



MURPHY HESSE  
TOOMEY & LEHANE LLP

Attorneys at Law

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October 2, 2019

**VIA EMAIL ONLY**

Michael J. Hickey, Jr., Chair  
Natick Board of Selectmen  
Natick Town Hall  
13 East Central Street  
Natick, MA 01760

**Re: Request for Increase in Legal Fees for Fiscal year 2020**

Dear Mr. Hickey:

We are writing to set forth a revision to our June 20, 2019 proposal for an increase in the annual retainer amount and hourly rate, for the Fiscal Year 2020, from July 1, 2019 through June 30, 2020. We are withdrawing our request for an increase in the annual retainer, but request an increase in the hourly rate, as set forth below.

We very much appreciate the continuation of Murphy, Hesse, Toomey and Lehane's appointment as Town Counsel and Labor Counsel and we take great pride in providing these services to the Town of Natick. However, our current rates remain below the competitive market. The requested increases will allow our firm to continue to provide the level of service to which the Town of Natick is entitled, to meet our obligations to our employees, and to offset the costs to provide these services.

1. Town Counsel Litigation Services, Workers Compensation Services, and ZBA Services

We request an increase in the hourly rate for attorney services from one hundred fifty five dollars (\$155.00) to one hundred seventy five dollars (\$175.00) and an increase in the hourly rate for paralegal services from ninety five dollars (\$95.00) to one hundred dollars (\$100.00).

The hourly rate for attorney services was one hundred twenty five dollars (\$125.00) from Fiscal Year 2001 through Fiscal Year 2011, was one hundred forty dollars (\$140.00) from Fiscal Year 2012 through Fiscal Year 2017, and has been one hundred fifty five dollars (\$155.00) since Fiscal Year 2018.

The hourly rate for paralegal services was seventy dollars (\$70.00) from Fiscal Year 2001 through Fiscal Year 2011, was eighty five dollars (\$85.00) from Fiscal Year 2012 through Fiscal Year 2017, and has been ninety five dollars (\$95.00) since Fiscal Year 2018.

2. Labor Counsel Services

We request an increase in the hourly rate for attorney services from one hundred fifty five dollars (\$155.00) to one hundred seventy five dollars (\$175.00) and an increase in the hourly rate for

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paralegal services from ninety five dollars (\$95.00) to one hundred dollars (\$100.00).

The hourly rate for attorney services was one hundred twenty five dollars (\$125.00) from Fiscal Year 2003 through Fiscal Year 2007, was one hundred thirty five dollars (\$135.00) from Fiscal Year 2008 through Fiscal Year 2011, was one hundred forty dollars (\$140.00) from Fiscal Year 2012 through Fiscal Year 2017, and has been one hundred fifty five dollars (\$155.00) since Fiscal Year 2018.

The hourly rate for paralegal services was seventy dollars (\$70.00) from Fiscal Year 2003 through Fiscal Year 2007, was eighty five dollars (\$85.00) from Fiscal Year 2008 through Fiscal Year 2017, and has been ninety five dollars (\$95.00) since Fiscal Year 2018.

3. Consultant fees, court filing fees and other out of pocket expenses would be billed at cost. We do not bill the Town of Natick for mileage or related expenses.

Barring unforeseen circumstances, we believe the requested increases can be absorbed in the budget.

We thank the Board of Selectmen for providing us with the opportunity to represent the Town of Natick, and we look forward to this ongoing relationship.

Sincerely,



Karis L. North

cc: Melissa A. Malone, Town Administrator