

**LETTER OF INTEREST FOR CHRISTMAN LAW, P.L.
TO SERVE AS TOWN ATTORNEY FOR
THE TOWN OF DUNDEE, FLORIDA**

*Prepared Especially for Town Manager, Ken Cassel and Town Clerk, Erica Anderson,
Town of Dundee, Florida*

January 16, 2026

CHRISTMAN LAW, P.L.

a professional limited liability company

Heather R. Maxwell, Esq
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January 16, 2026

INTRODUCTION

Pursuant to the request for Letters of Interest by the Town of Dundee, Florida, Town Commission, I respectfully submit this proposal for my firm to serve as Town Attorney for the Town of Dundee, Florida, on either an interim or permanent basis. This submission includes the basic elements of my proposal, firm philosophy, an overview of my firm, a list of practice areas of the firm, professional affiliations, and attorney profile.

LETTER OF INTEREST

Heather R. Maxwell, as principal of Christman Law, P.L. hereby submits this letter of interest to serve as the Town Attorney for the Town of Dundee, on either an interim or permanent basis, to provide necessary and requested legal services as directed by the Town Commission, individual Town Commission Members, Mayor, Town Manager, Town Clerk or Department Heads. This firm possesses the requisite expertise and proficiency to deliver comprehensive legal services in its capacity as Town Attorney, on the following basis.

Attorney Heather Maxwell (f/k/a Heather Christman) will perform the work as Town Attorney to the Town of Dundee and will be in attendance at all regular and special Town Commission meetings and at other meetings which she is requested to attend. Should an unavoidable conflict arise, a qualified substitute attorney will appear in Attorney Maxwell's place. Attorney Maxwell will also make every effort to attend civic events as a courtesy and at no charge to the Town when beneficial to the Town.

It is respectfully submitted that the firm's background and experience will enable Attorney Maxwell to provide the Town of Dundee a comprehensive array of local government legal services on a timely basis, in an efficient manner, for fair and reasonable compensation. Attorney Maxwell has practiced local government law in the State of Florida for approximately 19 years and has served as County and City Attorney for other Florida local governments, in doing so, she able to identify areas of synergy among the needs of her local government Clients and is delighted to pass on the resulting cost savings whenever possible. Attorney Maxwell's time in practice has included both non-litigation and litigation/trial practice. Inquiries are welcome regarding this proposal, Attorney Maxwell's experience or qualifications.

FIRM PHILOSOPHY

It is this firm's philosophy and practice in the representation of governmental clients to be non-political. As such, I do not favor any particular elected or appointed official in the rendering of legal services. I view my job as simply to dispense the highest caliber of legal services to the Town in a consistent manner, in cooperation with all Town officers and employees and refrain from becoming involved in any manner whatsoever with regard to political or administrative policy decisions. It is also my firm's philosophy and practice to be easily accessible, I make every effort to be available to my government clients at all times to address issues quickly and professionally as they arise. It is my opinion that it is only when legal services are rendered in this manner that legal counsel will be most effective and of maximum benefit to the Town.

ATTORNEY RESUME / FIRM OVERVIEW

Christman Law, P.L. was established in Polk County, Florida in 2010 by Heather R. Maxwell. Attorney Maxwell practiced municipal law and civil litigation at the Law office of Robert G. Fegers, in Winter Haven, Polk County, Florida, from 2007 until Judge Fegers' election to the Polk County Judiciary.

During the first decade of her practice, Attorney Maxwell devoted a substantial amount of her practice representing local government clients as well as private clients in matters involving local governments, such as eminent domain, land use issues, elections and public records matters, both litigation and non-litigation. In 2017, Attorney Maxwell made the decision to limit her practice to exclusively representing Florida local governments, with very limited exceptions.

Attorney Maxwell has served as Attorney for the following Florida local governments:

- City Attorney for the City of Eagle Lake (2007-2017; 2021-present)
- Town Attorney for the Town of Lake Hamilton (2013-2017; 2021-2024)
- Acting County for Walton County, Florida (2018, 2020)
- Assistant County Attorney for Walton County, Florida (2017-2021)
- Community Redevelopment Agency Attorney for the Eagle Lake CRA (2007-2017; 2021-present)

Attorney Maxwell has served as Special Magistrate for the following Cities:

- Town of Dundee, Code Enforcement
- City of Winter Haven, Code Enforcement
- City of Winter Haven, Land Development
- City of Winter Haven, Police Services
- City of Haines City, Code Enforcement
- City of Haines City, Police Department Traffic Camera Safety Program
- City of Wauchula, Code Enforcement

- City of Lake Alfred, Code Enforcement
- City of Fort Meade, Code Enforcement
- City of Frostproof, Code Enforcement
- Town of Howey-in-the-Hills, Code Enforcement

Attorney Maxwell also served as attorney for the Polk County Municipal Board of Examiners, hearing officer for the Polk County School Board, and attorney for private clients in eminent domain, land use and various other litigation and non-litigation matters.

Areas in which Attorney Maxwell has substantial experience relevant to any Florida county or municipality are as follows:

- All matters related to Comprehensive Plan, Zoning and Land Development Regulations;
- Representation City, County, Local Planning Agencies and CRA boards;
- Sunshine Law;
- Public Records;
- Ethics and Voting Conflicts;
- Litigation regarding development approvals and other Florida County/City matters;
- Legislative and Quasi Judicial processes and procedures;
- Drafting ordinances, resolutions;
- All matters related to municipal government procurement, bidding and bid contests;
- Capital improvement projects, including contractor disputes;
- Water, wastewater, and other public utility matters, from inception to completion;
- Impact fees and other municipal finance related matters;
- Contract drafting and negotiation;
- Municipal budget and millage process and procedures;
- Election matters including representation of canvassing boards;
- Eminent Domain;
- Code Enforcement;
- Litigation at both the trial and appellate level defending local government matters.

PRACTICE AREAS

Governmental
 Municipal
 Civil Litigation
 Complex Litigation
 Eminent Domain
 Construction Litigation
 Inverse Condemnation
 Real Property
 Zoning, Land Use, Environmental
 Probate and Estate Planning

ATTORNEY PROFILE
HEATHER R. CHRISTMAN

Born: Midwest City, Oklahoma, July 2, 1977

Positions: Member/Manager, Christman Law, P.L., October 2010-Present
Associate Robert G. Fegers, P.L., August 2006-October 2010

Education: University of Florida, Bachelor of Science, 1999
Major: Microbiology and Cell Science

University of Florida, Levin College of Law, Juris Doctorate, 2002

Florida State University, Master of Science in Management, 2004

Admitted to Florida Bar: April 2007

Bar Admissions: All Courts of the State of Florida.

PROFESSIONAL REFERENCES

Ryan J. Taylor, Polk County, FL, Deputy County Manager
former Town Manager, Dundee, Florida - (863) 519-7400
Nicole Mcdowell, City Manager, City of Frostproof, Florida - (863) 635-7855
Dawn Wright, City Clerk, City of Eagle Lake, Florida - (863)287-2097

PROFESSIONAL AFFILIATIONS

Member, Florida Bar;
Past-Chair Board of Directors Our Children's Academy and Rehab Center;
Past Board Member, Our Children's Rehab Center;
Past Co-Chair, Advisory Board for the Lake Region High School Academy of Law, Justice and Governance;
Past Member, 10th Judicial Circuit Pro-Bono Committee;
Past Member, 10th Judicial Circuit Bench-Bar Committee;
Past Member, Florida Municipal Attorneys Association;
Past Member, Polk County Trial Lawyers Association;
Past Member, East Polk County Bar Association;
Past Member, Polk County Women's Bar Association.

I look forward to answering any questions you may have and look forward to meeting with the Town of Dundee Town Commission. If anything further is needed, please advise.

Respectfully submitted,

Heather R. Maxwell
For the Firm