

TAB 8

**FISHER & PHILLIPS LLP**  
ATTORNEYS AT LAW

www.laborlawyers.com

May 27, 2008

The Honorable Lawrence E. Bustle, Mayor  
City of Palmetto  
P. O. Box 1209  
Palmetto, FL 34220-1209

Re: City of Palmetto; Appointment of Fisher & Phillips for  
Special Project and Employment Law Advice

Dear Mayor Bustle:

This will confirm the appointment of Wendy Smith of Fisher & Phillips LLC, as Special Counsel for the City of Palmetto for the purpose of the drafting of an opinion letter advising on legal issues related to background testing of current and prospective employees. The City may also call upon Ms. Smith and Fisher & Phillips on an as-needed basis in the future for other special projects or employment law advice. The firm understands the terms of Ms. Smith's appointment to be as follows:

- Ms. Smith will provide a written opinion letter to the City regarding background testing of current and prospective employees, vendors and licensees and will assist with development of any policies and procedures related to same. The foregoing work will be billed at a flat rate of \$1500.00.
- The City may, from time to time, request additional legal services from Ms. Smith relating to police work, employment matters and litigation. Ms. Smith's work on these matters will be billed at a rate of \$200/hr. Additionally, Ms. Smith will not charge the City for any travel time or expenses within Manatee County.
- The City Attorney will manage all matters referred to outside counsel. All requests for outside legal services must be approved by the City Attorney prior to rendering of such services.
- Any costs or expenses to be passed through to the City (excluding charges for copying, postage, telephone calls, faxes and service of process) must receive prior approval from the City Attorney.

**Tampa**

2525 SunTrust Financial Centre  
401 E. Jackson Street  
Tampa, FL 33602  
(813) 769-7500 Tel  
(813) 769-7501 Fax

**Writer's Direct Dial:**  
813-769-7509

**Writer's E-mail:**  
wsmith@laborlawyers.com

The Honorable Lawrence E. Bustle, Mayor  
May 27, 2008  
Page 2

The Firm looks forward to developing a relationship with the City of Palmetto. If you agree with the terms and conditions set forth herein, I respectfully request that you indicate your acceptance by signing below.

Sincerely,



Wendy J. Smith  
For FISHER & PHILLIPS LLP

WJS:ma

Acceptance By:

---

Mayor Lawrence E. Bustle, Jr.