



AGENDA

GENERAL GOVERNMENT COMMITTEE

General Government Committee: January 7, 2026 at 5:30 PM
Village Hall 740 Hillgrove Avenue, Western Springs, IL 60558

- A. Call to Order**
- B. Approval of Minutes**
- C. Public Comment**
- D. New Business**
 - 1. Village Manager's Office Vendor List for 2026
- E. Other Business**
- F. Schedule Next Committee Meeting**
- G. Adjournment**

Individuals with disabilities who plan to attend / participate in this meeting and who require accommodations to allow them to observe and participate, or who have questions regarding accessibility of the meeting or facilities, are requested to contact Jill Izzo at 708-246-1800, extension 127.



AGENDA ITEM SUMMARY

GENERAL GOVERNMENT COMMITTEE

General Government Committee: January 7, 2026

AGENDA ITEM D.1.

To: General Government Committee

From: Casey Biernacki, Deputy Village Manager, Ellen Baer, Village Manager

CC:

RE: Village Manager's Office Vendor List for 2026

Recommendation

Summary

The Village Manager's Office will use the services of certain vendors in an amount over \$25,000 annually. The vendors listed below do not typically have standalone agreements and some are paid as service is incurred with fluctuations in the amount they are needed. Each vendor is outlined below, and staff is recommending that these vendors continue to be used for their specific services in 2026.

Nicor Gas

Nicor Gas provides gas service to all municipal buildings and generators. Staff expects a not-to-exceed cost of \$25,000 for gas services in 2026.

One Step, INC.

The Village utilizes One Step, INC. for the printing and mailing of Tower Topics. One Step, Inc. was previously hired to layout the newsletter and print and distribute it to the community. The layout of the newsletter was brought in-house and now One Step, Inc. only provides printing and distribution services. Staff expects a not-to-exceed cost of \$25,000 for 2026. Overall, staff is satisfied with the performance of One Step, INC. but there will be continued review of their services and quotes are obtained from other printers from time to time to ensure that pricing is appropriate.

IRMA – Intergovernmental Risk Management

IRMA provides risk management services to the Village as a member community. IRMA's mission is to provide protection against human and financial losses. Village staff volunteer on steering committees working with the professional claim managers, attorneys, and staff at IRMA. IRMA assists with general liability, workers compensation, and other claims. They provide guidance on OSHA compliance and training in safety and loss prevention. The 2026 budget includes \$72,280 in this category, after applying existing credits.

West Central Municipal Conference

The Village is a member of the West Central Municipal Conference (WCMC) and staff expects dues for 2026 to be \$15,000 AND \$2,500 for the Employee Assistance Program.

LTACC – Lyons Township Area Communications Center

As a member of LTACC, the Village pays an annual amount to fund our portion of the cost to operate LTACC. The 2026 budget includes \$305,000 for LTACC.

The following vendors provide legal services to the Village and nominal rate increases may apply. See attached KTJ and Clarke Baird Smith 2026 rates.

- Klein Thorpe & Jenkins LTD – Village Attorney
- Clark Baird Smith LLP – Labor Attorney
- Michael P. Chomiak - Village Prosecutor
- Thomas Brescia – Village Adjudicator

The following vendors provide insurance services to the Village:

- BCBS of IL
- Delta Dental Plan of IL
- Standard Insurance
- Illinois Mutual
- Provident

The following vendors provide occupational health services to the Village:

- Health Endeavors
- Premier

BDO

BDO has been used by the Village for 15+ years to provide support and licensing for the organization. BDO also provides firewall licensing for the Village. The budget includes a not to exceed of \$160,000 (mostly Microsoft licensing) from this vendor in 2026.

CDW Government

The Village purchases a wide variety of equipment and parts through CDW. When purchasing through their website, they automatically apply any State contract pricing relevant. Larger items or non-contract items would be bid individually. As CDW is an Illinois-based company (Vernon Hills), the Village saves on shipping. The budget includes an anticipated \$25,000 - \$35,000 in expenses for this vendor in 2026.

Dell Marketing

The Village purchases most servers, PCs, and mass-storage products from Dell. PCs are purchased throughout the year and cycled down throughout the organization. Servers and mass-storage items are approved by the Board before purchase. The budget includes a not to exceed number of \$35,000 for this vendor in 2024.

Verizon Wireless

The Village utilizes Verizon Wireless for all Village-issued cellular phones, internet capable tablets, and “mi-fi” devices. Staff expects a not-to-exceed cost of \$50,000 in 2026. Staff is satisfied with the services and coverage provided by Verizon.

Phone Service Vendor

NEC provides the Village with cloud-based IP phone services. Costs have decreased over time as the fire alarm land lines have been transitioned to wireless via LTACC. Staff expects a not-to-exceed cost of \$32,000 for 2026.

Wells Fargo Financial Services

Wells Fargo provides the financing for the copy machines leased from Total Technologies Solutions Group (TTSG). The budget includes an anticipated \$42,000 spend with this vendor in 2025.

Financial Impact

The items outlined above are all included in the approved FY2026 budget.

Recommended Motion

None.

Strategic Plan Alignment

- Financial Sustainability

File Attachments

1. Engagement Letter (MTJ) to Western Springs Manager (Baer) re KTJ Billing Rates and Charges effective 1.1.2026 (hold for 2026 & 2
2. 2026 rates CBS LLP

December 17, 2025

Ellen J. Baer
Village Manager
Village of Western Springs
740 Hillgrove Avenue
Western Springs, Illinois 60558

Re: Schedule of Legal Fees and Charges effective January 1, 2026

Dear Village Manager Baer:

As we discussed, please be advised that, **effective January 1, 2026**, the billing rates and charges for all Legal Services that my firm provides to the Village of Western Springs will be as follows:

A. GENERAL LEGAL SERVICES:

- \$250.00 per hour for partner's time
- \$235.00 per hour for senior counsel's time
- \$225.00 per hour for associate's time
- \$185.00 per hour for senior paralegal's time
- \$175.00 per hour for paralegal's time
- \$145.00 per hour for law clerk's time

B. LITIGATION AND APPEALS:

- \$250.00 per hour for partner's time
- \$235.00 per hour for senior counsel's time
- \$225.00 per hour for associate's time
- \$185.00 per hour for senior paralegal's time
- \$175.00 per hour for paralegal's time
- \$145.00 per hour for law clerk's time

C. EMPLOYMENT / COLLECTIVE BARGAINING SERVICES:

- \$325.00 per hour for partner's time
- \$275.00 per hour for senior counsel's time
- \$235.00 per hour for associate's time
- \$185.00 per hour for senior paralegal's time
- \$175.00 per hour for paralegal's time
- \$145.00 per hour for law clerk's time

D. SPECIAL PROJECT WORK (e.g., reimbursable fees from a third party):

- \$325.00 per hour for partner's time
- \$275.00 per hour for senior counsel's time
- \$235.00 per hour for associate's time
- \$185.00 per hour for special project assistant's time
- \$185.00 per hour for senior paralegal's time
- \$175.00 per hour for paralegal's time
- \$145.00 per hour for law clerk's time

E. TAX INCREMENT FINANCING DISTRICTS / BUSINESS DISTRICTS / ENTERPRISE ZONES / ECONOMIC DEVELOPMENT PROJECTS:

- \$325.00 per hour for partner's time
- \$275.00 per hour for senior counsel's time
- \$235.00 per hour for associate's time
- \$185.00 per hour for special project assistant's time
- \$185.00 per hour for senior paralegal's time
- \$175.00 per hour for paralegal's time
- \$145.00 per hour for law clerk's time

F. FLAT FEE MONTHLY RETAINER:

\$2,300.00 per month (covers all attorney time related to travel to and from Village Hall to attend monthly Workshop meetings (typically one (1) per month), monthly Village Board meetings (typically one (1) per month), one (1) Directors' meeting per month (or attendance in person at or available remotely for four (4) hours of "office hours" each month), and Trustee committee meetings; preparation for and attendance at Workshop meetings, Village Board meetings, Directors' meetings and Trustee committee meetings; review of and assistance with preparation of agendas for Workshop meetings, Village Board meetings, Directors' meetings and Trustee committee meetings; telephone and email communications with officials and staff regarding agenda preparation for Workshop meetings, Village Board meetings, Directors' meetings and Trustee committee meetings; telephone and email communications with officials and staff that are of a general nature and not relative to a specific billing matter, such as a particular item of litigation or a special service area project; and any other assignments, tasks or activities that the parties mutually agree to in writing to include under the Retainer from time to time). (NOTE: This Retainer arrangement is not a security retainer or an advance payment retainer, but is a flat fee monthly payment, paid after services have been rendered, that covers the performance of all work included under the Retainer Category, whether the value of the services exceeds or does not exceed the monthly payment. The services performed under the Retainer Category are billed at the General Legal Services hourly rates.)

G. DEBT ISSUANCE WORK:

To be negotiated, based on the complexity of the financing and whether an opinion is required relative to the debt issuance, but not less than twenty-five hundredths of a percent (0.025%) of the amount of the debt issue, with a minimum fee not less than \$1,500.00.

H. SPECIAL ASSESSMENTS:

Four percent (4.0%) of the estimated cost of construction, plus property acquisition costs and actual out-of-pocket costs; which are built into the special assessment project costs.

I. SPECIAL SERVICE AREAS:

Two percent (2.0%) of the estimated cost of construction or the general services hourly rate fee, whichever is greater; which is built into the special service area project costs.

J. MISCELLANEOUS CHARGES:

Miscellaneous Charges incurred are billed as follows:

Copying	20¢ per page
Printing	actual cost
Delivery	actual cost
Filing fees	actual cost
Mileage	not charged
Computer research	actual cost
Secretarial services	not charged
Facsimile	not charged

Our firm uses AI-enabled tools (e.g., legal research and document-analysis software) to improve accuracy and efficiency. We bill Westlaw usage per the provider’s itemized statements. We do not add a separate fee for our internal AI tools; any third-party, volume-based eDiscovery hosting or processing will be passed through at cost.

These billing rates and charges shall remain in effect for calendar years 2026 and 2027.

KTJ’s minimum time increment for billing purposes is one-tenth (0.1) of an hour. Substantive phone communications are billed at a minimum of three-tenths (0.3) of an hour, and, if longer, the billing is fixed in one-tenth (0.1) of an hour increments. The firm does not bill for secretarial or clerical work nor for any consultations among KTJ attorneys and/or among KTJ staff. We provide itemized monthly statements with date, description of services and time spent. While being sensitive to unique circumstances, please be advised that, in fairness to all of our local government clients, the firm strives to maintain a uniform billable hourly rate schedule for similar practice areas and specialty work to avoid issues with performing legal work for multiple clients at different billable hourly rates.

For your review, I have enclosed the following document regarding this Engagement Letter:

1. KTJ's standard “Terms of Engagement,” marked as Exhibit “A”.

If the terms described above and in the attachment are satisfactory, please so indicate by signing and dating below, and return one executed copy of this Engagement Letter to me by mail, with a copy by electronic mail.

As always, I am very grateful for the opportunity to represent the Village of Western Springs, and enjoy working with you and the other Village officials and staff. I look forward to a continuation of our productive working relationship with the Village officials and the Village staff. If the Board of Trustees or you have any questions, please feel free to contact me.

Sincerely,

KLEIN, THORPE AND JENKINS, LTD.

Michael T. Jurusik

Michael T. Jurusik

cc: John Mastandona, Director of Finance
Jill Izzo, Deputy Clerk

ACKNOWLEDGEMENT

I agree to the terms in this Engagement Letter and its attached Terms of Engagement.

By: _____
Ellen J. Baer, Village Manager
Village of Western Springs

Date: _____, 2025.

KLEIN, THORPE AND JENKINS, LTD.
TERMS OF ENGAGEMENT
WITH
THE VILLAGE OF WESTERN SPRINGS

We appreciate your decision to retain Klein, Thorpe and Jenkins, Ltd. ("KTJ") as your legal counsel.

This document explains how we work, our obligations to you, your obligations to us, what we will do on your behalf, and how our charges will be determined and billed. Experience has shown that an understanding of these matters will contribute to a better relationship between us, and that in turn makes our efforts more productive.

Our engagement and the services that we will provide to you are limited to the matters identified in the above Engagement Letter and this Terms of Engagement. Any changes in the scope of our representation, as described in the Engagement Letter and this Terms of Engagement, must be approved in writing. We will provide services of a strictly legal nature related to the matters described in the Engagement Letter and this Terms of Engagement. You will provide us with the factual information and materials we require to perform the services identified in the Engagement Letter and this Terms of Engagement, and you will make such business or technical decisions and determinations as are appropriate. You will not rely on us for business, investment or accounting decisions, or expect us to investigate the character or credit of persons or entities with whom you may be dealing, unless otherwise specified in the Engagement Letter and this Terms of Engagement.

We cannot guarantee the outcome of any matter. Any expression of our professional judgment regarding your matter or the potential outcome is, of course, limited by our knowledge of the facts and based on the law at the time of expression. It is also subject to any unknown or uncertain factors or conditions beyond our control.

Confidentiality and Related Matters

Regarding the ethics of our profession that will govern our representation, several points deserve emphasis. As a matter of professional responsibility, we are required to hold confidential all information relating to the representation of our clients, subject to certain exceptions that we will discuss with you. This professional obligation and the legal privilege for attorney-client communications exist to encourage candid and complete communication between a client and its lawyer. We can perform truly beneficial services for a client only if we are aware of all information that might be relevant to our representation. Consequently, we trust that our attorney-client relationship with you will be based on mutual confidence and unrestrained communication that will facilitate our proper representation of you.

Additionally, you should be aware that, in instances in which we represent a corporation, government or other entity, our client relationship is with the entity, and not with its individual executives, shareholders, directors, members, managers, partners, elected or appointed officials, or persons in similar positions, or with its parent, subsidiaries or other affiliates. In those cases, our professional responsibilities are owed only to that entity, alone, and no conflict of interest will be asserted by you because we represent persons with respect to interests that are adverse to individual persons or business organizations who have a relationship with you. That is to say, unless the Engagement Letter and this Terms of Engagement indicate otherwise, KTJ's attorney-client relationship with the entity does not give rise to an attorney-client relationship with the parent, subsidiaries or other affiliates of the entity, and representation of the entity in this matter will not give rise to any conflict of interest in the event other clients of KTJ are adverse to the parent, subsidiaries or other affiliates of the entity. Of course, we can also represent individual executives, shareholders, directors, members, managers, partners, elected or appointed officials, and

other persons related to the entity in matters that do not conflict with the interests of the entity, but any such representation will be the subject of a separate engagement letter. Similarly, when we represent a party on an insured claim, we represent the insured, not the insurer, even though we may be approved, selected or paid by the insurer.

KTJ attempts to achieve efficiencies and savings for its clients by managing KTJ's administrative operations (e.g., file storage, document duplication, word processing, accounting/billing) in the most efficient manner possible, including outsourcing certain functions to third parties. Outsourcing in this manner may require KTJ to allow access by third parties to your confidential information, and, in some cases, these third parties may be located outside of the United States. KTJ will follow applicable legal ethics rules with regard to such outsourcing and protection of confidential information.

Fees and Billing

Clients frequently ask us to estimate the fees and other charges they are likely to incur in connection with a particular matter. We are pleased to respond to such requests whenever possible with an estimate based on our professional judgment. This estimate always carries the understanding that, unless we agree otherwise in writing, it does not represent a maximum, minimum or fixed fee quotation. The ultimate cost frequently is more or less than the amount estimated.

Legal Fees

We encourage flexibility in determining billing arrangements. For example, we often have agreements with our clients to perform services on a fixed-fee or other basis that we and the client believe will encourage efficiency and reflect the value of our services in relation to a particular objective.

If you and KTJ have agreed on a fixed fee arrangement, KTJ's fees will not be limited to the fixed amount if you fail to make a complete and accurate disclosure of information that we have requested and that KTJ reasonably requires for our work, or if you materially change the terms, conditions, scope or nature of the work, as described by you when KTJ determined the fixed amount. If any of these events occurs, KTJ's fees will be based upon the other factors described below, unless you and KTJ agree on a revised fixed fee. If the above Engagement Letter and this Terms of Engagement do not provide for a fixed fee, or if KTJ does not otherwise confirm to you in writing a fee arrangement, KTJ's fees for services will be determined as described in the following paragraphs.

When establishing fees for services that KTJ renders, KTJ is guided primarily by the time and labor required, although KTJ also considers other appropriate factors, such as: the novelty and difficulty of the legal issues involved; the legal skill required to perform the particular assignment; time-saving use of resources (including research, analysis, data and documentation) that KTJ has previously developed and stored electronically or otherwise in quickly retrievable form; the fee customarily charged by comparable firms for similar legal services; the amount of money involved or at risk and the results obtained; and the time constraints imposed by either you or the circumstances. In determining a reasonable fee for the time and labor required for a particular matter, KTJ considers the ability, experience and reputation of the lawyer or lawyers in our firm who perform the services. To facilitate this determination, KTJ internally assigns to each lawyer an hourly rate based on these factors. Of course, KTJ's hourly rates change periodically, upon advanced written notice to the client, to account for increases in KTJ's cost of delivering legal services, other economic factors, and the augmentation of a particular lawyer's ability, experience and reputation. Any such changes in hourly rates are applied prospectively after written notice of such change in hourly rates. KTJ records and bills time in one-tenth hour (six minute) increments.

When selecting lawyers to perform services for you, KTJ generally seeks to assign lawyers having the lowest hourly rates consistent with the skills, time demands and other factors influencing the professional

responsibility involved in each matter, unless you have requested a particular lawyer to perform the work or unless the primary-contact lawyer, in their discretion, performs the work or assigns the work to a particular lawyer. That does not mean that KTJ will always assign a lawyer with a lower hourly rate than other lawyers. As circumstances require, the services of lawyers at KTJ with special skills or experience may be sought when that will either: (a) reduce the legal expense to you; (b) provide a specialized legal skill needed; or (c) help move the matter forward more quickly.

Disbursements

In addition to legal fees, KTJ statements will include out-of-pocket expenses that we have advanced on your behalf. Advanced expenses generally will include, but are not limited to, such items as travel, postage, filing, recording, and certification and registration fees charged by governmental bodies. Our out-of-pocket expenses typically include, but are not limited to, such items as overnight courier services, certain charges for terminal time for computer research and complex document production, and charges for photocopying materials sent to the client or third parties or required for our use. KTJ may request an advance cost deposit when KTJ expects that it will be required to incur substantial costs on behalf of the client. Otherwise, KTJ requires that the client directly pay any invoice issued by a third party vendor or consultant that exceeds \$250.00.

During the course of our representation, it may be appropriate to hire third parties to provide services on your behalf. These services may include such things as consulting or testifying experts, investigators, providers of computerized litigation support, and court reporters. Because of the legal "work product" protection afforded to services that an attorney requests from third parties, in certain situations KTJ may assume responsibility for retaining the appropriate service providers. Even if we do so, you will be responsible for paying all fees and expenses directly to the service providers or reimbursing us for these expenses.

KTJ attempts to achieve efficiencies and savings for its clients when dealing with independent contractors. KTJ may be able to obtain a reduced charge from the contractor if KTJ provides certain functions, such as billing, collection, equipment, space, facilities or clerical help. For these administrative and coordination services, KTJ may charge an administrative fee, which will be separately disclosed to the client.

Billing

KTJ bills on a monthly basis for our services and costs. Our statements are due when rendered. If a retainer deposit is posted, the monthly statements will be mailed to the client showing a deduction of the fees and costs from the deposit and the new deposit balance. Alternate billing arrangements may be mutually agreed to by the parties, in writing. In instances in which KTJ represents more than one person with respect to a matter, each person that KTJ represents is jointly and severally liable for our fees and expenses with respect to the representation. KTJ statements contain a concise summary of each matter for which legal services are rendered and the corresponding fee(s) and costs that are charged. If a statement remains unpaid for more than thirty (30) calendar days, you will be contacted by a KTJ representative inquiring why it is unpaid. Additionally, if a statement has not been paid within thirty (30) calendar days from its date, KTJ may impose an interest charge consistent with the Local Government Prompt Payment Act, as amended, (if applicable), or one percent (1.0%) per month (a twelve percent (12%) annual percentage rate), whichever is less, from the 30th day after the date of the statement until it is paid in full. Interest charges apply to specific monthly statements on an individual statement basis. Any payments made on past due statements are applied first to the oldest outstanding statement.

It is KTJ's policy that, if an invoice remains unpaid for more than ninety (90) calendar days, absent extraordinary circumstances and subject to legal ethics constraints, KTJ's representation will cease, and you will have authorized us to withdraw from all representation of you as a consequence of your failure

to pay for services, fees and costs rendered. Any unapplied deposits will be applied to outstanding balances. Generally, KTJ will not recommence its representation or accept new work from you until your account is brought current and a new deposit for fees and costs, in an amount that KTJ determines, is paid to it.

In addition, if you do not pay KTJ's statements as they become due, the firm may require a substantial partial payment and delivery of an interest-bearing promissory note as part of any arrangement under which it may, in its discretion, agree to continue its representation. Any such promissory note will serve merely as evidence of your obligation, and shall not be regarded as payment. If allowed by applicable law, KTJ is entitled to reasonable attorneys' fees and court costs if collection activities are necessary. In addition, KTJ shall have all general, possessory or retaining liens, and all special or charging liens, recognized by law. Payment of our fees and costs is not contingent on the ultimate outcome of our representation, unless we have expressly agreed in writing to a contingency fee.

Questions About Our Bills

We invite you to discuss freely with us any questions that you have concerning a fee charged for any matter. We want our clients to be satisfied with both the quality of our services and the reasonableness of the fees that we charge for those services. We will attempt to provide as much billing information as you require and in such customary form that you desire, and are willing to discuss with you any of the various billing formats we have available that best suits your needs.

Relationships with Other Clients

Because KTJ is a full-service law firm, we may be (and at times are) asked to represent a client with respect to interests that are adverse to those of another client who is represented by KTJ in connection with another matter. Just as you would not wish to be prevented in an appropriate situation from retaining a law firm that competes with KTJ, our firm wishes to be able to consider the representation of other persons or entities that may be competitors in your industry or who may have interests that are adverse to yours, but with respect to matters that are unrelated in any way to our representation of you. The ethics that govern us permit us to accept such multiple representations, assuming certain conditions are met, as set forth below.

During the term of this engagement, we will not accept representation of another client to pursue interests that are directly adverse to your interests unless and until we make full disclosure to you of all the relevant facts, circumstances and implications of our undertaking the two representations, and confirm to you in good faith that we have done so and we reach a mutual written agreement on the matter that the following criteria are met: (i) there is no substantial relationship between any matter in which we are representing or have represented you and the matter for the other client; (ii) any confidential information that we have received from you will not be available to the lawyers and other KTJ personnel involved in the representation of the other client; (iii) our effective representation of you and the discharge of our professional responsibilities to you will not be prejudiced by our representation of the other client; and (iv) the other client has also consented in writing based on our full disclosure of the relevant facts, circumstances and implications of our undertaking the two representations. If the foregoing conditions are satisfied, upon mutual written consent, we may undertake the adverse representation and all conflict issues will be deemed to have been resolved or waived by you.

By making this agreement, we are establishing the criteria that will govern the exercise of your right under applicable ethical rules to object to our representation of another client whose interests are adverse to yours. If you contest in good faith the facts underlying our confirmation to you that the specified criteria have been met, then we will have the burden of reasonably supporting those facts.

Knowledge Management Tool

In order to better and more economically serve our clients, we have implemented a document search engine that will allow us to search KTJ's institutional work product to determine whether there exist documents created for one client that can be used as a starting point for the preparation of new documents for other clients. Documents that are subject to ethics wall restrictions, have extraordinary confidentiality requirements, or contain sensitive client information will not be included in this system.

Insurance

KTJ maintains professional liability insurance coverage in excess of one million dollars. A certificate of insurance confirming KTJ's professional liability insurance coverage will be provided to the client upon request.

Document and File Destruction

Unless other arrangements are made by the client in writing with KTJ, client-related documents and files prepared and maintained by KTJ are typically destroyed ten (10) years after a matter is closed, and, absent such other arrangements being made, the client agrees that KTJ may destroy such documents and files without further consent.

Termination

Upon completion of the matter(s) to which this representation applies, or upon earlier termination of our relationship, the attorney-client relationship will end unless you and we have expressly agreed to a continuation with respect to other matters. We hope, of course, that such a continuation will be the case. KTJ's representation of you is an "at-will" arrangement and can be terminated by either party at any time and for any reason. The termination of the representation will not terminate your obligation to pay fees and costs of completed services incurred prior to the termination and for any services rendered or disbursements required to implement the transition to new counsel.

Your agreement to this engagement constitutes your acceptance of the foregoing terms and conditions. If any of them is unacceptable to you, please advise us now so that we can resolve any differences and proceed with a clear, complete and consistent understanding of our relationship.



9550 W. HIGGINS ROAD, SUITE 600, ROSEMONT, IL 60018
847.378.7700 OFFICE • 847.378.7070 FAX

Clark Baird Smith LLP. 2026 Billing Rates:

Equity Partners:	Rates:
Roxanna Underwood	\$385
Jill Leka	\$385
Benjamin Gehrt	\$385
James Powers	\$385
Ted Clark	\$385
Robert Smith	\$385
Margaret Sewell	\$345
Kelly Coyle	\$345
Paul Denham	\$370
Raymond Byrne	\$240
Catherine Seidelman	\$285

Paralegal	Rates:
Jamie Flahaven	\$140