

Date: Tuesday, January 19, 2016

Time: 6:40 pm

Place: City Hall

SALARY & PERSONNEL COMMITTEE

A. CALL TO ORDER & ROLL CALL

B. CORRECTION OF MINUTES

C. BUSINESS: OPEN

1. PROPOSAL FROM ATTORNEY EWALD TO REVERT BACK TO THE OUTSIDE COUNSEL, HOURLY FEE, MODEL FOR LEGAL SERVICES

Individual Requesting Item	S & P Committee
Expected Length of Discussion	15 min.

Documents: [D11 Agreement Terminating Executive Legal and Technology Coordinator Services Employment Agreement-with exhibits 2016-01-13.pdf](#)

2. PROPOSAL FROM LABOR ATTORNEY DAN BARKER FOR HIGHER HOURLY RATES

Contracted rates for the labor attorney have been established by resolution. The City has received a letter requesting an increase in these rates.

Individual Requesting Item	City Administrator
Expected Length of Discussion	10 min.

3. APPOINTMENT OF "ACTING" DIRECTOR OF PUBLIC WORKS WHILE VACANCY EXISTS

Individual Requesting Item	City Administrator
Expected Length of Discussion	10 minutes

4. RESOLUTION REGARDING THE HIRING AUTHORITIES FOR THE CITY OF MONROE

Continuation from January 5, 2016 meeting...

Individual Requesting Item	S & P Committee
Expected Length of Discussion	10 min.

D. BUSINESS BY MEMBERS

May make brief comments or bring up items to be discussed at a future meeting

E. ADJOURNMENT

This Committee may take any action it considers appropriate related to any item on this agenda.

Requests from persons with disabilities who need assistance to participate in this meeting, including need for an interpreter, materials in alternate formats, or other accommodations, should be made to the Office of the City Clerk at (608) 329-2564 with as much advance notice as possible so that proper arrangements can be made.

Members: Chairperson Brooke Bauman, Jeff Newcomer, Reid Stangel, and Alt. Richard Thoman

AGREEMENT TERMINATING EMPLOYMENT AGREEMENT
Executive Legal Services and Technology Coordinator Services

This Agreement is made as of January 19, 2016 by and between the City of Monroe, a Wisconsin municipal corporation [the "City"] and Rex A. Ewald ["Attorney"] as follows:

Whereas the City and Attorney previously entered into a certain Employment Agreement dated as of April 1, 2013 for executive legal services and technology coordinator services to be performed on behalf of the City by Attorney as a salaried employee of the City, a true and correct copy of which is attached hereto as Exhibit A [the "Employment Agreement"];

Whereas Attorney's salary under the Agreement was structured so that the cost to the City of employing Attorney [including all benefits and employment taxes] would be approximately equal to the average cost the City had incurred for legal services covered by the Agreement before entering into the Agreement;

Whereas by its terms the Employment Agreement is scheduled to terminate on March 31, 2016;

Whereas Attorney has expressed a desire to retire in 2016 and wishes to gradually transition some of Attorney's duties to other lawyers in Attorney's law firm but the employment relationship with the city inhibits Attorney's ability to transition work because all compensation for performing such work will be paid to Attorney;

Whereas Attorney has requested that the City consent to an early termination of the Agreement and a return to the hourly pay model that existed prior to the Agreement;

Now therefore, the City and Attorney agree as follows:

1. **Termination of Agreement.** The Agreement is hereby terminated and Attorney shall cease to be an employee of the City effective at 11:59 P.M. on January 19, 2016. Attorney shall be entitled to all normal City termination benefits accumulated as a result of Attorneys period of employment by the City.

2. **Future Legal Services.** The City may continue to utilize legal services performed by Attorney or other lawyers in the Voegeli, Ewald & Bartholf Law Offices, S.C. law firm on an hourly basis at the hourly rate in effect at the time for City services. The current rates for such services are set forth in the attached letter dated July 3, 2015 [Exhibit B]. Nothing in this paragraph shall be construed to compel the City to utilize the services of Attorney or the Voegeli, Ewald & Bartholf Law Offices, S.C. law firm.

Dated as of the date and year first above written.

CITY OF MONROE

By: _____ [seal]
William M. Ross, Jr., Mayor

By: _____ [seal]
Philip Rath, Administrator

Countersigned: _____
Bridget J. Schuchart, Comptroller

Rex A. Ewald, Attorney [seal]

Exhibit A - Employment Agreement

EMPLOYMENT AGREEMENT Executive Legal Services and Technology Coordinator Services

This Agreement is made as of April 1, 2013 by and between the City of Monroe, a Wisconsin municipal corporation [the "City"] and Rex A. Ewald ["Attorney"] as follows:

In consideration of the mutual covenants contained herein, the parties agree as follows:

1. **Term.** The City hereby employs Attorney as City Attorney and Technology Coordinator for a term of three years commencing April 1, 2013 and ending March 31, 2016, or such earlier time as his employment is terminated pursuant to the provisions of this Agreement.

2. **Definitions.** When used in this Agreement the following terms shall have the following meanings:

A. "**Legal Services**" means the application of legal principles and judgment to the circumstances or objectives of the City which require the knowledge and skill of a person trained in the law, including but not limited to:

1) Giving advice or counsel to the Mayor, alderpersons, the City Administrator and department heads as to their legal rights or responsibilities within the scope of their official responsibilities to the City.

2) Selection, drafting, or completion of legal documents or agreements which affect the legal rights of the City.

3) Representation of the City in a court, or in a formal administrative adjudicative proceeding or other formal dispute resolution process or in an administrative adjudicative proceeding in which legal pleadings are filed or a record is established as the basis for judicial review.

4) Negotiation of legal rights or responsibilities on behalf of the City.

B. "**Executive Legal Services**" means those Legal Services set forth in the Position Description for Managing City Attorney attached hereto as Exhibit A, but not including Hourly Legal Services, Labor Legal Services, Prosecution Legal Services or Litigation Legal Services.

C. "**Hourly Legal Services**" means Legal Services performed on behalf of any of the City's tax incremental finance districts, on behalf of any City-operated utility [water, waste water, storm water, etc.], in connection with the City's Revolving Loan Fund program and pursuant to a separate cost reimbursement agreement between the City and a third party providing for reimbursement to the City for fees related to Legal Services provided to the City in connection with the matter for which the cost reimbursement agreement is executed.

D. "**Labor Legal Services**" means Legal Services related to representation of the City in connection with any matter related to the City's collective bargaining units, including without limitation labor negotiations and grievances.

E. "**Prosecution Legal Services**" means Legal Services related to the prosecution of ordinance violations and representation of the City in quasi-judicial hearings before a City or other governmental agency board or commission.

F. "**Technology Coordinator Services**" means those services set forth in the Position Description for Technology Coordinator attached hereto as Exhibit B.

3. **Duties.** Attorney shall perform the Executive Legal Services, Hourly Legal Services and Technology Coordinator Services for the City and shall have the titles of City Attorney and Technology Coordinator.

Exhibit A - Employment Agreement

EMPLOYMENT AGREEMENT

Executive Legal Services and Technology Coordinator Services

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4. **Minimum Hours.** Attorney shall devote a minimum of 1,044 hours per year to performance of his duties as City Attorney and Technology Coordinator. Attorney shall not be required as a condition of employment to devote more than 1,044 hours per year to performance of his duties as City Attorney and Technology Coordinator.

5. **Flexible Hours.** It is recognized that the duties of the City Attorney and Technology Coordinator require a great deal of time outside normal business hours. For that reason, Attorney may take reasonable compensatory time off during normal business hours, so long as the taking of such compensatory time does not unduly interfere with the performance of his duties.

6. **Compensation.** For services performed pursuant to this agreement the City shall pay Attorney the following amounts:

A. **Executive Legal Services and Technology Coordinator Services.** For Executive Legal Services and Technology Coordinator Services the City shall pay Attorney as a starting gross salary a sum computed as follows:

Agreed starting point for calculation of monthly gross salary	\$ 5,900.00
Add: Amount equal to 38% of the full-time family health insurance benefit	
Subtract: Employer's OASDI payroll tax	
Subtract: Employer's Medicare payroll tax	
Subtract: Employer's contribution to Attorney's retirement	

B. **Annual Review Salary.** Attorney's salary for Executive Legal Services and Technology Coordinator Services shall be reviewed annually and appropriate adjustments shall be made in accordance with the City's personnel policies applicable to department heads, provided however, Attorney's gross salary shall not be reduced. The first such review shall be based on performance during the year 2013 and any salary adjustment shall be effective commencing with salary payable during the year 2014.

C. **Hourly Legal Services.** For Hourly Legal Services the City shall pay Attorney an hourly rate, approved by the City Administrator and determined in the same manner as has been the practice during Attorney's tenure as City Attorney prior to this Agreement. Pursuant to Section 62.09(12) of the Wisconsin Statutes Attorney may appoint one or more Assistant City Attorneys to perform all or part of the Hourly Legal Services. Attorney shall supervise the work of any Assistant City Attorney appointed by him to perform Hourly Legal Services. Unless a different rate is approved by the City Administrator, the hourly rate charged for the work of any Assistant City Attorney appointed by the Attorney pursuant to this paragraph shall be at or below the hourly rate charged by Attorney for Hourly Legal Services. An Assistant City Attorney appointed by Attorney pursuant to this subparagraph shall be an independent contractor and shall not be an employee of the City.

7. **Prosecution Legal Services.** For Prosecution Legal Services the Attorney shall appoint and supervise the work of an Assistant City Attorney appointed by him to perform Prosecution Legal Services. The hourly rate charged for the work of any Assistant City Attorney appointed by the Attorney pursuant to this paragraph shall be no greater than \$122 per hour in 2013, \$125 in 2014 and \$128 in 2015. An Assistant City Attorney appointed by Attorney pursuant to this subparagraph shall be an independent contractor and shall not be an employee of the City.

8. **Litigation Legal Services.** For Litigation Legal Services the Attorney shall advise and consult with the City regarding the retaining of outside legal counsel to provide Litigation Legal Services on behalf of the City. Other than general supervision, the Attorney shall have no direct role in the performance of Litigation Legal Services on behalf of the City.

Exhibit A - Employment Agreement

EMPLOYMENT AGREEMENT

Executive Legal Services and Technology Coordinator Services

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9. **Labor Legal Services.** The Attorney shall have no direct role in the performance or supervision of Labor Legal Services provided on behalf of the City.

10. **Benefits.** Except as expressly provided in this paragraph, employment benefits for the Attorney shall accrue in accordance with the City's normal benefits policies and, where relevant, the date Attorney commences employment as City Attorney under this agreement shall be deemed to be his anniversary date. In recognition of the fact that Attorney has served as outside City Attorney for the City for over 24 years and he currently accumulates approximately 5 weeks of vacation annually in his law firm, the Attorney shall be credited as if January 1, 2013 with one-half of his years of service as City Attorney for the purpose of determining his annual vacation benefit as an employee of the City.

11. **Professional Development.** Dues and fees for all training, conferences, subscriptions, meetings and professional memberships shall be paid by Attorney. Time devoted by Attorney to training, conferences and meetings shall be counted as work time for the purposes of the minimum hours requirement contained in paragraph 4, but only if the principal purpose of the training, conference or meeting is devoted to professional development related to municipal law or Attorney's work as Technology Coordinator.

12. **Performance Reviews.** The City Council shall make every effort to review and evaluate the performance of Attorney at least once annually and may delegate such responsibility to the City Administrator. Failure by either party to complete the review described in this paragraph shall not constitute a breach of this Agreement.

13. **Termination.** This agreement may be terminated only as follows:

A. **Termination with Just Cause.** The City may terminate this Agreement for "just cause" under any one or more of the following circumstances:

1) Attorney's conviction of a felony or other crime which renders the Attorney incapable of satisfactorily performing the duties of his position, or impairs the safe, efficient, or effective operations of the office of City Attorney.

2) Attorney's performance of any job-related acts that endanger the property or personal safety of Attorney or others.

3) Attorney's violation of any lawful official order of the City Council where such violation or failure to obey amounts to an act of insubordination or a serious breach of proper discipline, or has resulted or reasonably might be expected to result in a loss or injury to the City or to the public. No violation of an lawful official order of the City Council shall exist if such official order conflicts with, or may reasonably be believed by Attorney to conflict with, any responsibility of a City Attorney set forth in the Wisconsin Statutes or any rule of the Wisconsin Supreme Court.

4) Attorney's disgraceful conduct, whether occurring during the performance of Attorney's official duties or off-duty.

5) Attorney's use of, threatened use of, or attempted use of political influence in securing leaves of absence, transfers, or changes of job, pay or nature of work.

6) Attorney's unreasonable amount of absence from duty without making suitable arrangements for the care of Attorney's duties.

Exhibit A - Employment Agreement

EMPLOYMENT AGREEMENT

Executive Legal Services and Technology Coordinator Services

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B. Effect of Termination with Just Cause. Termination for "just cause" shall be without severance pay and shall be effective upon Attorney's receipt of a written notice of his termination.

C. Termination without Just Cause. Either party may terminate this agreement without "just cause" as follows:

1) **Termination by City without Just Cause.** The City may terminate this Agreement without "just cause" at any time, provided, however, that any such termination shall require the affirmative vote of two thirds of all alderpersons serving on the Common Council. If this agreement is terminated by the City pursuant to this subparagraph, Attorney shall for a period of 6 consecutive months following the effective date of such termination, receive Attorney's salary and benefits provided by this Agreement on the same basis that existed prior to termination. If the remaining term of this agreement is less than 6 months at the time of termination, the Attorney shall receive Attorney's salary and benefits provided by this Agreement on the same basis that existed prior to termination only for remaining term of this Agreement. Except as expressly provided herein, Attorney shall receive no compensation or other employment benefit following termination pursuant to this subparagraph.

2) **Termination by Attorney.** Attorney may terminate this Agreement at any time by tendering his written resignation to the City. Such resignation shall not be effective on a date that is fewer than 60 days following delivery of such resignation to the City. Attorney shall cooperate with the City in effecting the transfer of his duties during the 60 day notice period. Attorney shall continue to accrue normal vacation, sick leave and other benefits until the effective date of his resignation in accordance with the City's personnel policies, and shall thereafter be eligible for all normal termination benefits in accordance with the City's Personnel Policy.

14. **Non-Civil Service Status.** It is expressly understood and agreed that Attorney is not being appointed or employed as City Attorney under any state or local civil service laws, procedures, or regulations, and neither state nor local civil service laws, procedures or regulations apply to Attorney's employment and tenure as City Attorney. Attorney expressly waives any coverage under any such laws or procedures or regulations.

15. **Personnel Policy.** Except where specifically abridged or modified by this Agreement, the City's personnel policies as set forth in the City's Personnel Policy Manual shall apply to Attorney.

16. **Arbitration of Differences.** Any dispute or claim arising in connection with this Agreement, including the issue of "just cause" as referenced in Paragraph 13 hereof, shall be finally settled under the Rules of the American Arbitration Association. Judgment may be entered in any court of competent jurisdiction on any arbitration award.

17. **Notices.** Notices by either party required to be given under this Agreement shall be in writing and hand-delivered or sent by certified mail addressed to the other party as herein provided. If notice is mailed, it shall be deemed "received" three days after the postmarked date of mailing, provided such notice was sent postage prepaid and addressed as follows:

To the City

Carol J. Stamm
City Clerk
1110 18th Avenue
Monroe, Wisconsin 53566

To Attorney

Rex A. Ewald
1015 18th Avenue; Suite 311
Monroe, Wisconsin 53566

Exhibit A - Employment Agreement

EMPLOYMENT AGREEMENT

Executive Legal Services and Technology Coordinator Services

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18. Miscellaneous.

A. **Headings.** Headings of paragraphs and subparagraphs are placed herein for convenient reference only and shall not have the effect of modifying, amending, or changing the express terms and provisions of this Agreement.

B. **Choice of Law.** This Agreement shall be governed and construed in accordance with the substantive and procedural laws of the State of Wisconsin.

C. **Interpretation.** In case of ambiguity in the interpretation of any covenant this agreement reference may be made to memorandums from the undersigned, Rex A. Ewald, to City Administrator, Philip Rath, dated September 24, 2012 relating to Monthly Flat Rate for Executive Legal Services, dated December 17, 2012 relating to Health Insurance and Retirement Benefits and dated December 26, 2012 relating to calculation of flat rate for Executive Legal Services and Technology Coordinator Services.

D. **Entire Agreement.** Except as expressly set forth herein, this Agreement sets forth the entire agreement of the parties and supersedes and renders null and void any and all prior or contemporaneous oral or written understandings, statements, representations or promises. There are no other oral or written agreements between the parties.

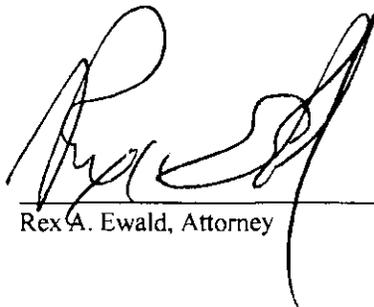
E. **Severability.** If any provision of this Agreement is later deemed unenforceable, the remaining provisions will continue to be binding, and the arbitrator(s) making such a determination shall also have the limited authority to modify any clause solely in order to render the provision valid under applicable law.

Dated as of the date and year first above written.

CITY OF MONROE

By:  [seal]
William M. Ross, Jr., Mayor

By:  [seal]
Carol J. Stamp, City Clerk

 [seal]
Rex A. Ewald, Attorney

Countersigned:  [seal]
Bridget J. Schuchart, Comptroller

Exhibit A - Employment Agreement

EXHIBIT A

The City of Monroe

Position Description

Name:	Rex A. Ewald	Department:	City Attorney
Position Title:	Managing City Attorney	Pay Grade:	
Date:	January, 2013	Reports to:	Mayor, Common Council & City Administrator

Purpose of Position. The Managing City Attorney is the senior legal advisor to the Mayor, Common Council, City Administrator and department heads. Under general direction of the City Council, the Managing City Attorney plans, organizes, directs and coordinates the City's legal services; serves as a legal advisor to the Mayor, City Council, City Administrator, all City department heads, and various boards and commissions. The Managing City Attorney exercises the responsibilities set forth in Section 62.09(12) of the Wisconsin Statutes.

Knowledge. The Managing City Attorney shall possess knowledge of the following:

- Legal principles and practices, including civil, criminal, constitutional and administrative law and procedure.
- Ordinances, statutes and court decisions relating to municipal entities.
- Judicial procedure and rules of evidence.
- State-of-the-art methods of legal research.
- Established precedents and sources of legal reference applicable to municipal activities.

Abilities. The Managing City Attorney shall have the ability to:

- Communicate clearly and concisely, orally and in writing.
- Organize, interpret and apply legal principles and knowledge to complex legal problems quickly, accurately and in a manner that can be readily understood by City decision makers.
- Present statements of law, fact and argument clearly and logically.
- Conduct research on complex legal problems and prepare sound legal opinions.
- Properly interpret and make decisions in accordance with laws, regulations and policies.
- Establish and maintain effective working relationships with employees, public officials, other departments and agencies, and the general public.

Education, Licensure and Experience. The Managing City Attorney shall possess the following minimum credentials:

Education: The equivalent to a Juris Doctor degree from an accredited law school.

Law License: A license that is in good standing to practice law in the State of Wisconsin.

Experience: Have been engaged in the practice of law for at least five years in progressively responsible positions involving a significant emphasis on municipal law.

Duties and Responsibilities. The following duties are normal for the position of Managing City Attorney:

- Represent and advise the City Administrator, City Clerk, department heads, Mayor and alderpersons in all matters of law pertaining to their office.

Exhibit A - Employment Agreement

EXHIBIT A

City of Monroe: Managing City Attorney Position Description

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- Direct and participate in the development and implementation of goals, objectives, policies and priorities.
- Draft ordinances, resolutions, contracts, deeds, leases and other legal documents.
- Attend all regular and special Common Council meetings.
- Attend regular and special committee, board and commission meetings where, due to a matter of particular importance or other unique circumstances, attendance of the Managing City Attorney is necessary.
- Approve the form of all contracts made by and all bonds given to the City, endorsing same where necessary.
- Prepare legal opinions at the request of the City Administrator, City Clerk, Mayor, department heads, the Common Council and City boards and commissions.
- Oversee and coordinate services provided by outside legal counsel.
- Represent the City before other governmental bodies and agencies.
- Represent the City in the community and at professional meetings.
- Exercise the responsibilities of a City Attorney that are set forth in the Wisconsin Statutes.

Physical Requirements. The Managing City Attorney shall have the ability to:

- Operate a variety of office equipment including computer, telephone, fax machine, calculator, photocopier and scanner.
- Coordinate eyes, hands, feet and limbs in performing movements requiring skill and training, such as computer keyboarding and writing.
- Exert light physical effort in sedentary to light work, but which may involve some lifting up to 10 pounds, occasional stooping, pushing, pulling, bending, twisting, and reaching.
- Hear instructions and directions clearly in all settings that are pertinent to the Managing City Attorney's duties.
- Verbally communicate over telephone or in person for such matters as negotiating and presenting information at meetings.
- Read and distinguish printed numbers and letters for visual inspection of computer screens and written reports.

Work Environment. The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

- While performing the duties of this job, the employee occasionally works in outside weather conditions and is occasionally exposed to fumes or airborne particles.
- The noise level in the work environment is usually moderate.

***The City of Monroe is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the City will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.*

Adopted by the City Council on _____.

Exhibit A - Employment Agreement

EXHIBIT B

City of Monroe: Technology Coordinator Position Description

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and paid technical consultants to establish goals and policies consistent with the City's and department's goals, initiatives, and service levels.

- Supervises, and evaluates the work of paid technical consultants.
- Serves as a resource and provides staff assistance and counsel to the City Council and all City staff.
- Acts as an information technology liaison to City committees and commissions.
- Drafts proposed resolutions and ordinances and prepares correspondence, reports and recommendations for the City Council.
- Coordinates, develops and conducts training programs for assigned staff.
- Stays current on issues relative to information technology.

Physical Requirements. The Technology Coordinator shall have the ability to:

- Operate a variety of office equipment including computer, telephone, fax machine, photocopier and scanner.
- Coordinate eyes, hands, feet and limbs in performing movements requiring skill and training, such as computer keyboarding and writing.
- Exert light physical effort in sedentary to light work, but which may involve some lifting up to 10 pounds, occasional stooping, pushing, pulling, bending, twisting, and reaching.
- Hear instructions and directions clearly in all settings that are pertinent to the Technology Coordinator's duties.
- Verbally communicate over telephone or in person for such matters as negotiating and presenting information at meetings.
- Read and distinguish printed numbers and letters for visual inspection of computer screens and written reports.

Work Environment. The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

- While performing the duties of this job, the employee occasionally works in outside weather conditions and is occasionally exposed to fumes or airborne particles.
- The noise level in the work environment is usually moderate.

***The City of Monroe is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the City will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.*

Adopted by the City Council on _____.

Exhibit B - 2015-2016 Rates Letter

VOEGELI, EWALD & BARTHOLF LAW OFFICES, S.C.

Monroe Professional Center

Paul W. Voegeli
Rex A. Ewald
Daniel R. Bartholf

Craig R. Nolen - *also licensed in Illinois*

1750-10th Street
P.O. Box 56
Monroe, Wisconsin 53566
www.voegeli-ewald.com

Telephone: (608) 328-2000
Facsimile: (608) 329-9613

Monterello Office:

211 North Main Street
Monterello, Wisconsin 53570

July 3, 2015

Mr. Philip Rath, Administrator
City of Monroe
1110 18th Avenue
Monroe, Wisconsin 53566

Re: Adjustment in Rates for Legal Services

Dear Phil:

The rates our firm charges for legal services for the City of Monroe were last adjusted beginning with the July 2012 billing cycle. We typically review our rates at this time each year and make any adjustments effective at the beginning of the July billing cycle [billed in early August]. We chose to not adjust rates for the past two years.

The rates I propose for the next year, with comparisons to current rates, are as follows:

	Through June 30, 2015	July 1, 2015 through June 30, 2016
Rex A. Ewald	158.00 per hour	163.00 per hour
Daniel R. Bartholf	140.00 per hour	144.00 per hour
Craig R. Nolen	122.00 per hour	126.00 per hour
Paralegal	43.00 per hour	43.00 per hour

I do not expect that Paul Voegeli will be handling any city matters. However, any work performed by Paul on behalf of the City will be charged at the same rate I charge.

The new rates recognize the capabilities of attorneys in our office and also give appropriate consideration for the certainty of payment. They all remain significantly lower than our quoted rates.

The foregoing rates do not apply to work covered by the flat rate agreement that is in effect for executive legal services. Please let me know if you have any questions regarding the new rate structure.

Very Truly Yours,

Rex A. Ewald
RAE:sme