYS' performance of this Agreement, and hereby represent and warrant that no such conflict of interest exists other than as provided in writing to the CITY.

ATTORNEYS shall indemnify and hold harmless CITY from and against any and all liability, loss, expense and obligation arising directly or indirectly out of any breach of the foregoing representation and warranty.

9. This Agreement may be immediately terminated by CITY at will upon giving written notice. Unless specifically agreed, ATTORNEYS shall not provide any further services and advance no further costs after receipt of the notice. ATTORNEYS will immediately execute and return to CITY the appropriate form to withdraw from the case. Upon termination of this Agreement either by notice or by the completion of the Agreement and the services provided hereunder, all files, documents and other property relating to the Matter and services provided to the CITY shall become CITY's property and shall be

returned. CITY's property includes, for example, correspondence, agreements, deposition transcripts, exhibits, expert's reports, legal documents, physical evidence and other items reasonably necessary to CITY's representation, whether or not CITY has paid for them.

10. In the event that ATTORNEYS' handling of the above-designated matter exceeds a period of twenty-four (24) months, ATTORNEYS shall, in addition to providing regular status reports to the CITY, also report directly to the City Attorney's Office on an annual basis and no later than June 30th of each year, setting forth in detail the status of the matter, the reason(s) why the matter is taking longer than twenty-four (24) months to conclude, ATTORNEYS plan for further handling of the matter, and the estimated length of time to conclude the matter.

11. All notices and requests for authorization or approval under this Agreement shall be directed to RICHARD E. ARCHIBALD, Assistant City Attorney, or his designee.

12. This is an integrated Agreement. This Agreement contains the entire agreement between the parties. This Agreement shall be binding on the heirs, successors, and assigns of the parties.

13. In any action to enforce the terms of this Agreement, the prevailing party shall recover its reasonable attorneys' fees.

**CITY OF SACRAMENTO**, a  
municipal corporation

**MILLER, OWEN & TROST**, a  
professional corporation

By  \_\_\_\_\_  
Eileen Teichert, City Attorney

By  \_\_\_\_\_  
Kirk E. Trost, Shareholder

**ATTEST:**

  
\_\_\_\_\_  
CITY CLERK

6-12-07

CITY  
AGREEMENT NO. 2007-0579

**ATTACHMENT A**

**RATE SCHEDULE**

Kirk E. Trost	\$265.00
Nancy C. Miller	\$265.00
William L. Owen	\$265.00
Paul J. Chrisman	\$230.00
Christiane E. Layton	\$230.00
Madeline E. Miller	\$200.00
Jennifer V. Gore	\$175.00
Law Clerks	\$150.00
Paralegals	\$100.00