

**AGENDA
TOWN OF JUPITER ISLAND
TOWN COMMISSION MEETING
FRIDAY, DECEMBER 12, 2025, 9:00 AM
ISLAND ROOM – TOWN HALL – 2 BRIDGE ROAD**

PLEDGE OF ALLEGIANCE

CALL TO ORDER AND COMMENTS*

1. Mayor/Commissioner Comments*
2. Public Comment (Non-Agenda Related)*

Public Comment is an opportunity for the Mayor and Town Commissioners to listen to any issue(s) of importance to you. Public Comment is offered at the beginning of our meetings, in the event attendees cannot stay in chamber for the agenda item or meeting duration. If you elect to address an item on today's agenda during opening Public Comment, we ask that you please refrain from re-addressing the item during Public Comment at the agenda item. Residents also may submit comments, at any time, to the Mayor and Commissioners into the public record: THMail@tji.martin.fl.us. (Please email Public Comment at least one business day prior to the meeting to ensure timely distribution to the Mayor and Commissioners.)

3. RFP 2026-02 - Review and Shortlist Applicants for Legal Services
4. Other Items*

** No advanced materials provided*

TOWN COMMISSION

Penny Townsend, Mayor
Anne Scott, Vice Mayor
Marshall Field VI, Commissioner
Patricia Warner, Commissioner
Joseph Taddeo, Commissioner

ADMINISTRATIVE STAFF

Town Manager, Robert Garlo
Town Attorney, Brett Lashley
Town Clerk, Kimberly Kogos

TOWN VISION

The Town of Jupiter Island is a barrier island community, between the Indian River Lagoon and the Atlantic Ocean, where the beauty of nature will always dominate the presence of man. Our vision for the future is illustrated by the traditions of the past, formed by a community of caring individuals who, with imagination and heart, have combined the island's beautiful gifts of nature with those of tradition and family. Inherent in the character of the Town are tranquility, seclusion and safety. The residents of Jupiter Island will faithfully endeavor to preserve and nurture their unique community for all future generations

STATE MANDATED STATEMENT

If a person decides to appeal any decision made by the board, agency, or commission with respect to any matter considered at such meeting or hearing, he will need a record of the proceedings, and that, for such purpose, he may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. Any person requiring a special accommodation at this meeting because of a disability or physical impairment should contact the Town prior to the meeting. Please contact the Town Hall, 2 Bridge Road, Hobe Sound, FL 33455, telephone (772) 545-0103.



TOWN OF JUPITER ISLAND

MEMORANDUM

To: Mayor & Town Commission

CC: Kimberly Kogos, Town Clerk

From: Robert Garlo, Town Manager

RE: Review and Ranking of RFP Submittals for Legal Services

Date: 12/8/2025

At the October 20, 2025, Town Commission meeting, following the retirement announcement of Town Attorney Baird, staff was directed to solicit a Request for Proposal (RFP) for Municipal Legal Services. The RFP was published on November 5, 2025, with submissions due on Monday, December 8, 2025. The submittals were opened at a public Bid Opening on December 8, 2025, at 2pm.

Included in this packet are the seven (7) bid submittals. Each submittal is accompanied by an Individual Ranking Sheet. Please:

- Review each firm's submittal carefully
- Complete the ranking sheet, assigning 1 to the highest-ranked firm and 7 to the lowest-ranked firm.
- Use the comments section to provide supporting notes or rationale for your ranking decisions.

After all submittals are reviewed and individually ranked, please complete the Overall Ranking Sheet, listing the highest to lowest ranked firms.

Please bring all completed forms (7 individual and 1 overall) to the December 12, 2025 Special Meeting where they will be collected, copied for dais distribution, and tallied on an overall ranking sheet for discussion. Your thorough review and documentation will assist in ensuring a fair, smooth, and transparent evaluation process.

Additionally, for your reference, this packet includes a copy of the current Jones Foster engagement letter and a list of sample questions to assist in compiling a set of standard interview questions.

Legal Services Request for Proposal (RFP2026-02)
 Ranking Sheet (Individual Firm Ranking)

Reviewer Name: _____

Firm Rank (1-7): _____

Firm Name	Executive Summary	Notes (use this section to qualify rankin2)
Buchanan Ingersol	Lead Counsel Name: Kyle Teal Office Location: Miami, FL Hourly Rate: \$500/hour \$575/hour litigation Or A La Carte Flat Fee Option (see submittal for breakdown)	General Ability: Qualifications: Municipal Experience/Expertise: Commitment/ Availability: Firm Size/Competencies: References: Other (Conflicts, etc.):

General Comments: _____

Legal Services Request for Proposal (RFP2026-02)
 Ranking Sheet (Individual Firm Ranking)

Reviewer Name: _____

Firm Rank (1-7): _____

Firm Name	Executive Summary	Notes (use this section to qualify ranking)
Davis & Associates	Lead Counsel Name: Keith Davis Office Location: West Palm Beach, FL Hourly Rate: \$350/hour \$375/hour litigation	General Ability: Qualifications: Municipal Experience/Expertise: Commitment/ Availability: Firm Size/Competencies: References: Other (Conflicts, etc.):

General Comments: _____

Legal Services Request for Proposal (RFP2026-02)
 Ranking Sheet (Individual Firm Ranking)

Reviewer Name: _____

Firm Rank (1-7): _____

Firm Name	Executive Summary	Notes (use this section to qualify rankin2)
Haire Law Firm	Lead Counsel Name: Denise Haire Office Location: Jupiter, FL Hourly Rate: \$300/hour \$350/hour litigation	General Ability: Qualifications: Municipal Experience/Expertise: Commitment/ Availability: Firm Size/Competencies: References: Other (Conflicts, etc.):

General Comments: _____

Legal Services Request for Proposal (RFP2026-02)
 Ranking Sheet (Individual Firm Ranking)

Reviewer Name: _____

Firm Rank (1-7): _____

Firm Name	Executive Summary	Notes (use this section to qualify ranking)
Jones Foster	Lead Counsel Name: Brett Lashley Office Location: West Palm Beach, FL Hourly Rate: \$450/hour \$550/hour litigation Or \$25,000/month flat fee plus \$550/hour litigation	General Ability: Qualifications: Municipal Experience/Expertise: Commitment/ Availability: Firm Size/Competencies: References: Other (Conflicts, etc.):

General Comments: _____

Legal Services Request for Proposal (RFP2026-02)
 Ranking Sheet (Individual Firm Ranking)

Reviewer Name: _____

Firm Rank (1-7): _____

Firm Name	Executive Summary	Notes (use this section to qualify ranking)
Sabatini Law Firm	Lead Counsel Name: Anthony Sabatini Office Location: Mount Dora, FL Hourly Rate: \$220/hour	General Ability: Qualifications: Municipal Experience/Expertise: Commitment/ Availability: Firm Size/Competencies: References: Other (Conflicts, etc.):

General Comments: _____

Legal Services Request for Proposal (RFP2026-02)
 Ranking Sheet (Individual Firm Ranking)

Reviewer Name: _____

Firm Rank (1-7): _____

Firm Name	Executive Summary	Notes (use this section to qualify ranking)
Vose Law Firm	Lead Counsel Name: Michael Mortell Office Location: Stuart, FL Hourly Rate: \$30,000/mo flat rate including litigation	General Ability: Qualifications: Municipal Experience/Expertise: Commitment/ Availability: Firm Size/Competencies: References: Other (Conflicts, etc.):

General Comments: _____

Legal Services Request for Proposal (RFP2026-02)
 Ranking Sheet (Individual Firm Ranking)

Reviewer Name: _____

Firm Rank (1-7): _____

Firm Name	Executive Summary	Notes (use this section to qualify ranking)
Weiss Serota	Lead Counsel Name: David Tolces Office Location: Boca Raton, FL Hourly Rate: \$400/hour \$450/hour litigation	General Ability: Qualifications: Municipal Experience/Expertise: Commitment/ Availability: Firm Size/Competencies: References: Other (Conflicts, etc.):

General Comments: _____

Legal Services Request for Proposal (RFP2026-02)
Ranking Sheet (Overall Ranking)

Reviewer Name: _____

Firm Name	Rank (1-10)



Response to Request for Proposal for Town Attorney RFP 2026-02

December 8, 2025

Prepared for:

Town of Jupiter Island



Kyle B. Teal
Shareholder
305 347 5912
kyle.teal@bipc.com

Raquel A. Rodriguez
Shareholder
305 347 5913
raquel.rodriquez@bipc.com

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Introduction

Buchanan Ingersoll & Rooney PC (“Buchanan” or “Firm”) is pleased to submit this proposal in response to the Town of Jupiter Island’s Request for Proposals No. 2026-02 to provide legal services as the Town Attorney.

The Town of Jupiter Island (“Town”) has broad authority and responsibilities, overseen by the Town Commission, which means it needs a legal partner that can provide comprehensive, proactive support. The role of the Town Attorney includes advising the Town Commission, Town Manager, boards, committees, and staff on a wide range of legal issues — from compliance with federal and state laws to land use issues, contracts, personnel and administrative matters. While the scope of services is outlined in Exhibit “A,” we understand that every situation is unique, and we’re ready to handle all the tasks necessary to provide complete, professional legal support.

Our Firm has been working with governmental entities for years — with over 250 such clients in total, including about 30 in Florida. We pride ourselves on being responsive and transparent. This way, we can respond quickly to urgent requests and prioritize our work to support the Town effectively.

We already have a strong relationship with the Town through our current work, which includes handling disputes regarding public rights-of-way, beach access, building permits and other planning and zoning related issues. We’ve also helped the Town with legislative initiatives and current processes related to waterfront setback lines and variances, as well as addressing inquiries from third parties by responding to public records requests. We’ve appeared on behalf of the Town at various Commission meetings. For example, Shareholder Kyle Teal most recently provided legal guidance during the Town’s first Development Review Board meeting. This ongoing experience means we truly understand the Town’s needs and are well-positioned to support you going forward.

Advisory and meeting presence. If retained, Kyle would serve as a dedicated legal advisor to the Town Commission, attending all required meetings — including regular sessions, workshops and special meetings — to provide timely legal advice and guidance regarding public meeting requirements. In the event Kyle is unavailable, Raquel (Rocky) Rodriguez or another qualified team member would step in, as needed. Our team would work closely with the Town to prepare for meetings, draft necessary ordinances and resolutions, and offer parliamentary guidance to facilitate efficient and legally sound deliberations. We are also well equipped to (1) provide general legal advice as needed, (2) provide risk management guidance, including efforts to prevent litigation, (3) represent the Town in litigation and/or manage outside counsel, (4) facilitate compliance with public records laws, and (5) advise on ethics laws and facilitate ethics training.

Support in facilities, business support services, and human resources. Our team would advise the Town on compliance with all applicable laws and policies related to operational functions. This includes providing counsel on procurement procedures, land use and real estate transactions, personnel matters and administrative processes. We will be available to review and draft contracts, ordinances and resolutions related to facilities and land development, and to advise on legal requirements associated with land transfers, intergovernmental agreements and eminent domain proceedings.

Human resources and equal opportunity planning. We would support the Town’s human resources efforts by advising on personnel policies, disciplinary procedures, grievance processes and compliance with employment laws. Additionally, we would provide advice on issues related to equal opportunity laws, including representation in administrative hearings and disputes.

Minimum Requirements. The Firm includes 73 attorneys who are members of the Florida Bar in good standing. Many of those attorneys are experienced in government law, including litigation. Our team

possesses a broad range of experience in governmental law, covering areas such as municipal government law, intergovernmental relationships, contract law, land use and zoning, law enforcement, criminal procedure, code enforcement, forfeiture, emergency medical services, and environmental regulation and compliance. Our attorneys' diverse backgrounds and extensive experience in these fields ensure we are well-equipped to meet the Town's needs. We are offering a dedicated team that would cover all relevant practice areas, ensuring comprehensive legal support and seamless coordination. Additionally, our team members are fully informed on all matters related to compliance with laws governing open government, sunshine laws and public records. Furthermore, we have substantial experience in litigation and administrative procedures, and we have a proven ability to oversee and coordinate work with outside specialty law firms. We comply with the professional liability insurance requirements and will maintain workers' compensation insurance as required by the state of Florida for the entire term of the contract. We also confirm that the proposed Town Attorney, Kyle Teal, is a full-time resident of South Florida. Supporting team members are located in Miami, Fort Lauderdale, Tampa and Tallahassee.

Our team's broad expertise, combined with our dedication to responsive, cost-effective service, positions us as a reliable partner for the Town's legal needs. We are committed to working closely with the Town Commission to support its mission, uphold its responsibilities and facilitate the Town's goal of preserving and nurturing its unique character as a high-quality, low-density residential community.

Thank you for this opportunity. We would be honored to serve as Town Attorney. We look forward to discussing our qualifications with you. Please do not hesitate to contact Kyle if you have any questions about our capabilities or need additional information.

Application

1. A summary of the representing Attorney's education, background and experience.

Kyle Teal focuses his practice on property rights, eminent domain, Bert J. Harris Act claims, complex business litigation and land use and zoning matters. He has successfully defended local governments in a variety of land use and civil rights disputes and has advised local governments on various legislative and environmental issues.

Born and raised in Florida, Kyle earned his B.S. from Florida State University and his J.D. from St. Thomas University School of Law, where he was the editor-in-chief of the St. Thomas Law Review. Some examples of Kyle's relevant experience include the following:

- For the Town of Jupiter Island, Kyle has appeared as litigation counsel in the following matters:
 - *Dolphin Suite, LLC v. Town of Jupiter Island*, Case No.: 2023-CA-001310, and *Feldsine v. Town of Jupiter Island*, Case No.: 2023-1227-CA (19th Jud. Cir.). Defended the Town along with Buchanan attorneys Raquel Rodriguez and Mark Auerbacher ("Buchanan litigation team") through trial preparation and the conclusion of a non-jury trial resulting in a Final Judgment in favor of the Town and dismissing Plaintiffs' claims seeking issuance of building permits.
 - *Testa v. Town of Jupiter Island*, 2021-CA-000599 (19th Jud. Cir.). Defended the Town with the Buchanan litigation team through trial preparation and through the negotiations and drafting of a settlement agreement that achieved a judicious compromise for the Town and certain residents involved in a dispute over beachfront construction.

- *Slan v. Town of Jupiter Island*, Case No. 2023-001607(19th Jud. Cir.). Defending the Town against an action for declaratory and injunctive relief regarding ownership of beach access. This litigation is ongoing.
- Provide legal advice as needed regarding zoning and building regulations, as well as assessment of applications.

Other proof points:

- Obtained with trial team a defense judgment following a bench trial for a major South Florida municipality defending against a \$20 million Bert J. Harris claim.
- Obtained a \$3.1 million judgment on behalf of a property owner for breach of a failed real estate contract and successfully defended against the prospective buyer/defendants’ counterclaim for specific performance.
- Successfully defended a municipality in a land use challenge in connection with growth-oriented amendments to its code of ordinances. An aggressive litigation approach resulted in the dismissal of the lawsuit.
- Obtained a preliminary injunction preventing three state agencies and one County from blocking access to thousands of acres of private property. The injunction served to facilitate a settlement agreement favorable to all parties involved, as well as the general public, resulting in thousands of acres of property being exchanged between the government and the property owner.
- Successfully collaborated with a state agency to alter its road and median construction plans to provide a new left turn lane and grant a new access point to a large automobile dealership.
- Successfully litigated dozens of eminent domain and inverse condemnation actions against various governmental entities, including municipalities.
- Successfully defended a major municipality from multiple civil rights claims.

2. A chronological summary of employment history from law school graduation to and including the applicant’s current position. List other municipalities and governmental entities currently being represented by the applicant.

- Miami-Dade Public Defender’s Office Certified Legal Intern from 2011 to 2012
- Rosen & Switkes, P.A. Associate from 2012 to 2013
- Kubicki Draper, P.A. Associate from 2013 to 2014
- Gunster, Yoakley & Stuart, P.A. Associate from 2014 to 2019
- Buchanan, Ingersoll & Rooney P.C. Senior Attorney from 2019 to 2021
Shareholder from 2022 to present

List other municipalities and governmental entities currently being represented by the applicant.

We take the confidentiality of our clients seriously and are unable to disclose the names of our clients without their express permission. At the time of this submittal, we have obtained said permission from the **City of Miami**, the **City of Miami Beach** and the **City of Tampa** and, therefore, may disclose

the identities of those current municipal clients.

Over the years, our firm has served more than 250 municipalities and governmental entities, with more than 80 located in Florida. Currently, we have 30 Florida governmental entities as clients. This extensive experience demonstrates our deep understanding of the challenges faced by these clients and our ability to effectively address their needs.

3. A statement as to whether or not the applicant has ever been disciplined by the Florida Bar or any similar body regulating the practice of law in any other jurisdiction.

The applicant has not been disciplined by the Florida Bar or any similar body regulating the practice of law in any other jurisdiction.

4. A description of the applicant's current principal areas of practice.

Established in 1850, Buchanan has a proven reputation for providing industry-leading legal, business, regulatory and government relations advice to our regional, national and international clients. Proposed Town Attorney Kyle B. Teal has the *full support and resources of our Firm*, a full-service firm with over 70 practice areas, allowing us to deliver comprehensive legal support to the Town.

With 73 Florida-based attorneys and with offices located in 18 cities across the United States, including California, Delaware, Illinois, New Jersey, New York, North Carolina, Ohio, Pennsylvania, Virginia and Washington, D.C., we are strategic advisors to a diverse range of clients, including 40% of the Fortune 500.

Our core offerings include:

- Corporate Finance and Technology
- Energy, Environmental and Natural Resources
- Federal and State Government Relations
- Financial Services, Bankruptcy and Real Estate
- Healthcare
- Intellectual Property
- Labor, Employment, Benefits and Immigration
- Life Sciences, FDA and Biotechnology
- Litigation, including state and local government litigation
- Tax

Within these core areas, we have specific experience in the areas listed in the RFP, including:

- Municipal government law
- Intergovernmental relationships
- Contract law
- Land use and zoning
- Law enforcement
- Civil rights
- Constitutional litigation
- Environmental regulation and compliance
- Eminent domain
- Criminal procedure
- Forfeiture
- Emergency medical services
- Public procurement and contracting
- Internal investigations

Examples of our experience include:

- Ongoing representation of the City of Miami in defense of serial section 1983 civil rights actions by a group of local businesses alleging retaliation.
- Successfully represented a southeast coastal Florida city in an action for declaratory and injunctive relief regarding the construction of a hotel.
- Obtained dismissal of a section 1983 action by local hotel alleging beachfront city violated its constitutional rights in approving construction of a neighboring hotel's condominium tower.
- Represented a Florida Gulf Coast city in an appeal regarding a jurisdictional dispute.
- Provided legal procurement representation to a southeast Florida county tax collector for a solicitation.
- Provided government relations services before the Florida Legislature and executive branch on behalf of a county in northwest Florida.
- Provided procurement advice to two Florida state government agencies.
- Successfully defended a number of government entities on the basis of sovereign immunity.
- Represented a Florida executive branch department regarding data privacy and cybersecurity issues.
- Provided cybersecurity management advisory services to a Florida government agency.

5. A representative client list for the applicant or the applicant's firm. List any clients currently represented by the applicant that could cause a conflict of interest with responsibilities to the Town of Jupiter Island. Describe how the applicant will resolve these and any future conflicts of interest.

As noted above, we take the confidentiality of our clients seriously and are unable to disclose the names of our clients without their express permission. We represent some of the highest-profile and innovative companies in the nation, which reflects our extensive experience in providing high-quality legal services. Over the past year, we have served more than 7,300 clients on more than 36,000 matters across all of our practices. As noted above, we currently represent 30 Florida municipalities and governmental entities.

To the best of our knowledge, there are no conflicts of interest. The Firm has implemented policies and procedures to identify actual and potential conflicts of interest. All new clients and new matters are checked against the Firm's conflicts database, and, where appropriate, conflicts notices are communicated to Firm attorneys who are asked to report any potential conflicts. Search results from the conflicts database and any attorney responses are reported to attorneys in Buchanan's Office of General Counsel (collectively referred to as "firm counsel"). Firm counsels evaluate such information and make a determination as to whether new work may be accepted.

List any potential conflicts of interest or ethical considerations related to representation or affiliation with any boards, organizations, committees, clients, or any other entity.

To the best of our knowledge, there are no potential conflicts of interest or ethical considerations that would affect our representation.

6. Three recent professional references for the firm, from current or past clients, where services

were provided similar to this scope. The Town reserves the right to contact the references.

1. Governor Jeb Bush¹

c/o Exec. Assistant Maria Barrocas
maria@jeb.org
305 416 2626

2. Eric J. Eves, Division Chief, Litigation and Appeals²

Office of the City Attorney, Miami
305 951 7681
eeves@miamigov.com

3. Chris Belland, Founder and Chief Executive Officer³

Historic Tours of America, Inc.
305 292 8920
cbelland@historictours.com

4. *Benny Anthony Ortiz II

South Florida Water Management District
561 682 2791
bortiz@sfwmd.gov

7. A statement as to the approach, methodology and work plan the applicant expects to use in providing legal representation for the Town Commission. If the applicant intends to utilize the assistance of other attorneys, either in his or her own law firm or otherwise, this statement should include:

- a. The names and positions of the proposed assistants.**
- b. The areas of practice where the assistants are expected to be utilized.**
- c. The applicant's plan for supervising the assistants.**
- d. The percentage of the total representation the applicant expects to provide personally.**

¹ Buchanan Shareholder Raquel Rodriguez served as general counsel to former Florida Governor Jeb Bush, during which she counseled Governor Bush on more than 200 judicial appointments across all levels of the Florida judiciary. Governor Bush is currently a strategic advisor to the Firm, as well as a client.

² As a City Attorney, Mr. Eves worked closely with Kyle and co-counsel to defend the City of Miami in the trial of *Karenza Apartments, LLP v. City of Miami*, case no.: 19-4477 CA (31) (11th Jud. Cir.). He has also worked with Raquel Rodriguez on other high stakes matters for the City.

³ Mr. Belland was HTA's client representative and main liaison working with Kyle in *Tropical Soup Corporation v. City of Key West, et. al.*, case no.: 2020-CA-391-K (16th Jud. Cir.).

*Provided as an alternative reference, Mr. Ortiz was *opposing counsel* to Kyle in an action brought by a property owner against SFWMD and other government entities.

APPROACH AND METHODOLOGY

Kyle is especially well suited for an efficient and seamless transition of the Town Attorney position as he has regularly attended Town meetings and is often in communication with staff to provide legal advice regarding land use and zoning related issues. Many of the issues Kyle has handled did not require bringing in a team to assist. However, if appointed as Town Attorney, it is inevitable that some matters will require reinforcement.

To that end, we believe strongly in the power of teamwork, but not in duplication of efforts. Rather, our team comprises individuals with complementary skills and diverse perspectives, all working toward a shared goal. Our goal as outside counsel is to understand Jupiter Island's objectives and then optimize our delivery of legal services to meet its specific needs. Bearing this goal in mind, our relationship kick-off plan would consist of the following, *at no charge to the Town*:

- Scheduling an introductory meeting, or series of meetings, with Town officials to understand the full scope of the Town's expectations, objectives and concerns. These meetings could be held either virtually or in person at Town Hall.
- Conducting a thorough needs assessment to identify the Town's specific requirements and preferences.
- Establishing communication channels, including preferred modes of communication and frequency of updates.
- If approved by the Town, we would propose a 'hand-off' meeting with outgoing Town counsel to ensure a smooth transition and to avoid any lost momentum that may result from the change in Town Attorney.

In addition to these proposed introductory steps, we would provide **20 hours of ramp-up time at no charge to the Town ("Ramp-Up Period")** to familiarize our team with the Town's operations, specific challenges and needs, materials, and past practices.

Once an initial plan has been established, we are committed to:

- Continue communicating developments, challenges, or milestones to the Town leadership in a timely and user-friendly manner.
- Seeking regular feedback from the Town leadership to gauge satisfaction and identify areas for improvement.
- Offering timely and relevant updates on legal developments relevant to Town.
- Conducting periodic reviews of the client relationship management plan to identify any new opportunities to increase effectiveness and efficiency.

The Town can trust that Buchanan's dedicated team of legal professionals is committed to protecting its interests, staying ahead of statutory and regulatory changes, and providing timely guidance and support whenever needed.

As noted above, Kyle Teal would serve as the Town Attorney. He would act as a client-centered leader focused on providing superior service and successful results. As the Town Attorney, Kyle would be responsible for overall engagement supervision and would work diligently to ensure the Town's needs are met, assignments are completed on time, and appropriate results are delivered.

As part of his oversight of this engagement, Kyle would be knowledgeable about the full scope of matters and, when necessary, keep the team apprised of the status, legal issues and overall strategy

involved in the representation, making certain that the Town is satisfied with Buchanan’s services, expectations are exceeded, and any concerns or service issues are addressed promptly. Throughout the engagement, he would maintain open lines of communication with the Town leadership, providing regular updates on progress, emerging legal developments and potential impacts on its operations. This ensures that our strategies remain aligned with the Town’s evolving needs and objectives.

Matter Management through Technology

By investing in technology, Buchanan is able to drive solutions that exceed client performance expectations. Buchanan prioritizes investment in technology and data analytics to optimize client service and value. We welcome the opportunity to work with the Town to co-develop solutions that enhance quality, efficiency, and management.

BUCHANAN TEAM



As stated, Kyle would serve as the main point of contact and day-to-day lead for this engagement. He would be supported by a dedicated team to cover all the practice areas needed to provide comprehensive legal representation for the Town Commission, ensuring efficient and responsive service. A list of the proposed team is provided below, along with the attorney’s biographies in **Appendix A**.






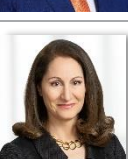


On average, we anticipate that Kyle would personally provide approximately 65% to 75% of total representation for the Town, depending on the matter at hand. No matter the percentage of actual work Kyle would perform on a given task for the Town, **he would ultimately be 100% responsible for the quality of the work product**. Kyle would be the point person for general matters and would delegate work as appropriate and with direction from the Town. He would delegate the appropriate tasks to those attorneys who have the relevant expertise, whether they are with Buchanan or otherwise.

Staffing and Supervision Plan

Kyle would personally handle work within his core areas of expertise. He would rely on a dedicated team to address additional matters, including, but not limited to, employment law, procurement, real estate development and contracts. The full resources of our firm would be available to the Town for any issues that fall outside the scope of the team’s specific experience. We would keep the Town informed on staffing for all matters.

Kyle would oversee and supervise the work of the team by maintaining regular communication. He would ensure the relevant team members are up to date on all outstanding matters. This approach ensures consistent oversight, efficient collaboration, and high-quality legal support tailored to the Town’s needs.

TEAM MEMBER	LOCATION	ROLE / PRACTICE AREA
 <p data-bbox="334 1581 480 1640">Kyle Teal Shareholder</p>	Miami	Lead attorney and relationship manager, land use and zoning, public records, government law and litigation
 <p data-bbox="334 1761 647 1820">Raquel (Rocky) Rodriguez Shareholder</p>	Miami	Government and administrative law, high-stakes litigation, ethics, public records, legislative, contract negotiations and drafting

TEAM MEMBER	LOCATION	ROLE / PRACTICE AREA
 <p data-bbox="334 306 505 363">Michael Dutko Shareholder</p>	Fort Lauderdale	Litigation, municipal and administrative law
 <p data-bbox="334 470 602 558">Mallory Harrell Principal, Government Relations</p>	Tallahassee	Procurement and administrative law
 <p data-bbox="334 665 480 722">Kelly Kolb Shareholder</p>	Fort Lauderdale	Labor and employment
 <p data-bbox="334 844 480 900">David Pearl Shareholder</p>	Fort Lauderdale	Real estate development, lending, transactions, and leasing
 <p data-bbox="334 1022 574 1079">Christopher Sprows</p>	Tampa	Former Speaker of the House, litigation
 <p data-bbox="334 1201 521 1260">Hala Sandridge Shareholder</p>	Tampa	Litigation, Sovereign Immunity
 <p data-bbox="334 1379 521 1436">Lindsay Ervin Senior Attorney</p>	Miami	Municipal law, zoning, land use and administrative law
 <p data-bbox="334 1558 488 1614">Maria Corghi Associate</p>	Miami	Litigation, general liability, property rights and personal injury

8. An explanation of the applicant’s plan and ability to provide priority attention in accomplishing legal representation for the Town Commission.

As consistently demonstrated, Kyle and the Firm are fully committed to providing the Town

Commission with prompt and dedicated legal support. Kyle will continue to prioritize the Town's legal needs, ensuring timely responses and proactive communication. If selected as Town Attorney, he would allocate sufficient time and resources to address the Town's issues efficiently, recognizing the importance of this role.

Our team is structured to respond swiftly to urgent matters, with Kyle overseeing the work and coordinating with the dedicated team to ensure all requests are handled with priority. By keeping the team fully informed of all ongoing matters and challenges, we would minimize ramp-up time for any urgent issues that arise, enabling us to act quickly and effectively. Buchanan's ongoing representation of the Town has given Kyle and Raquel the opportunity to establish a strong rapport with Town Manager Robert Garlo, Town Staff and the Commissioners. Their track record demonstrates that our team members will make themselves available whenever needed.

We are prepared to dedicate the necessary staff and resources to ensure that the legal representation of the Town remains our top priority, supporting the Town's goals and fostering a proactive, responsive legal partnership.

9. A specific explanation of the financial arrangements under which the applicant would be willing to accept appointment to the position of Town Attorney. At a minimum, this shall include:

- a. The hourly rate to be charged by the applicant and any assistants.**
- b. If a lump sum charge or annual retainer is proposed,**
 - i. The amount of lump sum charge and,**
 - ii. The service to be included within that charge.**

Buchanan has a flexible approach to billing clients, and the Firm is open to alternative fee arrangements (AFAs). Although we typically bill clients at hourly rates, we are committed to providing value-based fee arrangements that provide greater cost certainty and align with the specific strategy for each matter. We have collaborated with clients to provide various AFAs for matters, including:

- Blended rates
- Fee caps
- Fixed fees
- Risk-sharing collars
- Success-based fee options
- Volume discounts

All of these options, as well as hybrid or customized AFAs, are available for discussion with the Town. Properly structuring AFAs requires a full understanding of the scope and volume of matters. Any pricing structure will depend on the nature and complexity of the matters and the mix of attorneys handling the work.

As a demonstration of our commitment to building a strong partnership with the Town and our dedication to providing high-quality legal services in a cost-effective manner, we are offering the following alternative fee structures, from which the Town may choose its preferred fee structure for all representation except for "special projects," such as litigation:

Option “A” – Partial Retainer-Based Fee Proposal

- Following the Ramp-Up Period, Buchanan would bill a monthly fixed fee of **\$10,000** for up to the first **20 hours** of work within the scope of services but not including litigation matters. This equates to a blended hourly rate of **\$500** for those initial 20 hours.
- A blended hourly rate of **\$575** for all lawyers on the team for any time exceeding the initial 20 hours.
- For matters deemed to be “special projects,” such as litigation or tasks outside the scope of the monthly retainer, the Firm would charge discounted hourly rates, and we would work with the Town to determine if such projects would be suitable for additional alternative structures. Buchanan and the Town would work collaboratively to determine, on a case-by-case basis, whether a particular project or task qualifies as a special project not subject to the blended hourly rate. This determination would be based on factors such as the complexity, urgency and specialized experience required for the project. The hourly rates for attorneys handling special projects range from \$345 to \$800, depending on the type and complexity of the matter.
- No charge for travel time and related costs for general representation of the Town (i.e., not applicable to litigation matters).

Option “B” – À La Carte Flat Fees by Task

- Following the Ramp-Up Period, Buchanan would bill the following flat fees for certain tasks:
 - Attendance and participation at Town meetings lasting one full day (5 hours or more): **\$4,000**
 - Attendance and participation at Town meetings lasting up to one half day (less than 5 hours): **\$2,500**
 - Monthly flat fee for communication with Town representatives, including telephone conferences, virtual meetings and/or email communication regarding general Town business: **\$2,500**
- For tasks that are not listed above, including, but not limited to, research, analysis, preparation, drafting and communications with parties outside of the Town, Buchanan would charge a blended hourly rate of **\$575** for all lawyers on the team.
- For matters deemed to be “special projects,” such as litigation or tasks outside the scope of the monthly retainer, the Firm would charge discounted hourly rates, and we would work with the Town to determine if such projects would be suitable for additional alternative structures. Buchanan and the Town would work collaboratively to determine, on a case-by-case basis, whether a particular project or task qualifies as a special project not subject to the blended hourly rate. This determination would be based on factors such as the complexity, urgency and specialized experience required for the project. The hourly rates for attorneys handling special projects range from \$345 to \$800, depending on the type and complexity of the matter.
- No charge for travel time and related costs for general representation of the Town (i.e., not applicable to “special projects”).

Whether the Town opts for Option “A” or “B,” a formal engagement agreement must be executed, and Buchanan agrees to conduct a review of the fee arrangement at the conclusion of 2026 to assess whether it meets the needs of both the Town and Buchanan. Based on the findings of this review, we will collaboratively determine if any adjustments are needed to better align with the Town’s needs.

Hourly Rates

The below rates would apply to all special projects, matters outside the scope of work identified in the RFP, or *litigation matters*, separate and apart from general legal representation of the Town and appropriate for Buchanan’s engagement.⁵ Below are the **2026 standard hourly rates** for the proposed team, along with the **discounted rate we are offering to the Town**. Please note that any fee arrangement will be based on the scope of work outlined in this proposal and is subject to Buchanan’s standard engagement letter.

ATTORNEY	2026 STANDARD LITIGATION RATES	JUPITER ISLAND LITIGATION RATES
Kyle B. Teal, Shareholder	\$785	\$625
Raquel (“Rocky”) Rodriguez, Shareholder	\$1,175	\$800
Senior Attorneys & Associates	\$345 to \$880	\$345 to \$475
April Grussing, Paralegal	\$240	\$215

Our billing rates are revised annually, with the next adjustment taking effect on January 1, 2027.

c. Whether any charge is to be made and, if so, how much, for the following:

- i. Secretarial expense**
- ii. Paralegal services**
- iii. Library resources**
- iv. Computer research time**
- v. Copying machine**
- vi. Postage**
- vii. General office supplies**
- viii. Office space**
- ix. Other overhead**
- x. Travel and per diem**

We would not charge travel expenses for general matters, including travel for Town meetings. For litigation or other special projects that require significant travel and lodging, we will collaborate with the Town to determine the most effective approach to managing those expenses. In those cases, the Firm would bill only for reasonable travel expenses, which we would address in advance with the Town.

Our Paralegal’s discounted hourly rate is noted above (\$215) and we do not charge for research database costs unrelated to data storage for litigation purposes. The Firm also does not charge for secretarial expenses, copying machine costs, general office supplies, office space, or other overhead.

For other hard costs that may arise, we are committed to charging for only what is reasonable. Our goal is to provide transparent and cost-effective legal support while keeping the Town informed and

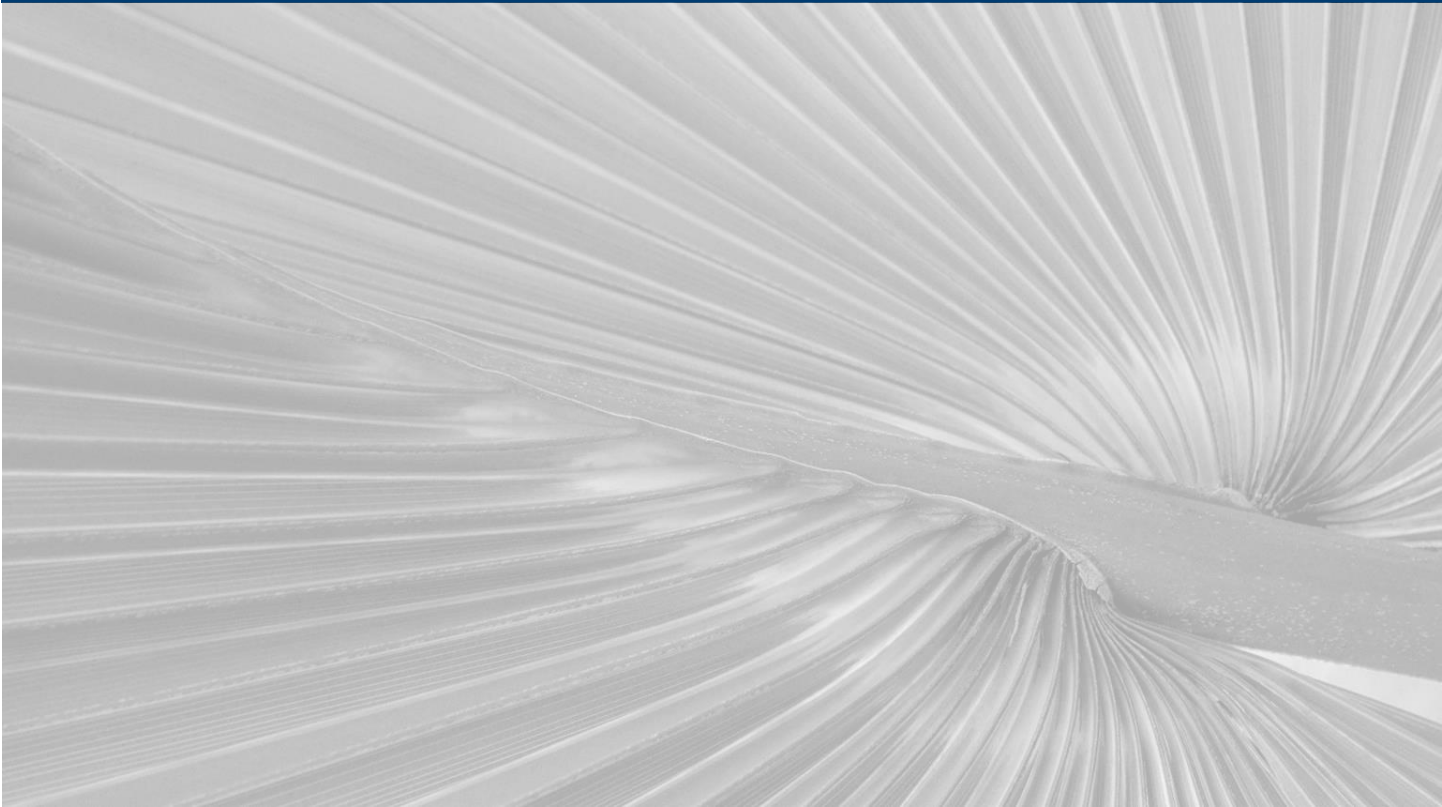
⁵ Buchanan will always act in the best interest of the Town. If we determine that a particular litigation matter is better suited for another firm — based on the specific type of case or the potential for disproportionate costs — we will assist the Town in vetting and hiring an appropriate attorney or firm to handle that matter, ensuring the Town receives the most cost-efficient legal representation.

involved in any significant expenses.

We look forward to answering any questions the Town may have about our proposal. Thank you for your consideration.

A handwritten signature in blue ink, appearing to be 'R. H. C.', is centered on the page.

APPENDIX A: TEAM BIOGRAPHIES





Kyle B. Teal

Shareholder

kyle.teal@bipc.com

t: 305 347 5912 | Miami, FL

HOW KYLE HELPS CLIENTS

Kyle focuses his practice on property rights, eminent domain, Bert J. Harris Act claims, complex business litigation and land use and zoning matters. He also assists major developers in navigating land use and zoning issues before local governments.

Kyle has successfully defended local governments in multiple land use and civil rights disputes and has advised local governments on various legislative and environmental issues. Kyle first gained trial and appellate litigation experience as a certified legal intern for the Miami-Dade Public Defender's Office in 2011.

Kyle received the 40 Under 40 Outstanding Lawyers of South Florida award from the Cystic Fibrosis Foundation in 2019, the Florida Bar Journal's 2016 Excellence in Writing award, the 2012 ALI-ABA Scholarship and Leadership award and the CALI Excellence for the Future award for appellate advocacy. In 2020, he was named an "On the Rise" honoree by the *Daily Business Review*. In 2025, Kyle was selected for inclusion in the Florida Super Lawyers® list. He had previously been named Florida Super Lawyers Rising Stars® from 2021 to 2024. Kyle has been recognized in *The Best Lawyers in America*® since 2024 in the Land Use and Zoning Law category, since 2025 in the Eminent Domain and Condemnation Law category and since 2026 in the Litigation – Land Use and Zoning category. In law school, he served as editor-in-chief of his law review and was a finalist in various moot court competitions.

Prior to his legal career, Kyle worked as a newspaper, magazine and television reporter in Key West, Orlando and Miami. He is a proud Honorary Conch.

WHAT CLIENTS CAN EXPECT

Kyle tackles his clients' conflicts with the use of finesse and grit. He is passionate about protecting the rights of property owners and business owners.

OUTSIDE THE OFFICE

Born and raised in Florida, Kyle loves the outdoors. If he's not working or spending time with his family, you can probably find him putting in miles on his road bike.

PROOF POINTS

- Successfully defended through trial a major municipality in a property rights matter involving a claim of more than \$20 million in damages.
- Obtained on behalf of a commercial client a special magistrate's dismissal of code enforcement violation citations issued by a large municipality.
- Obtained a dismissal with prejudice of a bid protestor's suit claiming leasehold rights over the client's commercial property.
- Successfully collaborated with a state agency to alter its road and median construction plans to provide a new left turn lane and grant new access points to a large automobile dealership.

Practices

Litigation

Healthcare Litigation

Real Estate

Public Procurement & Bid Protests

Trade Secrets & Restrictive Covenants

Education

J.D., St. Thomas University School of Law, cum laude, 2012

B.S., Florida State University, English and psychology, 2006

Courts & Admissions

U.S. Court of Appeals for the Eleventh Circuit

U.S. District Court for the Middle District of Florida

U.S. District Court for the Southern District of Florida

Florida

- Obtained a settlement on behalf of an owner for seven times higher than the amount initially offered by condemnor and secured various non-monetary benefits for the client.
- Negotiated a favorable settlement on behalf of a local medical clinic owner who was sued by a biopharmaceutical company over allegations of fraud.
- Successfully litigated multiple inverse condemnation actions against the government.
- Successfully litigated against the federal government on behalf of a Peruvian National whose application for naturalization was improperly denied.
- Successfully obtained an order of dismissal on behalf of a nursing home that was sued by a former employee for wrongful termination.
- Successfully defended a municipality in a land use challenge over growth-oriented amendments to its code of ordinances. An aggressive litigation approach resulted in dismissal of the lawsuit.
- Obtained the dismissal of an action brought against a major insurance carrier by establishing lack of coverage under the terms of the policy.
- Obtained a favorable decision from the Third District Court of Appeal reversing a ruling excluding evidence of prior bad acts to prove a defendant's state of mind.

AFFILIATIONS

Peter T. Fay Inns of Court
Dade County Bar Association
Eminent Domain Steering Committee
Florida Bar Eminent Domain Committee

CIVIC & CHARITABLE

Board of Directors for Lawyers for Children America
Ervin Gonzalez Memorial Law Clerk Fellowship Subcommittee
Americans for Immigrant Justice "Pro Bono Hero"



Raquel (Rocky) A. Rodriguez

Shareholder

raquel.rodriguez@bipc.com

t: 305 347 5913 | Miami, FL

HOW ROCKY HELPS CLIENTS

Rocky Rodriguez helps clients resolve problems and achieve business objectives using a 360-degree perspective she has gained throughout her career in law, business and government. She serves as Chair of Buchanan's Florida offices.

Whether representing Fortune 500 or closely held companies, life science companies, nonprofit entities, high net worth individuals or entrepreneurs, Rocky dives into understanding the client's business and goals to develop strategies to achieve those goals. She looks beyond the obvious and seeks novel approaches. In confronting regulatory issues, for example, this may mean lobbying to change the law, something she's achieved in both the insurance and financial fields in Florida, which has permitted her clients to expand their businesses in the state and attract newcomers as well.

From 2002 to 2007, Rocky served as general counsel to former Florida Governor Jeb Bush, during which she counseled Governor Bush on more than 200 judicial appointments across all levels of the Florida judiciary. During her tenure Rocky worked on some of the most critical issues facing the state, including conceiving and co-drafting the legislation for and negotiating the then-largest economic development project in state history - a \$310 million economic incentive grant to The Scripps Research Institute. Her leadership on the Scripps Florida project led her to develop expertise in the life sciences industry, an industry in which remains deeply involved, counseling some of the most prestigious research institutes and life science companies in the world.

Rocky brings over three decades of state and federal litigation experience in banking, commercial, international, real estate, constitutional, administrative and election law. She provides counseling on corporate governance and related employment matters including trade secrets, crisis and risk management, data breaches, dispute resolution and strategy, economic development and incentives, government relations, and government investigations. Her experience extends into domestic and international arbitration, and she currently serves on an arbitration panel in an investment treaty dispute at the Permanent Court of Arbitration in The Hague.

Using her background in government, Rocky has advised both domestic and international clients on issues involving Florida business, financial and healthcare regulations, the U.S. Foreign Corrupt Practices Act, the U.S.A. Patriot Act and government investigations.

WHAT CLIENTS CAN EXPECT

Rocky is a strategic and creative thinker who uses her 30-plus years of experience, as well as her understanding and appreciation of business, to serve as a trusted advisor to her clients. She thinks of herself as the client's quarterback within the firm, anticipating issues they may not have thought of and assembling the right team to get the job done. Whether it's in negotiations or dispute resolution, she won't take "no" for an answer and will persevere to get to the right result.

Practices

Litigation

Life Sciences

Finance

Healthcare Regulatory & Compliance

Government Relations & Public Policy

Nonprofit Organizations

International Services

Cybersecurity & Data Privacy

White Collar Defense, Compliance & Investigations

Corporate Compliance

Criminal Defense & Government Enforcement

Internal Investigations

Education

Life Sciences Litigation

Education

J.D., University of Miami School of Law, class valedictorian, summa cum laude, Law Review Editorial Board, 1985

B.A., University of Miami, Politics & Public Affairs; minors in history and economics, class valedictorian, Golden Key National Honor Society, Delya Theta Mu, Phi Kappa Phi, 1982

Courts & Admissions

U.S. Court of Appeals for the

Tenth Circuit

U.S. Court of Appeals for the Eleventh Circuit

U.S. District Court for the District of Colorado

U.S. District Court for the Middle District of Florida

U.S. District Court for the Northern District of Florida

U.S. Bankruptcy Court for the Southern District of Florida

U.S. District Court for the Southern District of Florida

U.S. Supreme Court
Florida

Many of Rocky's clients have been with her for over a decade - a testament to her working style and successes. She makes it a priority to know her clients well and develops a solid working relationship with each and every one. She will go the extra mile for her clients.

HONORS AND AWARDS

- Received the Weaver H. Gaines Entrepreneur of the Year Award from BioFlorida, Inc. (2025)
- Received the International Women's Day Award from the World Trade Center Miami (2022)
- The *Daily Business Review* Lifetime Achievement Award
- Named to the *Best Lawyers in America* list consecutively since 2016
- Selected for inclusion in *Florida Super Lawyers* since 2008
- Named leader in Florida Litigation: General Commercial - *Chambers USA* (2009-2017)
- Named one of the "Top Women in Law" by the *Daily Business Review* (2017)
- Selected as one of the 25 Most Influential Business Women, *South Florida Business Journal* (2011)
- Selected as a Key Partner by the *South Florida Business Journal* (2011)
- *Florida Trend's Legal Elite*, Government Lawyers (2005-2006), International (2010-2011)
- *Florida Trend's* Florida 500, Law (2021-2025)
- *South Florida's Legal Guide*, "Top Lawyers"
- AV Peer Review Rated by Martindale-Hubbell
- Exceptional Participation Pro Bono Service Award, Dade County Bar Association and Eleventh Judicial Circuit "Put Something Back"

OUTSIDE THE OFFICE

Rocky believes that taking time to recharge and focus on interests outside work helps her develop her creative approaches to the law. As a life-long Miamian, she loves the beach and occasional rounds of golf and is an avid baseball fan, cheering on her hometown Miami Marlins, even in rebuilding years. In recent years, she's also taken up painting and drawing, which she says has honed her ability to look at things from multiple perspectives. Rocky can also be found from time to time in the Ocala area, riding horses or enjoying the fresh country air near the Florida Horse Park. Despite her Florida roots, she also enjoys winter activities such as skiing and snowshoeing.

Since childhood, Rocky was fascinated by people, languages and cultures from around the world. She's an avid traveler, having visited 40 U.S. states and 31 countries. For two years, she was executive director of an international law firm referral network, headquartered in London, which gave her a deep understanding of the countries, people and legal systems around the world.

Rocky's parents were Cuban political exiles who came to America in 1959, immediately following the communist revolution. Their experience of having lost their country instilled in Rocky a deep appreciation for the importance of democracy, rule of law and individual freedom. A self-described "political junkie", Rocky is deeply involved in the democratic process through her involvement in political campaigns and election law.

Rocky also believes strongly in giving back. Throughout her adult life she has been involved in numerous non-profit organizations in a leadership capacity.

PROOF POINTS

- Represented chairman of public entertainment conglomerate in suit against United States Department of Justice to enjoin service of Chilean Letters Rogatory pursuant to Inter-American Convention on Letters Rogatory.
- Represented bank in lender liability action by borrower alleging fraud and breach of contract against bank, resulting in involuntary dismissal of counterclaims and foreclosure judgment against borrowers and guarantors in bench trial.
- Represented Spanish-language radio network in obtaining dismissal of federal constitutional rights claim by former head of Cuban National Air Force, who claimed radio personalities had encouraged his mistreatment for advocating normalization of relations with Cuba; also obtained Rule 11 sanctions against plaintiff's counsel.
- Co-counsel for major petroleum marketer in defense of a putative class action suit by Florida boat owners alleging damage to fuel tanks and systems from use of ethanol-blended gasoline; class certification was denied.
- Co-counsel for advocacy group in putative class action suit alleging peer-to-peer text messages violated the Telephone Consumer Privacy Act (TCPA); case settled before class certification.
- Party-appointed arbitrator in investor-state treaty arbitration at Permanent Court of Arbitration.
- One of the lead attorneys representing the Republican Party of Miami-Dade County during the 2000 Presidential Election recounts before the Miami-Dade Canvassing Board and the state courts.
- Counseled publicly traded biotech company with respect to Florida healthcare and clinical laboratory regulations.
- Lead lawyer for the State of Florida Governor's Office on over \$1.5 billion in state and local incentive deals involving Florida biotechnology sector, including conceived the structure, co-wrote the legislation, and negotiated the contract terms for the award and oversight of \$310 million in state incentives to The Scripps Research Institute
- Developed the strategy and structure for obtaining nearly \$200 million in state and local incentives for the Max Planck Society, one of the leading scientific research institutes in the world in the establishment of the Max Planck Florida Institute for Neuroscience in Jupiter, Florida.

- Successfully led multi-year effort to change Florida international banking laws to create new section in Chapter 663 allowing qualified limited service affiliates.
- Defeated injunction and obtained summary judgment in favor of Clerk of City of Miami in injunction action seeking to remove strong mayor referendum from 2018 general election ballot.
- Defeated injunction and obtained dismissal of action by neighborhood group seeking to invalidate City of Miami's license for 2019 Ultra Music Festival on Virginia Key.

AFFILIATIONS

American Bar Association – former positions: Standing Committee on Election Law; Chair, Young Lawyers Division; House of Delegates; Executive Committee, Section of International Law

Florida Bar – former positions: International Law Section, Executive Council and Co-Chair, Amicus Committee; Judicial Nominations Procedures Committee

Dade County Bar Association - former position: President , Young Lawyers Section

Federalist Society – former position: President, Miami Lawyers Chapter

Permanent Court of Arbitration in the Hague, Arbitrator

CIVIC & CHARITABLE

Member, The Florida Council of 100

Board of Directors, BioFlorida, Co-Chair, Government Affairs Committee

Board of Trustees, Foundation for Florida's Future; past member, Audit Committee

Board of Directors, Chair, Investment Advisory Committee, Barbara Bush Foundation for Family Literacy

National Board of Directors, Warriors at Ease

Beacon Council, Co-Chair, Life Sciences Committee

EXPERIENCE

BUSINESS LITIGATION EXPERIENCE

- Represented flag carrier of the Dominican Republic, Dominicana de Aviacion, and the government's state holding company, CORDE, obtaining reversal on appeal of a default judgment based on the trial judge's failure to follow the requirements of the Foreign Sovereign Immunities Act. *Compania Interamericana de Export-Import, S.A. v. Compania Dominicana de Aviacion*, 88 F.3d 948, 951 (11th Cir. 1996).
- Co-counsel for Russian Federation, United Aircraft Manufacturing Corporation, Sukhoi Company, Sukhoi Civil Aircraft, and Irkut Corporation, in obtaining reversal on appeal of a denial of motion to dismiss based on the Foreign Sovereign Immunities Act. *Butler v. Sukhoi Company*, 579 F.3d 1307 (11th Cir. 2009).

- Represented proprietary airline computer reservation system on national basis in breach of contract actions against travel agencies for premature termination of system contracts and failure to pay termination fees.
- Represented Venezuelan bank guarantee fund in U.S. litigation on behalf of intervened bank against absconding former bank shareholder/officer who breached fiduciary duties depriving bank of millions of dollars in assets.
- Represented consulate in connection with consular immunity under Vienna Convention on Consular Relations.
- Represented Chinese-based exporter in letter of credit dispute with U.S. bank.
- Represented high net worth individuals in seeking or defending against temporary restraining orders against funds in U.S. bank accounts pursuant to foreign court decrees.
- Represented chairman of public entertainment conglomerate in suit against United States Department of Justice to enjoin service of Chilean Letters Rogatory pursuant to Inter-American Convention on Letters Rogatory.
- Represented developer in defense of claim for breach of oral contract and fraud by employee who claimed a partnership interest in Southwest Florida residential development (settled for four percent of initial demand after cross-examination of plaintiff in jury trial).
- Represented bank in lender liability action by borrower alleging fraud and breach of contract against bank, resulting in involuntary dismissal of counterclaims and foreclosure judgment against borrowers and guarantors in bench trial.
- Represented manufacturer in jury trial against distributor, obtaining involuntary dismissal of fraud and punitive damage claims by distributor against manufacturer as well as a jury verdict in favor of manufacturer for breach of contract and indebtedness.
- Co-counsel in obtaining involuntary dismissal of a claim by a buyer of real property against the seller for fraud in the inducement. *Tolin v. Semco Properties, Inc.*, 507 So. 2d 781 (Fla. 3d DCA 1987).
- Represented seller in obtaining judgment on the pleadings, striking fraud claim as a sham by buyer of real property.
- Represented Spanish-language radio network in obtaining dismissal of federal constitutional rights claim by former head of Cuban National Air Force, who claimed radio personalities had encouraged his mistreatment for advocating normalization of relations with Cuba; also obtained Rule 11 sanctions against plaintiff's counsel.
- Co-counsel for major petroleum marketer in defense of a putative class action suit by Florida boat owners alleging damage to fuel tanks and systems from use of ethanol-blended gasoline; class certification was denied.

- Co-counsel for advocacy group in putative class action suit alleging peer-to-peer text messages violated the Telephone Consumer Privacy Act (TCPA); case settled before class certification.
- Represented numerous U.S. and foreign companies and individuals in banking, real estate, and business disputes.

ARBITRATION EXPERIENCE

- Party-appointed arbitrator in investor-state treaty arbitration at Permanent Court of Arbitration.
- Represented respondent in AAA arbitration involving commission dispute.
- Co-counsel in AAA involving wrongful death claims by survivors of security contractors murdered in Iraq.

ELECTION LAW EXPERIENCE

As General Counsel to Governor Bush:

- Worked with the Division of Elections on numerous issues relating to voter registration, provisional ballots, felon-voting, voter databases, electronic voting, recount procedures and election management.
- Supervised and participated in the Gubernatorial suspension and Senate removal of former Broward County Supervisor of Elections Miriam Oliphant, the first time in recent Florida history in which the Senate removed an election supervisor suspended by a Governor for incompetence.
- Worked closely with the Division of Elections and local election supervisors, local elected officials and utilities in ensuring that voting sites could be promptly restored or replaced to conduct municipal elections in the wake of extensive power outages and hurricane damage in 2005.

In Private Practice:

- One of the lead attorneys representing the Republican Party of Miami-Dade County during the 2000 Presidential Election recounts before the Miami-Dade Canvassing Board and the state courts.
- Local counsel for the Republican Party of Florida – 2008 General Election.
- Local Counsel for Republican Governors Association – 2010 General Election.
- State Campaign Counsel for Romney-Ryan Presidential Campaign – 2012 General Election.
- Jeb 2016, Inc. Corporate Secretary and outside counsel on public financial disclosure and other issues – 2016 Republican Primaries.
- Local counsel for National Republican Congressional Committee and National Republican Senatorial Committee – 2016 General Election.
- Counsel for Republican candidate for U.S. House District 26 Maria Elvira Salazar in 2018.

- Local counsel for National Republican Senatorial Committee – 2018 General Election.
- Represented bipartisan voters seeking to intervene in 2012 federal court challenges to Florida’s voting laws, including the removal of non-citizens from the voter rolls and the legislature’s modification of Florida’s early voting laws.
- Represented RPOF and the Miami-Dade Republican Party in 2008 appeal regarding party’s right to require loyalty oath for party offices.

GOVERNMENT ADVOCACY AND REGULATORY EXPERIENCE

- Provide legal and strategic counseling on qualification under and compliance with the Florida banking code as it affects the marketing of international trust services in Florida.
- Favorably resolved federal and state beverage administrative complaints against wholesaler alleging false labeling and violation of beverage laws, saving the importer’s licenses and paying only minimal (state) or no (federal) penalties and taxes based on presentations to federal and state regulators after investigation of allegations.
- Obtained withdrawal of cease and desist notice by state healthcare regulator against ambulatory surgical center within a week of its execution based on aggressive contacts with agency demonstrating unreasonableness of and lack of authority for agency action.
- Successfully represented explosives manufacturer in resolving violation notice from state fire marshal regarding proper documentation of deliveries.
- Successfully obtained reversal by state healthcare regulator of decision not to process application for change of ownership of home healthcare agency by showing regulator how forms and requirements were unauthorized unadopted rules.
- Co-counsel in defense of international infrastructure and engineering firm in sanctions proceeding by Inter-American Development Bank, resulting in minimal sanctions as a result of the thorough investigation performed on behalf of the client and the client’s candor in addressing the situation.
- Co-counsel in representing president of telecommunications company owned by Latin American government before U.S. Embassy in successfully preserving U.S. visa in face of smear campaign alleging corruption.
- Counseled publicly traded biotech company with respect to Florida healthcare and clinical laboratory regulations.

ECONOMIC DEVELOPMENT

- Lead lawyer for the State of Florida Governor’s Office on over \$1.5 billion in state and local incentive deals involving Florida biotechnology sector, including conceived the structure, co-wrote the legislation, and negotiated the contract terms for the award and oversight of \$310 million in state incentives to The Scripps Research Institute.
- Developed the strategy and structure for obtaining nearly \$200 million in state and local incentives for the Max Planck Society, one of the leading

scientific research institutes in the world, in the establishment of the Max Planck Florida Institute for Neuroscience in Jupiter, Florida.

- Negotiated terms of grant agreement for \$60 million in state incentives for establishment of non-profit scientific research institute in Port St. Lucie, Florida
- Advised clients in the. financial industry, medical device and alternative fuels industries with respect to economic incentive programs.
- Advised Consulate General of Israel in establishment of Israel-Florida Business Forum to promote trade and investment between Israel and Florida.

SELECTED GOVERNMENT AND INTERNAL INVESTIGATIONS

- As General Counsel for Governor Bush, investigated harassment allegations against a state agency head, which resulted in his termination.
- As General Counsel for Governor Bush, investigated circumstances of bid award by local transportation authority, which resulted in withdrawal of award and audit by State Auditor.
- Conducted internal investigation for audit committee of not-for-profit hospital involving possible diversion of pledge from donor.
- Conducted internal investigation of entity to verify compliance with regulatory requirements.
- Obtained favorable resolution for national prepaid debit card company of Florida Attorney General investigation of debit card industry with respect to allegations of unfair and deceptive trade practices.
- Represented hospital system in state and federal Medicaid fraud investigation by Statewide Prosecutor, resulting in no further action.
- Represented medical doctor before state medical board in defense of allegations that doctor improperly and excessively prescribed medication to patients, resulting in finding of no probable cause.

MUNICIPAL LITIGATION

- Defeated injunction and obtained summary judgment in favor of Clerk of City of Miami in injunction action seeking to remove strong mayor referendum from 2018 general election ballot.
- Defeated injunction and obtained dismissal of action by neighborhood group seeking to invalidate City of Miami's license for 2019 Ultra Music Festival on Virginia Key.



Michael E. Dutko Jr.

Counsel

michael.dutko@bipc.com

t: 954 703 3908 | Fort Lauderdale, FL

HOW MICHAEL HELPS CLIENTS

Michael is a litigator with significant jury trial experience who has successfully managed a diverse array of civil and criminal matters. His background includes both statewide and local government experience, and he has taken over 75 jury trials to verdict. Michael focuses his practice on complex commercial litigation, with particular emphasis on administrative, regulatory, investigative, and government-related matters. Michael represents both governments and private individuals in litigation disputes.

Before entering private practice, Michael served as Assistant State Attorney with the Palm Beach State Attorney's Office. During his time in the State Attorney's office, he gained notable trial experience, handling an array of cases, including multiple homicide cases, to jury trial verdicts. Michael was quickly promoted to the office's Public Corruption Unit, a specialized prosecution division that handled the investigation and prosecution of politicians, police officers, and public employees. Michael also previously served as Assistant City Attorney for the City of Delray Beach, Florida. Michael was the city's chief litigator in lawsuits arising during his tenure, including election qualification challenges. Additionally, he worked closely with the city's planning and zoning department, and he was the primary attorney responsible for the preparation and evaluation of government contracts, review and drafting of solicitations for competitive procurements and bids, ethics and Sunshine Law consultation, and labor and collective bargaining negotiations.

Michael utilizes his comprehensive litigation experience to represent clients in many government-related areas. He represents private clients in administrative matters before all Florida agencies, including but not limited to the Florida Department of Environmental Protection, the Florida Commission on Ethics, the Florida Elections Commission, the Florida Housing Finance Corporation, and the Florida Department of Agriculture and Consumer Services, and he is well-versed in Florida Division of Administrative Hearings proceedings and formal administrative hearings. Michael has represented both elected officials and candidates for office during ballot and qualification challenges and in investigations related to elections and ethics matters, notably serving as a member of the election recount team for a current United States Senator. Additionally, Michael has represented both local governments and individuals adverse to local governments in litigation matters, including property development challenges, competitive solicitation and bid protests, and civil rights violations.

In addition to complex commercial and administrative litigation, Michael has experience in matters related to government relations and public policy, procurement and government contracts, zoning, land use and development, code enforcement, and real property litigation. Michael regularly represents private clients during governmental and police investigations, both criminal and regulatory.

Michael was selected for inclusion in the Florida Super Lawyers® list in 2025. He

Practices

Litigation

White Collar Defense,
Compliance & Investigations

Product Liability

Cannabis

Education

J.D., Florida State University
College of Law

B.S.F.S., Georgetown
University

Courts & Admissions

U.S. Court of Appeals for the
Eleventh Circuit

U.S. District Court for the
Southern District of Florida

Florida

has been named to *Best Lawyers of America* Ones to Watch annually since 2021. He was named to South Florida's 2024 Top Lawyers, published by the Miami Herald and chosen by peer review, and was selected as a 2024 Distinguished Member by Lawyers of Distinction. He was named to Palm Beach Media Group's list of Top Lawyers in 2023. He has also been recognized as a "Top Up and Comer" in the *South Florida Legal Guide* in 2020 and 2021; an "Up and Comer" in *South Florida Business and Wealth* in 2021; and an "Up and Comer" in *Florida Trend's* Legal Elite in 2021. He was named Top Lawyer in Government Relations and Land Use and Zoning Law by *Fort Lauderdale Magazine* in 2021. In 2019, *Daily Business Review* named him among the honorees of the Florida Legal Awards in the category of On the Rise. He was also named "Superstar" by *Attorney at Law Magazine* in 2018. Michael was recently chosen as a Fellow of the Litigation Counsel of America, a peer-selected and diverse honorary society of 3,500 of the best trial lawyers in the country, representing less than one-half of one percent of U.S. trial lawyers.

PROOF POINTS

- Represented the then-Property Appraiser of Broward County, Florida in a budget dispute with the County, prevailing on all issues and ensuring full funding for the Property Appraiser's office.
- Represented multiple solid waste disposal facilities in permitting disputes with the State of Florida Department of Environmental Protection, both defending facilities against third-party permit challenges as well as prosecuting cases on behalf of facilities for permit denials.
- Represented cannabis industry clients both in permitting and enforcement disputes with the State of Florida Department of Agriculture and Consumer Services, as well as in monitoring ongoing changes to the State's regulatory framework for cannabis products and assisting the Buchanan Government Relations team's work with that process.
- Represented public officials at both the investigative and hearing stages of Florida Commission on Ethics complaints, with many complaints being successfully disposed with findings of no probable cause.
- Represented parties in competitive solicitation or bid protests, both at the state and local government levels.
- Supervised a team of six detectives from various police agencies in all aspects of the investigation and prosecution of public officials, from initial complaint intake, to investigative issues, to charging, and finally to trial.
- Represented a group of disenfranchised voters in the successful ballot challenge of a write-in candidate who had effectively closed what would have otherwise been an open South Florida primary election.
- Represented a current U.S. Senator in a general election recount, ensuring all legal aspects of the recount process were appropriately followed.
- Represented the City of Miami in a high-profile, federal civil rights case related to the City's code enforcement efforts.



Mallory Harrell

Principal, Government Relations

mallory.harrell@bipc.com

t: 850 681 4225 | Tallahassee, FL

HOW MALLORY HELPS CLIENTS

Mallory Harrell, Esq. is the co-leader of the firm's Cannabis practice group. She concentrates her practice in the areas of administrative law, such as state contracts, public procurements, bid protests and rule challenges. She has more than 20 years of experience in the area of contracts and state procurement.

Mallory has been selected to *The Best Lawyers in America* list since 2019 in the Government Relations Practice category.

Before joining Buchanan, Mallory gained experience serving as general counsel for a technology firm. She also served as Deputy Secretary at Florida Department of Management Services, where she oversaw state procurement and General Counsel's Office for the Department. Prior to moving to Tallahassee, she worked in Washington, DC at the Washington Post Company as director of Public Policy for the Post Companies and Kaplan Educational and at ProServ Inc., a sport management and marketing firm, as director of contracts.

PROOF POINTS

- Represented and consulted with numerous clients regarding competitive procurement processes at both the state and county levels, from initial response development through legal proceedings related to final award.
- Frequent presenter on topics such as Florida procurement law, public purchasing guidelines and public records. Most recently presented at the 2018 FPTA/CTD Annual Conference and EXPO; "Destination: 21st Century Public Procurement."

CIVIC & CHARITABLE

Executive Committee, Holy Comforter Episcopal School Board of Trustees

Practices

Litigation

Cannabis

Government Relations &
Public Policy

Energy

Affordable Housing and
Community Development

Blockchain & Digital Assets

Education

J.D., University of Oklahoma
College of Law

B.A., Phillips University,
American Studies, 1992

Courts & Admissions

District of Columbia

Florida

Oklahoma



Kelly H. Kolb

Shareholder

kelly.kolb@bipc.com

t: 954 703 3944 | Fort Lauderdale, FL

HOW KELLY HELPS CLIENTS

Kelly has defended employers against employment claims for more than 34 years. His experience includes cases in state and federal courts and before administrative bodies and arbitration panels in Texas and Florida. He has successfully defended discrimination, sexual harassment, retaliation, ADA access and FMLA cases, as well as individual and nationwide collective FLSA overtime lawsuits.

Kelly draws on his litigation experience to advise management on best practices and claims avoidance and to oversee internal investigations. He serves public sector clients and clients in a range of industries, including construction, education, marine, health care, transportation, aerospace and electronics.

"I enjoy the challenges of problem cases, and the rewards of putting them back on the tracks to facilitate a quick resolution."

He has represented insurers in coverage and bad faith litigation and has significant experience issuing coverage opinions and reservation of rights letters in the context of E&O, D&O, CGL, Maritime, Commercial Vehicle and Excess/Umbrella policies. Kelly is a frequent author, contributor and lecturer on employment issues for publications and audiences across the country.

WHAT CLIENTS CAN EXPECT

Kelly is an attentive and responsive advocate who learns his client's business and what matters most. Within that context, he applies experience and insight to present all available options for resolution. Then, he works toward achieving the desired result.

OUTSIDE THE OFFICE

When he's not in the office, Kelly enjoys time with his wife and their three daughters. He also likes time on the water, for some quiet kayaking, fishing or an exhilarating sailboat race.

PROOF POINTS

- AV[®] Preeminent distinction, Martindale-Hubbell.
- Kelly has been selected for inclusion in the Florida Super Lawyers[®] list each year since 2014.
- Kelly has been honored by *Best Lawyers in America*[®] consecutively since 2015 in the areas of Employment Law – Management and Litigation – Labor and Employment. In 2020, he was named *Best Lawyers*[®] Litigation - Labor & Employment "Lawyer of the Year" in Fort Lauderdale.

Practices

Labor & Employment

Construction

Employment Litigation

Security Alarm, Fire and
Medical Alert

Healthcare

Internal Investigations

Education

J.D., Washington University
School of Law, 1986

B.A., Vanderbilt University,
1983

Courts & Admissions

U.S. Court of Appeals for the
Fifth Circuit

U.S. Court of Appeals for the
Federal Circuit

U.S. District Court for the
Middle District of Florida

U.S. District Court for the
Southern District of Florida

Florida

Texas

U.S. District Court for the
Eastern District of Texas

U.S. District Court for the
Northern District of Texas

U.S. District Court for the
Western District of Texas

U.S. District Court for
Southern District of Texas



David A. Pearl

Counsel

david.pearl@bipc.com

t: 954 468 2306 | Fort Lauderdale, FL

HOW DAVID HELPS CLIENTS

David A. Pearl is a real estate attorney with more than 25 years of commercial real estate development, commercial lending, business transactional and leasing experience. He has experience representing lenders, developers, investors and users of commercial real estate in the acquisition, financing, development and sale of shopping centers, office buildings, mixed-use projects, resort properties and electrical generation facilities (natural gas, solar and wind). Trained as an accountant prior to law school and a former litigator, his breadth of experience allows him to advise clients in multiple disciplines as the need arises.

David has been honored by *Best Lawyers in America*® consecutively since 2018 in the area of Real Estate Law.

PROOF POINTS

- Represented a lender in more than \$1.5 billion of syndicated and development financing for various transactions involving the acquisition and/or construction of retail, office, hotel, apartment and residential projects.
- Represented various lenders in the financing, construction and acquisition of natural gas power plants, wind farms and solar farms worth more than \$15 billion.
- Represented a local hospital in the financing and acquisition of a competing hospital and medical office complex.
- Represented a resort developer in financing worth \$4 billion for the construction of a luxury hotel/casino in Las Vegas and the major renovation of a luxury hotel in Miami Beach.
- Represented a local hospital in multiple leases for a chain of ambulatory care centers.
- Represented a developer in lease modifications for operating as a "fixed based operator" at a municipal airport and multiple financings for the construction of luxury airport hangars and offices.
- Represented various lenders in commercial loan workouts for troubled loans.
- Represented a developer in various financings for the acquisition and construction of shopping centers.
- Represented a developer in the acquisition and financing for a luxury golf and country club.

Practices

Real Estate

Finance

Hospitality

Real Estate Finance

Energy

Data Centers & AI
Infrastructure

Education

J.D., American University,
Washington College of Law,
cum laude, Law Review, 1988

B.S., University of Delaware,
Accounting, magna cum
laude, 1983

Courts & Admissions

U.S. District Court for the
District of Delaware

U.S. District Court for the
Southern District of Florida

Delaware

Florida



Chris Spowls

Of Counsel

christopher.spowls@bipc.com

t: 813 222 1101 | Tampa, FL

Chris joined Buchanan from the State Attorney's Office for Florida's Sixth Judicial Circuit, where he spent seven years as an Assistant State Attorney. Chris was assigned to the Special Prosecution Unit where he focused on gang and homicide crime, taking an active role in identifying gangs and dismantling their criminal networks. During his time as a prosecutor, Chris tried dozens of jury trials, many involving first degree murder. Among Chris' most notable trial victories was the conviction of an individual who drove her car into a front yard striking three triplet little girls as well as the conviction of William Hurst for the 1982 murder of his wife. Chris also served as Director of the Veterans Treatment Court for Pinellas and Pasco counties and oversaw both the agency's offices in Pasco County.

On November 4, 2014, Chris was elected to the Florida House of Representatives. During Chris' time in the legislature, he served as Chairman of the House Judiciary Committee, and subsequently as Chairman of the Rules Committee. In 2020, Chris was elected Speaker of the Florida House of Representatives for the 2020-2022 term.

As Speaker of the Florida House, Chris was a champion for children's literacy, starting the New Worlds Reading Initiative, the nation's largest effort to tackle children's literacy. Chris also oversaw the largest effort in Florida History to prepare Florida for natural disasters and coastal resiliency. In addition to his work in education and environmental resiliency, Chris prioritized meaningful work for Floridians by passing the REACH ACT designed to overhaul our workforce infrastructure and ensure Floridians the help, training and education necessary to provide for their families. Chris termed out of the legislature in November of 2022.

Chris is married to his wife Shannon and is the father of two boys. During his public service, Chris prioritized the Responsible Fatherhood Initiative Designed to help Florida meet the growing crisis around fatherlessness and its impact on children. He remains active with organizations who are tackling fatherlessness throughout the country.

Chris serves as Chairman of the advisory board for the Lastinger Center for Learning at the University of Florida, a director at Flagship Bank, and a board member of TECO Energy, and People's Gas.

AFFILIATIONS

Florida Bar Association

Practices

Litigation

Autonomous & Connected Vehicles

Education

B.A., University of South Florida, 2006

J.D., Stetson University College of Law, 2009

Courts & Admissions

Florida



Lindsay K. Ervin

Senior Attorney

lindsay.ervin@bipc.com

t: 305 347 4096 | Miami, FL

HOW LINDSAY HELPS CLIENTS

Lindsay is a dedicated Municipal and Land Use Litigation Attorney with 12 years of experience as an attorney. She helps clients navigate a variety of legal challenges related to municipal law, zoning, and land use. With a hands-on approach, Lindsay represents clients in municipal and land-use litigation matters, including zoning disputes and administrative hearings. Lindsay's strong analytical skills and passion for advocating for her clients in complex legal disputes make her a trusted advisor. She is committed to staying current on developments in municipal and land use law to provide the most informed counsel to her clients.

OUTSIDE THE OFFICE

When not in the office, Lindsay enjoys spending quality time with her family and friends by hosting game nights. She also takes advantage of the Florida weather by frequenting the beach, a favorite pastime. Lindsay enjoys trying new recipes allowing her to explore new flavors and cultures through food.

PROOF POINTS

- Successfully litigated state rule challenge that was upheld by the 4th DCA
- Effectively defended state bid protest against competitor bidder.
- Negotiated a favorable settlement on behalf of former employee who was sued by a highly litigious former employer

EXPERIENCE

Additional Experience

- Bid protests
- Rule challenges
- Equitable actions
- Regulatory reviews
- Internal investigations
- Compliance audits
- Risk mitigation
- Policy work

Practices

Litigation

Education

J.D., Nova Southeastern University Shepard Broad Law Center, magna cum laude, 2013

B.A., Rollins College, International Relations, 2010

Courts & Admissions

Florida



Maria D. Corghi

Associate

maria.corghi@bipc.com

t: 305 347 5732 | Miami, FL

HOW MARIA HELPS CLIENTS

Maria is an associate in Buchanan's litigation group, concentrating her practice on a diverse range of commercial and complex civil matters. Before joining Buchanan, Maria worked as an associate attorney for a boutique law firm specializing in the representation of plaintiffs in catastrophic personal injury and wrongful death actions. Her experience in litigating high-exposure and complex civil matters also stems from her roles within the general liability litigation groups of two national defense firms. Given the breadth of general liability practice, Maria has been exposed to a multitude of industries, consistently delving into the nuances of her clients' businesses to develop tailored litigation strategies that address their unique needs. Her commitment to understanding each client's specific circumstances sets her apart as a versatile and effective litigator.

Maria has experience in guiding clients at every stage of the pre-trial litigation process, including, but not limited to, assessing the merits of claims under applicable legal authority, conducting pointed and strategic discovery to meet the needs of each individual case, working alongside experts and consultants in relevant fields to advance litigation objectives, drafting and arguing substantive motions in state and federal court, and preparing cases for trial.

Drawing from her diverse background of representing both plaintiffs and defendants, Maria possesses the unique ability to view legal issues from multiple perspectives.

WHAT CLIENTS CAN EXPECT

Maria strives to provide diligent and effective legal services tailored to each client's unique needs and objectives. Her approach is rooted in her keen affinity for problem-solving, which enables her to devise creative and effective solutions to various legal challenges. Understanding that games are won before the players take the field, Maria significantly emphasizes thorough preparation. She firmly believes that careful planning and strategic thinking are essential to achieving the best possible outcomes for her clients.

OUTSIDE THE OFFICE

Away from the office, Maria treasures time spent with family and friends, indulging in the latest true crime binge-fest, and experimenting in the kitchen. Her inquisitive nature drives her to travel and explore whenever she has the chance, all while staying engaged with current events, technological advancements, and political trends.

Practices

Litigation

Education

J.D., University of Miami
School of Law, Honors, Cum
Laude, Dean's List Fall 2016,
Dean's Merit Scholarship,
2019

B.A., Florida International
University, Honors, Cum
Laude, Dean's List, 2016

Courts & Admissions

U.S. District Court for the
Northern District of Florida

U.S. District Court for the
Southern District of Florida

Florida



Hala A. Sandridge

Shareholder

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HOW HALA HELPS CLIENTS

With 35 years of appellate experience, Hala Sandridge has produced some of Florida's most significant appellate decisions, including cases certified by the Eleventh Circuit Court of Appeals to the Florida Supreme Court and in the United States Supreme Court. She focuses on all facets of civil appeals and has directly handled hundreds of appeals in both state and federal appellate courts. Hala is one of the original Florida Bar Board Certified Attorneys in Appellate Practice (1994). She is the chair of the firm's Appellate Practice Group, co-head of the firm's Tampa office and a past member of Buchanan's Board of Directors.

Hala is a strong leader in the legal and business community, including serving as the immediate past president of The Florida Bar Foundation and past chair of The Florida Bar Appellate Practice Section. Governor DeSantis recently re-appointed her to the Florida Supreme Court Judicial Nominating Commission. In 2019, the Chief Justice of the Florida Supreme Court appointed Hala to the IOTA Task force to examine the use of IOTA funds used to provide legal services to the poor. She was also named a 2019 Business Woman of the Year by the *Tampa Bay Business Journal*. Hala currently serves as President of the University Club of Tampa, only the sixth woman to hold that title in its 75-year history. Additionally, Hala serves as one of only 13 Fellows in the state of Florida for the American Academy of Appellate Lawyers.

LAND USE

Hala is recognized for her expertise in land use appeals - from local jurisdictions to the United States Supreme Court. She has garnered astonishing results for property owners fighting local governments that seek to deprive them of valid land uses. In 2023, Hala mediated a Bert Harris Act dispute for her developer client. The local government purchased her client's property for \$32.5 million - \$10 million above her Bert Harris Act demand. Hala obtained a 2019 court order enforcing an annexation agreement against a local government, along with a multimillion-dollar award against that local government, including attorney's fees. In 2018, she successfully appealed a Hillsborough County Board of County Commissioners' rezoning denial, creating such favorable law, the decision is now frequently cited by landowners. In 2014, the appellate court agreed with Hala that a Florida statute afforded limited standing to third parties to challenge a developer's rezoning. In fact, Hala went on to win six appeals for that developer client filed by neighbors and competitors seeking to stop the 884-acre development.

SOVEREIGN IMMUNITY

Hala has years of experience litigating sovereign immunity issues for her government clients. Early in 1996, she convinced the Fifth District (which decision was affirmed by the Florida Supreme Court) that because Florida's statutory tort waiver applied only to claims for personal injury, property damages, or death, purely economic tort claims against the State and its agencies are barred. Since that time, Hala has been deeply involved helping her government clients — including hospitals, state agencies, municipalities and higher education — attain victories based on a rigorous adherence to the limited

Practices

Litigation

Appellate

Healthcare Litigation

Education

Education

J.D., Florida State University College of Law, with honors; *Law Review*; Intern, Florida Supreme Court, the Honorable Leander Shaw, 1984

B.A., University of Florida, 1981

Courts & Admissions

U.S. Court of Appeals for the Eleventh Circuit

U.S. Court of Appeals for the Second Circuit

U.S. Court of Appeals for the Third Circuit

U.S. Court of Appeals for the Fourth Circuit

U.S. Court of Appeals for the Fifth Circuit

U.S. Court of Appeals for the Sixth Circuit

U.S. Court of Appeals for the Seventh Circuit

U.S. District Court for the Middle District of Florida

U.S. District Court for the Southern District of Florida

U.S. Supreme Court

Florida

sovereign immunity waiver.

REVERSALS

Hala routinely serves as appellate counsel against multimillion-dollar jury verdicts with weighty legal issues, such as the 2013 reversal of one of Florida's largest jury verdicts at that time — \$940 million and the 2020 reversal of a \$109 million verdict. She is also skilled in assisting post-verdict to reduce runaway jury verdicts, including a recent remittitur of a \$30 million verdict to \$9 million. Hala attributes these victories to ensuring her briefs focus on solid legal issues, while avoiding fact disputes with the attendant standard of appellate review likely to be unsuccessful on appeal.

WHAT CLIENTS CAN EXPECT

Hala is supremely skilled at distilling and analyzing complex legal matters and employing creative ways to identify public policy reasons to bolster the correctness of her appellate position. Her clients appreciate that she is willing to take on decisions she believes courts have incorrectly reached and explain — against what are seemingly long odds — why courts should correct what was previously misinterpreted.

AWARDS

- 2022 Judge Don Castor Justice Award, Bay Area Legal Services
- 2019 Business Woman of the Year by the Tampa Bay Business Journal
- Florida Bar President's Pro Bono Service Award
- The Hillsborough County Jimmy Kynes Pro Bono Award
- Bay Area Legal Service's Distinguished Pro Bono Advocate Award
- AV[®] Preeminent distinction, from Martindale-Hubbell's Peer Review Ratings
- *The Best Lawyers in America*[®] since 2008 in the category of Appellate Practice
- *Chambers USA*, leading Appellate lawyer in Florida since 2006.
- *Florida Super Lawyers* since 2006
- Top 10: *Florida Super Lawyers* 2023 - 2025
- Top 50: *Tampa Bay Super Lawyers*[®] list since 2022
- Top 50 Female Lawyers since 2007
- Top 100 Florida Lawyers since 2011
- Florida Trend's Legal Elite from 2005-2008, 2013-2016, 2019-2022; included in the Legal Elite Hall of Fame for 2020-2022.

PROOF POINTS

- *Bd. of Trs. of the Univ. of S. Fla. v. Carter*, 298 So. 3d 94 (Fla. 2d DCA 2020). Overturned \$109,000,000 jury verdict based on exclusion of exculpatory evidence.

- *WCI Communities, LLC et al v. City of Bonita Springs*, Twentieth Judicial Circuit Court, Lee County Florida, Case No.: 17-CA-3966 (October 2019). Obtained order requiring city to grant agreed-to rezoning in annexation agreement and awarding national homebuilder \$6.3 million for city's breach of annexation agreement.
- *Gerelco Traffic Controls, Inc. v. Ming*, No. 2D18-3701 (Fla. 2d DCA 2019). Affirmed order remitting excessive \$30 million jury verdict to \$9 million because non-economic damage award resulted from jury sympathy.
- *Trans Healthcare, Inc. v. Webb*, 132 So. 3d 1152 (Fla. 1st DCA 2013). Reversed \$900,000,000 personal injury jury verdict.
- *Stop the Beach Renourishment, Inc. v. Florida Dept. of Environmental Protection*, 130 S.Ct. 2592 (2010). Affirmed Florida Supreme Court, finding Florida did not unconstitutionally take property rights through enforcement of the State's Beach and Shore Preservation Act.

EXPERIENCE

- *Lee Mem'l Health Sys. v. Hilderbrand*, 304 So. 3d 58 (Fla. 2d DCA 2020). Reversed order that denied sovereign immunity to public hospital.
- *Fla. Dep't of Agric. & Consumer Servs. v. Mahon*, 293 So. 3d 1091 (Fla. 5th DCA 2020). Affirmed trial court order requiring the State to carry the damages burden of proof in an inverse condemnation lawsuit).
- *Allstate Ins. Co. v. Lee Mem'l Health Sys.*, 286 So. 3d 749 (Fla. 2d DCA 2019). Affirmed trial court order that sovereign immunity protected public hospital from liability for attorney's fees.
- *Hillsborough Cty. Bd. of Cty. Comm'rs v. William F. Sutton Family, LLP*, 273 So. 3d 972 (Fla. 2d DCA 2019). Affirmed order that found no evidence to support local government's rezoning denial.
- *City of Bonita Springs v. WCI Cmty's., LLC*, 254 So. 3d 345 (Fla. 2d DCA 2018). Affirmed order that City's declaratory judgment action to find annexation agreement unenforceable barred by statutory time limits.
- *HZ Constr., Inc. v. Wells Fargo Bank, N.A.*, 242 So. 3d 423 (Fla. 5th DCA 2018). Affirmed judgment against borrower on guarantee.
- *Rowland v. Quest Diagnostics, Inc.*, 242 So. 3d 366 (Fla. 2d DCA 2018). Affirmed order denying enforcement of a proposal for settlement.
- *Mid-Continent Cas. Co. v. Adams Homes of Nw. Fla., Inc.*, 725 Fed. Appx. 777 (11th Cir. 2018). Reversed declaratory judgment addressing insurer's obligation to defend homebuilder against claim of property damages.
- *Mc Cann Holdings, Ltd v. SDC Cmty's., Inc.*, 225 So. 3d 815 (Fla. 2d DCA 2017). Affirmed judgment granting a JNOV on a multimillion-dollar jury verdict based on alleged interference with a land use rezoning.
- *Smith v. Webster Bus. Credit Corp.*, 225 So. 3d 817 (Fla. 2d DCA 2017). Affirming judgment against borrowers on guarantee.
- *Heine v. Lee County*, 221 So. 3d 1254 (Fla. 2d DCA 2017). Affirmed summary judgment order finding Florida statute did not afford neighboring

landowners standing to challenge developer's rezoning unless challenge related to use, density or intensity.

- *Heine v. Lee Cnty.*, 224 So. 3d 221 (Fla. 2d DCA 2017). Affirming denial of petition for writ of certiorari by neighbors who sought to challenge rezoning county granted to developer.
- *Robinson v. Ward*, 203 So. 3d 984 (Fla. 2d DCA 2016). Reversing sanctions against attorney.
- *Neapolitan Enters., LLC v. City of Naples*, 185 So. 3d 585 (Fla. 2d DCA 2016). Reversing order granting motion to dismiss declaratory judgment action against local government.
- *Miromar Lakes, LLC v. Alico W. Fund, LLC*, 187 So. 3d 1244 (Fla. 2d DCA 2016). Dismissing petition for writ of certiorari that sought to undo county granting rezoning.
- *Charlotte County v. Andress Family Fla., LP*, 186 So. 3d 1029 (Fla. 2d DCA 2016). Affirming multimillion-dollar order of inverse condemnation favoring landowners.
- *Bartle v. Lee Mem'l Health Sys.*, 178 So. 3d 406 (Fla. 2d DCA 2015). Affirmed order granting motion to dismiss class action seeking damages for allegedly improper amounts under hospital liens.
- *Trans Health Mgmt. Inc. v. Nunziata*, 159 So. 3d 850 (Fla. 2d DCA 2014). Reversed order that entered injunction against non-party preventing defence of multimillion-dollar verdict.
- *TJJD Holdings, LLC v. Wachovia Bank N.A.*, 136 So. 3d 606 (Fla. 2d DCA 2014). Affirmed order granting judgment against borrower on guarantee.
- *Weiss v. City Nat'l Bank*, 134 So. 3d 961 (Fla. 2d DCA 2014). Affirmed judgment against borrower.
- *Morris Aviation, LLC v. Diamond Aircraft Industries*, 536 Fed. Appx. 558 (6th Cir. 2013). Affirmed order dismissing complaint for fraud against airplane manufacturer.
- *Diamond Aircraft Industries v. Horowitch*, 107 So. 3d 362 (Fla. 2013). Answered certified question to permit award of attorney's fees under FDUTPA.
- *Raymond James Fin. Servs. v. Phillips*, 126 So. 3d 186 (Fla. 2013). Answered certified question and finding arbitration agreements subject to statute of limitations defense.
- *Comprehensive Care Corp. v. Katzman*, 2011 U.S. Dist. LEXIS 124036 (11th Cir. 2013). Reversed multimillion-dollar jury trial judgment for damages and attorney's fees.
- *Gulf Coast Endeavors, LLC v. Metro Med. Plaza Assocs., Ltd.*, 2014 Fla. App. LEXIS 4200 (Fla. 2d DCA Mar. 21, 2014). Affirmed order of ejectment.
- *Weiss v. City Nat'l Bank*, 2014 Fla. App. LEXIS 2775 (Fla. 2d DCA 2014). Affirmed summary judgment against guarantors.
- *CFC of Delaware LLC v. Santalucia*, 91 So. 3d 899 (Fla. 4th DCA 2012). Reversed order denying motion to compel arbitration.

- *National Financial Services, LLC v. Mahan*, 19 So. 3d 1134 (Fla. 3d DCA 2009). Reversed order denying motion to compel arbitration.
- *Republic Credit Corp. v. Upshaw*, 10 So. 3d 1103 (Fla. 4th DCA 2009). Overturned order determining proceeds from sale of home not subject to attachment by creditor.
- *Jackson National Life Insurance Company v. Lovallo*, 8 So. 3d 1242 (Fla. 5th DCA 2009). Reversed summary judgment by successfully arguing Florida law does not require insurance company to give owner of life insurance policy additional notice of the right to renew the policy before it expired.
- *Walton County v. STBR*, 998 So. 2d 1102 (Fla. 2008). Overturned decision finding portion of Florida Beach and Shore Preservation Act unconstitutional.
- *Clement v. Lipson*, 999 So. 2d 1072 (Fla. 5th DCA 2008). Reversed order denying motion to dismiss for lack of personal jurisdiction because defendants' activities protected by corporate shield doctrine.
- *Estate of Johnson v. Badger Acquisition*, 983 So. 2d 1175 (Fla. 2d DCA 2008). Kept summary judgment on appeal of order determining consultant pharmacist owed no duty to nursing home resident to ensure nursing home complied with its duty of care.
- *Progressive Express Ins. Co. v. Reaume*, 937 So. 2d 1120 (Fla. 2d DCA 2006). Obtained writ of certiorari ordering trial court to dismiss lawsuit because insured had not sought administrative relief before pursuing a civil cause of action.
- *Variable Annuity Life Ins. Co. v. Hausinger*, 927 So. 2d 243 (Fla. 2d DCA 2006). Overturned order denying VALIC motion for preliminary injunction against former employee because trial court erred when it rejected statutory presumption of irreparable harm.
- *Wood v. Green*, 323 F.3d 1309 (11th Cir. 2003). Reversed an ADA jury verdict on the basis that employee's request for an indefinite leave of absence indicated employee was requesting an unreasonable accommodation.

ORIGINAL

Town of Jupiter Island Request for Proposals – Legal Services



December 8, 2025

Prepared By:



701 Northpoint Parkway, Suite 205
West Palm Beach, FL 33407
Telephone: (561) 586-7116
Contact: Keith W. Davis, Esq.
Email: Keith@DavisLawteam.com

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LETTER OF INTEREST

TO: Kimberly Kogos, Town Clerk, Town of Jupiter Island
FROM: Keith W. Davis, Esq.
DATE: December 8, 2025
RE: Letter of Interest - Legal Services

On behalf of Davis & Associates P.A., it is my pleasure to submit the following proposal and formally express interest in providing Legal Services for the Town of Jupiter Island.

Davis & Associates, P.A. is a specialized, focused, boutique law practice that provides general counsel and special magistrate legal services to municipalities and special districts throughout the Treasure Coast and Palm Beach County. Presently, the Firm serves as general counsel to seven municipalities and three special district entities, and also serves as special magistrate to ten other jurisdictions. The Firm's offices are located in West Palm Beach, and our attorneys reside in and between Palm City and Palm Beach Gardens. We are perfectly positioned to deliver responsive, efficient and effective service for whatever legal needs arise for the Town.

Among the Firm's current clients is the Town of Manalapan, Florida. Manalapan is a coastal community similarly situated to Jupiter Island, but located in central Palm Beach County, with complex residential land development regulations that provide for the development of multi-million dollar oceanfront estates owned by celebrities, national political leaders, and captains of industry. The Firm is thus familiar with issues that can arise with unique ultra high-end coastal communities including complex land development, private property rights, the provision of utility services, and law / code enforcement. The Firm also currently serves as general counsel to the Village of Tequesta and has done so for many years. As an aside, Mr. Davis also grew up in Tequesta and graduated from Jupiter High School in 1985. This experience gives us intimate familiarity with the issues affecting the regional area, including beach erosion, road and rail transportation, and boating issues.

Many of our clients provide their own utility, police, and fire services to their residents. As such, the Firm is familiar with the issues affecting these departments. Mr. Davis is general counsel to the Palm Beach County League of Cities, Inc., and is the Immediate Past President of the Florida Municipal Attorneys Association; he is exceptionally familiar with the variety of issues that impact day-to-day municipal operations, including finance, procurement, and planning & zoning. All the Firm's attorneys stay involved with monitoring the state legislative process every year, keeping all of us current with emerging municipal legal issues, and we regularly keep all our clients up to date with changes to state law that impact municipal operations. We are also familiar with the rules of ethics that members of local government collegial bodies must honor including the State of Florida's code of ethics for public officers, and allowable rules of decorum and participation for public meetings. Mr. Davis routinely assists elected and appointed board members when questions concerning compliance with these requirements are raised, as well as during the normal course of the conduct of meetings.

We are confident that our experience in all areas of local government law coupled with our ethos of establishing close collaborative relationships with our clients will ensure that the Town's legal needs are met beyond your expectations.

701 Northpoint Parkway, Suite 205, West Palm Beach, FL 33407 | p 561-586-7116
www.davislawteam.com

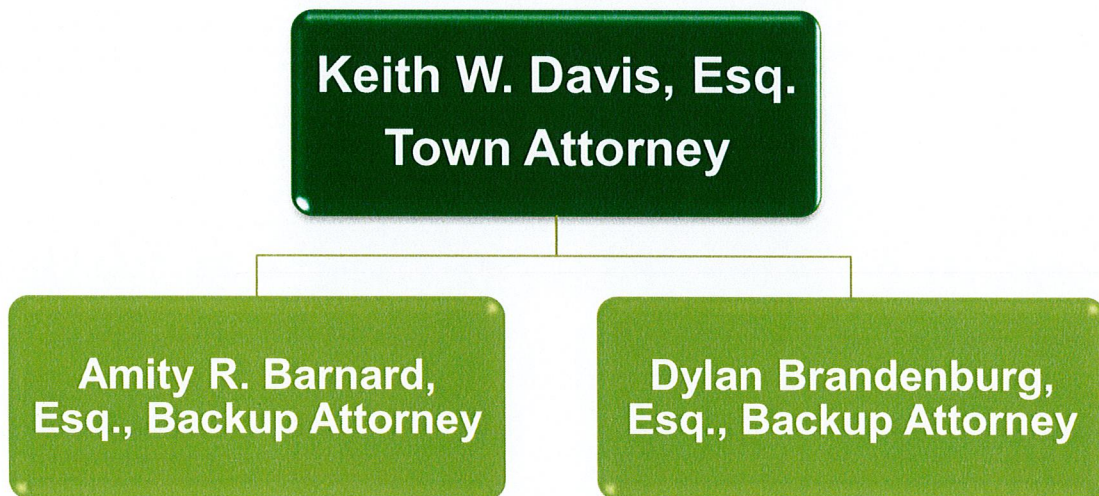
◆ LEADING ATTORNEYS IN LOCAL GOVERNMENT LAW AND ETHICS ◆

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1. Summary of Attorney Education, Background, Experience

Davis & Associates, P.A. is a specialized, focused, boutique law practice that provides general counsel and special magistrate legal services to municipalities and special districts throughout the Treasure Coast and Palm Beach County. We currently serve as general counsel to seven (7) municipalities and three (3) special district entities throughout the Treasure Coast and Palm Beach County. We also provide special magistrate services to another ten (10) jurisdictions within Martin, St. Lucie and Palm Beach Counties.

The Firm's proposed structure for providing legal services to the Town is depicted below:



Keith W. Davis, Esq. is proposed for appointment as Town Attorney. Mr. Davis is President of the Firm, has been **practicing municipal law for 23 years** and is **Board Certified by the Florida Bar as an expert in the area of City, County, and Local Government Law**. He is the **Immediate Past President of the Florida Municipal Attorneys Association** and is admitted to practice law in all Florida state courts as well as the Federal Southern and Northern Districts of Florida, the United States Court of Appeals for the 11th Circuit, and the United States Supreme Court. Mr. Davis is general counsel to the Village of Tequesta, the Town of Palm Beach Shores, and the Town of Manalapan, as well as the City of Atlantis, and the Town of Briny Breezes. Mr. Davis also serves as general counsel for the Treasure Coast Regional Planning Council and Palm Beach County League of Cities, Inc. In addition to providing general counsel services to his clients, Mr. Davis is regularly retained by individuals and other jurisdictions as special counsel on a variety of issues. Mr. Davis currently serves Martin County, the City of Port St. Lucie, and a number of jurisdictions in Palm Beach County as special magistrate for code enforcement matters, parking citation matters, and Americans with Disabilities Act (ADA) / Fair Housing Act (FHA) related "reasonable accommodation" hearings.

1. SUMMARY OF ATTORNEY EDUCATION, BACKGROUND, EXPERIENCE

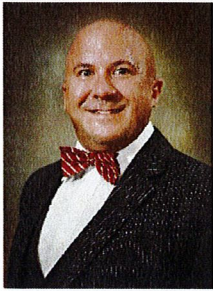
Amity R. Barnard, Esq. is proposed to serve as immediate Backup Attorney to Mr. Davis. Ms. Barnard is a Shareholder with the Firm, has been **practicing municipal law for 9 years** and is **Board certified by the Florida Bar in the area of City, County and Local Government Law**. Ms. Barnard is admitted to practice law in all Florida state courts as well as the Federal Southern District of Florida. Ms. Barnard currently serves as General Counsel for the Town of Mangonia Park, the Village of Royal Palm Beach, and the Florida Green Finance Authority (a PACE funding agency). Ms. Barnard has also been retained by the Cities of West Palm Beach and Greenacres and the Towns of Loxahatchee Groves, Ocean Ridge, and South Palm Beach to serve as special magistrate for code enforcement matters.

Dylan J. Brandenburg, Esq. is proposed to serve as second Backup Attorney to Mr. Davis. Mr. Brandenburg is a Shareholder with the Firm and has been practicing municipal law for 5 years. Mr. Brandenburg is admitted to practice law in all Florida state courts as well as the Federal Southern and Northern Districts of Florida, and the United States Supreme Court. Mr. Brandenburg serves as Assistant General Counsel for the Village of Tequesta and the Town of Palm Beach Shores, and is the Land Use and Code Enforcement Attorney for the Town of Manalapan.

There are no scheduling commitments on the part of Mr. Davis, or his backup attorneys that will conflict with Town meeting dates. In the unlikely event that a conflict arises during the term of any agreement between the Town of Jupiter Island and the Firm, the conflict will be resolved to the Town's satisfaction.

Resumes for each attorney and proof of membership in good standing with the Florida Bar for each attorney are provided below.

Keith W. Davis, Esq.
Board Certified Specialist in City, County and Local Government Law
President - Davis & Associates, P.A.



Keith W. Davis, Esq., is the President of Davis & Associates, P.A. Mr. Davis is Board certified by the Florida Bar in the area of City, County, & Local Government Law, and holds a peer review rating of AV through Martindale Hubbell. He obtained his law degree from the College of William and Mary in Virginia in 1992 and was admitted to the Florida Bar that same year. Prior to joining the Firm in 2002, Mr. Davis served as an Assistant State Attorney for the 15th Judicial Circuit of Florida, prosecuting numerous misdemeanor, juvenile and felony cases.

Current Local Government Representation:

- City of Atlantis – General Counsel
- Town of Briny Breezes – General Counsel
- Town of Manalapan – General Counsel
- Town of Palm Beach Shores – General Counsel
- Village of Tequesta – General Counsel

Current Special District and Corporate Representation:

- Palm Beach County League of Cities, Inc., – General Counsel
- Treasure Coast Regional Planning Council – General Counsel

Representative Recent Litigation Matters:

- *EDX Royale Property, LLC v. Village of Royal Palm Beach, 502024CA004626 (2024).*
- *DISH Wireless L.L.C. v. Town of Palm Beach Shores, 9:23-cv-80487 (2025). Pending Appeal – 11th Circuit Court of Appeals.*
- *Lake Drive and Inlet Corp., d/b/a The Anchorage v. Town of Palm Beach Shores, 502022CA012749. Pending Trial – 15th Jud. Cir.*
- *Barry I. Haase and Sigrun F. Haase v. Town of Manalapan, Florida and Henry Siemon, 502020CA002232 (2020).*

Length of Practice/Employment:
33-year member in good standing with the Florida Bar
23 years practicing with Davis & Associates, P.A.
23 years practicing in municipal law

References:



John Deese, Mayor
Town of Manalapan
600 South Ocean Drive.
Manalapan, FL 33462
(561) 585-9477
jdeese@manalapan.org



Molly Young, Mayor
Village of Tequesta
345 Tequesta Drive
Tequesta, FL 33469
(561) 768-0460
myoung@tequesta.org



Dr. Daniel J. Comerford, III
Mayor, Retired
Town of Jupiter Inlet Colony
247 Edwards Lane
Jupiter Inlet Colony, FL 33469
(561) 676-4532
drcomerford@me.com

Attorney Experience – Keith W. Davis

Mr. Davis is a Florida Bar Board Certified Specialist in City, County and Local Government Law, and holds an AV peer review rating through Martindale Hubbell. He is a member of the City, County and Local Government Section of the Florida Bar and is the Immediate Past President of the Florida Municipal Attorneys Association, having served as President for the 2024-2025 term. He is admitted to practice law in all Florida state courts as well as the Federal Southern and Northern Districts of Florida, the United States Court of Appeals for the 11th Circuit, and the United States Supreme Court. He has had no disciplinary action ever imposed upon him by any Bar including the Florida Bar and the Federal Bar. Mr. Davis has never been sued for malpractice and has never been involved in any manner with a malpractice proceeding. The same can be said for all members of his Firm. For the past 23 years, Mr. Davis has successfully focused his practice on representing local government entities including municipalities and special districts, and has developed a reputation as an exceedingly professional and talented attorney among both clients and peers. Mr. Davis is a regular speaker at local and statewide seminars on a variety of topics involving local government.

In the area of land use, Mr. Davis is extremely experienced with comprehensive plan requirements and land development codes. He has prepared both Evaluation and Appraisal Reports and plan amendments for all of his clients. He regularly works with local government staff in the upkeep and revision of all aspects of his clients' comprehensive plans, from future land use elements to capital improvement updates and everything in between, constantly keeping up with the changes in law to Chapter 163, *Florida Statutes*. He has overseen and directed numerous re-zonings, subdivisions and plat approvals. Mr. Davis has significantly re-written land development codes for the Towns of Manalapan and Palm Beach Shores, and has seen to the legal sufficiency of countless plan and code amendment ordinances over the years. He has prepared floodplain management codes for all of his clients. Mr. Davis has also successfully defended the Town of Mangonia Park against environmental hazard violations alleged by the Environmental Protection Agency, resulting in the ultimate dismissal of all charges. Mr. Davis has assisted his clients with Treasure Coast Regional Planning Council (TCRPC) projects and was closely involved recently with the Village of Tequesta's U.S. 1 "Complete Street" project. In the past Mr. Davis assisted the Town of Mangonia Park in working with TCRPC to present a conceptual "Transit Oriented Development" concept for the former jai alai site.

In the area of contracts, Mr. Davis has negotiated and prepared many contracts with both private entities and with other governments on behalf of his clients. Notably, Mr. Davis has negotiated and written complex contracts for cellular tower siting between the Village of Tequesta and several telecommunications providers, as well as complex contracts for the erection and use of billboard signs in the Town of Mangonia Park. Mr. Davis has also negotiated and written franchise agreements for the provision of solid waste collection and disposal, and the provision of natural gas service. He has written and negotiated employment contracts for police and fire chiefs in several of the jurisdictions he represents, and has negotiated and written town manager and executive director contracts. Mr. Davis has also negotiated, written and revised countless interlocal

1. SUMMARY OF ATTORNEY EDUCATION, BACKGROUND, EXPERIENCE

agreements between various governmental entities. In 2011, working with Erin L. Deady, P.A., Mr. Davis assisted in the drafting of the interlocal agreement that created the Florida Green Finance Authority, a special district that facilitates Property Assessed Clean Energy (PACE) financing in municipalities and counties throughout the state. Mr. Davis has also revised or prepared interlocal agreements for the provision of fire rescue service, law enforcement service and utility service.

In the area of intergovernmental conflicts and relations, Mr. Davis has closed interlocal agreements between the Village of Tequesta and the Town of Jupiter Inlet Colony for fire rescue service, utility service, and code enforcement services. Mr. Davis also assisted the Village of Tequesta with an extremely complex tri-party agreement with the Town of Jupiter Inlet Colony and the Loxahatchee River Environmental Control District for the provision and rehabilitation of utility infrastructure in the Inlet Colony. He also recently worked to close the restatement and renewal of an interlocal agreement between the Town of Manalapan and the Town of South Palm Beach for wastewater service. He recently completed working on an interlocal agreement between the Town of Manalapan and the Town of Highland Beach for the provision of code enforcement services. Mr. Davis also worked with the Town of Palm Beach Shores for the renewal of its interlocal agreement with the City of Riviera Beach for EMS service. Mr. Davis has worked on many successful annexations on behalf of his clients; both voluntary and via interlocal agreement with Palm Beach County.

Mr. Davis has written and reviewed countless ordinances and resolutions for his clients. Last year, Mr. Davis completed a project working with the Palm Beach County League of Cities, Inc. and municipal leaders throughout Palm Beach County to facilitate the renewal of a Palm Beach County Local Option Fuel Tax which required multi-jurisdictional resolutions and interlocal agreements among the county's 39 municipalities. Mr. Davis previously managed a two year project for the Village of Tequesta virtually re-writing and updating the Village's entire code of ordinances. This project required the drafting and adopting of dozens of ordinances. There are many other examples, from ordinances that create code amendments, to resolutions making political assertions. A few years ago, Mr. Davis worked closely with Mayor Wheeler to create the Charter Amendment which changed the Juno Beach Mayor from being an appointed officer to an elected officer.

Mr. Davis is well versed on topics of sunshine law, public records, procurement, ethics and meeting procedure, and 501(c)(3) operations. He regularly advises the governing bodies that he represents on many of these topics, and has been a speaker locally, and for the Florida League of Cities, and for the International Municipal Lawyers Association on these topics as well. Between 2003 and 2007, Mr. Davis helped create, and served on the Board of Directors, of two 501(c)(3) charter school non-profit corporations and is familiar with these types of organizations. He is currently assisting the City of Atlantis with the creation of a new 501(c)(3) non-profit corporation.

As general counsel for his various clients, in addition to the experience described above, Mr. Davis is also well versed in matters of constitutional law (speech and religious issues), civil rights (fair housing and ADA discrimination issues), personnel issues

1. SUMMARY OF ATTORNEY EDUCATION, BACKGROUND, EXPERIENCE

(especially the relationships between elected officials and municipal staff that arise in the council-manager form of municipal government), and public finance (taxation and borrowing). Mr. Davis is also experienced with labor and employment matters, assisting clients with collective bargaining procedures as needed, and earlier this year, assisting the Palm Beach County League of Cities, Inc. Board of Directors with its search for a new Executive Director due to the retirement of former Executive Director Richard Radcliffe.

1. SUMMARY OF ATTORNEY EDUCATION, BACKGROUND, EXPERIENCE



The Florida Bar

651 East Jefferson Street
Tallahassee, FL 32399-2300

Joshua E. Doyle
Executive Director

850/561-5600
www.FLORIDABAR.org

State of Florida)

County of Leon)

In Re: 0957577

Keith W Davis
Davis & Associates, P.A.
701 Northpoint Pkwy Ste 205
West Palm Beach, FL 33407-1956

I CERTIFY THE FOLLOWING:

I am the custodian of membership records of The Florida Bar.

Membership records of The Florida Bar indicate that The Florida Bar member listed above was admitted to practice law in the state of Florida on **October 2, 1992**.

The Florida Bar member above is an active member in good standing of The Florida Bar who is eligible to practice law in the state of Florida.

Dated this 23rd day of **September, 2025**.

Cynthia B. Jackson, CFO
Administration Division
The Florida Bar

PG-R10
CTM-370267



Amity R. Barnard, Esq.
Board Certified in City, County and Local Government Law
Shareholder - Davis & Associates, P.A.



Amity R. Barnard, Esq., is a Shareholder with Davis & Associates, P.A. Ms. Barnard is Board certified by the Florida Bar in the area of City, County, and Local Government Law.

She obtained her Juris Doctor from Vermont Law School in 2013 and was admitted to the Florida Bar in 2014. Ms. Barnard also holds Bachelor of Arts (*cum laude*) from the University of Florida in Environmental Science (2001) and a Master of Science in

Natural Resources and Environmental Management from Ball State University (2004).

Local Government Representation:

- Town of Mangonia Park – General Counsel
- Village of Royal Palm Beach – General Counsel

Current Special District Representation:

- Florida Green Finance Authority – General Counsel

Litigation Experience:

- *EDX Royale Property, LLC v. Village of Royal Palm Beach*, Case No. 502024CA004626
- *Blancy Merineo and David Merineo v. Town of Mangonia Park*, Case No. 502023CA012240
- *Barry I. Haase and Sigrun F. Haase v. Town of Manalapan, Florida and Henry Siemon*, Case No. 502020CA002232
- *The Buccaneer Condominium Association of Palm Beach Shores, Inc. v. Town of Palm Beach Shores*, Case No. 502019CA015250
- *Florida Bankers Association v. Florida Development Finance Corporation, etc., et al.*, Case No. SC14-1603
- *Gowen v. State of Florida, et al.*, Case No. SC14-2269

Length of Practice/Employment:

11-year member in good standing with the Florida Bar
9 years practicing with Davis & Associates, P.A.
9 years practicing in municipal law

References:



Raymond C. Liggins, Village Manager

Village of Royal Palm Beach
 1050 Royal Palm Beach Blvd.
 Royal Palm Beach, FL 33411
 (561) 790-5162

rliggins@royalpalmbeachfl.gov



Kenneth L. Metcalf, Town Manager

Town of Mangonia Park
 1755 E. Tiffany Drive
 Mangonia Park, FL 33407
 (561) 848-1235

kmetcalf@tompfl.com



Jeff Hmara, Mayor

Village of Royal Palm Beach
 1050 Royal Palm Beach Blvd.
 Royal Palm Beach, FL 33411
 (561) 371-3581

jhmara@royalpalmbeachfl.gov

Attorney Experience - Amity R. Barnard

Ms. Barnard is Florida Bar Board Certified in City, County and Local Government Law. She is a member of the City, County & Local Government Law Section of the Florida Bar and the Florida Municipal Attorneys Association. Ms. Barnard is admitted to practice law in all Florida courts as well as the Federal Southern District of Florida. She has had no disciplinary action ever imposed upon her by any Bar including the Florida Bar and the Federal Bar. Ms. Barnard has never been sued for malpractice and has never been involved in any manner with a malpractice proceeding.

Ms. Barnard was awarded with the 2014 Vermont Law School Academic Excellence Award for Advanced Legal Analysis, the 2004 Ball State University Dean's Citation for Academic Excellence, the 2003 Ball State University Outstanding Graduate Student Award, and the 2004 Ball State University Outstanding Graduate Thesis Award.

In the area of land use, Ms. Barnard has extensive experience in overseeing numerous future land use map amendments, re-zonings, plat approvals, and comprehensive plan and zoning code text amendments for the Village of Royal Palm Beach and the Town of Mangonia Park.

In the area of contracts, Ms. Barnard has negotiated and prepared numerous interlocal agreements, vendor contracts and settlement agreements on behalf of the Firm's municipal clients.

In the area of ordinance/resolution preparation, Ms. Barnard has drafted numerous ordinances and resolutions on behalf of the Firm's municipal clients and Florida Green Finance Authority. These ordinances and resolutions involve a wide range of topics from general land use matters to separate legal entity governance and operations.

Ms. Barnard is also well versed in the Public Records Act, the Sunshine Law, and the Florida Code of Ethics for Public Officers and Employees.

1. SUMMARY OF ATTORNEY EDUCATION, BACKGROUND, EXPERIENCE



The Florida Bar

651 East Jefferson Street
Tallahassee, FL 32399-2300

Joshua E. Doyle
Executive Director

850 561-5600
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State of Florida)

County of Leon)

In Re: 0109642

Amity Rainey Barnard
Davis & Associates, P.A.
701 Northpoint Pkwy Ste 205
West Palm Beach, FL 33407-1956

I CERTIFY THE FOLLOWING:

I am the custodian of membership records of The Florida Bar.

Membership records of The Florida Bar indicate that The Florida Bar member listed above was admitted to practice law in the state of Florida on May 5, 2014.

The Florida Bar member above is an active member in good standing of The Florida Bar who is eligible to practice law in the state of Florida.

Dated this 15th day of September, 2025.

Cynthia B. Jackson, CFO
Administration Division
The Florida Bar

PG-R10
CTM-368730



Dylan J. Brandenburg, Esq.
Shareholder - Davis & Associates, P.A.



Dylan J. Brandenburg, Esq., is currently a Shareholder with Davis & Associates, P.A. Dylan obtained his law degree from Stetson University College of Law in St. Petersburg Florida in 2020 and was admitted to the Florida Bar that same year. Dylan currently serves as the development review, code enforcement, and general assistant town attorney for multiple firm clients. His practice is dedicated to assisting clients with governmental, land use, community association, and other general civil matters. Prior to bar admittance, Mr. Brandenburg worked in a variety of governmental offices including with the City of Clearwater's City Attorney's office, the FL Governor's General Counsel's office and as an intern with the 15th Judicial Circuit's State Attorney's office.

Current Local Government Representation:

- Town of Manalapan – Code Enforcement / Land Use Attorney
- Town of Mangonia Park – Assistant Town Attorney
- Town of Palm Beach Shores – Assistant Town Attorney
- Village of Tequesta – Assistant Village Attorney

Representative Recent Litigation Matters:

- *B&B Properties, INC., v. Palm Beach County, FI Case No. 50-2019CA00866oXXXXMB*
- *Yanko v. Town of Mangonia Park, FL Case No. 50-2023-CA-012240-XXXX-MB*

Length of Practice/Employment:
5-year member in good standing with the Florida Bar
3 years practicing with Davis & Associates, P.A. (Of Counsel & Shareholder)
5 years practicing in municipal law

References:



Jay Hubsch, Community Development Director

Village of Tequesta
 345 Tequesta Drive
 Tequesta, FL 33469
 (561) 768-0456
jhubsch@tequesta.org



Jeremy Allen, Village Manager

Village of Tequesta
 345 Tequesta Drive
 Tequesta, FL 33469
 (561) 768-0460
jallen@tequesta.org



Alan Fiers, Mayor

Palm Beach Shores
 247 Edwards Lane
 Palm Beach Shores, FL 33404
 (561) 844-3457
afiers@pbstownhall.org

Attorney Experience – Dylan J. Brandenburg

Mr. Brandenburg is a member of the City, County & Local Government Law Section of the Florida Bar and the Florida Municipal Attorneys Association. Mr. Brandenburg is admitted to practice law in all Florida courts as well as the Federal Southern and Northern Districts of Florida, and the United States Supreme Court. He has had no disciplinary action ever imposed upon him by any Bar including the Florida Bar and the Federal Bar. Mr. Brandenburg has never been sued for malpractice and has never been involved in any manner with a malpractice proceeding.

In the area of land use, Mr. Brandenburg has experience in overseeing future land use map amendments, re-zonings, plat approvals, and comprehensive plan and zoning code text amendments, land annexation matters, and development agreements for various municipal clients.

Mr. Brandenburg serves as the code enforcement attorney for multiple firm clients assisting code enforcement officers and law enforcement with enforcement of local codes and obtaining orders for code violations and other items such as risk protection orders.

Mr. Brandenburg has on numerous occasions settled disputes between local government and private business entities, such as utility providers, without resulting litigation. He regularly handles procurement, departmental administration, and taxing issues for various firm clients.

In the area of contracts, Mr. Brandenburg has negotiated and prepared numerous interlocal agreements, vendor contracts, construction, purchase, and settlement agreements on behalf of the Firm's municipal clients.

In the area of ordinance/resolution preparation, Mr. Brandenburg has drafted numerous ordinances and resolutions on behalf of the Firm's municipal clients and routinely briefs elected officials on the extent and authority of municipal lawmaking. These ordinances and resolutions involve a wide range of topics from general land use matters to separate legal entity governance and operations.

Mr. Brandenburg is also well versed in the Public Records Act, the Sunshine Law, and the Florida Code of Ethics for Public Officers and Employees.

Mr. Brandenburg has also represented private clients with land use, development, real estate purchase/sale, community association law and other related general civil matters.

1. SUMMARY OF ATTORNEY EDUCATION, BACKGROUND, EXPERIENCE



The Florida Bar

651 East Jefferson Street
Tallahassee, FL 32399-2300

Joshua E. Doyle
Executive Director

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State of Florida)
County of Leon)

In Re: 1025326
Dylan Jon Brandenburg
Davis & Associates, P.A.
701 Northpoint Parkway STE 205
West Palm Beach, FL 33407

I CERTIFY THE FOLLOWING:

I am the custodian of membership records of The Florida Bar.

Membership records of The Florida Bar indicate that The Florida Bar member listed above was admitted to practice law in the state of Florida on November 30, 2020.

The Florida Bar member above is an active member in good standing of The Florida Bar who is eligible to practice law in the state of Florida.

Dated this 24th day of September, 2025.

Cynthia B. Jackson, CFO
Administration Division
The Florida Bar

PG-R10
CTM-370393



2. Chronology of Employment

The chronological summary of employment history since law school for each of the Firm's attorneys is as follows:

Keith W. Davis, Esq.:

- Law School Graduation: May 1992
- Office of the Public Defender, 19th Judicial Circuit of Florida (Martin County): December 1992 – April 1995
- Office of the State Attorney, 15th Judicial Circuit (Palm Beach County): May 1995 – February 2001
- Powers, McNalis & Moody, P.A.: March 2001 – June 2002
- Davis & Associates, P.A. (Formerly Corbett, White & Davis, P.A.): July 2002 – present

Mr. Davis currently serves as general counsel to the following government entities:

- Town of Manalapan
- Town of Palm Beach Shores
- Village of Tequesta
- City of Atlantis
- Town of Briny Breezes
- Treasure Coast Regional Planning Council
- Palm Beach County League of Cities, Inc.

Amity R. Barnard, Esq.:

- Law School Graduation: May 2013
- Erin L. Deady, P.A.: October 2013 – June 2016
- Davis & Associates, P.A.: June 2016 – present

Ms. Barnard currently serves as general counsel to the following government entities:

- Village of Royal Palm Beach
- Town of Mangonia Park
- Florida Green Finance Authority

Dylan J. Brandenburg, Esq.:

- Law School Graduation: May 2020
- Brandenburg & Associates: December 2020 – March 2022
- Brandenburg Legal, P.A.: March 2022 - October 2025
- Davis & Associates, P.A.: June 2022 – present

Mr. Brandenburg currently serves as general counsel to the following government entities in the following capacities:

- Town of Palm Beach Shores (Assistant General Counsel)
- Village of Tequesta (Assistant General Counsel)
- Town of Mangonia Park (Assistant General Counsel)
- Town of Manalapan (Code Enforcement / Land Use Attorney)

3. Disciplinary Action

All of the Firm's attorneys are in good standing with the Florida Bar. None of the Firm's attorneys have had any disciplinary action ever imposed upon them by any Bar including the Florida Bar and the Federal Bar.

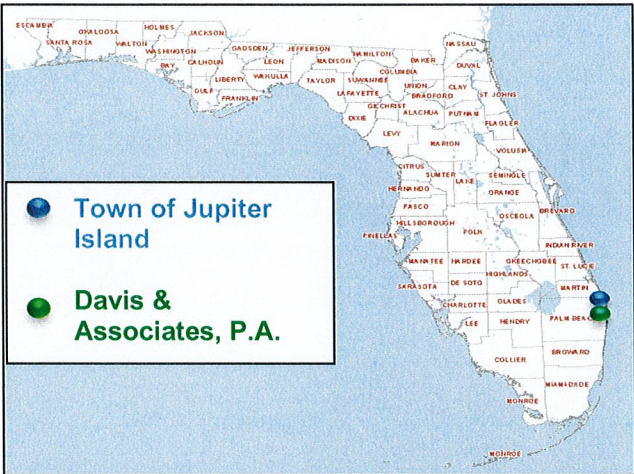
There have been no judgements or lawsuits against the individual person or Firm attorneys to be assigned to provide services. There are currently no lobbyists employed by the Firm.

4. Current Principal Areas of Practice

Davis & Associates, P.A., is highly regarded as a premier law firm by local governments and those that do business with local governments throughout Palm Beach County and the Treasure Coast. The Firm, founded in 1987, has a long history of providing outstanding legal service to its local government clients and interfacing with various levels of government and agencies including those at the state, regional and local levels. The Firm has an exemplary reputation in managing matters for governmental public sector clients. Helping government decision-makers and staff navigate the process to successful conclusions is what we do.



Davis & Associates, P.A. is located at 701 Northpoint Parkway, Suite 205, West Palm Beach, Florida 33407. The Firm is owned by President and Managing Shareholder Keith W. Davis, along with Shareholders Amity R. Barnard, and Dylan J. Brandenburg. We serve clients throughout Martin, St. Lucie and Palm Beach Counties.



Our attorneys and staff personnel are full-time local residents who call Palm City, Port St. Lucie, and Palm Beach Gardens home. The Firm's Attorneys and support personnel are accessible to the Town at all times in our West Palm Beach office and will be available for any and all regular and special meetings, as well as for consultation and meetings with Town staff as desired. The Firm is committed to providing the required resources necessary to respond to the Town's needs at all times.

OUR SPECIALTY IS ADVISING LOCAL GOVERNMENTS.

At Davis & Associates, P.A., we are extremely experienced in advising municipal governing bodies like the Town. In fact, that is all we do. **Notably, two (2) of the Firm's three (3) Attorneys are currently Florida Bar Board Certified in City, County and Local Government Law, a certification that only 302 out of Florida's 115,458 licensed attorneys hold. Our third attorney will be eligible to obtain Board Certification in 2026.** Though every local government is distinct and unique, all municipal clients share certain features with one another. All of our municipal clients are subject to Sunshine and Public Records Laws, have their own policies, standards operating procedures, enter into a variety of contractual agreements, navigate procurement issues, hire and fire staff, set utility rates and millage rates, and are subject to the same public financing and tax obligations. We regularly advise our municipal clients on all aspects of local government operation. All attorneys with the Firm are knowledgeable about Florida's Public Records and Sunshine Laws and regularly advise

our clients on both. We routinely draft legal documents including contracts, interlocal agreements, ordinances, resolutions, leases, memoranda of understanding, etc.

EXPERIENCE AND KNOWLEDGE IN ALL ASPECTS OF MUNICIPAL LAW.

Our attorneys are skilled in the Public Records and Sunshine Laws, public meetings and procedural operations, contract and document drafting, procurement, public utilities (three (3) of our municipal clients own and operate their own water and/or sewer facilities), environmental issues, legislative tracking, litigation, finance, interpreting various rules and regulations, and zoning and land use matters. The evidence of Mr. Davis, Ms. Barnard and Mr. Brandenburg's experience in these areas is provided in detail below and is further expanded upon in the individual resumes that have been provided.

The Firm's attorneys have significant experience in all areas of law affecting the Town, including:

- **Town Commission:** We represent small towns, larger cities, regional councils, a county-wide local government-oriented corporation, and a state-wide separate legal entity (akin to a special district). Though we serve as outside counsel in all instances, our attorneys very much consider themselves part of the government team they are representing, working very closely with stall in all instances to maintain the best interest of that particular client. We know how to advise each and every type of board and council, and the personnel that serve them. We are intimately familiar with the Commission-Manager form of government. In fact, six (6) of the Firm's seven (7) municipal clients presently operate under a Commission/Council-Manager for of government similar to the Town of Jupiter Island.

We are extremely proud that if asked, any and all of our clients will tell you that they are made to feel as though they are our only client. We are responsive with accurate advice, and our written work product is second to none in terms of quality, accuracy and timeliness.

- **Local Legislation & Policy and Procedure Development:** Our attorneys regularly sit on the dais for their municipal clients. We are exceptionally experienced in advising governing bodies on rules of procedure, order and decorum at public meetings. We also regularly counsel our clients on ethics issues to ensure compliance with Chapter 112, Florida Statutes and all reporting requirements therein. We assist the chair of every meeting we attend with the proper handling of public participation, processing action items through appropriate motions, and all other aspects of public meeting procedure. We are also very experienced in making sure that quasi-judicial proceedings, whether at our clients' Planning & Zoning Board or Board of Adjustment hearings, conform with all legal requirements, with particular attention to ensuring that an appropriate and defensible record exists in each instance.
- **Ordinance Drafting and Charter Revisions:** Collectively, the Firm's attorneys have written hundreds of ordinances, resolutions and codes. The Firm's attorneys also handle major Charter reviews and re-writes that are ultimately placed before

the electorate through referendum. Mr. Davis has undertaken charter review committee work in the Towns of Briny Breezes and Palm Beach Shores, as well as the Village of Tequesta. Several years ago, Mr. Davis worked closely with Town of Juno Beach residents to successfully change the Juno Beach Charter to make the Office of the Mayor an elected office as opposed to an appointed office. All of this charter review and amendment work included guidance with conceptual ideas to drafting actual language and creating petitions and ballot language to effectuate legally sufficient charter updates.

- **Legislative Monitoring/Tracking and Reporting:** Annually, the Firm tracks the state's legislative session to identify bills likely to impact the Firm's clients. We advise our clients, through interim and final legislative memoranda, of the bills of consequence, changes to state law and necessary actions for each client to take to conform with these changes. We also report to the elected bodies at public meetings to ensure leadership, staff and the public are informed of incoming legislative changes. Federal legislation is also tracked by the Firm for relevance to the Firm's municipal clients.
- **Contract and Administrative Law:** The attorneys of Davis & Associates, P.A. regularly prepare, review, negotiate and interpret all variety of contracts. We regularly handle everything from simple agreements for the purchase of goods, to employment agreements for senior staff (managers, public works directors), to financing agreements for major purchases, to multi-agency interlocal agreements and both state and federal grant agreements. Additionally, we routinely draft and review deeds, leases, and other relevant legal documents. Our attorneys regularly review and interpret laws, rulings (including court and Attorney General opinions) and regulations for our municipal clients. In so doing, we remain current with developments in the legal field, ultimately ensuring that our client's policies, practices and procedures remain consistent with governing law.
- **Real Estate Transaction and Other Matters:** Municipal operations often necessitate the acquisition, sale, or control of various real property. Our attorneys are familiar with Florida real estate law and have regularly represented our municipal clients in various real estate transactions including the buying and selling of municipal property, lease and hold harmless agreements regarding the use of municipal land or buildings, land conditions and easement grants for municipal departments, and even complex development agreements between private developers and municipalities for the development and use of portions of municipal land. We are ready and able to assist the Town with whatever real estate matters it may be confronted with.
- **Procurement and Bidding Issues:** The Firm's attorneys regularly assist our clients with competitive bidding and procurement document drafting, ensuring compliance with Section 287.057, *Florida Statutes*. We are adept in the use of "piggybacking" as an economical means of obtaining contractual goods and services. We are also experienced with contracts that are borne out of the

Consultants' Competitive Negotiation Act (CCNA) process pursuant to Section 287.055, *Florida Statutes*.

- **Sunshine Law:** We regularly advise elected and appointed officials on appropriate conduct in conformance with Sunshine Law requirements. We train the elected officials we represent annually, and also speak on these topics at various League of Cities sessions. Mr. Davis previously served as an expert witness on the topic of Sunshine Law compliance in a case involving allegations of legal malpractice in a municipality on the west coast of Florida.
- **Litigation:** While we try to keep our clients out of litigation whenever possible, we are experienced in defending them in land use appeals, prosecuting code enforcement foreclosures, and handling all varieties of related litigation matters, including discovery subpoenas and requests from third parties.

➤ **Facilities:**

- **Construction and Related Issues:** Whether it's a new police station, municipal park, or upgrades to water plants or sewer lines, all municipalities are constantly building themselves and hiring contractors to complete various public projects. Our firm regularly assists our client's public works departments with any legal needs associated with municipal construction projects. The Firm is intimately familiar with the requirements of Florida's CCNA and routinely drafts all manner of requests for proposals, invitation to bids, and other public procurement materials. We work with our clients and with private contractors to draft comprehensive construction contracts that prioritize project completion and protect municipal interests in the event that a contractor fails to live up to expectations. In the municipal world, there is always a project happening and the firm is always ready to assist with any construction or other project related needs. From the municipal side, the Firm's attorneys also work closely with our client's Building Departments advising on the ever-evolving permitting laws impacting municipal permitting of private projects.
- **Agreement Drafting:** The Firm's attorneys routinely draft Development Agreements, Proportionate Fair Share Agreements and Traffic Impacts and Mitigation, Platting and Service Agreements. Three (3) of the Firm's municipal clients own and operate their own water and/or sewer facilities (Tequesta, Mangonia Park and Manalapan). As a result, working with the utilities on a regular basis is a significant portion of the Firm's practice. Mr. Davis previously assisted the Village of Tequesta with an extremely complex tri-party agreement between the Village, the Town of Jupiter Inlet Colony and the Loxahatchee River Environmental Control District for the provision and rehabilitation of utility infrastructure in the Inlet Colony (Tequesta provides water to the Inlet Colony). Mr. Davis also has extensive experience working with the County on fair share and impact fee agreements, and Ms. Barnard regularly works with the Village of Royal Palm Beach on construction of required improvements agreements resulting from plat review and approvals.

4. CURRENT PRINCIPAL AREAS OF PRACTICE

- **Land Use and Zoning Matters:** The attorneys of Davis & Associates, P.A. have extensive experience in the area of land development, zoning and land use, including both development and redevelopment. We regularly assist all of the Firm's clients in processing and reviewing development applications including plats, comprehensive plan text amendments, future land use map amendments, zoning code text amendments, re-zonings, site plans, variances, special exceptions, and annexations. Our attorneys also serve on clients' various staff level review committees, reviewing development applications for legal and technical sufficiency prior to public hearing. Additionally, we are called upon regularly to interpret local code and state law land use requirements, prepare legal ads for public hearings, and provide legal guidance and advice to elected officials, planning and zoning board and staff during quasi-judicial hearings for the processing of land development applications. As such, we have collectively prepared countless development orders, and when necessary, defended those orders on appellate review.
- **Code Compliance and Environmental Issues:** Ms. Barnard and Mr. Brandenburg handle all of the Firm's clients' code enforcement proceedings, attending several code enforcement hearings per month. Mr. Davis and Ms. Barnard also serve as code enforcement special magistrates for Martin County, the Cities of West Palm Beach, Pahokee, Greenacres, Lake Worth Beach, and Port St. Lucie, the Towns of Loxahatchee Groves, South Palm Beach, and Ocean Ridge and the Village of Palm Springs, giving them regular and consistent opportunity to interpret and apply codes to real situations. Ms. Barnard has an extensive background in environmental law, holding both undergraduate and graduate degrees in environmental science and natural resources management. Prior to her local government practice, Ms. Barnard focused her practice on environmental planning (climate change, sea level rise and sustainability), rulemaking and environmental restoration compliance under the RESTORE Act (Deepwater Horizon Oil Spill), comprehensive planning, land use planning and zoning, water management, and federal grant writing, procurement and management.
- **Telecommunications and Franchise Issues:** A common issue for municipalities is various utility providers who wish to utilize municipal property or rights of ways for the purposes of communication and other service lines. State and Federal law govern this subject and offer complex requirements regarding what fees and regulations can be imposed on these lines. The United States Code also offers robust protections for telecommunication providers who wish to install telecommunication towers on municipal owned land and within municipal jurisdictions. The Firm's attorneys are familiar with the issues that arise between governments and private utility providers and very recently assisted in defending the Town of Palm Beach Shores against DISH Wireless who wished to install telecommunication towers and circumvent local zoning codes relating to such placements. The federal precedent in the above case was the first of its kind in Florida. We are well versed in this area of law and prepared to manage the

relationships and interactions between government and private utility providers relating to equipment placement and associated franchise agreements.

- **Federal and State Grant Recipient Regulations and Compliance:** The Firm's attorneys have experience with both state and federal grant regulations and compliance. As noted above, Ms. Barnard has experience in environmental planning (climate change and sustainability), environmental restoration under the RESTORE Act and Clean Water Act, comprehensive planning, land use planning and zoning, water management, and federal grant writing and management. In addition to environmental experience, the Firm's attorneys were heavily involved in the American Rescue Plan Act (ARPA) grant funding and compliance requirements borne through the pandemic, including 2 CFR Part 200 (the Uniform Guidance) applicable to federal awards.
- **Business/Support Services:** We regularly assist our municipal and special district clients with budgetary and millage requirements including public notice requirements and audit requirements. We also handle budget hearings for each of our clients annually. The Firm's attorneys are experienced in handling referendums and validation hearings for general obligation and revenue bond issues. In addition, our attorneys have experience in implementing the requirements of Chapter 197, Florida Statutes related to the uniform collection method of collecting special assessments.
- **Human Resources:** The attorneys of Davis & Associates, P.A. are knowledgeable on both the onboarding/hiring and separation/firing processes to ensure proper procedures are followed when the Town finds personnel are unfit for the Town's projects. This extends to contract termination, starting with drafting terms in the contract that allow termination terms favorable to the Town, to discussing the requirements of corrective measures, to contract termination. Mr. Davis has been involved with union contract issues in the Village of Tequesta, as well as converting law enforcement pension plan benefits between Florida Retirement System (FRS) and other defined benefit / defined contribution plans in Manalapan and Atlantis. He has negotiated numerous town manager employment agreements as well as police chief and fire chief employment agreements. Most recently, Mr. Davis has been closely involved with the Executive Director hiring process at the Palm Beach County League of Cities, Inc. following the August 31, 2025 retirement of former Executive Director Richard Radcliffe.
- **Comprehensive Planning for Equal Opportunities:**
 - **Police and Constitutional Issues:** Three (3) of the Firm's current clients maintain local police departments. We are proud to represent those individuals who protect and serve our communities. Police Departments are unique in terms of the complex legal issues they come across daily. Our municipal police departments often have questions regarding the application of Florida's Public Records Law to law enforcement records, guidance on the processing of internal matters such as the state law obligations surrounding internal affairs investigations or require the attorney's office to act as a prosecutor relating to local ordinance violations or to

assist in obtaining risk protections orders against dangerous individuals. These are all matters the Firm is knowledgeable about and routinely assist our local police departments with. Due to the high level of interactions with private citizens, municipalities often find themselves dealing with Constitutional questions mainly surrounding the 1st Amendment Right to Free Speech and public participation and Public Forum issues involving individuals' rights to use and access public land. We are prepared to address any issue that arises related to Constitutional Rights and assist our clients in developing practices and policies that recognize these rights while protecting the municipality from possible claims or liabilities associated with rights violations.

- **Official Records:** This area of the law is a fundamental concept through which we guide our clients on a daily basis. All of our attorneys work closely with municipal and district clerks and personnel to ensure that records are maintained according to applicable retention requirements and to ensure that requests to view public records are processed pursuant to state law. As an example, Mr. Davis recently handled a public records request for one of his clients on a very high profile matter regarding missing persons. Due to the volume of documents and public awareness of the matter, this was a complex review which ultimately resulted in a legal processing of the request. We also have strong working relationships with state experts in the Attorney General's Office regarding public records issues.
- **Utility and Labor Counsel Services:** The Firm duly notes the Town's current engagement with separate legal firms providing counsel on South Martin Regional Utility and labor matters.
- **Special Counsel Services:** The Firm duly notes the practice areas where special counsel might be retained. We have experience working closely with outside counsel on specialty matters and are doing so at this time on a number of matters with several of our municipal clients, and agree with this approach to handling specialty legal matters.

5. Representative Client List

A list of Florida counties, municipalities, and special taxing districts for which the Firm is currently providing legal services, including dates of service, is provided below:

Current Public Clients:	Services Provided	Years of Service	Dates of Service
Local Government Clients			
Town of Manalapan	General Counsel	24	2001 - Present
Town of Palm Beach Shores	General Counsel	>20	1990s - Present
Village of Royal Palm Beach	General Counsel	>20	1990s - Present
City of Atlantis	General Counsel	>20	1990s - Present
Town of Mangonia Park	General Counsel	>20	1990s - Present
Village of Tequesta	General Counsel	17	2008 - Present
Town of Briny Breezes	General Counsel	7	2018 - Present
Special District Clients			
Palm Beach County League of Cities	General Counsel	>20	1990s - Present
Florida Green Finance Authority	General Counsel	13	2012 - Present
Treasure Coast Regional Planning Council	General Counsel	10	2015 - Present
Special Magistrate Clients			
City of Pahokee	Special Magistrate	9	2016 - Present
City of West Palm Beach	Special Magistrate	8	2017 - Present
City of Port St. Lucie	Special Magistrate	7	2018 - Present
City of Lake Worth Beach	Special Magistrate	7	2018 - Present
Town of Ocean Ridge	Special Magistrate	6	2019 - Present
Martin County	Special Magistrate	4	2021 - Present
Town of South Palm Beach	Special Magistrate	4	2021 - Present
Town of Loxahatchee Groves	Special Magistrate	3	2022 - Present
City of Greenacres	Special Magistrate	3	2022 - Present
Village of Palm Springs	Special Magistrate	1	2024 - Present

The Firm does not have any current or potential conflicts of interest with our existing clients that would preclude us from accepting this representation. Similarly, the Firm does not have any potential conflicts of interest or ethical considerations related to representation or affiliation with any board, organizations, committees, clients or any other entity.

6. References

In addition to the local government client references contained in each of the attorney resumes in Section 1 above, we offer the below references which are also relevant to our local government law practice:

- 1. Eric Marmer, MPA, Town Manager**
Town of Manalapan
600 South Ocean Boulevard
Manalapan, FL 33462
(561) 383-2579
emarmer@manalapan.org
- 2. Stewart Satter, Chair of Architectural Commission**
Town of Manalapan
600 South Ocean Boulevard
Manalapan, FL 33462
(561) 251-5239
stewart.satter@gmail.com
- 3. Gary Resnick, Esq., Shareholder**
Gray Robinson, P.A.
401 East Las Olas Blvd., Suite 1000
Ft. Lauderdale, FL 33301
(954) 761-8111
gary.resnick@gray-robinson.com
(Mr. Resnick provided legal services to the Town of Jupiter Island in the past related to telecommunications matters.)
- 4. Thomas Lanahan, Executive Director**
Treasure Coast Regional Planning Council
421 SW Camden Avenue
Stuart, FL 34994
(772) 221-4060
tlanahan@tcrpc.org

7. Approach, Methodology, and Work Plan

Davis & Associates, P.A. is prepared to perform all duties listed in Part 2 – Exhibit A of the Town of Jupiter Island’s Request for Proposals – Legal Services. As is outlined in Section 1 above, Mr. Davis will serve as the Town Attorney. He will personally attend all Town Commission meetings, regular and special, and Beach Protection District meetings, absent any exigent circumstance. Ms. Barnard and Mr. Brandenburg will serve as assistant or backup attorneys in the unlikely event of Mr. Davis’s inability to attend himself. Ms. Barnard or Mr. Brandenburg will handle the Town’s Planning and Zoning Board (Local Planning Agency), Board of Adjustment, Development Review Board, Impact Review Committee, and Code Enforcement hearings and meetings. Mr. Davis will supervise and be available at all times to provide necessary consult to assistant attorneys in the provision of services to the Town. The boutique nature of our Firm allows us to collaborate personally and daily, and ensure that we are all up to speed and fully informed on all matters of import to the Town Commission at all times. It also insures our ability to be personally available to the Town and interact directly with the Town personnel as the Town desires. **In other words, we are local and available in person to the Town as desired, we are not counties away.**

To that end, since local government law is the sole focus of our practice, our clients, whether governmental entities or citizens, receive the finest legal services available to them. This is true for both routine general legal services pertaining to advising various governing bodies on the dais, assisting departmental staff on day-to-day issues that arise, and drafting and review of documentation for legal sufficiency. Our public clients expect the best customer service, and that is what we are committed to providing to the Town.

We understand that the Town of Jupiter Island is exceptionally unique, and serves as a residential destination for an exceptionally elite level of residents. We are pleased to be able to say that we are experienced in working in that environment. As outlined in Section 5 above, we currently serve several coastal communities like the Town of Jupiter Island.

8. Plan and Ability to Provide Priority Attention

As stated above, our public local government clients expect the best customer service, and that is what we are committed to providing to the Town. Firm attorneys carry smart phones and are accessible and always available. Town personnel, consistent with the Town's desired policy, can call Mr. Davis, Ms. Barnard or Mr. Brandenburg at any time and they will personally answer their cell phones, you will not have to go through an answering service or assistant. This high level of service is provided to all clients, and we welcome the opportunity to provide our high level of service to the Town. Beyond availability via telephone, as explained throughout our proposal, our attorneys are local to the region, residing in and between Palm City and Palm Beach Gardens. It is safe to say that both Mr. Davis and Mr. Brandenburg drive past Jupiter Island on a daily basis, making them personally available at all times. Ms. Barnard, out of Palm Beach Gardens, is likewise locally available to the Town as needed.

In addition to the above personal access, the Town also stands to benefit significantly from the Firm's longstanding commitment to its municipal clients, both in breadth of the experience of the Firm's attorneys in the field of municipal law and the length of time serving public clients. Both allow the Firm's attorneys to provide more efficient, both in time and cost, counsel to the Town on issues they are already well-versed in. As we indicate in Section 9 below, the Firm is committed to using all available resources to minimize costs to the Town. This includes keeping abreast of the changes in the law (both statutory and case) with direct impact to the Town to ensure Town conformance and minimize Town liability. The Firm's attorneys are actively involved in the Florida Municipal Attorney's Association, attending its conference annually, to ensure we continue our education and understanding of the various aspects of municipal law, all of which are likely to impact our scope of representation to the Town.

Finally, it is apparent from a review of the Firm's client list contained in Section 5 above that our clients are, and over the decades have remained, pleased with the legal services we provide. Some Firm clients have been with us literally for decades. The Firm is proud of the fact that it has never once been fired or forced to resign as general counsel or special magistrate. There can be no better evidence of the fact that all our clients are continually made to feel like they are our only client. This is the level of legal service that the Town of Jupiter Island will receive from Davis & Associates, P.A. Period.

9. Financial Arrangement

In response to the Town of Jupiter Island's Request for Proposals for Legal Services, Davis & Associates, P.A., can offer a variety of billing options, all of which are designed to add value to the Town's annual legal budget.

We can offer a flat hourly, blended rate of \$350.00 per hour for all attorney non-litigation work, with a litigation rate of \$375.00 per hour and no fee for travel time to and from Town Hall. In addition to the above hourly rates, the following fees will apply:

- We typically charge our municipal clients a flat four percent (4%) administrative fee for all expenses that may be incurred in providing ancillary services (e.g. postage, courier, copying expenses, general office supplies, etc.). Of course, we are more than willing to discuss this arrangement in conjunction with the terms of a Professional Services Agreement with the Town.
- Hard costs for document recording services – hard costs for document recording (both in person and e-recording) will be billed to the Town at the actual amounts incurred by the Firm for services provided on behalf of the Town, with no additional markup.

The Firm is committed to using all available resources to minimize costs to the Town. We are of course willing to discuss and further negotiate the details of this proposal.

Required Forms

Please see the attached executed forms, including:

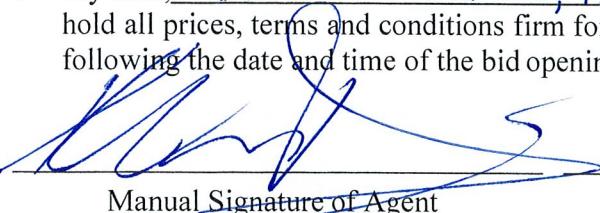
- a. Certification
- b. Addendum No. 1

Certification

The undersigned hereby confirms as follows:

1. I am a duly authorized agent of the law firm submitting the proposal.
2. I have read the Proposal in its entirety and fully understand and accept these terms unless specific variations have been expressly listed below or attached.
3. My firm, DAVIS + ASSOCIATES, P.A., agrees to hold all prices, terms and conditions firm for acceptance for ninety (90) calendar days following the date and time of the bid opening.

By:

	11/13/25
Manual Signature of Agent	Date
<u>KEITH W. DAVIS</u>	<u>PRESIDENT</u>
Typed/Printed Name of Agent	Title of Agent

ADDENDUM NO. 1
TOWN OF JUPITER ISLAND
MUNICIPAL LEGAL SERVICES (RFP 2026-02)



November 21, 2025

This addendum is issued as part of the Bidding Documents for Request for Proposals No. 2026-02. The changes incorporated in this addendum shall be considered as part of the documents and shall supersede, amend, add to, clarify, or subtract from those conditions shown in the original documents. The bidder shall take care to coordinate modifications contained herein with related project documents and work. The Bidder shall acknowledge receipt of this addendum on the Bid Submission by addendum number and date. Failure to do so may subject Bidder to disqualification. The following are questions and requests for information received as of November 20, 2025.

1. Request for a copy of the Town's legal services agreement with its current Town Attorney.

Response: *A copy of the agreement is included with this addendum.*

2. Request for billings from the Town's current legal firm.

Response: *Copies of recent invoices are included with this addendum from Jones Foster, the Town's current legal firm.*

3. It has been noted that the Town utilizes outside counsel from time-to-time for various matters, as well as retains outside counsel for the Town's Utility Company, SMRU. Request is for billing from the Town's outside counsel.

Response: *Copies of recent invoices are included with this addendum from Greenberg Traurig, the firm that represents the Town's Utility. Additional invoices are included from outside counsel Buchanan Ingersoll.*

MODIFICATIONS TO BID FORMS:

No modifications to the bid forms are issued with this addendum.

MODIFICATIONS TO BID SPECIFICATIONS:

No modifications to the bid specifications are issued with this addendum.

MODIFICATIONS TO PLANS:

No modifications to the plans are issued with this addendum.

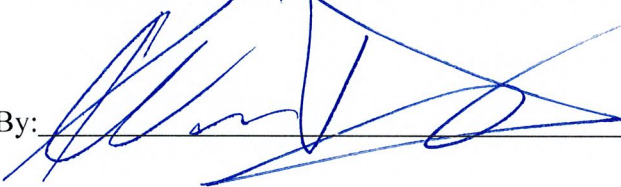
ADDITIONAL INFORMATION:

No additional information is issued with this addendum.

NOTE

Please sign and return this sheet by e-mail to kkogos@tji.martin.fl.us, to verify that you have received Addendum No. 1 for Municipal Legal Services RFP#2026-02.

Company: DAVIS ASSOCIATES, PA

By: 

Date: 12-2-2025



Town of Jupiter Island

**Response to Request for Proposals
RFP 2026-02**

Submitted by: Haire Law Firm, P.A.



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Signed Certification
Signed Addendum No. 1, issued Nov. 21, 2025



HAIRE LAW FIRM

Agile. Strategic. Precise.

K. Denise Haire
Denise@HaireLawFirm.com
Jupiter, FL 33458
561.406.8090

December 8, 2025

Town of Jupiter Island
Attn: Kimberly Kogos, Town Clerk
kkogos@tji.martin.fl.us
2 Bridge Road
Hobe Sound, FL 33455

RE: RFP 2026-02, Municipal Legal Services

Dear Ms. Kogos and Town Commissioners:

I am pleased to submit this proposal on behalf of Haire Law Firm to provide legal services to the Town of Jupiter Island. As a Florida Bar Board Certified Attorney in City, County and Local Government Law with two decades of legal practice, I bring both the local government expertise and the leadership experience required to serve as Town Attorney. Additionally, as a solo practitioner, I offer a valuable level of individualized attention: direct, personal, and fully dedicated legal service. I am a board-certified specialist who would personally handle nearly every aspect of the Town's legal matters.

I previously served as Assistant City Attorney for the City of West Palm Beach where I handled a wide variety of responsibilities. I advised elected officials, department heads, administrative boards, and committees regarding ordinances, zoning regulations, and local government issues. I successfully represented the City in litigation and appeals, including a Florida Supreme Court victory in *City of West Palm Beach v. Haver* that recognized the discretionary

powers of local government. I also performed transactional work, including drafting and reviewing ordinances, resolutions, contracts, deeds, and other legal instruments.

In private practice, I have represented both local governments and property owners in litigation, appeals, and land use matters, achieving favorable rulings such as *City of Miami v. Alvarez*, which held that a municipality was protected by sovereign immunity. I believe my experience working in both the public and private sectors provides valuable insight and perspective when approaching legal issues.

Haire Law Firm is located in Jupiter, ensuring immediate availability, priority response times, evening and weekend accessibility when needed, and consistent attendance at meetings and workshops. I am passionate about local government law and committed to providing the highest level of service to the Town.

It would be an honor to serve the Town of Jupiter Island as its next Town Attorney, and I appreciate your consideration. Please do not hesitate to contact me should you have any questions or require any additional information.

Sincerely,

K. Denise Haire

K. Denise Haire, Esq.
Haire Law Firm, P.A.
6671 W. Indiantown Rd., Ste 50-204
Jupiter, Florida 33458
Telephone: 561.406.8090
Denise@HaireLawFirm.com

Section 1
Summary of Attorney's Education, Background, and Experience

K. Denise Haire, Esq.

Denise is a Florida Bar Board-Certified Specialist in City, County & Local Government Law with 20 years of legal experience. A native of St. Louis, Missouri, Denise earned her bachelor's degree from the University of Missouri in 2002 and obtained her Juris Doctorate from Vanderbilt Law School in 2005. Prior to starting her own law practice, Denise worked in local government and at several prominent boutique and international law firms. Her diverse background allows her to understand the legal landscape from multiple vantage points, offering clients strategic, efficient, and practical solutions.

Denise formerly served as Assistant City Attorney for the City of West Palm Beach where she represented the City in litigation and appeals, drafted contracts and municipal legislation, and provided legal guidance to the Mayor, Commissioners, and numerous boards and committees, including the Historic Preservation Board, Construction Board of Adjustment & Appeals, Plans & Plats Review Committee, and Downtown Action Committee.

As Assistant City Attorney, Denise collaborated with and provided legal counsel to municipal departments such as Code Enforcement, Finance, Housing & Community Development, Human Resources, Parks & Recreation, Planning & Zoning, Police, and Public Utilities, helping municipal departments to achieve their objectives while complying with federal, state, and local laws. Denise also provided legal representation to the West Palm Beach Community Redevelopment Agency.

While working at law firms, Denise has represented private clients as well as government entities, including the City of North Miami Beach and the City of Miami. She has provided legal counsel regarding land use, zoning, permit and special exception applications, contract disputes, sovereign immunity, and procurement.

Denise has a track record of obtaining successful outcomes. She has handled a wide variety of litigation and appellate cases across a broad spectrum of legal issues. She successfully represented the City of West Palm Beach in an action challenging the City's adoption of a comprehensive plan amendment. She obtained a victory from the Florida Supreme Court in a case recognizing the discretionary power of local governments. She also secured the dismissal of a conspiracy action against the City of Miami on the basis of sovereign immunity. In 2024, Denise received recognition for her accomplishments in Florida Trend's Legal Elite Notable Women Leaders in Law.

In July 2025, Denise founded Haire Law Firm with the goal of providing exceptional service to clients and providing legal representation addressing local government issues. She has experience addressing the legal issues and challenges that uniquely impact local governments and agencies.

In addition to her legal practice, Denise is committed to her community. She currently serves as Co-Chair of the Palm Beach County Bar Association's Local Government & Land Use Committee and is an active member of the Florida Association for Women Lawyers and the Forum Club of the Palm Beaches. Her prior leadership roles include Chair of The Florida Bar Journal Editorial Board and service on The Florida Bar Law Related Education Committee.

Education

- Vanderbilt Law School, J.D. 2005
- University of Missouri – Columbia, B.A. 2002

Leadership & Community Involvement

- Palm Beach County Bar Association, Local & Government Land Use Committee
 - Co-Chair: 2024-Present
 - Committee Member: 2022-24
- The Florida Bar Journal Editorial Board
 - Chair: 2016-17
 - Vice-Chair: 2015-16
 - Board Member: 2011-17
- The Florida Bar Law Related Education Committee
 - Committee Member: 2017-20
- Vanderbilt Law School Alumni Admissions Interview Program
 - Alumni Interviewer: 2013-18
- Florida Association for Women Lawyers
- Forum Club of the Palm Beaches
- Florida Municipal Attorneys Association
- Fourth District Court of Appeal Historical Society
- Palm Beach County League of Cities

Representative Matters

- Drafted successful appellate briefs resulting in favorable opinion holding that a city has sovereign immunity and cannot be liable for the malicious, intentional, or bad faith acts of its employees.

- Obtained a favorable appellate decision holding that a municipality was entitled to dismissal of an action where the plaintiff failed to comply with the sovereign immunity statute's pre-suit notice requirement.
- Obtained a favorable opinion from the Florida Supreme Court holding that a city could not be compelled to enforce a zoning ordinance.
- Successfully defended against a lawsuit challenging a local government entity's approval of development orders and waivers, and secured a favorable outcome on appeal.
- Resolved title issues to facilitate the redevelopment of a municipal golf course.
- Successfully represented a municipality and obtained final summary judgment in an action challenging ordinances that created a new business district.
- Obtained the dismissal of a petition for writ of certiorari challenging a city's approval of an application for a planned residential development based upon lack of standing.
- Successfully argued that a petition for writ of certiorari challenging a municipality's passage of a rezoning ordinance must be dismissed.
- Successfully argued that a complaint challenging local government approval of a site plan for a hotel must be dismissed due to the plaintiff's failure to exhaust administrative remedies.

Section 2
Chronological Summary of Employment History

K. Denise Haire
Denise@HaireLawFirm.com
Jupiter, FL

PROFILE

Florida Bar Board-Certified Attorney in City, County and Local Government Law. Legal advisor with experience in local government, litigation, appeals, land use & zoning, and administrative law.

PROFESSIONAL EXPERIENCE

Partner, July 2025 – Present

Haire Law Firm, P.A., Jupiter, FL

- Advise clients regarding property rights, code enforcement issues, and local government matters.
- Represent clients in litigation and appeals.
- Draft appellate briefs, petitions for writs, and motions.
- Manage firm administration, billing and invoicing, conflict checks, and budgeting.

Partner, 2023 – June 2025

Shubin Law Group, P.A., West Palm Beach, FL

- Represented local governments and property owners in litigation and appeals involving issues such as sovereign immunity, procurement, property rights, and contract disputes.
- Represented property owners in FLUEDRA proceedings.
- Prepared dispositive motions, appellate briefs, and petitions for writ of certiorari.
- Evaluated property rights and applicable zoning regulations for development.
- Developed and implemented firm policies as member of Management Committee.
- Received recognition in 2024 Florida Trend Legal Elite Notable Women Leaders.
- Obtained favorable rulings in *City of Miami v. Alvarez*, 390 So. 3d 248 (Fla. 3d DCA 2024), holding that city was entitled to dismissal of an action where plaintiff failed to comply with sovereign immunity statute's pre-suit notice requirement; and *City of Miami v. Alvarez*, 2025 WL 2787756 (Fla. 3d DCA 2025), holding that city cannot be liable for malicious, intentional, or bad faith acts of its employees.

Assistant City Attorney, 2017 – 2023

City of West Palm Beach, West Palm Beach, FL

- Advised Mayor, Commissioners, administrative boards, and committees, including Historic Preservation Board, Construction Board of Adjustments & Appeals, Downtown Action Committee, and Plans & Plats Review Committee.
- Collaborated with and provided legal counsel to municipal departments, including Development Services, Public Utilities, Code Enforcement, Housing & Community Development, Human Resources, Finance, Police, and Parks & Recreation to ensure compliance with federal, state, and local regulations.
- Drafted legislation, resolutions, and ordinances to advance municipal priorities.

- Litigated cases involving development approvals and real property issues.
- Represented the City at trial, court hearings, employment arbitrations, and administrative proceedings.
- Provided legal representation to Community Redevelopment Agency regarding real property issues and litigation.
- Advised Planning Division regarding zoning & land development regulations.
- Drafted, reviewed, and negotiated contracts and legal instruments, including leases, maintenance agreements, purchase and sale agreements, vendor agreements, deeds, disclaimers, easements, and restrictive covenants.
- Trained board members regarding ethics, policies, and procedures.
- Obtained Florida Supreme Court victory in case involving enforcement of ordinances: *City of West Palm Beach v. Haver*, 330 So.3d 860 (Fla. 2021).

Of Counsel, 2016 - 2017

Pearson Bitman, LLP, Remote

- Practiced commercial litigation and appeals.
- Drafted, reviewed, and negotiated contracts and settlement agreements.

Associate Attorney, 2013 - 2016

Blank Rome, LLP, Boca Raton, FL

- Practiced appellate law and consumer finance litigation at Am Law 100 firm.
- Drafted, reviewed, and negotiated contracts and settlement agreements.
- Presented cases in trial and appellate oral arguments; drafted appellate briefs.
- Evaluated property and title issues; attended municipal code enforcement hearings.
- Advised clients in financial services industry to ensure regulatory compliance.

Associate Attorney, 2009 - 2012

Sachs Sax Caplan, PL, Boca Raton, FL

- Handled transactional and litigation matters.
- Drafted, reviewed, and negotiated contracts and legal instruments, including deeds, leases, easements, restrictive covenants and bylaws for community associations.
- Litigated multimillion dollar construction defect actions, accounting claims, declaratory relief actions, and disputes involving a community development district.

Associate Attorney, 2005 - 2009

Spicer Rudstrom, PLLC, Nashville, TN

- Defended clients in tort, breach of contract, and employment law actions.
- Reviewed and analyzed insurance policies, employment agreements, and contracts.

EDUCATION

Vanderbilt Law School, Nashville, TN

Juris Doctorate, 2005

University of Missouri - Columbia, Columbia, MO

Bachelor of Arts in Political Science, 2002

BAR ADMISSIONS

Florida State Bar, 2009 – Present
Tennessee State Bar, 2005 – Present (inactive)
U.S. Court of Appeals, Eleventh Circuit
U.S. District Court, Middle District of Florida
U.S. District Court, Southern District of Florida

BOARD CERTIFICATION

Florida Bar Board Certification: City, County and Local Government Law

CONTINUING LEGAL EDUCATION LEADERSHIP

Moderator, Affordable Housing in Land Use: Live Local Act, December 2025.
Program Coordinator, Mobility Fees, February 2025.
Program Coordinator, Local Government Response to Prohibition on Camping and Sleeping in Public Places, December 2024.
Speaker, Ethics in Real Property Transactions, April 2015.
Speaker, Mortgage Securitization, April 2014.

LEADERSHIP & COMMUNITY INVOLVEMENT

Palm Beach County League of Cities
Associate Member, 2025-Present

Local Government & Land Use Committee, Palm Beach County Bar Association
Co-Chair, 2024-Present; Committee Member, 2022-2024

Forum Club of the Palm Beaches
Member, 2023-Present

Florida Municipal Attorneys Association
Member, 2017-Present

The Florida Bar Journal Editorial Board
Chair, 2016-2017; Vice Chair, 2015-2016; Board Member, 2011-2017

The Florida Bar Law Related Education Committee
Committee Member, 2017-2020

Vanderbilt Law School Admission Interview Program
Alumni Interviewer, 2013-2018

Legal Aid Society of Palm Beach County
Pro Bono Attorney Volunteer, 2010-2011

Section 3
Statement of Good Standing

Denise Haire has never been disciplined by the Florida Bar or any similar body regulating the practice of law in any other jurisdiction. Ms. Haire is licensed in Florida (active status) and Tennessee (inactive status), and she is in good standing with both the Florida Bar and Tennessee Bar.

A Certificate of Good Standing from the Florida Bar and a Letter of Good Standing from the Tennessee Bar are included in the Appendix.

Section 4
Principal Areas of Practice

Appellate Law

Denise has experience representing clients in appeals challenging final and nonfinal orders, original proceedings for the issuance of writs, and presenting oral argument. She handles appeals across a wide range of legal areas and has obtained numerous favorable decisions for clients.

Board Counsel

Denise provides legal counsel to local government commissions, boards, and committees. She has previously provided advice and counsel to the West Palm Beach City Commission, Historic Preservation Board, Construction Board of Adjustment & Appeals, Plans & Plats Review Committee, and Downtown Action Committee.

Code Enforcement

Denise regularly advises clients on code enforcement issues. She understands the importance of bringing properties into compliance and has experience evaluating code enforcement violations, reviewing notices of violations, litigating foreclosure actions involving code enforcement liens, and negotiating lien reduction applications.

Contracts & Transactions

Denise has experience reviewing, drafting, and negotiating a wide variety of contracts and legal instruments, including leases, maintenance agreements, purchase and sale agreements, vendor agreements, deeds, disclaimers, easements, restrictive covenants, development agreements, and settlement agreements. She also has experience drafting legislation, resolutions, and ordinances for local government entities.

Land Use Issues

Denise has experience with land use and zoning issues. She regularly provides counsel regarding comprehensive plans, zoning codes, and development regulations. She has experience reviewing development applications and preparing development orders. Additionally, she has experience with proceedings

brought pursuant to the Florida Land Use and Environmental Dispute Resolution Act.

Litigation & Dispute Resolution

Denise routinely represents parties in litigation and assists clients in resolving their disputes through mediation and arbitration. She has experience with a wide variety of litigation matters, including disputes involving land use and zoning issues, comprehensive plan amendments, development challenges, contract disputes, lien foreclosures, title issues, and general property rights. She also has experience representing clients in administrative proceedings.

Local Government Matters

Denise provides trusted counsel to local governments on a wide range of legal issues, including development approvals, zoning regulations, historic preservation, code enforcement, municipal liens, ethics, public records, procurement, sovereign immunity, and administrative proceedings. She has collaborated with and provided legal counsel to municipal departments such as Building, Code Enforcement, Development Services, Engineering, Finance, Fire, Housing & Community Development, Human Resources, Library, Parks & Recreation, Planning & Zoning, Police, and Public Utilities. She has experience drafting resolutions and ordinances to advance local government priorities. Additionally, Denise has experience providing ethics training to commissioners and board members.

Sunshine Law & Public Records

Denise is familiar with the requirements of Florida's Sunshine Law and Public Records Act. She has experience advising local governments with respect to open meetings, providing reasonable notice of meetings, and providing access to meeting minutes. She also has experience responding to public records requests and is familiar with exemptions and confidentiality rights.

Section 5
Statement of No Conflicts

None of the clients currently represented by Haire Law Firm create a conflict of interest with responsibilities to the Town of Jupiter Island.

There are no potential conflicts of interest or ethical issues related to representation or affiliation with any boards, organizations, committees, clients, or any other entity.

Section 6
Professional References

1. John Greco
Former Chief Deputy City Attorney
City of Miami, Office of the City Attorney
305-645-7657
2. Kimberly Rothenburg
City Attorney
City of West Palm Beach, Office of the City Attorney
561-822-1360
3. Chris Roog
Executive Director
West Palm Beach Community Redevelopment Agency
561-822-1550

Section 7
Statement of Approach to Legal Representation

Denise Haire is a solo practitioner who founded Haire Law Firm with the goal of providing exceptional service to clients and providing legal representation addressing local government issues.

As Town Attorney, Denise will prioritize service to the Town of Jupiter Island as its dedicated, responsive legal counsel. She intends to personally address the Town's needs and personally attend all meetings. In the rare event of a scheduling conflict, Denise will secure coverage counsel to the Town's satisfaction.

Denise will provide all legal services required by the Town, including the following:

- Provide legal advice and counsel to the Town Commission, Town Manager, Town Boards, Town Committees, and Town Staff
- Provide monthly status reports
- Provide legal representation of the Town in disputes involving competitive procurement
- Attend regular and special meetings of the Town Commission
- Attend Development Review Board meetings
- Attend additional workshops, Board meetings, and Committee meetings as needed
- Prepare ordinances, resolutions, and contracts
- Attend real estate closings
- Review and draft legal instruments
- Represent the Town in eminent domain proceedings, administrative proceedings, litigation, and appeals
- Liaise with outside counsel
- Review all claims asserted against the Town
- Review all proposed settlements
- Provide timely monthly bills

Denise intends to personally provide 100% of legal representation to the Town and may utilize the support of non-lawyer assistants for administrative tasks.

Denise will provide reliable, responsive, and proactive legal counsel. She will communicate with the Town regularly, return phone calls and emails promptly, and provide status reports on pending matters. As a Board-Certified Specialist in City, County & Local Government Law, Denise is passionate about local government issues and is committed to providing the highest level of service to the Town.

Section 8
Plan to Prioritize Town of Jupiter Island

As Town Attorney, Denise will prioritize service to the Town of Jupiter Island as its dedicated, responsive legal counsel. As a solo practitioner, she offers a valuable level of individualized attention: direct, personal, and fully dedicated legal service. She is a board-certified specialist who will personally handle nearly every aspect of the Town's legal matters. Denise has the ability to make the Town her top priority and to devote her attention to addressing the Town's needs.

Denise will personally attend all Town Commission meetings and Development Review Board meetings, and she will be available to attend other meetings and workshop dates as needed.

Denise believes in creating a collaborative relationship with clients. She will work closely with the Town Commission, Town Manager, and Town Staff to understand the Town's needs and goals. She will provide timely, ethical legal advice, and she will strive to assist the Town in accomplishing its objectives in a lawful manner. Denise values listening, communicating clearly, and solving problems.

Denise's office is located in Jupiter, Florida, less than 15 miles from Jupiter Island Town Hall.

Section 9
Financial Proposal

As Town Attorney, Denise will prioritize service to the Town of Jupiter Island as its dedicated legal counsel. She is committed to providing the highest level of service to the Town.

Haire Law Firm proposes the following hourly rates:

Attorney, General Matters	\$300 per hour
Attorney, Litigation/Appeals	\$350 per hour
Paralegal/Non-Attorney Staff	\$125 per hour

General Matters include attendance at Town meetings and workshops, providing general legal advice to the Town; conducting general legal research; review and preparation of ordinances, resolutions, contracts, and other legal instruments; and providing ethics training.

Litigation/Appeals include all services provided on litigation and adversarial matters; litigation in any state, federal, or appellate court; eminent domain and inverse condemnation matters; representation in administrative proceedings; and representation at mediations and arbitrations.

Hourly rates are subject to a 5% annual increase beginning January 1, 2027.

No travel time or mileage will be charged for attendance at regular or special meetings at Town Hall. No travel time or mileage will be charged for travel within Martin County and Palm Beach County.

The Town will be responsible for actual costs incurred in providing services to the Town. Costs include, but are not limited to, the following: filing fees, recording fees, process server fees, photocopying charges, postage, travel expenses outside of Martin County and Palm Beach County, court reporter costs, and other out-of-pocket expenses. The Town will not be charged for general office supplies, office space, or overhead.

At the Town's request, Haire Law Firm is willing to negotiate a monthly retainer for General Matters, with Litigation/Appeals billed separately.

Appendix



The Florida Bar

651 East Jefferson Street
Tallahassee, FL 32399-2300

Joshua E. Doyle
Executive Director

850/561-5600
www.FLORIDABAR.org

State of Florida)

County of Leon)

In Re: 0068996

K Denise Haire
Haire Law Firm, P.A.
6671 W Indiantown Rd Ste 50-204
Jupiter, FL 33458-3984

I CERTIFY THE FOLLOWING:

I am the custodian of membership records of The Florida Bar.

Membership records of The Florida Bar indicate that The Florida Bar member listed above was admitted to practice law in the state of Florida on **September 24, 2009**.

The Florida Bar member above is an active member in good standing of The Florida Bar who is eligible to practice law in the state of Florida.

Dated this 18th day of **November, 2025**.

Cynthia B. Jackson, CFO
Administration Division
The Florida Bar

PG:R10
CTM-381063





BOARD OF PROFESSIONAL RESPONSIBILITY
of the
SUPREME COURT OF TENNESSEE

10 CADILLAC DRIVE, SUITE 220
BRENTWOOD, TENNESSEE 37027
(615) 361-7500
(800) 486-5714
FAX: (615) 367-2480
www.tbpr.org

SANDY L. GARRETT
CHIEF DISCIPLINARY COUNSEL
STEVEN J. CHRISTOPHER
DEPUTY CHIEF DISCIPLINARY COUNSEL INVESTIGATIONS
A. RUSSELL WILLIS
DEPUTY CHIEF DISCIPLINARY COUNSEL LITIGATION
LAURA L. CHASTAIN
ETHICS COUNSEL
BEVERLY P. SHARPE
DIRECTOR OF CONSUMER ASSISTANCE

DOUGLAS R. BERGERON
R. DAVISON DOUGLAS
ERIC A. FULLER
JOHN E. GILLILAND
MAUREEN F. HUGHES
HEATHER D. PIPER
EILEEN BURKHALTER SMITH
TIFFANY D. TANT-SHAFFER
DISCIPLINARY COUNSEL

November 18, 2025

Ms. Kristina Denise Haire
5521 Old Mystic Ct
Jupiter, FL 33458-3497

Re: Kristina Denise Haire
BPR No. 024491

TO WHOM IT MAY CONCERN:

On December 18, 1975, the Tennessee Supreme Court established the Board of Professional Responsibility of the Supreme Court of Tennessee to supervise the conduct of attorneys licensed to practice law in this state.

The records of the Board of Professional Responsibility indicate that the attorney referenced above was licensed in Tennessee to practice law and sworn in on 11/10/2005. On 1/15/2019, Kristina Denise Haire requested and received an exemption pursuant to Tenn. Sup. Ct. R. 9, § 10. The attorney's license is currently Inactive-Not Practicing in TN and is in good standing.

Sincerely,

A handwritten signature in cursive script that reads "Molly Leins".

Molly Leins
Registration Director

ML/lw

Certification

The undersigned hereby confirms as follows:

1. I am a duly authorized agent of the law firm submitting the proposal.
2. I have read the Proposal in its entirety and fully understand and accept these terms unless specific variations have been expressly listed below or attached.
3. My firm, Haire Law Firm, P.A., agrees to hold all prices, terms and conditions firm for acceptance for ninety (90) calendar days following the date and time of the bid opening.

By: K. Denise Haire 12-2-2025
Manual Signature of Agent Date
K. Denise Haire President
Typed/Printed Name of Agent Title of Agent

MODIFICATIONS TO PLANS:

No modifications to the plans are issued with this addendum.

ADDITIONAL INFORMATION:

No additional information is issued with this addendum.

NOTE

Please sign and return this sheet by e-mail to kkogos@tji.martin.fl.us, to verify that you have received Addendum No. 1 for Municipal Legal Services RFP#2026-02.

Company: Haire Law Firm, P.A.

By: K. Denise Haire President

Date: 12-2-2025

PROPOSAL FOR PROVIDING LEGAL SERVICES FOR THE TOWN OF JUPITER ISLAND

I. Overview and Background of Jones Foster, P.A.

A. History and Local Presence

Jones Foster, P.A., founded in 1924, is Palm Beach County's oldest law firm and has maintained continuous service to local governments for nearly a century. The Firm's representation of municipal clients began in 1928 when Colonel Harry Johnston served as Palm Beach County Attorney, later succeeded by Colonel Jones in 1968. The Firm has since built one of the most experienced and longest-standing municipal law practices in Florida.

Jones Foster maintains offices in West Palm Beach, Palm Beach, and Jupiter, ensuring immediate accessibility to the Town of Jupiter Island and providing unmatched familiarity with the unique governmental, land use, environmental, and coastal management issues affecting the region.

B. Long-Term Municipal Representation

For more than 50 years, the Firm has served as Town Attorney or special counsel for numerous municipalities, including:

- Town of Gulf Stream – 50 years
- Town of Palm Beach – 44 years
- Town of Jupiter – 34 years
- Town of Jupiter Island – 30 years
- Town of Lake Park – 23 years

Additionally, the Firm has served as special counsel to the Town of Juno Beach and the Cities of Boynton Beach, Delray Beach, and Westlake.

These long-term engagements demonstrate the Firm's ability to consistently serve elected bodies, work effectively with changing commissions, and maintain strong, professional relationships with diverse stakeholders.

C. Areas of Municipal Expertise

The Firm's Municipal and Land Use Practice Group provides comprehensive services including:

- Advising elected officials, advisory boards, and municipal staff;
- Public Records Act and Sunshine Law compliance;

- Code enforcement;
- Administrative hearings and quasi-judicial proceedings;
- Land use, zoning, environmental permitting, and coastal regulation; and
- Municipal procurement, public contracting, and ethics compliance.

The Firm has represented municipal clients in land use proceedings involving community development districts, comprehensive plans, and environmental permitting proceedings before the Department of Environmental Protection and the South Florida Water Management District.

D. Litigation Experience

Jones Foster is recognized for its strong municipal litigation practice, including:

- Defense of challenges to amendments to Comprehensive Plans.
- Defense of challenges to zoning ordinances, land development regulations and development orders approving or denying development applications.
- Drafting ordinances, resolutions, land development regulations, and comprehensive plan amendments.
- Defense of the Town of Gulf Stream in more than 30 public records lawsuits.
- Defense of the City of Westlake and the Town of Jupiter Island against alleged Sunshine Law violations.
- Defense against proposed ballot proposal inhibiting the Town of Jupiter’s ability to create and establish its own Fire Rescue Department.

The Firm’s litigation team provides comprehensive support for municipal clients in state and federal courts.

I. Application Criteria

A. Summary of Representing Attorney’s Education, Background, and Experience

Brett T. Lashley is a member of Jones Foster’s Municipal & Land Use Practice Group and Complex Litigation & Dispute Resolution Team. His practice focuses on municipal law, land use, and commercial litigation.

Mr. Lashley currently serves as the Acting Town Attorney for the Town of Jupiter Island and as Assistant Town Attorney for the Towns of Jupiter, Palm Beach, and Lake Park. In these roles, he regularly attends Commission and Advisory Board meetings, drafts ordinances and resolutions, advises the Town Clerk and the towns the firm represents regarding public records requests and Sunshine Law compliance and advises municipal staff and elected officials regarding various litigation matters.

Having served as assistant counsel to four municipalities since joining the Firm in 2020, Mr. Lashley has accumulated significant experience far exceeding that typical for an attorney of

comparable years in practice. He has developed particular expertise advising municipal clients in their day-to-day municipal work and complex procedural and statutory issues.

Mr. Lashley is an active member of the Palm Beach County Local Government and Land Use Committee and Young Lawyers Section and a graduate of the Chamber of Commerce of the Palm Beaches' Leadership West Palm Beach program. Mr. Lashley also served a two-year term on the Palm Beach County Civil Practice Committee. Mr. Lashley earned his bachelor's degree from Florida Atlantic University where he also was a scholarship athlete on the Men's Baseball Team. He earned his Juris Doctor degree from the University of Florida Levin College of Law where he was the Vice-Chair of The Florida Moot Court Team and was a member of the Journal of Technology Law and Policy and provided pro bono legal services to veterans as a member of the Veterans and Service Members Legal Clinic.

B. Chronological Employment History and Current Municipal Clients

Employment History

- August 2020 – Present: Attorney, Jones Foster, P.A.
 - Complex Litigation & Dispute Resolution Team
 - Municipal & Land Use Practice Group
 - Acting Town Attorney – Town of Jupiter Island
 - Assistant Town Attorney – Towns of Jupiter, Palm Beach, and Lake Park
- 2019: Summer Associate, Jones Foster, P.A.
- 2019: Judicial Intern, Fourth District Court of Appeal

Current Municipal Clients Represented

- Town of Jupiter Island – Acting Town Attorney
- Town of Jupiter – Assistant Town Attorney
- Town of Palm Beach – Assistant Town Attorney
- Town of Lake Park – Assistant Town Attorney

C. Discipline History

Mr. Lashley has never been disciplined by the Florida Bar or any other body regulating the practice of law in any jurisdiction.

D. Principal Areas of Practice

Mr. Lashley's municipal practice focuses on representing municipalities including, but not limited to:

- Drafting and reviewing ordinances, resolutions, contracts, and development regulations;
- Providing day-to-day legal counsel to municipal staff and elected officials;

- Attending and advising at Commission, Planning & Zoning, Code Enforcement, and other board meetings;
- Sunshine Law and Public Records Act compliance;
- Code enforcement; and
- Municipal litigation (Sunshine, public records, challenges to zoning actions and land development regulations, and general commercial matters).

He also maintains a litigation practice representing individuals and entities in complex commercial, real estate, and employment disputes, which further strengthens his ability to serve municipal clients in high-stakes or contested matters.

E. Representative Client List and Conflicts Statement

1. Town of Palm Beach
2. Town of Jupiter
3. Town of Lake Park
4. Town of Jupiter Island
5. Various private clients in civil litigation, real estate, and land use matters

There are no conflicts of interest preventing the Firm from serving as the Town Attorney.

F. Professional References

The following municipal officials may be contacted regarding Mr. Lashley’s qualifications and the Firm’s performance:

1. Wayne Bergman – Building Official, Town of Palm Beach
2. Frank Kitzerow – Town Manager, Town of Jupiter
3. Richard Reade – Town Manager, Town of Lake Park

(Contact information can be provided upon request.)

G. Approach, Methodology, and Work Plan

1. Primary Attorney Responsibilities

Mr. Lashley will serve as the Town Attorney and will:

- Provide daily legal counsel to Town administration;
- Attend Town Commission meetings;
- Attend Development Review Board meetings;
- Draft ordinances, resolutions, contracts, legal memorandums and agenda materials;
- Provide Sunshine Law and Public Records Act guidance;
- Advise on procurement, ethics, zoning, and land use issues; and
- Coordinate and manage any litigation assigned to special counsel.

2. Use of Additional Attorneys

When appropriate, Mr. Lashley may utilize support from other members of the Municipal & Land Use Practice Group, including:

- Joanne M. O'Connor – Town Attorney, Town of Palm Beach; general litigation at state and federal levels.
- Lainey W. Francisco – Assistant Town Attorney, Town of Palm Beach; general municipal litigation Municipal litigation and advisory counsel.
- Alan J. Ciklin – Land use, zoning, and real estate.
- Peter Henn – Land development codes and comprehensive planning; certified land planner.
- Travis J. Foels – Commercial and municipal litigation.
- Michael J. Gore – Employment and construction specialist.
- Roberto Vargas – Eminent domain and land use litigation.

Support staff and paralegals may assist with research, document preparation, and procedural matters.

H. Priority Attention and Availability

Mr. Lashley's current municipal work positions him to dedicate significant time and priority attention to the Town. As he is not the primary day-to-day Town Attorney for the Firm's other municipalities, he is able to promptly respond to routine Town matters and attend all required Town Commission and Board meetings.

The Firm understands the Town's expectation of prompt, strategic, and proactive legal support. Jones Foster will implement a streamlined communication plan with the Town Manager and staff to ensure efficient workflow and rapid turnaround of assignments.

I. Financial Arrangements

The Firm proposes the following fee structures for Town Attorney services. The Town may select the arrangement that best meets its needs.

Option A — Hourly Billing Structure

- \$450/hour for day-to-day Town Attorney services.
- \$550/hour for litigation matters.
- Paralegals billed at normal hourly rates, which commensurate with experience, but do not exceed the rates stated above.
- The Town is responsible for out-of-pocket costs such as copying, messenger services, faxes, overnight delivery, computer/IT services, and other out-of-pocket expenses, and will be invoices in addition to the rates set forth above. The Firm will not charge for travel time, per diem or office space.
- Each month, the Firm will send the Town an itemized invoice which reflects the time spent on matters by us and the costs attributable to those matters for the preceding month.

Option B — Flat Fee Structure

- \$25,000/month flat fee for day-to-day Town Attorney services.
- \$550/hour for litigation matters.
- Paralegals billed at normal hourly rates, which commensurate with experience, but do not exceed the rates stated above.
- The Town is responsible for out-of-pocket costs such as copying, messenger services, faxes, overnight delivery, computer/IT services, and other out-of-pocket expenses, and will be invoices in addition to the rates set forth above. The Firm will not charge for travel time, per diem or office space.
- Each month, the Firm will send the Town an itemized invoice which reflects the time spent on matters by us and the costs attributable to those matters for the preceding month.
- Under this arrangement, the Town will only be responsible for the monthly flat fee unless there are litigation fees incurred or out-of-pocket expenses for the preceding month.

J. INSURANCE

The Firm maintains the minimum insurance requirements specified in the Town’s request for proposals. Proof of such will be provided upon request.

II. COMMITMENT TO THE TOWN AND ITS VISION

The Firm has been honored to serve the Town as its legal adviser for 30 years. During this period, the attorneys who have served the Town have done their best to make recommendations to the Town Commission, Impact Review Committee, and Board of Adjustment that respect the Town Vision, as recited in its Comprehensive Plan, by respecting the traditions of the past of a community of caring individuals (see “A Different Vision.” By Nathaniel Pryor Reed), its tranquility, seclusion and safety, where the beauty of nature will also dominate the presence of man of woman.

#7500479 v1 18270-00002

SABATINI LAW FIRM P.A.

Anthony Sabatini
Managing Partner
Anthony@SabatiniLegal.com

Francheska Sabatini
Partner
Francheska@SabatiniLegal.com

Gavin Rollins
Associate Attorney
Gavin@SabatiniLegal.com

Sabatini Law Firm, P.A.
1601 E. 1st Avenue
Mount Dora, Florida 32757
Phone: 352-455-2928
Fax: 352-388-5126

Town of Jupiter Island, Florida

Request for Proposal #2026-02

Municipal Legal Services

December 8, 2025

SABATINI LAW FIRM P.A.

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Anthony@SabatiniLegal.com

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1601 E. 1st Avenue
Mount Dora, Florida 32757
Phone: 352-455-2928
Fax: 352-388-5126

RFP #2026-02
Municipal Legal Services
Town of Jupiter Island, FL

December 08, 2025

Town of Jupiter Island
Attn: Town Clerk
2 Bridge Road
Hobe Sound, FL 33455

RE: RFP #2026-02 Municipal Legal Services

Dear Town Clerk and Commission,

It is the pleasure of Sabatini Law Firm, P.A., to submit this proposal to provide civil litigation legal services for the Town of Jupiter Island, Florida. The Sabatini Law Firm has a highly experienced team specializing in local government issues and civil litigation. The Firm currently provides legal services to the Town of Lake Hamilton, FL, the City of Frostproof, FL, and the Town of Howey-in-the-Hills Municipal Police Officers' Pension Board. Attorney Anthony Sabatini also serves as special counsel for labor disputes for the City of Deltona, Florida, as special counsel for the Mayor of the City of Deltona, and as counsel for the Sumter County Superintendent of Schools.

Sabatini Law Firm, P.A., a Florida professional corporation, was founded by attorney Anthony Sabatini in 2019 and is based in Lake County, Florida. Prior to founding Sabatini Law Firm, Mr. Sabatini served as a City Commissioner for the City of Eustis, Florida from 2016-2018. Mr. Sabatini also served in the Florida House of Representatives representing Florida's 32nd district, where he served on the Local Government Subcommittee and worked on many legislative proposals concerning Florida's political subdivisions. His legal experience has been primarily in the field of local government law. Currently, Mr. Sabatini serves on the County Commission for Lake County, FL.

Both attorneys Anthony and Francheska Sabatini have the knowledge and experience of serving or providing counsel to local governments and their various departments, boards, and government officials. Mrs. Sabatini has over 12 years of experience as a practicing attorney and has focused much of her practice on local government law, representing cities, community development districts, utility districts, and public pension boards. Additionally, the Firm has an Associate Attorney, Gavin Rollins, who has been assisting with the Firm's local government and civil litigation practice as of

SABATINI LAW FIRM P.A.

Anthony Sabatini
Managing Partner
Anthony@SabatiniLegal.com

Francheska Sabatini
Partner
Francheska@SabatiniLegal.com

Gavin Rollins
Associate Attorney
Gavin@SabatiniLegal.com

Sabatini Law Firm, P.A.
1601 E. 1st Avenue
Mount Dora, Florida 32757
Phone: 352-455-2928
Fax: 352-388-5126

RFP #2026-02
Municipal Legal Services
Town of Jupiter Island, FL

December 08, 2025

April 2025. Mr. Rollins has previously served as county commissioner for Clay County, FL and currently serves on the Lake County Water Authority Advisory Board. Attorney Rollins also served as interim city attorney for the City of Treasure Island, FL.

Please review our proposal package and feel free to reach out with any questions or if you wish to discuss anything further. You may direct any questions or comments to Anthony Sabatini at anthony@sabatinilegal.com or via telephone at 352-455-2928. We appreciate your attention to this proposal and look forward to speaking soon.

Respectfully submitted,

Anthony Sabatini
Sabatini Law Firm, P.A.

SABATINI LAW FIRM P.A.

Anthony Sabatini
Managing Partner
Anthony@SabatiniLegal.com

Francheska Sabatini
Partner
Francheska@SabatiniLegal.com

Gavin Rollins
Associate Attorney
Gavin@SabatiniLegal.com

Sabatini Law Firm, P.A.
1601 E. 1st Avenue
Mount Dora, Florida 32757
Phone: 352-455-2928
Fax: 352-388-5126

RFP #2026-02
Municipal Legal Services
Town of Jupiter Island, FL

December 08, 2025

Proposal Contents

Firm Overview

Experience and Qualifications

Fee Proposal

Letters of Reference

Required Forms

SABATINI LAW FIRM P.A.

Anthony Sabatini
Managing Partner
Anthony@SabatiniLegal.com

Francheska Sabatini
Partner
Francheska@SabatiniLegal.com

Gavin Rollins
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Gavin@SabatiniLegal.com

Sabatini Law Firm, P.A.
1601 E. 1st Avenue
Mount Dora, Florida 32757
Phone: 352-455-2928
Fax: 352-388-5126

RFP #2026-02
Municipal Legal Services
Town of Jupiter Island, FL

December 08, 2025

Firm Overview

Sabatini Law Firm, P.A., a Florida professional corporation, was founded by attorney Anthony Sabatini in 2019 and is based in Mount Dora, Lake County, Florida. The attorneys of Sabatini Law Firm possess the knowledge and experience of serving and/or providing counsel to local governments and their various departments, boards, and government officials, therefore bringing a wealth of experience in the areas of government ethics, procurement, public records, employment law, and general municipal regulations. Currently, the firm provides Town Attorney services for the Town of Lake Hamilton, FL, and the City of Frostproof, FL. Attorney Anthony Sabatini also serves as special counsel for labor disputes for the City of Deltona, Florida, as special counsel for the Mayor of the City of Deltona, and as counsel for the Sumter County Superintendent of Schools. Attorney Francheska Sabatini serves as board attorney for the Town of Howey-in-the-Hills Municipal Police Pension Board of Trustees.

The firm is composed of two partners and one associate attorney. Attorney Francheska Sabatini has over 12 years of experience as a practicing attorney, with over seven years focusing on local government law in Florida. Her area of practice also includes real estate transactions, commonly handling real estate transactions from contract negotiation and drafting, due diligence, and closing. The firm's associate attorney, Gavin Rollins, also comes from a background in local government, having served as county commissioner in Clay County, FL from 2014-2020 and currently serving on the Lake County Water Authority Advisory Board. The attorneys of Sabatini Law Firm have the unique experience of both serving and providing counsel to units of local government in Florida.

The attorneys of Sabatini Law Firm focus much of their practice in Florida municipal and local government law. As municipal and local government attorneys, the attorneys of Sabatini Law Firm are well versed in the areas of public ethics and government in the sunshine laws, public records, and general municipal laws and regulations. Additionally, the firm routinely handles a wide range of civil litigation, including but not limited to contract disputes, real estate/ property issues, civil rights claims, and employment matters.

SABATINI LAW FIRM P.A.

Anthony Sabatini
Managing Partner
Anthony@SabatiniLegal.com

Francheska Sabatini
Partner
Francheska@SabatiniLegal.com

Gavin Rollins
Associate Attorney
Gavin@SabatiniLegal.com

Sabatini Law Firm, P.A.
1601 E. 1st Avenue
Mount Dora, Florida 32757
Phone: 352-455-2928
Fax: 352-388-5126

RFP #2026-02
Municipal Legal Services
Town of Jupiter Island, FL

December 08, 2025

The firm continues under the sole ownership of attorneys Anthony and Francheska Sabatini, with its principal office in Mount Dora, Florida. There have been no judgments or lawsuits against the firm, nor have there been any disciplinary procedures taken against an attorney of the firm by the Florida Bar Association or any relevant State regulatory agency.

The attorneys of Sabatini Law Firm are experienced with the Florida Code of Ethics for Public Officers and Employees as both local government attorneys and public officers. As current and former public officers, Attorney Anthony Sabatini and Mr. Gavin Rollins have participated personally in required ethics training for public officers. As a local government and public board attorney, Attorney Francheska Sabatini has provided such training to clients.

Lastly, the firm does not currently represent any client which may cause any potential conflicts of interest with responsibilities to the City. The firm would not undertake representation of the City or any other client if such representation would result in such a conflict.

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Experience and Qualifications

The attorneys of Sabatini Law Firm routinely handle civil litigation on a wide range of legal issues, including as described in the scope of work. Other areas of practice include contract disputes, real estate, employment law, and criminal law. The attorneys of Sabatini Law Firm are well equipped to handle all aspects of civil litigation as described in the scope of work. Below is a summary of each attorney's experience and qualifications.

Anthony Sabatini, Esq. (FL Bar No. 1018163)



Mr. Sabatini holds a bachelor's in history and philosophy from the University of Florida, where he graduated magna cum laude (B.A., 2012). He also attended the University of Florida Levin College of Law (J.D., 2017) and has been a member in good standing with the Florida Bar since 2019. Mr. Sabatini also serves as a Captain in the Florida Army National Guard, bringing over 16 years of dedicated military service.

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Through his military career, Captain Sabatini has demonstrated investigative expertise, particularly in the conduct of AR 15-6 investigations. He has successfully led and completed more than 22 formal investigations under this regulation, addressing a wide range of serious issues, including criminal misconduct, violations of the Uniform Code of Military Justice (UCMJ), ethical breaches, equal opportunity complaints, and workplace conflicts. These investigations required him to operate with a high degree of independence and discretion, often interviewing witnesses, reviewing documents, analyzing evidence, and making legal and factual determinations that directly impacted the careers and reputations of service members. His findings have informed command decisions regarding administrative actions, disciplinary measures, criminal proceedings, and systemic improvements within units.

Mr. Sabatini was also elected and served as City Commissioner for the City of Eustis from 2016 to 2018. He also served on the Community Redevelopment Agency. As a commissioner for the City of Eustis, he helped oversee a fiscal year 2017-2018 budget of \$47,000,000+ and 250+ employees. He was then elected and served in the Florida House of Representatives from 2018 to 2022. During his time in public service, Mr. Sabatini has been involved in numerous municipal law matters and served on the Local Government Subcommittee, working on issues concerning Florida's political subdivisions. He also served on the Commerce Committee, which primarily deals with regulations at the city level. Mr. Sabatini now serves as County Commissioner for Lake County, FL.

As the current City Attorney for the City of Frostproof and the Town of Lake Hamilton, and as county commissioner, Attorney Sabatini has a wide breadth of experience in local government real property matters, including in the areas of land use, procurement, and real estate transactions. Additionally, he has extensive experience in the areas of ethics, public records, and Florida's Government in the Sunshine laws. Attorney Sabatini also serves as special counsel for labor disputes for the City of Deltona, Florida and as special counsel for the Mayor of the City of Deltona.

The majority of Attorney Sabatini's litigation practice has concerned the fields of local government, property law, and employment law. Attorney Sabatini has also represented over a dozen employees in career service appeals before the Public

ANTHONY SABATINI, Esq.

(352)-455-2928 Anthony@SabatiniLegal.com

EXPERIENCE:

Sabatini Law Firm P.A.

Owner, September 2019—Present

- Civil, land-use, employment, and local government law
- Appellate law with a focus on property law
- Litigation experience throughout Florida and Washington DC

Florida House of Representatives

State Representative, November 2018—November 2022

- District 32 representing majority of Lake County, FL
- 5 bills signed into law by Governor DeSantis
- Member of the Local Government Subcommittee

City of Eustis. Eustis, FL

City Commissioner, 2016-2018

- Serving on a 5 member commission in a city with a population of 22,000+
- Overseeing FY 17-19 budget of \$47,000,000+ and 250+ employees
- Served for 2 years as a member of the CRA

Florida Army National Guard

Captain, Infantry. August 2008-Present

- Mobilized for 8 hurricanes, the 2012 Presidential inauguration, 2 civil disturbances, and COVID response

Fifth District Court of Appeal Daytona Beach, FL

Law Clerk, Chief Judge Alan Lawson, May 2016--August 2016

- Researched and wrote bench memoranda for judicial panels on criminal and civil matters and reviewed 26 oral arguments

EDUCATION:

University of Florida Levin College of Law. Gainesville, FL

- J.D. December 2017
- Member, Journal of Law & Public Policy

University of Florida. Gainesville, FL

- B.A. in History and Philosophy, magna cum laude, May 2012

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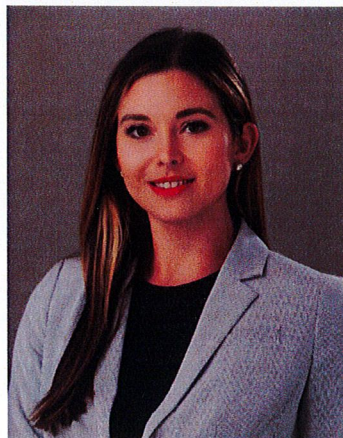
December 08, 2025

Employees Relations Commission (“PERC”) as well as other administrative boards. Mr. Sabatini has an extensive background in wage and employment law, representing various clients with labor disputes and employment litigation, and has engaged in several formal arbitrations and litigated under the Fair Labor Standards Act.

Attorney Sabatini is admitted to practice in all Florida State Courts as well as the following Federal Courts:

- Northern District of FL
- Middle District of FL
- Southern District of FL
- Federal District Court of the District of Columbia
- District of Columbia Court of Appeals
- 11th Circuit Federal Court of Appeals
- US Court of Appeals for District of Columbia
- Veterans Claims

Francheska Sabatini, Esq. (FL Bar No. 0100565)



Attorney Francheska Sabatini attended the Florida A&M University College of Law and graduated cum laude (J.D., 2012). Additionally, she attended the George Washington

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University Law School where she obtained a Master of Laws with an emphasis in Environmental Law. Mrs. Sabatini was admitted to practice law in the State of Florida in 2012 and continues as a member in good standing with the Florida Bar.

Mrs. Sabatini has represented or been involved in matters on behalf of the following local government clients:

- City of Treasure Island
- City of Frostproof
- Town of Lake Hamilton
- City of Minneola
- City of Leesburg
- City of Umatilla
- Village Center Community Development District
- City of Eustis Police Pension Board
- City of Eustis Fire Pension Board
- City of Eustis Code Enforcement Board
- Town of Howey in the Hills Police Pension Board
- Town of Lady Lake Police Pension Board
- Lake County Water Authority

Mrs. Sabatini's representation and involvement in matters on behalf of local government clients has included representation in the areas of ethics and public records, general municipal law, land use, code enforcement, utilities, and labor. Specifically, Mrs. Sabatini has worked with local government clients' Building and Planning and Zoning departments on various land use matters and has served as code enforcement board attorney for the City of Eustis. As associate attorney, Mrs. Sabatini has been involved in general municipal law matters for the Cities of Minneola, Leesburg, and Umatilla. Mrs. Sabatini has also been involved as counsel for dependent and independent community development districts.

FRANCHESKA SABATINI

•411 N. Donnelly St. #313, Mount Dora, FL 32757 • (407)965-6380 •Francheska@SabatiniLegal.com•

PROFESSIONAL EXPERIENCE

Sabatini Law Firm, P.A.

Attorney, Vice President

Mount Dora, FL
January 2023-Present

- Practice includes local government and real estate law
- Board Attorney, Town of Howey in the Hills Municipal Police Pension
- Assistant Attorney for Town of Lake Hamilton and City of Frostproof

Stone & Gerken, P.A.

Associate Attorney

Mount Dora, FL
April 2019- December 2022

- Providing general counsel to municipalities and units of local government
- Board Attorney for City of Eustis Code Enforcement, City of Eustis Municipal Police Pension and City of Eustis Municipal Firefighter's Pension
- Assistant Attorney for City of Minneola, City of Leesburg, City of Umatilla, and The Villages Community Development Districts

Passalacqua Law Firm

Attorney

Orlando, FL
June 2013-June 2016

- Practice included family law and personal injury law

U.S. Environmental Protection Agency

Law Clerk

Washington, DC
January-May 2013

- Office of Enforcement and Compliance Assurance

EDUCATION

The George Washington University Law School

LL.M., Environmental Law

Washington, DC
May 2013

Florida A&M University Law School

J.D., cum laude

Orlando, FL
May 2012

- Class rank: top 10%

University of Central Florida

Bachelor of Arts, Interdisciplinary Studies

Orlando, FL
August 2009

- Minor in Mass Communications

LANGUAGES

- Spanish fluency

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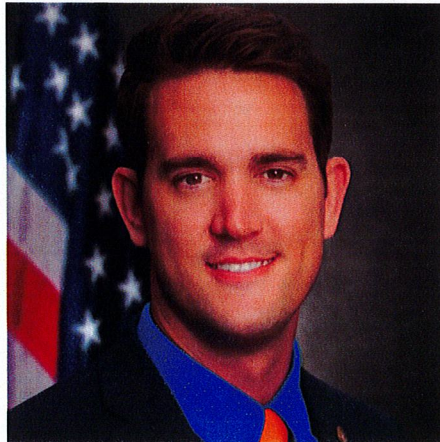
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In addition to her local government practice, Mrs. Sabatini also practices in the area of real estate law and routinely participates in continuing legal education (CLE) training for these practice areas.

Gavin Rollins (FL Bar No. 1064417)



Attorney Gavin Rollins brings a broad background in public service to the firm's local government practice. He began his public service as a two-term City Council member in Keystone Heights, where he focused on responsive government and lake quality. He then served two elected terms on the Clay County Commission (2014–2020), where he championed fiscal responsibility, infrastructure improvements, and government transparency. He currently serves as a trustee on the Lake County Water Authority.

Mr. Rollins is also a Major in the Florida Army National Guard part-time, where he serves as an intelligence officer, and previously as a company commander. He deployed to the Horn of Africa in support of counter-terrorism missions and has received numerous awards, including the Meritorious Service Medal. He is also a certified history teacher with years of classroom experience. He holds a bachelor's degree from the University of Florida, where he was inducted into the UF Hall of Fame, a master's in education

Gavin Rollins

Overview: Former Two-term City and County commissioner, Current Local Government Attorney and litigator, Lake County Water Authority Trustee, and Part-time Major in the Army National Guard.

Education

Florida A&M University College of Law, Cum Laude J.D. December 2024

University of West Florida M.S. Education Leadership May 2019

University of Florida, Cum Laude B.S. Agricultural Education & Communication May 2011 (UF Hall of Fame, Florida Blue Key, Reitz Scholar)

City Attorney – City of Treasure Island

- Lead legal advisor handling all aspects of municipal law.
- **Zoning & Land Use:** zoning matters, Planned Developments (PDs), variances, public hearings, and comprehensive plan interpretation.
- **Ethics & Governance:** Commission on Ethics matters, conflicts of interest, public records, Sunshine Law, and governance compliance.
- **Ordinance & Policy Work:** drafting and enforcing ordinances including short-term rental regulations, lien foreclosures, and code enforcement.
- **Contracts & Procurement:** negotiation, review, and enforcement of contracts; purchasing compliance; bid disputes.
- **First Amendment & Speech Issues:** policies involving protected speech, public forums, and municipal liability.

General Litigation Experience

- **Litigation for the Cities:** Conducts in-house litigation, reducing reliance on outside counsel and providing firsthand insight into judicial trends that impact municipal liability.
- Broad litigation background, including **criminal cases, property law, foreclosures, zoning disputes, ethics cases, First Amendment matters, contract disputes, code enforcement actions, and defamation.**
- Unique blend of municipal, civil, and criminal litigation providing comprehensive courtroom experience and strategic risk assessment for city clients.

Civilian & Public Service Experience

- Two-term Clay County Commissioner (Chairman 2017); sponsored major public safety, parks, infrastructure, and government modernization initiatives.
- Former History Teacher with Educational Leadership & ESE Endorsement; achieved a 98% Civics Exam pass rate (state avg. 71%).
- Public Relations Coordinator for Clay County School District (5,000 employees / 35,000 students); conducted 70+ on-camera interviews and modernized communications systems.

Military Service

- **Senior Intelligence Officer (O4 Major)**, 164th ADA Brigade (2023–Present).
- **Executive Officer**, National Guard Bureau (2020–2022); coordinated nationwide logistics policy and advised senior leaders-, including 4-Star Generals, during COVID and civil disturbance operations; awarded Meritorious Service Medal.
- **Company Commander**, Delta 753rd BEB (2018–2020); led 115 soldiers, managed \$20M in equipment, commanded UAV intelligence detachment; top 10% evaluation.
- **State Activations** for multiple hurricanes (2017–2025) and COVID response.

- **War Deployment – Senior Intelligence Officer**, Task Force Hurricane (2016–2017); produced 270+ intel briefs, conducted multinational counterterrorism training in East Africa, and supported Operation Oaken Steel embassy crisis response.

Awards & Decorations

- University of Florida Hall of Fame, Florida Blue Key
- Lake County 40 Under 40 for outstanding public service and accomplishments as an attorney
- Presidential Volunteer Service Award Gold Medal
- Meritorious Service Medal, Army Commendation Medal, Army Achievement Medal, National Defense Service Medal, Army Service Ribbon, Global War on Terror Expeditionary Medal, Global War on Terror Service Medal, Army Overseas Service Ribbon, Humanitarian Service Medal

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leadership from the University of West Florida, and a Juris Doctor (cum laude) from Florida A&M University College of Law. Attorney Rollins currently assists with the firm's local government and civil litigation practice.

Summer Douglas, Office Manager/Paralegal



Summer Douglas holds an A.S. Degree in Paralegal Studies from Seminole State College and completed her undergraduate studies in Pre-Law at the University of Central Florida. She gained valuable experience through a family law internship and has extensive professional background in real estate, bringing strong legal knowledge and practical skills to her work.

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RFP #2026-02
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December 08, 2025

Fee Proposal

The proposed structure of compensation and fees would be an hourly rate billed in quarter-hour (0.25) increments for all work performed. The hourly rates will be in the following amounts:

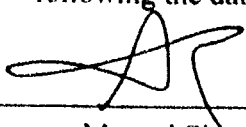
Attorney	\$ 220 /hourly rate
Paralegal	\$ 65 /hourly rate

Out-of-pocket costs such as court reporter fees, postage, printing, etc. will be billed separately as costs are incurred. Invoices for all fees and costs will be sent on a monthly basis during the course of the project, unless a different billing and payment schedule is preferred and agreed upon.

Certification

The undersigned hereby confirms as follows:

1. I am a duly authorized agent of the law firm submitting the proposal.
2. I have read the Proposal in its entirety and fully understand and accept these terms unless specific variations have been expressly listed below or attached.
3. My firm, Sabatini Law Firm, P.A., agrees to hold all prices, terms and conditions firm for acceptance for ninety (90) calendar days following the date and time of the bid opening.

By:  12/08/2025
Manual Signature of Agent Date
Anthony Sabatini Managing Partner
Typed/Printed Name of Agent Title of Agent

PROPOSAL FOR
TOWN ATTORNEY SERVICES
FOR
TOWN OF JUPITER ISLAND, FLORIDA

BY
VOSE LAW FIRM LLP
ATTORNEYS & COUNSELORS AT LAW

Lead Attorneys: Michael J. Mortell, Esq.
Wade C. Vose, Esq.^{†‡}
Gretchen R.H. Vose, Esq.[‡]

[†]Wade Vose - Board Certified in
City, County and Local
Government Law

Addresses: 713 S.E. Riverside Drive
Stuart, Florida 34994
and
324 W. Morse Blvd.
Winter Park, Florida 32789



Contact Info: Michael J. Mortell, Esq.
772-708-0817
mmortell@voselaw.com

[‡]Wade Vose and Becky Vose -
Rated AV Preeminent by Martindale-Hubbell

RFP No. 2026-02

Martindale-Hubbell

Due Date: December 8, 2025, 2:00 P.M.



Vose Law Firm LLP

ATTORNEYS & COUNSELORS AT LAW

Current & Former Local Government Clients



Current Vose Law Firm Local Government Clients

- City of Cocoa Beach, *City Attorney*
- City of Anna Maria, *City Attorney*
- City of Treasure Island, *City Attorney*
- Town of Fort Myers Beach, *Town Attorney*
- City of St. Pete Beach, *Interim City Attorney*
- City of Daytona Beach Shores, *City Attorney*
- City of Neptune Beach, *City Attorney*
- City of Oviedo, *City Attorney*
- City of South Daytona, *City Attorney*
- City of Orange City, *City Attorney*
- City of Rockledge, *City Attorney*
- City of Brooksville, *City Attorney*
- Town of Oakland, *Town Attorney*
- Village of Indiantown, *Village Attorney*
- City of Bunnell, *City Attorney*
- Barefoot Bay Recreation District, *General Counsel*
- Orange County, *Counsel to Code Enf. Dept. & Fire & Life Safety Bd.*
- Monroe County, *Code Enf. Foreclosure Counsel*
- St. Augustine, Satellite Beach, Ponce Inlet, Melbourne Village, *Special Magistrate*

Select Former Local Government Clients of Vose Law Firm Attorneys

- | | | |
|---|--|--|
| City of Naples, <i>City Attorney</i> | Okeechobee County, <i>County Attorney</i> | Orange County Charter Review Cmmn. ("CRC"), <i>General Counsel</i> |
| City of Longwood, <i>City Attorney</i> | DeSoto County, <i>County Attorney</i> | Pinellas County CRC, <i>Gen. Co.</i> |
| Town of Eagle Lake, <i>Town Attorney</i> | Green Swamp Land Authority, <i>General Counsel</i> | Brevard County CRC, <i>Gen. Co.</i> |
| City of Winter Garden, <i>City Attorney</i> | Fla. League of Cities, <i>Asst. Gen. Counsel</i> | Clay County CRC, <i>Gen. Co.</i> |
| Town of Windermere, <i>Town Attorney</i> | Escambia Co., <i>Asst. County Attorney</i> | Alachua County CRC, <i>Gen. Co.</i> |
| City of Edgewood, <i>City Attorney</i> | City of Marco Island, <i>Planning Board Atty</i> | N. Lake County Hospital Board of Trustees, <i>General Counsel</i> |
| City of St. Cloud, <i>City Attorney</i> | Town of Indian River Shores, <i>Special Land Use Counsel</i> | City of Bradenton, <i>Charter Review Counsel</i> |
| Town of Pierson, <i>Town Attorney</i> | City of Miami Lakes, <i>Asst. City Attorney</i> | Lake Co., Hillsborough Co., <i>VAB Magistrate</i> |
| City of Deltona, <i>City Attorney</i> | Sem. Co. Tax Coll., <i>Outside Counsel</i> | City of Ft. Pierce, <i>Special Invest. Counsel</i> |
| City of Dade City, <i>City Attorney</i> | Sun 'N Lake Impr. Dist., <i>General Counsel</i> | Lake County, <i>Land Use Special Magistrate</i> |
| Sem. Co. Supv. of Elect., <i>Gen. Counsel</i> | | |

Proposal for Town Attorney Services
Town of Jupiter Island, Florida

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VOSE LAW FIRM LLP
ATTORNEYS & COUNSELORS AT LAW

December 8, 2025

Town Commission, Town of Jupiter Island
Town Hall, 2 Bridge Rd.
Hobe Sound, FL 33455
Attn: Kimberly Kogos, CMC, City Clerk

**Re: Proposal for Town Attorney Services for the Town of Jupiter Island
Lead Attorney: Michael J. Mortell**

Dear Mayor, Vice-Mayor and Town Commission Members:

It is with pleasure that the Vose Law Firm submits this proposal to provide Town Attorney Services for the Town of Jupiter Island, **with attorney Michael J. Mortell as lead attorney to represent the Town.** The Vose Law Firm is a statewide local government law firm that **currently serves as City/Town/Village Attorney for 15 municipalities**—St. Pete Beach, Treasure Island, Cocoa Beach, Fort Myers Beach, Daytona Beach Shores, Anna Maria, Neptune Beach, South Daytona, Brooksville, Rockledge, Bunnell, Indiantown, Oviedo, Orange City, and Oakland. **As described in detail later in this proposal, we have particular expertise in representing *coastal and barrier island* communities.**

We propose that the Vose Law Firm would be named the Town Attorney of Jupiter Island, with **Mike Mortell as lead attorney, and Wade Vose and Becky Vose as the back-up attorneys for Jupiter Island.** These three attorneys collectively have nearly 100 years of experience serving local governments. Our attorneys have provided legal counsel to well over one hundred (100) Florida local governmental entities, including holding the position and serving as City Attorney, Town Attorney, Village Attorney, County Attorney, and General Counsel for well over thirty (30) different Florida local governments. Our firm is rated AV Preeminent by Martindale-Hubbell, and our firm has been listed in the Bar Register of Preeminent Lawyers. Our firm's other expert local government attorneys would always be available to provide legal services as needed for the Town of Jupiter Island.

Our firm is unique among local government firms in numerous ways including:

- Our billing is a flat monthly charge—*including litigation*—resulting in complete budgetary certainty for the Town as to legal expenses.
- We *only* represent local governments—we never represent private clients.
- We will *never* have a conflict with the Town of Jupiter Island.
- There will never be any hesitancy for Town Commission members and Town staff to contact us since there will never be any bills based on hourly charges.
- We keep our cell phones on 24/7/365—you will have our cell numbers and we consistently return calls promptly if we can't immediately answer your call.
- We have the depth of field and experience so that we can provide *complete* legal services to the Town.

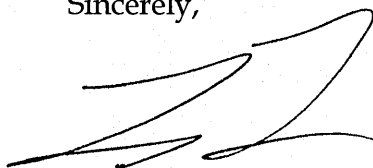
Lead attorney, Mike Mortell, concluded his service with the City of Stuart in October of this year, so he is available to personally provide the vast majority of the Town Attorney services to Jupiter Island. His representation of the Town would be supported by the other attorneys of the Vose Law Firm, particularly Becky Vose, Founding Partner, and Wade Vose, Managing Partner. The Vose Law Firm has a fast paced and active practice; however, rest assured that we have the time, ability, desire, commitment, and passion to provide prompt, high quality legal services to the Town of Jupiter Island as its Town Attorney at an affordable price. Mike Mortell and the other attorneys of the Vose Law Firm would be honored and thrilled to provide Town Attorney services for the Town of Jupiter Island, and we are ready, willing and able to immediately take over the representation of the Town.

Mike Mortell and the full resources of the Vose Law Firm would be available to represent the Town of Jupiter Island for one reasonable, flat monthly payment. That includes the active involvement and representation by Mike Mortell, supported by seven (7) additional highly experienced and competent local government, land development, and litigation attorneys of the firm. The depth of field and legal expertise as to local government, land use, law enforcement and litigation representation will be the best available in Florida.

Because of our extensive local government, and coastal and barrier island land use experience, we believe that we would be an ideal law firm to represent the Town of Jupiter Island as its Town Attorney. Our preferred "all inclusive" fee arrangement "including litigation", would result in budgetary predictability as to legal services, as well as unlimited access to eight (8) expert local government lawyers. We are used to taking over the legal representation of a municipality upon a moment's notice, without the municipality or the firm missing a beat. We assure you that if chosen, we will perform the Town of Jupiter Island's legal work in a timely and professional manner, and you will be exceptionally satisfied with our legal services.

Thank you in advance for your review and consideration of our proposal.

Sincerely,



Wade C. Vose, Esq.
Managing Partner



Methods of Providing Legal Services

"When our clients succeed, so do we!"

The most important services a Town Attorney can provide are: i) timely, accurate and thorough legal services that meet the needs of the Town; ii) proactive resolution of pending claims to prevent future claims against the Town; and iii) to creatively formulate legal strategies to accomplish the goals of the Town Commission. There are a myriad of ways to accomplish these goals, and Mike Mortell and the other attorneys of the Vose Law Firm are skilled in achieving excellent results for their clients, and in keeping their clients out of unnecessary litigation.

Our firm uses a collaborative approach to legal services.

One way that the attorneys of the Vose Law Firm ensure timely, accurate, and thorough legal services for their clients is the use of a collaborative approach to the rendering of services. The attorneys and paralegals of the firm have regular weekly meetings to discuss pending issues and cases. As new issues arise, informal meetings are held daily to discuss them again. In this way, at any one time, more than one attorney in the firm is fully cognizant of outstanding issues. In the unlikely event that the attorneys who are primarily responsible to a client is unavailable to deal with an emergency, there will always be a back-up attorney to provide the needed services. Opinions rendered by the attorneys of the firm are typically reviewed by another attorney in the firm before such opinion is issued.

If chosen to represent the Town of Jupiter Island, we propose that the Vose Law Firm would be named Town Attorney, with **Mike Mortell the designated lead Town Attorney, and Wade Vose and Becky Vose as the back-up attorneys** for the Town of Jupiter Island. These attorneys are the most experienced attorneys of our firm, and they have extensive experience representing coastal cities.

The collaborative approach to Town Attorney services proposed for the Town of Jupiter Island is the same manner and approach utilized by our firm in its representation of its other local government clients. It is common that similar issues arise in multiple local governments, and our clients benefit, both financially and substantively from the collaborative representation by multiple attorneys in our firm. This collaborative approach to our representation of local government clients has historically worked extremely well to ensure uninterrupted, thorough, and expert representation of our local government clients. The axiom, "two heads are better than one," is almost always true, and eight heads are even better!

We understand that we work *for* the Town Commission.

When our firm represents a Town, we work *for* the Town Commission, and we work *with* the Town manager and Town staff. In virtually all the local governments we represent we have an extremely cordial and positive relationship with *both* the elected governing body and the government staff. Our work is easier, and results are better, when the Town Attorney, the Town Manager, and staff work harmoniously, but rest assured, we understand that we work *for* the elected officials.

We also understand that we are not members of the Town Commission – no one voted for us. Our personal policy preferences (even if we have any, which we usually do not) never influence our legal advice. All the attorneys of our firm are friendly and work well with others, but we are extremely strong willed when someone attacks or sues one of our clients. We only represent local governments, so we do not have to worry about divided loyalties when dealing with local businesses or developers.

We are dedicated to formulating creative legal strategies to accomplish the Town Commission's goals.

We also understand that our job is not to be the ones who say “no” all the time. We’ve seen it time and again in interactions between Commissions or staff and their attorney, where the attorney, unhelpfully, just says “no, we can’t do that” or “no, that’s illegal,” without helping to find an alternative.

Rather, our job, as we see it, is to creatively, insightfully, help you come up with a way to accomplish your goals. Often, we find that folks may have a goal they want to achieve, and also an idea about how to get there. Sometimes the way they think of getting there has some legal problems or risks, or sometimes it is outright illegal. But we see it as our job to see where you’re trying to get, and creatively say “we can’t get there this way, but we can get there this way or this way,” and then the goal you’re trying to accomplish would be legally defensible and on a much more secure footing.

When you need us, we *will* be there.

The attorneys of our firm are available to our clients at all hours and days, including weekends, holidays and evenings. We know that when our clients need us, we have to be available—and we are. All the attorneys of our firm always keep their cell phones available and turned on (except when muted during meetings). We also monitor our emails regularly.

Recently, Nancy Stuparich answered a quickly set up conference call relating to an emergency that had just occurred in one of our cities. Nancy answered the call even though she was on vacation out of state. After several minutes of discussing the situation, Becky Vose, who was also on the conference call, noticed a persistent whistling sound on

the phone. Becky asked what the sound was and Nancy, who is a tri-athlete, responded that she had answered the call at about mile 11 of a marathon that she was running. She had been fully participating in the conference call, making excellent recommendations to our client, while running a marathon. That is an example of the energy and enthusiasm our firm brings to our clients.

Mike Mortell will provide the vast majority of legal services for the Town of Jupiter Island, but at any time, the full resources of the Vose Law Firm will also be available to the Town. That includes the active involvement and representation by eight (8) highly experienced and competent local government attorneys of the firm. **The depth of field and legal expertise as to local government representation that will be available to the Town of Jupiter Island from the Vose Law Firm is the best available in Florida.**

Our philosophy of local government representation

Our firm is highly proactive in minimizing our governmental clients' legal exposure. In addition, the attorneys of our firm have the highest degree of professionalism and ethics, and we always work closely with elected officials and staff in recognizing and solving problems. Not only is minimizing our clients' legal exposure best for our municipal clients, but it is absolutely necessary from our firm's standpoint since **our firm typically represents its municipalities on a fixed fee all-inclusive basis, including litigation.**

The attorneys of our firm understand that a municipality that has a reputation of vigorously defending its interests will be the object of fewer lawsuits. Therefore, our firm strives to maintain the delicate balance of providing legal advice that serves the best interests of the municipality while avoiding unnecessary litigation. But if litigation becomes necessary, the Vose Law Firm vigorously provides a strong and effective offense or defense as needed. It is our firm's belief that our best interests are inexorably tied to the best interests of our clients. **If our clients benefit, so do we!**

Means and methods of litigation

Our firm uses completely different means and methods of representing our clients in litigation than are typical with firms that charge by the hour.¹ Instead of the typical practice of law firms filing repetitive motions, memoranda of law, unproductive discovery, and having repeated hearings, all resulting in high hourly billings,² our firm takes a different tack in litigation. When faced with litigation, we first analyze the case fully, do the appropriate legal research and determine a strategy that will result in an

¹ It should be noted that Becky Vose of our firm was an equity partner of the large Miami-based law firm of Shutts & Bowen for 10 years, and Nancy Stuparich was formerly an attorney with the Weiss Serota law firm, so we are very familiar with typical litigation practices when legal work is billed by the hour.

² When these strategies are used by both sides in litigation, with both sides billing hourly for their work, it is sometimes referred to by attorneys as "doing the dance".

early “kill shot” that dispenses with the litigation, or, if that is not feasible, we devise a strategy leading to a quick and successful trial.

Occasionally our local governmental clients decide that instituting litigation is important for their interests, and our litigation strategies also greatly benefit our clients in those situations. Rather than “litigating a case to death” as is so often the case when litigation is billed by the hour, **our attorneys devise an effective and quick strategy to obtain our client’s desired results in the most expeditious manner possible.** This not only achieves our client’s goals quickly, but also minimizes the distraction and time consuming work often imposed upon other city staff and elected officials during the pendency of litigation.

Examples of our successful litigation strategy

An example of our firm’s litigation strategy that greatly benefitted a former local government client of the Vose Law Firm was demonstrated in the *Manji v. City of Deltona* case. When the Vose Law Firm became the city attorney of Deltona, (a city with a population of over 87,000), the firm inherited numerous lawsuits. One of those cases was the *Manji* case, which was an inverse condemnation action in which there was a multimillion dollar claim of damages against the city. The case had been pending for seven years, and five different attorneys had worked on it for the city. Sadly, there had been little substantive progress on the case during that time, even though hundreds of thousands of dollars had been paid to the city’s attorneys for the litigation. The files for the case filled 14 banker’s boxes containing massive amounts of court filings, research paperwork, notes, deposition transcripts, and discovery materials.

After thoroughly reviewing the case, doing the appropriate legal research, and talking with the City Manager, the Vose Law Firm recommended noticing the case for trial, and at the same time making an offer of judgment of \$50,000. This was approved by the City Commission. The offer of judgment was declined by the plaintiffs and Becky Vose tried the case two months later in a two-day bench trial. The city won the case, and the court found that the city had no liability whatsoever. The Vose Law Firm then filed a motion to assess fees and costs against the plaintiffs based on the offer of judgment, and at mediation of that motion, **the plaintiffs agreed to pay the City of Deltona \$100,000.** Soon after this successful result, virtually all the other cases that had been languishing under previous Deltona city attorneys were quickly and advantageously resolved by the Vose Law Firm through negotiation and mediations. It should be noted that although the City of Deltona had been for many years a virtual “punching bag” for litigation, once the word went out in the legal community that the city’s attorney would not “do the dance”, future litigation essentially went away.

It is our sincere belief that our firm’s means and methods of litigation, which result in excellent results in a short time frame, are in the best interests of our local government clients.

We only represent local governments, not developers or vendors.

It is common for law firms to have several lawyers who sometimes represent local governments, while those same lawyers, and other lawyers in the same firm, also represent private clients. Those private clients often include clients that sue local governments, or that have direct dealings with local governments, such as developers or vendors. Those firms cannot help but have conflicts and divided loyalties.

Our firm is completely different because we *only* represent local governments. We do not represent clients that sue local governments. We also do not represent developers or vendors with interactions with local governments. We are extremely careful not to create situations in which our firm has a conflict with any of our local government clients. If chosen as Town Attorney for the Town of Jupiter Island, our loyalty will never be divided.

The Town of Jupiter Island would receive Mike Mortell's and our firm's highest priority, and we have the skills and availability to fully accommodate the Town's work.

Mike Mortell has the availability to provide expert legal representation for the Town of Jupiter Beach as his highest priority. The Vose Law Firm has a fast paced and active practice; however, rest assured that we have the time, ability, and passion to provide prompt, high quality legal services to the Town of Jupiter Island. Because of our collective extensive history performing City attorney work, the attorneys of the Vose Law Firm have a thorough understanding of the scope of work that will be required of the Town Attorney for the Town of Jupiter Island. Because we look to the long term while representing local governments, and because of our fixed fee arrangement with our clients, we will strive to keep the Town out of trouble and proactively work with the Town for the mutual benefit of the Town and our law firm. **Again, when our clients succeed, so do we!**



Specific Expertise Representing Coastal and Barrier Island Communities

"Representing coastal and barrier island communities takes particular expertise – We have it!"

The attorneys of our firm have extensive expertise in the representation of coastal and barrier island municipalities due to our history of providing city attorney services to ten (10) "coastal and barrier island cities" - Stuart (by Mike Mortell), Naples, St. Pete Beach, Anna Maria, Fort Myers Beach, Cocoa Beach, Daytona Beach Shores, South Daytona, Neptune Beach, and Treasure Island.

Due to our vast experience representing municipalities throughout the state, we recognize that representing coastal and barrier island communities is "different" from representing truly inland communities. We represent both – but our first love is for our coastal and barrier island communities. The expertise needed to properly represent a coastal or barrier island municipality is different from, and much broader than that necessary to represent an inland community. A truly excellent municipal attorney representing a coastal or barrier island community must understand the "different" issues that arise in such areas. Examples of our experience representing our coastal and barrier island cities follow:

Experience representing cities recovering from hurricanes - we have it!

The attorneys of our firm have extensive experience representing municipalities recovering from the devastation of hurricanes. Our firm provides city attorney services to St. Pete Beach, Treasure Island, Anna Maria, Fort Myers Beach, and Daytona Beach Shores, all of which have been devastated by hurricanes in the last few years.

Our attorneys are currently guiding St. Pete Beach, Anna Maria, Treasure Island and Fort Myers Beach through recovery efforts from the back-to-back Hurricanes Helene and Milton. We are ready, willing and able to take on similar efforts for Jupiter Island if ever necessary.

Our firm is the Town Attorney for Fort Myers Beach, which was almost obliterated by Hurricane Ian, then again flooded by Hurricane Milton. Nancy Stuparich and Becky Vose are continuing to guide Fort Myers Beach through its extremely difficult recovery

efforts. As City Attorney for Naples, Nancy Stuparich assisted that City in its recovery efforts from Hurricane Ian.

We are also the City Attorney for Daytona Beach Shores, which was the municipality most severely impacted on the East Coast of Florida by both Hurricanes Ian and Nicole, with severe damage to 93 buildings and 24 high rise hotels and condominiums. Becky Vose has worked with the staff and City Commission of Daytona Beach Shores to implement innovative procedures and processes for the city to work hand in hand with residents and stakeholders in recovery efforts. She has also navigated the difficult funding issues resulting from the damage to that city, and the rebuilding efforts necessitated by the storms.

When Hurricane Irma effectively destroyed the Historic Anna Maria Pier in 2017, (as well as doing significant damage to the entire barrier island city), Becky Vose worked with the Mayor and City Commission of Anna Maria to navigate the difficult process of funding and permitting the reconstruction of the pier, which involved working with the Army Corp of Engineers, the FDEP, and other regulatory agencies. FEMA issues as to reconstruction, repairs, compliance, and efforts to keep flood insurance rates down, have been a continuing theme in Anna Maria since 2015 when our firm took over as City Attorney, and Becky Vose has been able to navigate the complex issues involved to assist that city towards recovery. A portion of the Anna Maria Pier was recently destroyed by Hurricanes Milton and Helene, and Becky Vose is currently working with that city on funding, permitting and other issues involved with that recovery effort.

Experience dealing with the "alphabet" agencies and concepts - we have it!

FEMA compliance issues can truly be a trap for the unwary and a municipal attorney must be ready, willing, and able to address the plethora of FEMA issues that can arise in a coastal municipality. Those issues are vital, because if there are mistakes made as to FEMA floodplain compliance, flood insurance rates (which are almost always required in a coastal area for financing), can skyrocket because of mistakes. In addition, it is important that a municipal attorney be able to assist his/her government in the work needed to receive the maximum amount of FEMA reimbursements available. We have extensive expertise in this area of the law, most recently in the cities of St. Pete Beach, Anna Maria, Fort Myers Beach, Daytona Beach Shores, and Naples.

We have significant experience dealing with Coastal Construction Control Line (CCCL) and Erosion Control Line (ECL) issues in our coastal cities. A city attorney representing a coastal municipality must have a good working knowledge of both CCCL and ECL issues (including Customary Use issues), to appropriately serve the municipality, particularly in a time when significant construction is taking place, and decisions must be made as to appropriate approvals.

When a municipality is attempting to receive necessary permits and coastal permitting through the Florida Department of Environment Protection (FDEP), the Army Corps of Engineers (USACE), the Florida Fish and Wildlife Conservation Commission (FWC), the South Florida Water Management District (SFWMD), and the other "alphabet" agencies, it is vitally important that the municipal attorney have experience doing that work. We do!

In addition to the other extremely competent attorneys of our firm experienced in coastal city planning issues, Nancy Stuparich, who is currently the Town Attorney of Fort Myers Beach and former City Attorney of Naples, is both a lawyer (with a J.D. from University of Florida), and a planner (with a Masters Degree in Planning from Florida State).

Other coastal legal issues - We have the experience!

We have also extensively worked with our coastal municipalities as to a panoply of additional coastal legal issues such as beach restoration and renourishment, dealing with issues as to coastal resilience, sea level rise, innovative drainage plans, rain garden easement issues, dock and water access issues, and dune protection. Our depth of field and practical experience representing coastal communities is unparalleled in the State of Florida and would be a great asset to the Town of Jupiter Island.

Specific Municipal and other Local Government Experience by Topic

General Legal Services Performed for other Local Government Clients

The attorneys of the Vose Law Firm regularly attend meetings and advise City/County Councils/Commissions, as well as other boards, including but not limited to CRA, Planning and Zoning, Code Enforcement, for each of the governmental entities that we represent. We strive to get out in front of issues and encourage open communication and dialogue from government administration and board members. The Vose Law Firm regularly advises clients on the following matters:

- *Attendance and legal representation at County Commission, City Council, City Commission, and other board meetings*
- *The "Sunshine Law"*
- *The "Public Records Law" (sometimes referred to as FOIA)*
- *The ethical standards of elected and appointed officials and employees*
- *Home Rule*
- *Exercise of police power*
- *Practices and procedures of local governments*
- *Legislative vs. Quasi-judicial matters*
- *Voting conflicts*
- *Full and public disclosure of financial interest*
- *Parliamentary Procedures*
- *Other matters relating to public service as an elected official*
- *All other areas of municipal law*

The Vose Law Firm and its attorneys have provided such counsel to the myriad of local governmental agencies represented by them over the years when holding the following positions:

- 1) City Attorney, Naples, Florida
- 2) City Attorney, Stuart, Florida
- 3) City Attorney, Cocoa Beach, Florida
- 4) City Attorney, Anna Maria, Florida
- 5) City Attorney, St. Pete Beach, Florida
- 6) City Attorney, Treasure Island, Florida
- 7) City Attorney, South Daytona, Florida
- 8) City Attorney, Daytona Beach Shores, Florida

- 9) City Attorney, Oviedo, Florida
- 10) City Attorney, Neptune Beach, Florida
- 11) City Attorney, Rockledge, Florida
- 12) City Attorney, Orange City, Florida
- 13) City Attorney, Brooksville, Florida
- 14) City Attorney, Dade City, Florida
- 15) City Attorney, Deltona, Florida
- 16) City Attorney, Edgewood, Florida
- 17) City Attorney, St. Cloud, Florida
- 18) City Attorney, Eagle Lake, Florida
- 19) City Attorney, Longwood, Florida
- 20) City Attorney, Winter Garden, Florida
- 21) City Attorney, Bunnell, Florida
- 22) County Attorney, Okeechobee County, Florida
- 23) County Attorney, DeSoto County, Florida
- 24) Village Attorney, Indiantown, Florida
- 25) Town Attorney, Fort Myers Beach, Florida
- 26) Town Attorney, Windermere, Florida
- 27) Town Attorney, Oakland, Florida
- 28) Town Attorney, Pierson, Florida
- 29) General Counsel to the Seminole County Supervisor of Elections
- 30) General Counsel to the Seminole County Tax Collector
- 31) General Counsel to the Pinellas County County Attorney Oversight Committee
- 32) Special Counsel to City of Indian River Shores to rewrite Land Development Code
- 33) Assistant City Attorney Marco Island, Florida
- 34) Assistant City Attorney Miami Lakes, Florida
- 35) City Prosecutor for City of Orlando
- 36) City Prosecutor for City of Edgewood
- 37) City Prosecutor for City of Winter Garden
- 38) City Prosecutor for the City of St. Augustine
- 39) Counsel to the City of Bradenton as to Charter matters
- 40) General Counsel to 2024 Orange County Charter Review Commission
- 41) General Counsel to 2024 Pinellas County Charter Review Commission
- 42) General Counsel to 2016 Orange County Charter Review Commission
- 43) General Counsel to 2016 Pinellas County Charter Review Commission
- 44) General Counsel to 2016 Brevard County Charter Review Commission
- 45) General Counsel to 2018 Clay County Charter Review Commission
- 46) General Counsel to 2020 Alachua County Charter Review Commission
- 47) Counsel to the Pinellas County County Attorney Oversight Committee
- 48) Counsel to the 2021 Pinellas County Redistricting Board
- 49) Counsel to the City of Cocoa Beach Charter Review Committee
- 50) Counsel to the City of Bunnell Charter Review Committee
- 51) Counsel to the City of Deltona Charter Review Committee

- 52) Counsel to the Dade City Charter Review Committee
- 53) Counsel to the City of Longwood Charter Review Committee
- 54) Counsel to the City of Winter Garden Charter Review Committee
- 55) Counsel to the City of St. Cloud Charter Review Committee
- 56) Counsel to the Town of Pierson Charter Review Committee
- 57) Counsel to the Town of Oakland Charter Review Committee
- 58) Counsel to the Town of Edgewood Charter Review Committee
- 59) Counsel to City of Orlando Civil Service Board
- 60) Counsel to Eagle Lake Planning and Zoning Board
- 61) General Counsel for Green Swamp Land Authority
- 62) Special Counsel to City of Ocoee
- 63) Counsel to the City of Cocoa Planning and Zoning Board
- 64) Counsel to City of St. Cloud Planning and Zoning Board
- 65) Counsel to the City of Naples
- 66) Counsel to the Escambia County Planning Board
- 67) Special Counsel to City of Casselberry
- 68) Counsel to the City of Cocoa Beach CRA
- 69) Counsel to City of Orlando Historic Preservation Board
- 70) Counsel to the City of Deltona Collective Bargaining Committee
- 71) Counsel to the City of Cocoa Beach Board of Adjustment
- 72) Counsel to the City of Brooksville Planning Commission
- 73) Special Counsel to Orange County as to Environmental Claims
- 74) Counsel to the Dade City Planning Board
- 75) Counsel to the Naples Design Review Board
- 76) Counsel to the City of Orlando Zoning Board
- 77) Counsel to the City of Deltona Planning and Zoning Board
- 78) Counsel to the City of Naples Planning Advisory Board
- 79) Counsel to City of Orlando Board of Adjustments
- 80) Counsel to City of St. Cloud Civil Service Board
- 81) Counsel to the City of St. Cloud Code Enforcement Board
- 82) Counsel to the City of St. Augustine Code Enforcement Board
- 83) Special Litigation Counsel to Orange County Property Appraiser
- 84) Counsel to City of Longwood Code Enforcement Board
- 85) Attorney for Orange County Fire & Life Safety Code Board of Adjustments & Appeals
- 86) Counsel to City of Longwood Planning and Zoning Board
- 87) Counsel to the City of St. Augustine Planning and Zoning Board
- 88) Counsel to City of St. Cloud Pension Board
- 89) Counsel to the City of Orlando Board of Adjustments and Appeals
- 90) Special Counsel to Orange County as to §1983 Civil Rights Litigation
- 91) Attorney to the Orange County Code Enforcement Department
- 92) Special Counsel to the Orange County Sheriff's Office
- 93) Special Counsel to the Town of Oakland as to land development and litigation matters

- 94) Attorney for North Lake County Hospital Board of Trustees
- 95) Special Counsel to City of DeLand
- 96) Conflict Counsel/Special Counsel for City of Largo
- 97) Special Counsel to City of Orlando as to Eminent Domain matters
- 98) Special Counsel to Orange County as to Code Enforcement Foreclosures
- 99) Special Magistrate to the Lake County Value Adjustment Board
- 100) Special Magistrate to the Hillsborough County Value Adjustment Board
- 101) Special Magistrate to the City of Satellite Beach
- 102) Special Magistrate to the City of Davenport
- 103) Special Magistrate to the City of Ponce Inlet
- 104) Special Magistrate to the City of St. Augustine
- 105) Land Use Special Magistrate to Lake County
- 106) Special Counsel to the Orange County School Board as to eminent domain matters
- 107) Eminent Domain Mediation Services for Florida Turnpike Authority, FDOT, Seminole County, Orange County, Hillsborough County, Lake County, Polk County
- 108) Counsel to Florida State Court Administrator, Office of Court Education
- 109) Counsel to Florida Department of Business and Professional Regulation
- 110) Counsel to Florida House of Representatives
- 111) Special Counsel to Monroe County regarding code enforcement matters

Specific Legal Services Performed for other Local Government Clients

A. *Administrative matters and proceedings*

The Vose Law Firm's extensive administrative experience includes not only dealing with administrative matters and proceedings within the municipalities we represent, but also dealing with administrative matters and proceedings in state, federal and county venues.

B. *Code of Ordinances, and Comprehensive Plan issues*

The attorneys of the Vose Law Firm work every day on issues relating to code of ordinances, and comprehensive plans. We regularly draft and amend ordinances, comprehensive plan provisions. We also interpret ordinances, comprehensive plan provisions, and charter provisions (as applicable) as well as defend them in court.

C. *Code Enforcement*

The attorneys of our firm handle all code enforcement matters for all the governmental agencies we represent. In addition, the Vose Law Firm has represented the Orange County code enforcement department continuously since 1993 and also represents the code enforcement department in Monroe County. Our firm also has extensive experience

litigating code enforcement matters in court, including code enforcement lien foreclosures and defense of suits against our clients relating to code enforcement.

D. *Contract Law*

The attorneys of Vose Law Firm have extensive experience drafting a plethora of contracts (routine and specialized) on virtually all subjects dealt with by local government agencies. We hold a license for unlimited access to AIA documents if those are desired to be used by the City in certain instances. In addition, the attorneys of our firm are extremely experienced in litigating issues relating to governmental contracts.

E. *Drafting and reviewing Ordinances and Resolutions*

Our firm regularly drafts, reviews and interprets ordinances and resolutions for our local government clients, and we also advise clients as to when new ordinances or resolutions may be necessary. We will draft or review every ordinance or resolution before it goes onto the agenda to ensure quality and legal sufficiency.

F. *Federal, State and local ethics laws*

As a part of our firm's representation of our clients as county or city attorney we are intimately involved in all aspects of ethics laws that apply to such counties or cities and its employees, officers, board members and vendors. As a regular part of the services we provide to our clients, our attorneys give the required Four Hour Ethics Course if requested as well as instruct other board members as to ethics matters while also providing information as to Sunshine Law and public records law matters.

G. *Constitutional Law*

A thorough understanding of both the Florida Constitution and the United States Constitution are absolutely vital to providing legal services to our governmental clients and all of our attorneys are well educated on these subjects and keep abreast of evolving case law regarding constitutional matters.

H. *Other Federal, State and Municipal Laws & Ordinances*

There are a plethora of federal and state laws that significantly impact local government law and the attorneys of the Vose Law Firm are extremely familiar with such laws and keep up with the ever evolving changes in the laws. As soon as we are hired by a governmental agency to act as its attorney, our attorneys become totally familiar with that client's ordinances.

I. *Land Use and Zoning*

The Vose Law Firm and its attorneys have practiced in the field of land use law as part of their representation of all their governmental clients over the years. Our attorneys have extensive experience writing and interpreting zoning and land use ordinances and comprehensive plan provisions and dealing with Florida's Comprehensive Growth Management Act, zoning, development agreements, platting issues, development orders, and enterprise zones. Nancy Stuparich has an MPA & MSP in Public Administration and Urban Planning from Florida State University and is a Redevelopment Professional (FRA-RP) certified by the Florida Redevelopment Association. Wade Vose has been instrumental in the development of the new comprehensive plan and land development regulations for Florida's newest municipality, the Village of Indiantown. Becky Vose completed a re-write of the Town of Indian River Shores land development code. They have been involved in significant land use litigation on behalf of public clients. The reported case of City of Orlando vs. The School Board of Orange County was handled by Ms. Vose and helped establish the appellate law in Florida relating to the effect of municipal zoning on other public uses.

J. Litigation in State and Federal Courts

The Vose Law Firm has handled litigation in both state and federal courts for virtually all cities we have represented as city attorney. The firm currently is handling civil litigation for Okeechobee County, the City of Brooksville, the City of South Daytona, the City of Daytona Beach Shores and the City of Cocoa Beach. As outside counsel, our firm has successfully represented in litigation Orange County, the Orange County Property Appraiser, and Monroe County.

K. Leases and Agreements

Our firm has extensive experience in drafting and reviewing leases involving our governmental clients, whether the client is the landlord or the tenant. We are also adept at litigating issues relating to leases and other landlord/tenant issues.

L. Property Easements

The attorneys of the Vose Law Firm frequently draft and interpret property easements of all types for the local governments they represent. They also have extensive experience in the acquisition of easements for their clients.

M. Purchase, Lease and Sale of City Real Property

The attorneys of the Vose Law Firm regularly handle the purchase, lease and/or sale of real property on behalf of our clients. Currently, Becky Vose is handling the purchase by Fort Myers Beach of property for its new Town Hall, and recently handled the sale of property for the City of Daytona Beach Shores and handled litigation to clear title to

certain land owned by the City of Cocoa Beach in preparation for the sale of the property to a third party.

N. *Public Utility Matters*

The attorneys of the Vose Law Firm handle all public utility matters for our clients. In addition, our firm has extensive experience rendering legal advice and drafting documents relating to utility taxes and utility franchise agreements. The representation of each of the clients of the firm has included the drafting and reviewing of numerous franchise agreements with various utility companies. The representation of the City of St. Cloud included handling the complex transaction between the Orlando Utilities Commission and St. Cloud as to the "take over" of the St. Cloud electrical system by the OUC.

O. *Public Records and Sunshine Law Matters*

Rendering legal advice to our clients as to both public records and Sunshine Law matters is an almost daily occurrence for our attorneys. As a regular part of the services we provide to the clients we represent, our attorneys teach the required Four Hour Ethics Course if requested, as well as giving regular training on ethics, Sunshine law, and public records matters to other board members. In addition, we have experience litigating matters implicating the public records law and/or the Sunshine Law.

P. *Provide advice and counsel at staff meetings as directed by the our governmental clients.*

One aspect of getting in front of issues involves having an open dialog with staff about issues that will come before the Commission in future meetings. We encourage Commission Members and staff to call, text, or email us about any concerns they may have about an agenda item. Some issues require research or preparation, and we strive to resolve all relevant issues prior to the meeting so that the agenda item does not need to be pulled due to a legal concern.

Q. *Address legal issues affecting financial matters of our clients, including user fees, impact fees, franchise fees, and special assessments.*

Virtually all of our governmental clients over the last 50 years have received extensive assistance from the attorneys of our firm on financial matters, including, but not limited to, user fees, impact fees, and special assessments.

R. *Review Requests for Proposals, bid invitation documents, development review applications, agenda items, and other pertinent matters as directed.*

The attorneys of the Vose Law Firm regularly review, then assist and advise their local government clients on purchasing and procurement matters, development review applications, all agenda items, and any other legal issues that arise in the course of the representation of the governmental entities we represent.

S. Address and advise clients in community development issues including, but not limited to, land use law, Florida's Comprehensive Growth Management Act, zoning, code enforcement, development agreements, development orders, developments of regional impact, and condemnation.

The Vose Law Firm and its attorneys have practiced in the field of land use law as part of their representation of virtually all their governmental clients over the years. Becky Vose has been representing local governments for 50 years and has handled all manner of land use, zoning, CRAs, and other such matters. The attorneys of the Vose Law Firm have extensive experience writing and interpreting zoning and land use ordinances and dealing with Florida's Comprehensive Growth Management Act, zoning, redevelopment districts, code enforcement, development agreements, development orders, developments of regional impact, and enterprise zones. Wade Vose has been instrumental in the development of the new comprehensive plan and land development regulations for Florida's newest municipality, the Village of Indiantown. The Vose Law Firm completed a re-write of the Town of Indian River Shores land development code. They have been involved in significant land use litigation on behalf of public clients as well as private clients. The reported case of City of Orlando vs. The School Board of Orange County was handled by Ms. Vose and helped establish the appellate law in Florida relating to the effect of municipal zoning on other public uses.

T. Address and advise City in utility taxes and utility franchise agreements as they relate to Florida governmental agencies.

The Vose Law Firm has extensive experience rendering legal advice and drafting documents relating to utility taxes and utility franchise agreements. The representation of each of the clients of the firm has included the drafting and reviewing of numerous franchise agreements with various utility companies. The representation of the City of St. Cloud included handling the complex transaction between the Orlando Utilities Commission and St. Cloud as to the "take over" of the St. Cloud electrical system by the OUC. The firm is currently negotiating a new franchise agreement with Duke Energy for electrical service to the Town of Oakland.

U. Address and advise City on special assessments and special assessment collections and liens.

The Vose Law Firm has provided general legal services in the areas of special assessments and special assessment collection and liens for each of the governments represented by the firm. In addition, the firm did extensive work for the City of Longwood in reviewing

and collecting long over-due special assessments, and the firm has represented Orange County as to CEB lien foreclosures and settlements for the last 25 years.

V. *Address and advise governments in the additional following areas: Sunshine Law and public records law; home rule; exercise of police power; practice and procedures before local government land use issues, legislative, and quasi-judicial bodies; and all other areas of municipal law.*

The Vose Law Firm regularly advises clients on the matters above as part of its day to day practice. These are among the most common questions facing local government officials, and as City Attorney, we encourage City staff and officials, including not just the City Commission, but also board members for advisory boards, to contact us if they have any questions about any of these matters. Additionally, we remain in regular contact with county staff to advise staff on the law as well as providing opinions on best practices and procedures.

W. *Responding to requests from City Commissioners or City staff within the time period required by the City.*

The attorneys at the Vose Law Firm are aware that advising local governments is not strictly an 8 to 5 affair. It is our practice to answer every phone call from a client immediately unless we are in another meeting or in court. When possible, we text the person calling if we are not immediately available to let the caller know when to expect a return call. If something cannot wait, typically it will be easy for a client to reach out to another attorney in the firm and get answers to questions. We are available after hours and on weekends as well, whether for meetings or for situations that are time sensitive.

X. *Representation of local governments in diverse litigation in state, federal and appellate courts, and Alternative Dispute Resolution experience.*

All of the attorneys of the Vose Law Firm have significant experience with alternative dispute resolution techniques. Becky Vose became certified as a certified circuit court mediator in the 1990s and has mediated hundreds of cases, most of which involved at least one governmental agency.

Y. *Condemnation (Eminent Domain) under Florida law*

The Vose Law Firm's eminent domain experience includes the full range of eminent domain practice including initial pre-litigation advice and drafting of resolutions, preparation of all pleadings, numerous contested as well as uncontested Order of Taking hearings, settlement negotiations and drafting of settlement documents, mediations, jury trials, and appeals. In addition, they have extensive experience dealing with issues of public use, incidental private use, necessity, inverse condemnation, business damages, severance damages, damages to non-profit entities, historically significant properties, cost to cure, consolidation

of parcels, and down-zoning issues. The firm has recently successfully completed eminent domain proceedings for the City of Deltona.

As both an Assistant City Attorney for Orlando and as Special Counsel to the City of Orlando, Ms. Vose represented the City of Orlando for over 15 years in eminent domain litigation. During that time, she represented the City as to numerous acquisitions including rights-of-way, pedestrian walkways, park lands, land for parking areas, easements for sewage transmission lines, sites for public utility facilities, as well as many other public use projects. As Special Counsel to the City, she handled on a contract basis the acquisition of the property for the Gertrude Walk pedestrian walkway through downtown Orlando as well as the City of Orlando Arena property, (Phases II and III). Ms. Vose also has extensive experience as counsel to property owners of condemned land, and has acted as a certified circuit court mediator in over 100 eminent domain mediations.

Z. Counsel and legal services to local government pension boards, and work with employee pension plans including Florida Statutes, Chapter 175 and Chapter 185 Special Risk Plans

The attorneys of the Vose Law Firm have provided legal services to the Cities of Winter Garden, Longwood, Deltona, Edgewood, Eagle Lake, and St. Cloud relating to employee pension plans including Florida Statutes, Chapter 175 and Chapter 185 Special Risk Plans.

AA. All aspects of construction law and public works (water and wastewater) issues

The attorneys of the Vose Law Firm have extensive experience representing both public and private clients as to virtually all aspects of public works matters, including water and waste water issues, construction law including, but not limited to regulatory compliance, bid solicitations, bid protests, construction contracts, construction litigation, warranty issues, delay damages, etc. The firm has provided extensive legal services as to Public Works (water and waste water) issues for each city represented by the firm.

BB. The creation and administration of Tax Increment Financing Districts (CRAs)

The Vose Law Firm provided legal services to the cities of Naples, Cocoa Beach, Brooksville, Dade City, Winter Garden, Longwood, Edgewood, Deltona, Bunnell, and St. Cloud relating to Tax Increment Financing Districts (CRAs). In addition, as general counsel for the North Lake County Hospital Board of Trustees, the firm had significant experience challenging the authority of municipal tax increment financing districts from imposing charges on the special taxing district.

CC. Environmental law including representation before and negotiations with, various State and Federal regulatory agencies

The attorneys of Vose Law Firm have represented public and private clients with regard to environmental matters in conjunction with governmental representation and private real estate practice. As counsel to the Green Swamp Land Authority, such representation included extensive dealings with the Florida Department of Environmental Protection, the Department of Community Affairs, and two water management districts. While an Assistant City Attorney for Orlando, Ms. Vose worked on the permitting for the Iron Bridge Road Sewage Treatment Plant and for various drainage and other public works projects. As the City Attorney for Longwood, the firm represented the City in matters relating to a RCRA site on City property and was responsible for negotiations with the Florida Department of Environmental Regulation, [now the Florida Department of Environmental Protection (DEP)], and for matters relating to negotiations with the environmental company hired to evaluate the clean-up of the property.

The attorneys of Vose Law Firm have been extensively involved in the permitting of various environmental features have also represented numerous property owners in negotiations with the FDEP and in litigation over environmental contamination issues. Ms. Vose co-authored the book, *Environmental Survival Kit for Realty Professionals*, a book designed to protect realty professionals from losses due to environmental problems. The Florida Board of Realtors purchased the rights to such publication for purposes of including the publication among its educational materials.

DD. Collective bargaining/Labor Law

The Vose Law Firm has represented local governments it has represented as to numerous collective bargaining matters. The attorneys of the firm currently represent Okeechobee County in its ongoing negotiations with I.A.F.F. Local 2918 relating to city/county fire consolidation issues. In recent years, the attorneys of the firm recently handled the collective bargaining negotiations for the City of Deltona relating to the negotiations with I.A.F.F. Local 2913, and recently successfully concluded collective bargaining negotiations with the Fraternal Order of Police on behalf the City of Bunnell. The attorneys of the firm are now beginning the bargaining process for the fire union at the City of Brooksville. The attorneys of the Vose Law Firm also have extensive experience representing their cities in labor arbitrations, unfair labor practices issues, and general issues relating to employment law.

EE. Municipal and County Charters

The Vose Law Firm and its attorneys have extensive experience in representing cities and counties with regard to charter government, including but not limited to charter amendments, charter review, and the interaction of municipal and county ordinances under governing county charter provisions. Notably, Wade Vose and Vose Law Firm LLP have served three as General Counsel to the Orange County Charter Review Commission, joining former Orange County Mayor and U.S. Senator Mel Martinez as the only other attorney to have served as General Counsel to the Orange County Charter Review Commission more than once. Mr. Vose prepared the ballot title, ballot summary,

and amended charter language for each of the 2012, 2016, and 2024 CRC-initiated charter amendments, with a specific focus on both clarity of the ballot language for the voter, and strict compliance with the exacting standards of Section 101.161, Fla. Stat. and the extensive specialized case law governing the wording of ballot referenda.

In 2013-2014, Mr. Vose served as counsel to the City of Bunnell Charter Review Committee, which was engaged in a comprehensive review of its city charter. Mr. Vose provided substantial legal and procedural guidance to that committee throughout its deliberations, resulting in Mr. Vose preparing the ballot titles, ballot summaries, and charter amendment language for seven (7) charter referendum questions placed on the municipal ballot. In 2014, Mr. Vose also served as counsel and facilitator to the City of Deltona Charter Review Committee, which resulted in three (3) charter referendum questions prepared by Mr. Vose placed on the municipal ballot. Mr. Vose recently completed assisting the Town of Pierson with a comprehensive review and rewrite of its town charter, which had not been revised or modernized since 1929.

Mr. Vose and the Vose Law Firm also served as General Counsel to the 2016 and 2024 Pinellas County (home of St. Petersburg, Clearwater, and Largo) Charter Review Commission, notably in 2016 the formative first time that CRC has chosen an attorney unaffiliated with the Pinellas County Attorney's Office. Pinellas County is the most urbanized county in the State of Florida, and Mr. Vose and the Vose Law Firm represented that CRC as it reconsidered the balance of power between the County and its 24 municipalities, as well as between the County and its constitutional officers. In addition, Mr. Vose and the Vose Law Firm served as General Counsel to the 2016 Brevard County Charter Review Commission, 2018 Clay County Charter Review Commission, and the 2020 Alachua County Charter Review Commission.

FF. Municipal Bonds

The Vose Law Firm and its attorneys have extensive experience representing municipalities in a variety of municipal bond matters as local bond counsel. The firm has the appropriate expertise to work hand in hand with professional bond counsel and financial consultants to accomplish bonding for a variety of municipal purposes.

GG. Representation of clients relating to gambling issues and "Internet Cafes"

The Vose Law Firm and its attorneys have represented local governments in matters relating to gambling and Internet Cafes. The cities of Cocoa Beach, South Daytona, Bunnell, and Deltona have faced numerous issues as to illicit gambling activities in the city limits and the Vose Law Firm has provided expert legal services which successfully addressed those issues.

HH. Medical Marijuana issues

The attorneys of the Vose Law Firm have made numerous presentations on the subject of medical marijuana and the appropriate manner for local governments to deal with matters related to that subject. Wade Vose has made numerous public presentations to groups of local government officials on this subject, and has been on several television presentations on this issue. Both Wade Vose and Becky Vose have drafted medical marijuana ordinances for the respective clients they represent. Each client has dealt with the issue in a different way dependent upon the respective concerns of each of the local governments represented.

II. Bert J. Harris Act matters

The attorneys of the Vose Law Firm have been heavily involved in defending local governments in Bert J. Harris litigation. A few years ago, the City of Anna Maria received in the last year over 100 Bert J. Harris claims, and the local government lawyers of the Vose Law Firm were actively involved in handling those claims. Those claims have been settled with no financial payments by the City.

JJ. Vacation Rental Issues

The City of Anna Maria hired the Vose Law Firm as its City Attorney in the middle of its life and death struggle with Vacation Rentals that were about to "take over" the City. The Vose Law Firm drafted one of the State of Florida's first Vacation Rental Ordinances and successfully defended that ordinance (which evolved over time) in five different legal challenges. The City of Anna Maria has one of the few Vacation Rental Ordinances that has withstood multiple legal challenges, and the City is now flourishing with well-regulated Vacation Rentals. The Vose Law Firm also recently wrote a Vacation Rental Ordinance for the City of Cocoa Beach, which has very different concerns regarding Vacation Rentals.

KK. Forfeiture

The attorneys of the Vose Law Firm have handled extensive forfeiture matters for the clients it has represent over the years. However, due to recent changes in legislation, the firm's local government clients are not as inclined to file forfeitures due to prohibitively high costs involved (unrelated to legal expenses).

LL. Pension matters

The attorneys of the Vose Law Firm regularly interface with pension counsel representing various pension boards and give their cities legal advice regarding the effect pension matters will have on the governmental entity. The firm recently represented the City of Brooksville regarding the closing of a pension plan after the disbandment of that city's police department.

MM. Representation of Government-Owned General Aviation Airport

Our firm also has extensive experience representing a government-owned general aviation airport. Our firm is County Attorney for Okeechobee County, which operates an active general aviation airport (ICAO: KOBE) and its associated Fixed Base Operator ("FBO"), and our firm has represented the airport in a multitude of matters, including, but not limited to advice concerning compliance with FAA Grant Assurances, disposal of derelict and abandoned aircraft under Sec. 705.183, Fla. Stat., acquisition of a FBO, operation by the County as an FBO, adoption of airport regulations, fees, and service charges under Sec. 332.08, Fla. Stat., hangar leases and evictions, FDOT certifications, agreements with rental car providers, airport protection zoning, and specialized litigation involving an approved airport master plan.

NN. Other specific local government experience not listed above

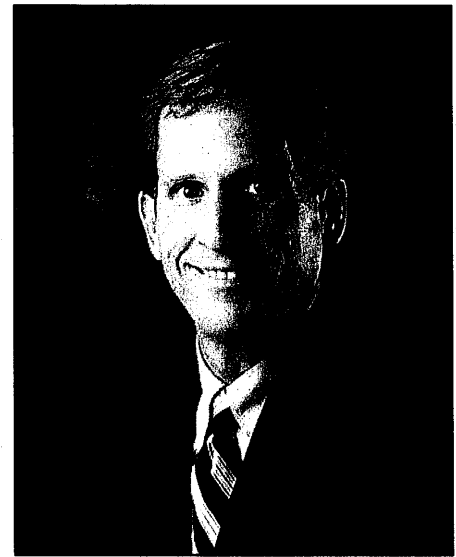
The Vose Law Firm has also represented cities relating to the following matters:

- i) Civil rights defense - USCA, Title VII litigation
- ii) Litigation relating to qualifications for election
- iii) Redistricting to comply with Federal Court Orders
- iv) Disputes between governmental entities relating to zoning and land use
- v) Intergovernmental agreements
- vi) FEMA reimbursement issues
- vii) Labor law, employee disputes, and employee discharge hearings
- viii) Historic Preservation
- ix) Construction Industry Board of Appeals - establishment and representation
- x) Public Employee Relations Commission hearings and appeals
- xi) Adult entertainment and bookstore ordinances; bingo regulation
- xii) Trap, Neuter, Release feral cat control
- xiii) Plasmapheresis facility regulation
- xiv) Arbor ordinances and regulation
- xv) Sexual harassment litigation
- xvi) Age discrimination litigation
- xvii) Police legal advisor issues
- xviii) Alarm ordinance regulation
- xix) Cable TV regulation
- xx) Cell phone tower regulations
- xxi) Leasing of public property for private use
- xxii) Local counsel for bond issues
- xxiii) Land banking for future public use
- xxiv) Federal grant applications and administration
- xxv) Defense of inverse condemnation claims due to restrictive zoning
- xxvi) Marina leases

- xxvii) Sale/lease back agreements for city
- xxviii) Code Enforcement foreclosures
- xxix) Annexation disputes
- xxx) Noise ordinances
- xxxi) Inverse condemnation actions relating to environmental damages
- xxxii) Residential Prison Diversion Programs
- xxxiii) Mortgage Foreclosure Registration
- xxxiv) HUD Uniform Relocation Act requirements
- xxxv) Construction Regulation Boards
- xxxvi) ADA compliance issues
- xxxvii) Customary Beach Use Ordinances
- xxxviii) Declarations of Emergency
- xxxix) Dogs on the beach regulations and ordinance

MICHAEL J. MORTELL

Vose Law Firm LLP
713 SE Riverside Drive
Stuart, Florida 34994
Telephone: (772) 708-0817
Email: mmortell@voselaw.com



SUMMARY OF QUALIFICATIONS

Experienced government attorney with over 30 years of public service in Florida. Proven expertise in land use, zoning, comprehensive plan compliance, including litigation in civil courts and administrative proceedings. Management and operation of Legal Department covering all aspects of Government Law including advising Development Department regarding plan review and application of Land Development Regulations as well as all departments for compliance with procurement, city policies and regulations and implementation of Commission directives. Board-certified civil trial lawyer for 20 years with extensive experience advising commissions, drafting ordinances, and managing complex legal, operational, and personnel issues including supervising the City of Stuart's participation as the Bellwether Plaintiff in a multi district litigation resulting in a global settlement in excess of 10 billion dollars on behalf of the government water providers in the United States.

PROFESSIONAL EXPERIENCE

City Manager - City of Stuart, Florida | March 2023 - October 2025

- Managed all municipal operations, budget, and personnel for 300+ employees across multiple departments.
- Implemented Commission policies throughout all departments.
- Demonstrated extensive fiscal responsibility, transparency, and staff development.
- Managed major capital and redevelopment projects, intergovernmental coordination, and public communication.

City Attorney - City of Stuart, Florida | 2013 - 2023

- Served as general counsel to the City Commission, City Manager, and advisory boards and all departments of the City.
- Drafted and defended ordinances, contracts, development agreements, and inter-local agreements.
- Provided counsel on procurement, personnel, utilities, CRA, police/fire, and environmental matters.
- Directed land-use and zoning legal processes; ensured compliance with Comprehensive Plan Evaluation & Appraisal Reviews.

- Supervised Development Department, Building Officials, Code Enforcement proceedings, volunteer boards. Supervised outside counsel, legal support staff and served as general counsel to all departments.
- Conducted public workshops for community input; defended land-use decisions in administrative hearings and appeals before the Florida Cabinet.

Private Practice

Law Offices of Michael J. Mortell | 2011 - 2013

Lewis, Mortell & Lewis | 1992 - 2011

DeSantis, Cook, Ferraro & McCarthy | 1990 - 1992

- Partner in a multi-disciplinary firm; Board Certified Civil Trial Lawyer serving primarily in the 19th Judicial Circuit.
- Extensive litigation experience including fiscal responsibility for protracted litigation and management of litigation teams assigned to complex matters.

MUNICIPAL SERVICE

Mayor, City of Stuart (2004-2005; 2009-2010)

Vice Mayor, City of Stuart (2003-2004; 2008-2009)

City Commissioner (2001-2011)

Land Use Planning Board (1998-2001)

Board of Adjustment (1992-1998)

Stuart Independent Review Board (2012-2013)

EDUCATION

Juris Doctor, Nova Southeastern University, 1990

Bachelor of Science, Texas Christian University, 1987

Martin County High School, 1983

LICENSES & BAR ADMISSIONS

Florida Bar (1990-present)

U.S. District Court - Southern District of Florida (1999-present)

Board Certified Civil Trial Lawyer (2003-2023)

BOARDS & COMMUNITY INVOLVEMENT

- Committee for a Sustainable Treasure Coast (Governor Appointment, 2004-2006)
- Martin County Metropolitan Planning Organization (Chair 2005, 2008, 2010)
- Florida Metropolitan Planning Organization Advisory Council (2004-2010)
- Lyric Theatre Board of Directors (2008-2013)
- The Pine School Board of Directors (2008-2014; President 2013-2014)
- American Cancer Society Board of Directors (2013)
- Martin County School Board Redistricting Boundary Committee (2011)
- United Way Board of Directors (2004-2007)
- Elliott Museum Board of Directors (2003-2007)

WADE CHRISTOPHER VOSE

Managing Partner, Vose Law Firm LLP
324 West Morse Blvd.
Winter Park, Florida 32789
Telephone: (407) 645-3735
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Martindale-Hubbell



EDUCATION AND BAR DATA

Legal	University of Florida College of Law Gainesville, FL J.D. with Honors, May 2003 Book Awards: Environmental Law Intellectual Property Law Family Law Recipient of the Levin College of Law Leonard Scholarship
Undergraduate	University of Florida Gainesville, FL B.A. in Political Science, with Honors, May 2000 National Merit Scholar / Florida Academic Scholar Omicron Delta Kappa Leadership Honorary
Preparatory	Bishop Moore Catholic High School Orlando, FL Graduated with Highest Honors, May 1996 Student Body President & Valedictorian
Admitted	Florida Bar - Admitted & Member in Good Standing since 2003 Bar No. 685021 U.S. District Court, Middle District of Florida U.S. District Court, Northern District of Florida U.S. District Court, Southern District of Florida Orange County Bar Association City, County, and Local Government Law Section - Florida Bar Environmental & Land Use Law Section - Florida Bar
Certification	Board Certified in City, County and Local Government Law

PROFESSIONAL EXPERIENCE

Vose Law Firm LLP (Winter Park, FL) - Managing Partner - January 2004 to present.
City of Oviedo, Florida (Oviedo, FL) - City Attorney - June 2025 to present.
City of South Daytona, Florida (South Daytona, FL) - City Attorney November 2020 to present.
Village of Indiantown, Florida (Indiantown, FL) - Village Attorney - September 2018 to present.
City of Rockledge, Florida (Rockledge, FL) - City Attorney December 2024 to present.
City of Cocoa Beach, Florida (Cocoa Beach, FL) - Joint City Attorney July 2017 to present.
City of Bunnell, Florida (Bunnell, FL) City Attorney - October 2013 to present.
City of Anna Maria, Florida (Anna Maria, FL) - Joint City Attorney - March 2015 to present.
City of Satellite Beach, Florida (Satellite Beach, FL) - Special Magistrate February 2017 to present.
Okeechobee County Board of County Commissioners (Okeechobee, FL) - County Attorney - November 2019 to March 2025.
2024 Orange County Charter Review Commission (Orlando, FL) - General Counsel - April 2023 to November 2024.
2024 Pinellas County Charter Review Commission (Clearwater, FL) - General Counsel - September 2023 to November 2024.
2016 Orange County Charter Review Commission (Orlando, FL) General Counsel - March 2015 to November 2016.
2016 Pinellas County Charter Review Commission (Clearwater, FL) - General Counsel - September 2015 to November 2016.
2016 Brevard County Charter Review Commission (Viera, FL) General Counsel - October 2015 to November 2016.
2020 Alachua County Charter Review Commission (Gainesville, FL) General Counsel - October 2019 to November 2020.
2018 Clay County Charter Review Commission (Green Cove Springs, FL) General Counsel - December 2017 to July 2018.
2012 Orange County Charter Review Commission (Orlando, FL) General Counsel - August 2011 to November 2012.
Pinellas County, Florida (Clearwater, FL) Counsel, County Attorney Oversight Committee - February 2017 to present.
Pinellas County, Counsel, County Redistricting Board - August 2021 to December 2021.
Town of Pierson, Florida (Pierson, FL) Town Attorney - June 2015 to February 2020.
Eighth Judicial Circuit State Attorney's Office (Gainesville, FL) Certified Legal Intern - January 2003 to May 2003.
Ninth Judicial Circuit of Florida (Orlando, FL) Judicial Law Clerk - Clerked for Circuit Judge Walter Komanski. May 2001 to August 2001.

Fee Proposal

\$30,000 per month, all-inclusive including Litigation

The Vose Law Firm proposes to provide unlimited and complete Town Attorney legal services to the Town of Jupiter Island, including Litigation, for \$30,000 per month. That lump sum fee would include all the services described in the RFP, litigation (including oversight and monitoring of litigation covered by insurance defense), but does not include Special Magistrate Services (which legally cannot be provided by either an inside or outside Town Attorney due to conflict issues), insurance defense litigation, representation of the utilities department/SMRU (per the RFP), labor representation (per the RFP), and general bond counsel work.

Hiring our firm on a flat fee is the equivalent of having a large in-house legal staff at a small fraction of the cost. From our experience, **the primary factor that can cause legal expenses to spiral out of control is litigation.** Litigation cannot always be avoided, and sometimes litigation is needed to proactively protect the best interests of the town. Litigation can cause legal expenses to get out of hand if the town is paying for its legal services by the hour. **Our clients believe that it is a wise choice to pay a flat fee that includes *all* legal services (including litigation) each month to ensure budgetary certainty and prevent the frightening experience of out of control legal costs.**

Because we work on a flat fee basis, there will never be any hesitancy for elected officials or staff members to call our attorneys concerning any and all legal matters affecting the Town. It is anticipated that the actual interactions between Town representatives and legal counsel will dramatically increase over current existing interactions due to not having to worry about dreaded "billable hours". We have found that a town functions best when there is never any hesitancy about bringing in the Town Attorney as to all projects from the very beginning, ensuring that there will be no legal missteps or snags that could cause problems for the Town going forward.

There would be no additional billing for any ancillary legal services, research expenses (such as Westlaw/Lexis fees), travel or miscellaneous expenses, (copying, phone, fax, etc.) and no other costs or expenses, (other than the pre-approved out of pocket expenses mentioned below), that would be billed separately. There would be no other expenses or fees charged, regardless of the time needed or complexity involved in any legal matter. Pre-approved out of pocket costs, (such as court filing fees, courier fees, and court reporter fees), would be billed at cost, with no mark-up or multiplier.

Our flat fee proposal would give complete budgetary certainty as to Town Attorney and litigation attorney legal expenses of the Town, while providing unlimited access to the best local government legal talent available in the state.

Many governmental agencies with attorneys who charge an hourly rate can suffer “sticker shock” when unexpected litigation occurs, or a unique and time-consuming legal issue arises, and legal fees get extremely high. An example is a Volusia County municipality, Ponce Inlet, with a population of approximately 3,000, that was represented by an attorney who charged hourly fees for litigation and was faced with legal fees of well over \$5 million dollars that were the product of 12 years of litigation over a land use matter. That litigation was settled in 2019 with both parties ending up paying their own legal fees, and both parties essentially “walking away”. [See: <https://www.news-journalonline.com/story/news/2019/03/28/ponce-inlet-leaders-agree-to-developer-pacettas-settlement-terms/5599981007/>]

Our fixed fee structure (including day to day legal services, litigation legal services and all special projects) protects our governmental clients from such an experience. Having a law firm that does not charge additional fees for litigation can also be extremely helpful in negotiating a resolution of a dispute. When one side of a dispute is not fearful of runaway legal fees, (such as a local government with a fixed fee attorney contract including litigation), and the other side has such fears, the non-fearful party definitely has a “leg-up” in the negotiations.

Our fixed fee arrangement would provide budgetary certainty and would result in the Town of Jupiter Island having *unlimited* access to and support from Mike Mortel and seven other highly skilled and experienced local government attorneys. This arrangement would take the fear of litigation costs out of the equation when third parties threaten litigation if the Town does not meet the demands of that third party. In order to keep up with inflation, as of October 1 of each year, the flat fee charged would be increased by a percentage computed in accordance with the U.S. Bureau of Labor Statistics Inflation Calculator.

The attorneys of the Vose Law Firm have realized over the years that an all-inclusive retainer results in more frequent contact between the attorneys on one side, and the staff and elected officials on the other, which almost always results in less “false starts,” and unintentional legal errors by staff. The end result of having the government’s lawyers involved in projects and work from the very beginning, is that litigation is avoided, and legal work to “fix” a problem is kept to a minimum. The attorneys of the Vose Law Firm wish to truly be a part of the Town of Jupiter Island and work diligently to keep the Town out of trouble and ensure the smooth running of the Town without unnecessary litigation or problems.

The attorneys of our firm understand that a governmental entity that has a reputation of vigorously defending its interests will be the object of fewer lawsuits.

Therefore, our firm strives to maintain the delicate balance of providing legal advice that serves the best interests of the government while avoiding unnecessary litigation. But if litigation becomes necessary, the Vose Law Firm vigorously provides a strong and effective offense or defense as needed. It is our firm's belief that our best interests are inexorably tied to the best interests of our clients.

If our clients benefit, so do we!



Request For Proposals
Professional Legal Services
Town of Jupiter Island
(RFP 2026-02)

December 08, 2025
David N. Tolces, Partner
Weiss Serota Helfman Cole + Bierman, P.L.
2255 Glades Road
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Boca Raton, FL 33431
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dtolces@wsh-law.com

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David N. Tolces
dtolces@wsh-law.com

December 8, 2025

Ms. Kimberly Kogos, Town Clerk
Town of Jupiter Island
2 Bridge Rd.
Hobe Sound, Florida 33455

Re: Request for Proposals 2026-02, Town Attorney Municipal Legal Services

Dear Ms. Kogos:

Weiss Serota Helfman Cole + Bierman, P.L. (the "Firm") is pleased to submit its proposal to provide Town Attorney Municipal Legal Services to the Town of Jupiter Island. We are ready to commit an experienced, hands-on team to provide strategic advice, around-the-clock responsiveness, and cost-effective execution in all matters for the Town of Jupiter Island.

Our Firm is the product of innovative thinking. In 1991, our founders saw a need in the Florida legal market for a high-end, boutique firm dedicated to a small number of integrated practice areas. More than 30 years later, we continue to outpace sophisticated market players with focused practice groups, teamwork, and a zealous commitment to our clients. The Firm, a Florida Limited Liability Company, is led by Managing Partner Mitch Burnstein along with the Management Committee which is comprised of Jamie Cole, Mitch Bierman, Brett Schneider, Joseph Serota, and Chad Friedman. The Firm currently has three offices in Florida and 143 total employees.

The Firm has an office in Boca Raton, allowing our team to be available on short notice if an urgent need arises. The Boca Raton office is located at 2255 Glades Road, Suite 200E, Boca Raton, FL 33431 and can be reached via phone at (561) 835-2111. Your primary contact attorney, David Tolces, is based in the Boca Raton office and will primarily handle your legal needs from that location.

We are ideally placed to represent the Town of Jupiter Island because of our:

- **Full service government practice and industry know-how.** There are few firms in Florida that can match our experience representing government and public entities, Mayors, City Commissioners, City Managers, and other city officials. Many local governments throughout the state seek the benefit of our knowledge and experience. The Firm currently serves as City, Town, or County Attorney to over 20 municipalities across Florida and acts as outside or special counsel to more than 80 public entities. We regularly represent governmental entities in all facets of local government law, including code compliance and environmental issues; preparation

of legislation and/or development of policies and procedures; real estate and real estate-related transactions and matters; procurement; drafting of development agreements; monitoring of state and federal legislation; human resource matters; ad valorem tax issues; construction issues; public records and Sunshine Law matters; charter review and preparation of charter amendments/ballot amendments; police and police-related and/or constitutional issues; telecommunications and franchise issues; administrative matters and proceedings; and Federal and State Grants Recipient regulations and compliance, among other services as needed.

- **Unrivaled expertise in municipal law.** We understand that the Town is a multi-million dollar entity with employees, complex regulatory systems, and demanding stakeholders, namely, the residents and businesses within the community. Our municipal lawyers, many of whom have served as in-house city, town, or county attorneys, provide sound, top-level legal advice that is essential for the day-to-day function of municipalities. We stay abreast of the latest legislative and judicial developments in municipal law affecting our clients and provide value-added services such as training and continuing education to elected officials, City Managers, Staff, and Board members on the Sunshine Law, ethics, and public records. Each lawyer in our Firm understands the legal framework within which elected and appointed officials must operate and because we ourselves act as general counsel for many of these public entities, we believe we can offer a professional support system and be an active resource to you and your staff.
- **Dynamic and talented team.** We believe in efficient staffing, with each lawyer being given principal responsibility for specific areas maximizing the use of their individual expertise and thus ensuring cost effectiveness. Due to the depth and breadth of our team, we have the ability to call upon other members of the Firm as additional resources as needed.

We appreciate the Town's interest in considering the Firm. Should the Town have any questions about the Firm that are not specifically addressed in this response, please feel free to contact David Tolces by email or by phone at (561) 835-2111.

Very truly yours,

David Tolces

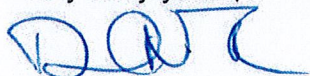
Weiss Serota Helfman Cole + Bierman, P.L.
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dtolces@wsh-law.com

of legislation and/or development of policies and procedures; real estate and real estate-related transactions and matters; procurement; drafting of development agreements; monitoring of state and federal legislation; human resource matters; ad valorem tax issues; construction issues; public records and Sunshine Law matters; charter review and preparation of charter amendments/ballot amendments; police and police-related and/or constitutional issues; telecommunications and franchise issues; administrative matters and proceedings; and Federal and State Grants Recipient regulations and compliance, among other services as needed.

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Very truly yours,



David Tolces

Weiss Serota Helfman Cole + Bierman, P.L.
2255 Glades Road
Suite 200E
Boca Raton, FL 33431
(561) 835-2111
dtolces@wsh-law.com

Primary and Secondary Representatives- Our Team

We are pleased to present our legal team we have assembled to assist the Town. We believe this team has the depth and breadth of experience to assist the Town with any legal challenges it may face. Additionally, the Town can be assured that there will be no scheduling conflicts on the part of the primary and back-up designees that will conflict with the Town's meeting schedules. Should such a conflict arise during the term of this agreement, the matter will be resolved to the Town's satisfaction.

TOWN ATTORNEY:

DAVID N. TOLCES
PARTNER
Boca Raton
(561) 835-2111
dtolces@wsh-law.com



David Tolces represents public and private clients in governmental and real estate matters, including property redevelopment, environmental matters, financing of workforce and affordable housing, landlord/tenant relations, and land use and zoning matters.

David frequently represents Community Redevelopment Agencies (CRAs) and public housing authorities. He currently serves as the City Attorney for the City of Margate, General Counsel for the City of Miami OMNI CRA, the Opa-Locka CRA, the Lake Worth Beach CRA, the Margate CRA, the Deerfield Beach Housing Authority, the Dania Beach Housing Authority and the Housing Authority of the City of Pompano Beach.

David has over 30 years of experience in representing local governments. David's local government experience includes drafting ordinances and resolutions, drafting all manner of contracts and interlocal agreements, and advising governing bodies of matters related to Florida's Sunshine Law, Florida's Public Records Law, and voting conflict/ethics matters. Through his experience David is able to assist the Firm's municipal clients in identifying the issue, developing a solution, and resolving the matter in a timely and cost effective manner.

David also represents private clients in commercial and residential real estate transactions. As an authorized title agent, David drafts purchase and sale agreements and oversees the closing of the transaction and the issuance of title policies.

PROFESSIONAL & COMMUNITY INVOLVEMENT

- Palm Beach County Bar Association, 1993
 - Member, Local Government & Land Use Committee
 - Chair, Local Government & Land Use Committee, 2020-2022
- Housing and Development Law Institute, 2014
- Broward County Bar Association, 2003

AWARDS & RECOGNITIONS

- *Best Lawyers in America*®, Real Estate Law, 2025
- *The Boca Raton Observer*, Top Lawyer, 2022 – present

PRESENTATIONS

- *Affordable Housing in Land Use: Live Local Act and Yes in God's Back Yard*, Palm Beach County Bar Association, December 3, 2025
- *Bridging the Affordable Housing Gap*, International Municipal Lawyers Association, September 25, 2024
- *Time for a Refresher – Community Redevelopment Agencies in Florida*, 46th Annual Local Government Law In Florida Conference, April 28, 2023
- *What To Know At Your Next Local Government Quasi-Judicial Hearing*, Palm Beach County Bar Association, March 10, 2023
- Disposal of Property in a CRA, Redevelopment Works Podcast, June 2020
- *Florida Legislative and Election Law Update – Status of the 2021 Session So Far*, Palm Beach County Bar Association, March 2021

PRACTICE AREAS

- Municipal Counsel
- Special Counsel to Local Government
- Special Governmental Districts
- Governmental Affairs and Procurement
- Ethics
- Real Estate
- Public Sector Land Use and Zoning
- Public Sector Land Conveyances
- Right of Way Creation and Expansion
- Special District
- Investigations & Audits of Governmental Agencies
- Code Enforcement
- Construction Contract Drafting and Negotiation
- Public Sector Land
- Public/Private Partnership (P3) Transactions
- Community Redevelopment Agency (CRA)

ADMISSIONS

- Florida, 1989

EDUCATION

- University of Florida Levin College of Law, J.D. 1989
- University of Texas at Austin, B.S. in Geological Sciences, 1986

DEPUTY:

MATTHEW T. REMENDA

PARTNER

Boca Raton

(561) 835-2111

mramdenda@wsh-law.com



Matt Ramenda is a seasoned litigator and municipal attorney whose legal career spans over 20 years representing municipalities and private clients in state and federal courts.

His representation of municipal clients has included a wide array of litigation involving claims for false arrest, excessive force, constitutional challenges, malicious prosecution, public records request violations, zoning and land use disputes, personal injury lawsuits, appeals, code enforcement matters, landlord/tenant disputes, and foreclosure actions.

In addition, Matt has experience providing general representation to municipalities throughout Palm Beach County and Broward County, including the Town of Palm Beach, the Town of Jupiter, the Town of Lake Park, the City of Deerfield Beach, the City of Parkland, and the City of Weston. Matt currently serves as the Town Attorney for the Town of Jupiter Inlet Colony. This experience includes representing municipalities at town council meetings, code enforcement hearings, quasi-judicial proceedings, special magistrate hearings, appeals of administrative proceedings to the Circuit Court, municipal prosecutions, and in drafting municipal ordinances and resolutions.

With respect to the private sector, Matt represents individuals and corporate entities in complex commercial litigation, business law torts, commercial landlord/tenant disputes, housing discrimination claims involving violations of the United States Fair Housing Act and the Palm Beach County Code of Ordinances, and trademark disputes with the United States Patent and Trademark Office and appeals before the Trademark Trial and Appeal Board.

Matt was an elected member of The Florida Bar Board of Governors Young Lawyers Division for nine years, where he chaired and moderated the "Practicing with Professionalism" course for first-year lawyers in West Palm Beach.

PROFESSIONAL & COMMUNITY INVOLVEMENT

- The Florida Bar Board of Governors YLD, Governor, 2007-2016
- "Practicing with Professionalism" Florida Bar CLE, Chairman, 2008-2014
- The Florida Bar Access To Justice Committee, Co-Chair, 2015
- Vanderbilt University Alumni Association of Palm Beach and Broward Counties, President, 2008-2012
- Palm Beach County League of Cities, Member, 2017-Present
- Palm Beach County Bar Association, Member, 2004-Present

AWARDS & RECOGNITION

- The Boca Raton Observer Magazine, *Top Lawyer*, 2025
- The Boca Raton Observer Magazine, *Power Players*, 2021

PRESENTATIONS

- *ADA Compliance for Municipal Websites*, Palm Beach County Municipal Clerks Association, 2018
- *Is Your Website ADA Compliant and What Is the Law?*, Palm Beach County League of Cities, 2017
- *Practicing with Professionalism*, Chairman & Presenter, Florida Bar CLE, 2008-2014

PRACTICE AREAS

- Code Enforcement
- Municipal Counsel
- Special Counsel to Local Government
- Administrative Proceedings
- Appellate
- Civil Rights and Torts
- Complex Commercial
- Construction Claims and Defense
- Constitutional Challenges
- Distressed Asset Workout And Litigation
- Governmental Actions and Defense

EDUCATION

- Vanderbilt University Law School, J.D., 2004
- Florida State University, B.S., Business Administration, *cum laude*, 2001

ADMISSIONS

- Florida, 2004
- U.S. Court of Appeals, Eleventh Circuit, 1996
- United States Supreme Court, 2015
- United States District Court for the Southern District of Florida, 2005

EDWARD G. GUEDES

PARTNER

Miami

(305) 854-0800

eguedes@wsh-law.com



A Fellow of the prestigious American Academy of Appellate Lawyers and ranked by Chambers USA in appellate law, Ed Guedes is widely known for his representation of business and government clients in high-stakes appeals. His in-depth knowledge and experience were further recognized when he was nominated in 2008 to fill a vacancy on the Florida Supreme Court.

Ed is also Board Certified in Appellate Practice by the Florida Bar. He has litigated dozens of appeals before the Florida Supreme Court, Florida's district courts of appeal and the U.S. Courts of Appeals in a wide variety of matters, including medical malpractice, premises liability, probate, First Amendment and constitutional litigation, family law, state and federal administrative rule-making and regulation, home rule authority and preemption, election law, civil rights, land use and zoning, intellectual property and labor and employment issues.

Ed's clients span a diverse range of industries, from a national supermarket chain to local governments. He works with each client to develop cost-effective litigation strategies that clarify and shape the law, ultimately advancing their broader business goals.

Ed represented more than 40 city and county governments in defending a \$200 million federal class action lawsuit involving red-light camera programs across Florida. His successful strategy in numerous state court proceedings, which culminated in a unanimous Florida Supreme Court decision upholding the legality of the programs, led to a decisive dismissal of the class action. In another appellate victory, Ed represented the manufacturer of the breath-alcohol testing instrument used in Florida in a legal battle over the company's source code. Ed's strategic approach to trial court and appellate proceedings

led to a change in existing case law in Florida and establishing new precedent, when the Florida Supreme Court issued a unanimous decision in his client's favor.

Ed is regularly quoted in the media on his high-profile cases. As a Fellow of the American Academy of Appellate Lawyers, he belongs to an exclusive group of only 350 attorneys who practice at the highest standards of appellate advocacy in the country.

When he is not practicing law, Ed can be found singing with the choir at Miami Beach's St. Patrick's Catholic Church.

PROFESSIONAL & COMMUNITY INVOLVEMENT

- The Florida Bar Appellate Practice Certification Committee, 2021
- Florida Supreme Court Historical Society, President, 2017-2019; Vice-President, 2014-2017; Executive Committee, 2014-present; Board of Trustees, 2011-present
- The Florida Bar Appellate Court Rules Committee, 2000-2006
- The Florida Bar ACRC Civil Rules Subcommittee, Chair, 2005-2006
- The Florida Bar ACRC Amicus Curiae Subcommittee, Chair, 2004-2005; Vice-Chair, 2002-2003
- Dade County Bar Association Appellate Court Committee, Chair, 2003-2004; Vice-Chair, 2002-2003
- Third District Court of Appeal 50th Anniversary Committee, Co-Chair, 2004-2007
- Third District Court of Appeal Historical Society, Founder, 2007; Board Member, 2007-2012
- Cuban American Bar Association, 1990-present
- Federal Bar Association, South Florida Chapter, 2009-2012
- 11th Judicial Circuit Historical Society, Centennial Celebration Committee of 100, 2009-2011
- Defense Research Institute, Retail and Hospitality Committee, 2010-2014

AWARDS & RECOGNITION

- Miami-Dade Bar, Circle of Excellence Award, 2025
- Florida Super Lawyers, 2006-present
- Chambers USA, Litigation: Appellate – Florida, 2016-present
- Forbes, America's Top 200 Lawyers, 2024
- Daily Business Review, Most Effective Lawyers – Appellate, 2020
- Fellow, American Academy of Appellate Lawyers, 2019-present
- Best Lawyers in America®, Appellate Practice, 2008-present
- South Florida Legal Guide, Top Lawyers, 2013-present
- Florida Trend's Legal Elite, 2007, 2013-2014
- Martindale-Hubbell AV Preeminent Rating
- South Florida Business Journal, Best of the Bar, 2003

REPRESENTATIVE EXPERIENCE

- Chief appellate and trial support counsel for a national supermarket chain concerning all of their premises liability cases in South Florida.
- Obtained favorable unanimous decision from Florida Supreme Court restricting the subpoena power of Florida trial courts to compel out-of-state corporations to produce valuable proprietary documents in Florida and overturning adverse intermediate appellate decisions being applied throughout the state.
- Overturned on appeal multi-million dollar jury verdict against plastic surgeon in medical malpractice claim asserting negligent design and execution of procedures.
- Successfully defended multinational corporate manufacturer of breath-alcohol testing instruments used by law enforcement throughout the State of Florida against declaratory judgment action challenging corporation's ownership of intellectual property associated with the instruments.
- Successfully defended at trial and through appeal to the United States Supreme Court a municipal charter provision setting forth an oath of office for elected officials. The oath was challenged on First Amendment grounds because it required the office holder to swear or affirm to support the constitutions and governments of the United States and the State of Florida.
- Successfully litigated on behalf of State and local governmental entities concerning the interpretation of vested rights statute conferring development rights on owners of more than 12,000 residential lots in the Florida Keys and affecting all Areas of Critical State Concern throughout the State of Florida.
- Successfully litigated and defended on appeal multi-million dollar class action for unpaid overtime waged under the Fair Labor Standards Act.
- Upheld multi-million dollar ad valorem tax exemption for municipal marina competing with privately owned marinas.
- Successfully defended against constitutional challenge authority of local governmental entity to regulate and restrict ownership of animals within community.
- Overturned on appeal a multi-million premises liability verdict with directions to enter a directed verdict in favor of his client.
- Successfully asserted a constitutional challenge to a municipal ordinance precluding private country club from fencing its property over the objections of surrounding neighbors, who asserted a historical right to a view onto and across the club property.
- Successfully defended constitutional challenge to municipal charter provision allowing for appointment of official to fill vacancy on elected body.
- Overturned on appeal denial of development approval for 300-unit trailer park in South Miami-Dade County.
- Overturned on appeal to the Eleventh Circuit Court of Appeals lower court's injunction halting all limestone mining in the Lake Belt region of South Florida.
- Overturned on appeal order requiring privately owned hospital under contract with local government to comply with Florida's public records laws.

- In case of first impression interpreting statutory burdens of proof, overturned on appeal adverse discovery order requiring supermarket chain to review and divulge tens of thousands of records for more than 1,000 stores.
- Successfully represented the Cuban American Bar Association as amicus curiae in en banc proceedings before the Eleventh Circuit Court of Appeals in connection with a panel opinion that had vacated the conviction of five Cuban spies operating in South Florida.
- Wide-ranging experience defending at trial and on appeal against civil rights claims asserted under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the American with Disabilities Act, the Family and Medical Leave Act, the Fair Labor Standards Act and the Florida Civil Rights Act of 1992.

PRESENTATIONS

- The Importance of Community Activism, John Due and Patricia Stephens Due Freedom Spirit conference, Atlanta, GA, May 5, 2022
- *"Litigating for the Government – What Could Possibly Go Wrong,"* 2023 Florida Law Con Annual Virtual CLE Conference, March 31, 2023
- *Arch Insurance Co. v. Kubicki Draper – Changing the Landscape of Defense Practice*, Florida Defense Lawyers Association's Florida Professional Liability Symposium, April 8, 2022
- *Virtual Hispanic Heritage Month Presentation with Florida Supreme Court Justice John D. Couriel*, Weiss Serota Helfman Cole + Bierman, October 12, 2021
- *The Future of Virtual Oral Argument Post-Covid*, Dade County Bar Association's Bench and Bar Conference, April 2021
- *Florida Supreme Court amended Florida Rule of Civil Procedure 1.510 to expressly adopt the summary judgment standard used by federal courts*, Collier County Bar Association Webinar, January 2021

PRACTICE AREAS

- Civilian Oversight of Law Enforcement
- Elections
- Public Sector Land Use and Zoning
- Special Counsel to Local Government
- Litigation
- Appellate
- Civil Rights and Torts
- Constitutional Challenges
- Complex Commercial
- Labor and Employment Litigation
- Governmental Actions and Defense
- Private Sector Land Use and Zoning

- Education Law

REPORTED CASES

- *Town of Miami Lakes v. Miami-Dade County*, –2022 Nos. 3D20-1539, 3D20-1661, and 3D20-1662
Lower Tribunal No. 19-29261 (Fla. 3d DCA, February 16, 2022)
- *Marsh USA, Inc. v. Arthur J. Gallagher Risk Management Services, Inc., etc., and The School Board of Miami-Dade County, Florida*, No. 3D21-0770 (Fla 3d DCA, February 16, 2022)
Lower Tribunal No. 20-4844BID
- *City of Aventura v. Stein*, – So.3d –, 2020 WL 3443846 (Fla. 3d DCA June 24, 2020)
- *City of Homestead v. McDonough*, 232 So. 3d 1069 (Fla. 3d DCA 2017)
- *City of Cooper City v. Joliff*, 227 So. 3d 633 (Fla. 4th DCA 2017)

EDUCATION

- Harvard University Law School, J.D., 1988
- Amherst College, B.A. in English, *magna cum laude*, 1985
- John Woodruff Simpson Fellowship for the Study of Law

CERTIFICATIONS

- Board Certified by The Florida Bar in Appellate Practice, 2004-present

ADMISSIONS

- Florida, 1988
- U.S. Supreme Court, 1998
- U.S. Court of Appeals, Eleventh Circuit, 1996
- U.S. District Court for the Southern District of Florida, 1999
- U.S. Court of Appeals, Ninth Circuit, 2010
- U.S. Court of Appeals, Second Circuit, 2013

SUSAN TREVARTHEN

PARTNER

CHAIR OF PUBLIC SECTOR, LAND USE, AND
ZONING PRACTICE

Ft. Lauderdale

(954) 763-4242

strevarthen@wsh-law.com



As a Florida Bar Board Certified attorney in City, County and Local Government Law with a Master's degree in planning, Susan Trevarthen has an in-depth and specialized knowledge of the challenges faced by local government clients in the complex areas of land use, planning and zoning. Her work includes negotiating development agreements and approvals, drafting municipal codes and plans, defending challenges to municipal regulations and decisions, handling public hearings and advocating for municipalities on legislative issues in her field. Susan is also a trusted advisor to elected officials, municipal staff, managers and attorneys on new and evolving municipal issues such as medical marijuana and loss of control over rights of way as ridesharing services and e-scooter companies compete for use. She also serves as the lead municipal attorney for two coastal communities in Miami-Dade and Broward Counties. Susan's practice includes constitutional law issues such as regulatory taking cases and land use and zoning decisions that raise First Amendment issues, including sign codes, adult use and religious regulations, Bert J. Harris Act claims, comprehensive plan challenges and petitions for writs of certiorari. Susan was instrumental in helping to develop the field of school concurrency policy and law in Florida, and has represented local governments and school boards across the state on school planning, facilities issues and mandatory school concurrency. Susan is a member of the College of Fellows of the American Institute of Certified Planners and has held leadership positions in The Florida Bar's Section for Environmental and Land Use Law and Section for City, County and Local Government Law. She is the chairperson of the Board of Directors of 1000 Friends of Florida. She speaks and publishes frequently on planning, zoning and land use issues and has been a regular guest lecturer at the University of Miami School of Law, St. Thomas University School of Law and Florida Atlantic University School of Urban Planning.

PROFESSIONAL & COMMUNITY INVOLVEMENT

- Florida Municipal Attorney Association, Steering Committee, 2023 1000
- Friends of Florida, Member of Board of Directors, 2015- present; Legal Committee Chair, 2019; Chairperson of Board of Directors, 2020
- Citizens for a Scenic Florida, Board of Directors, 2013-present
- The Florida Bar Section of Environmental and Land Use Law, Former Executive Council Member

- The Florida Bar Section of City, County and Local Government Law, Former Executive Council Member
- American Institute of Certified Planners, 1995-present
- American Planning Association, 1990-present
- City of Boca Raton Environmental Advisory Board, 1994-2000

PRACTICE AREAS

- Ethics
- Municipal Counsel
- Public Sector Land Use and Zoning
- Special Counsel to Local Government
- Utilities
- Administrative Proceedings
- Appellate
- Constitutional Challenges
- Environmental and Regulatory Challenges
- Governmental Actions and Defense
- Real Estate, Land Use and Zoning Disputes

ADMISSIONS

- Florida, 1991
- U.S. District Court for the Southern District of Florida, 1993
- U.S. Court of Appeals, 11th Circuit, 1997
- U.S. Court of Appeals, 9th Circuit, 2011
- United States Supreme Court, 2003

EDUCATION

- University of North Carolina School of Law, J.D., 1991
- University of North Carolina, MRP, 1991
- Duke University, AB Public Policy Studies, *cum laude*, 1986
 - Burns Fellowship in Development Planning

CERTIFICATIONS

- Board Certified by The Florida Bar in City, County, and Local Government Law, 2003
- American Institute of Certified Planner (FAICP), College of Fellows
- American Institute of Certified Planners (AICP)

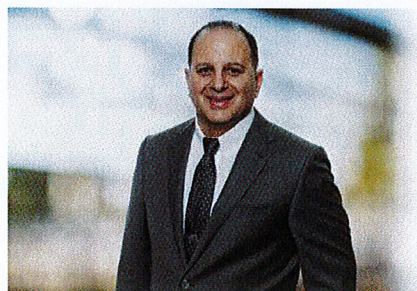
JOSEPH NATIELLO

PARTNER

Ft. Lauderdale

(954) 763-4242

jnatiello@wsh-law.com



Joe Natiello is a former state prosecutor and a former Broward County Deputy Sheriff whose vast knowledge of law enforcement informs his practice in the areas of police operational and legal concerns, forfeiture litigation, liability defense, municipal government litigation and worker's compensation defense.

As a former Assistant State Attorney in the Felony Trial division of the Office of the State Attorney for the 17th Judicial Circuit, Joe tried more than 35 jury trials to verdict.

Prior to practicing law, Joe served as a Deputy Sheriff in the Broward County Sheriff's Office for more than 24 years. He was a patrolman and a detective in the Homicide, Sex Crimes, and Major Crimes Units, and also worked as a Sergeant supervising child protective, sex crimes, and missing persons investigations. Joe is a graduate of the Federal Bureau of Investigation's National Academy, and retired from the Broward County Sheriff's Office as an Assistant Chief/Executive Lieutenant in 2013.

PROFESSIONAL & COMMUNITY INVOLVEMENT

- Broward County Chiefs of Police Association, Member, 2021
- Florida Association of Police Attorneys, 2016
- Broward County Bar Association, Bench and Bar Committee, 2016
- The Hundred Club of Broward, Board Member, 2015
- F.B.I. National Academy Associates, 2008
- Shepard Broad Law Center, law student moot court and opening/closing argument competitions volunteer judge, 2013
- Friends of the Museum of Discovery and Science

AWARDS AND RECOGNITION

- Florida Super Lawyers, Rising Star, 2022

PRESS MENTIONS

- *Internal Affairs investigator removed for bias in Fort Lauderdale protest case*, SunSentinel, August 20, 2020

PRACTICE AREAS

- Code Enforcement
- Police Legal Advisement
- Asset Forfeitures
- Civil Rights and Torts
- Distressed Asset Workout And Litigation

ADMISSIONS

- Florida, 2012
- U.S. District Court for the Southern District of Florida, 2013
- United States Supreme Court, 2016

EDUCATION

- Nova Southeastern University Shepard Broad Law Center, J.D., 2012
- University of Florida, B.A., 1988

MATTHEW H. MANDEL

PARTNER

CHAIR OF LITIGATION DIVISION

Ft. Lauderdale

(954) 763-4242

mmandel@wsh-law.com



As Chair of the firm's Litigation Division, Matt Mandel is a strategic thinker whose municipal and private clients entrust him with their most important matters.

In municipal litigation, Matt has successfully represented Florida cities in discrimination claims under the Fair Housing Amendments Act and Americans with Disabilities Act; federal and state civil rights claims for false arrest, excessive force and malicious prosecution; actions relating to the deprivation of procedural and substantive due process rights; claims under the Florida Whistleblower Act and the Florida Civil Rights Act; First Amendment challenges to municipal sign codes and adult use regulations; construction disputes relating to municipal structures; municipal annexation disputes; the prosecution and defense of municipal finance issues; and the defense of personal injury claims.

In the private sector, Matt's successes include representing a worldwide computer software company in matters relating to contractual disputes, and representing land owners in a constitutional challenge to an illegal county funding mechanism. He has also represented financial institutions in large commercial foreclosure matters, businesses and individuals in commercial and contractual disagreements, and purchasers in the cancellation of condominium contracts.

Matt also has extensive appellate experience in state and federal courts and has numerous published decisions to his credit relating to municipal zoning, police liability, First Amendment and Whistleblower claims.

Matt lectures frequently on issues including First Amendment challenges to municipal sign codes and land use challenges under the Fair Housing Act and the Americans with Disabilities Act.

PROFESSIONAL & COMMUNITY INVOLVEMENT

- Broward County League of Cities - Leadership Development Committee, Chair, 2010-2016; Committee Member, 2008-2016
- Federal Bar Association - Broward Chapter, President, 2013-2014; President-elect 2012-2013; Vice President, 2011-2012; Secretary, 2009-2011; Board Member, 2008-present

AWARDS & RECOGNITION

- Best Lawyers in America®, Commercial Litigation, 2022 - present
- *Fort Lauderdale Illustrated*, "Top Lawyer," 2020
- Florida *Super Lawyers*, 2015-present
- Florida *Super Lawyers*, Rising Stars, 2009-2013
- Florida Trend's Legal Elite, 2017
- Martindale-Hubbell AV Preeminent Rating
- Daily Business Review, Finalist - Most Effective Lawyers, 2014
- South Florida Legal Guide, Top Lawyer, 2012-2016
- South Florida Legal Guide, Top Up and Comer, 2008-2010

PRACTICE AREAS

- Appellate
- Asset Forfeitures
- Civil Rights and Torts
- Complex Commercial
- Constitutional Challenges
- Governmental Actions and Defense
- Insurance and Workers Compensation Defense
- Labor and Employment Litigation
- Real Estate, Land Use and Zoning Disputes

ADMISSIONS

- Florida, 1998
- U.S. Court of Appeals, 11th Circuit, 2002
- U.S. Court of Appeals, 9th Circuit, 2011
- U.S. District Court for the Southern District of Florida, 1999
- U.S. District Court for the Middle District of Florida, 2010

EDUCATION

- University of Miami, J.D., magna cum laude, 1998
- University of Miami, B.A., general honors, 1994

PRESS MENTIONS

- *Miami's Supreme Court cases could change or impede paths to suing under the FHA*, South Florida Business Journal, December 2, 2016
- *Woman Arrested in Luxury Condo Protest: City and Cops Violated my Rights*, Miami Herald, November 14, 2016
- *Atlantic Crossing: time for a deal?* Boca Raton Magazine, August 9, 2016
- *City of North Miami asks for speedy hearing in case against North Miami Cleaners*, Local 10 News, March 15, 2016
- *Miami-Dade Judge Says Privé Development Dispute Will go to Trial*, Miami Herald, October 25, 2015
- *Recovery Houses Attract Multifamily Cash Buyers*, Daily Business Review, October 21, 2015

REPORTED CASES

- *McDonough v. City of Homestead*, 771 Fed. Appx. 952 (11th Cir. 2019)
- *Doe v. City of Miami Gardens*, 389 F. Supp. 3d 1118 (S.D. Fla. 2019)
- *Florida Gun Shows, Inc. v. City of Fort Lauderdale*, 2019 WL 2026496 (S.D. Fla. Feb. 19, 2019)
- *Mullen v. Bal Harbour Village*, 241 So. 3d 949 (Fla. 3d DCA 2018)
- *Clarke v. Phalen*, 2018 WL 987260 (S.D. Fla. Feb. 20, 2018)
- *2051 Lush Apartments, LLC v. City of Lauderhill*, 711 Fed. Appx. 522 (11th Cir. 2017)
- *City of Cooper City v. Joliff*, 227 So. 3d 633 (Fla. 4th DCA 2017)
- *Edwards, CDS, LLC v. City of Delray Beach*, 699 Fed. Appx. 885 (11th Cir. 2017)
- *2051 Lush Apartments, LLC v. City of Lauderhill*, 2016 WL 10651918 (S.D. Fla. Oct. 20, 2016)
- *Spadaro v. City of Miramar*, 591 Fed. Appx. 906 (11th Cir. 2015)
- *Cutino v. Untch*, 79 F. Supp. 3d 1305 (S.D. Fla. 2015)

BRETT J. SCHNEIDER
PARTNER
CHAIR OF LABOR AND EMPLOYMENT
DIVISION
Boca Raton
(561) 835-2111
bschneider@wsh-law.com



Brett Schneider is the Managing Director of the Boca Raton office and Chair of the firm's Labor and Employment Division. As a Florida Bar Board Certified attorney in Labor and Employment Law, Brett helps public and private sector employers resolve issues in a prompt and efficient manner. Brett represents public sector employers in negotiating collective bargaining agreements, labor impasse proceedings, unfair labor practice proceedings and labor arbitrations. As workplace issues continue to evolve, he advises clients on employee drug testing (particularly with the legalization of medical marijuana in Florida), sexual harassment and employee medical issues. Brett provides pragmatic advice in line with his clients' business objectives. Brett handles employment litigation for public and private employers in matters arising under federal, state and local employment laws such as Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA) and the Florida Civil Rights Act (FCRA). Brett defends employers in wage and hour suits brought under the Fair Labor Standards Act (FLSA) and has successfully guided clients through Department of Labor Wage & Hour Audits. He also represents employers before federal, state and local administrative agencies such as the U.S. Equal Employment Opportunity Commission (EEOC), the National Labor Relations Board (NLRB) and the Florida Public Employees Relations Commission (PERC).

Certified by the HR Certification Institute and by the Society for Human Resource Management, Brett advises employers on human resources issues including personnel policies and procedures, discipline and discharge matters, drug and alcohol testing, employee privacy rights and educational and training programs for managers and supervisors. He works closely with employers to ensure that their practices comply with federal, state and local laws.

Brett is a frequent speaker on labor and employment law and human resources matters, including the impact of the legalization of medical marijuana on Florida employers, the #metoo movement, and workplace violence. Brett previously practiced labor and employment law at large national law firms in Washington D.C. and New York.

PROFESSIONAL & COMMUNITY INVOLVEMENT

- Personnel Appeals Board of Palm Beach County, 2025-Present
- South Palm Beach County Bar Association, Labor & Employment Law Committee, Co-Chair, 2025-Present
- The Florida Bar, Labor & Employment Law Certification Committee, 2024
- Human Resource Association of Broward County, 2008-present; Past-President, 2015; President, 2014; President-Elect, 2013; Legislative Affairs Director, 2011-2012
- The Cooperative Feeding Program, Board Member, 2010-2014
- Jewish Federation of South Palm Beach County, Young Adult Division, Board member, 2012-2014
- University of Maryland South Florida Alumni Association, 2010-Present
- Anti-Defamation League, Glass Leadership Institute, 2008
- Leadership Broward Foundation, Class XXIV, 2005-2006
- South Florida Touchdown Club Foundation, Board Secretary, 2005-2006

AWARDS & RECOGNITION

- Florida Trend's Legal Elite, Notable Managing Partner, 2025
- Florida Super Lawyers, 2018-present
- Florida Trend's Legal Elite, Notable Labor & Employment Lawyer, 2024
- The Boca Raton Observer, Top Lawyer, 2022-present
- Best Lawyers in America®, Litigation - Labor and Employment, 2022-present; Employment Law – Management, 2023-present; Labor Law – Union, 2025
- 2021 Daily Business Review Florida Legal Awards Honoree as 2021 Innovator
- South Florida Legal Guide, Top Lawyer, 2020-present
- Palm Beach Illustrated, Top Lawyer- Labor & Employment, 2019-present
- Florida Trend's Florida Legal Elite, 2018-present AV Preeminent Rating, Martindale-Hubbell, 2017-present
- South Florida Business Journal, Power Leaders in Law & Accounting, 2017
- Florida Super Lawyers, Rising Star, 2011-2014
- South Florida Legal Guide, Top Up and Comer, 2009

PRACTICE AREAS

- Labor and Employment
- Accessibility and Accommodations Administrative Claims and Hearings
- Agreements and Handbooks
- Collective Bargaining
- Counseling and Risk Management Services
- Drug Testing
- Employee Training
- Labor Arbitrations and Related Administrative Hearings
- Litigation
- Occupational Safety and Health
- Restrictive Covenants

- [Unemployment Claims](#)
- [Wage and Hour Claims and Audits](#)
- [Workers Compensation](#)
- [Workplace Investigation](#)
- [Labor and Employment Litigation](#)
- [Pension Law](#)
- [Investigations & Audits of Governmental Agencies](#)

ADMISSIONS

- Florida, 2005
- New York, 1999
- District of Columbia, 2000
- U.S. District Court for the Southern District of Florida, 2005
- U.S. District Court for the Middle District of Florida, 2006
- U.S. District Court for the Southern District of New York, 2001
- U.S. District Court for the Eastern District of New York, 2002
- U.S. District Court for the Western District of New York, 2003

EDUCATION

- George Washington University Law School, J.D., cum laude, 1999
 - Journal of International Law & Economics
- University of Maryland, B.A., Government and Politics, with honors, 1996
 - Honors: Golden Key National Honor Society

REPORTED CASES

- Lauzier v. City of Delray Beach, Case no. 502019CA005557XXXXMB, Circuit Court of the 15th Judicial Circuit
- Aristyld v. City of Lauderhill, Case No. 543 Fed.Appx. 905 (11th Cir. 2013)
- Blanco v. Monique & Me, Inc., 116 So. 3d 639 (Fla. 3d DCA 2013)
- Amunraptah v. City of Deerfield Beach, 93 So. 3d 1040 (Fla. 4th DCA 2012)

PRESS MENTIONS

- [Florida Trend Legal Elite Notable Managing Partners](#), Florida Trend, July 1, 2025
- [Meet the 2025 Power Leaders in Law & Accounting](#), South Florida Business Journal, June 20, 2025
- [Miami Dade College still deducts union dues from paychecks. Does Florida's new law allow it?](#), WLRN, May 2, 2024
- [WSHC+B Appoints Debra Ann Reese As Of Counsel](#), Citybiz, February 23, 2023
- [Bossware: Companies monitoring your digital footprint on work computers](#), CBS 12 News, February 21, 2023
- [Mid-Market Realization Trends Up With Enhancements in Billing Functions](#), Law.com, February 8, 2023

- [*Best Practices for Fending Off Age Discrimination Claims*](#), Life Annuity Specialist, December 13, 2022
- [*Office Snapshot: Weiss Serota's New Miami, Boca Spaces*](#), Law360, September 19, 2022
- [*Gently Nudging Attorneys Back Into the Office: Amenities Played a Key Role in This South Florida Law Firm's Office Revamp*](#), Daily Business Review, September 7, 2022
- [*How lack of legal ramifications for employers refusing flexible working is causing a female 'flexidus'*](#), Worklife, May 24, 2022
- [*Defense Verdict for South Florida City Claiming Fired Manager's Severance Was Justly Withheld*](#), Daily Business Review, February 22, 2022
- [*After Delray wins one wrongful city manager termination suit, it's hit with another*](#), The Palm Beach Post, January 18, 2022
- [*Power Players*](#), The Boca Raton Observer Magazine, December 2021
- [*Workplace vaccine mandates become more common and are protected by law*](#), ABC Local 10 News, September 9, 2021
- [*Can your employer insist that you get a Covid-19 vaccine? We asked a lawyer*](#), WPLG Local 10 News, April 28, 2021
- [*Weiss Serota Bolsters Employment Practice With New Partner*](#), Law360, September 9, 2020
- [*The Road Toward Reopening*](#), South Florida Business Journal, July 10, 2020
- [*Bringing Them Back: Questions for HR from Returning Workers*](#), Society for Human Resource Management, May 6, 2020
- [*How to Recruit When Hiring is on Hold*](#), Society for Human Resource Management, April 9, 2020
- [*Legal Alert: Paying Police Employees: Eleventh Circuit Rules Certain Prep And Travel Time Is Not Compensable*](#), July 20, 2018
- [*Midsize and Small Law Firms Skip the Lockstep Pay Dance*](#), Daily Business Review, June 20, 2018
- [*Avoiding an Ageism Suit*](#), Human Resource Executive, April 17, 2018
- [*Zero Tolerance: Be Proactive About Sexual Harassment Policies*](#), Construction Today, February 2018
- [*Employers Reinforce Anti-Harassment Policies*](#), Sun Sentinel, December 10, 2017
- [*Attorney Brett Schneider Presents at Three Conferences*](#) – (1) 36th Annual Florida Municipal Attorneys Association Seminar – “Medical Marijuana from the Municipal Employer's Perspective”, (2) Florida League of Cities' Center for Municipal Research & Innovation (CMRI) Summer Research Symposium – “Medical Marijuana and Your City: Facts, Fiction and Moving Forward”, (3) 7th Annual TSG Labor & Employment Law Conference – “Drug Alert – Medical Marijuana in the Work Place”, Attorney At Law Magazine, 9/1/2017
- [*Delivery Dudes expands despite growing pains*](#), Sun Sentinel, August 1, 2016
- [*New OT rules to hit Retail Hospitality Cos. hardest*](#), Law360, May 19, 2016
- [*Will Gay Weddings Lead to Fewer Domestic Partnership Benefits?*](#) Sun-Sentinel, January 22, 2015

- [*Medical Marijuana Could Cost Employees Their Jobs*](#), Sun-Sentinel, October 30, 2014
- [*Weiss Serota Helfman Attorney Brett Schneider Becomes Board Certified in Labor & Employment Law*](#), CityBizList, June 19, 2013
- [*Bills Would Reform Government Pension Plans*](#), Daily Business Review, March 29, 2011

PRESENTATIONS

- *Inside the Plaintiff's Employment Attorney's Mind – How to Avoid Sending A Plaintiff's Employment Attorney's Children to Harvard – The Hits Just Keep On Coming!!!!*, Florida Public Human Resources Association, Inc. (FPHRA), August 3, 2022
- *Employment Discrimination Complaints*, Florida Municipal Attorneys Association (FMAA), July 29, 2022
- *Business Strategies for Addressing Impacts of Coronavirus on the Workplace*, Business Development Board of Palm Beach, May 4, 2020
- [*What Every Small & Mid-Sized Business Needs to Know in the Era of Coronavirus*](#), March 27, 2020

PUBLICATIONS

- Inside the Plaintiff's Employment Attorney's Mind - How to Avoid Sending A Plaintiff's Employment Attorney's Children to Harvard - The Hits Just Keep On Coming!!!!, Florida Public Human Resources Association, Inc. (FPHRA), August 3, 2022
- Preventing and Responding to Workplace Violence, Daily Business Review, June 10, 2019
- Bills Would Reform Government Pension Plan, Daily Business Review, March 29, 2011
- How Employers Can Keep Themselves From Being You-Tubed, Workforce Management, May 11, 2009
- Acting Affirmative Against Harassment, New York Law Journal Corporate Counsel, February 4, 2002
- Employee Privacy 2001 A Review for Employers, Lawyer Pilot's Bar Association Journal, Fall, 2001

DEBRA REESE
OF COUNSEL

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Debra has 30 years of experience in government practice. She represents local government entities in general government law with an emphasis on governmental contracts, procurement, land use and zoning and municipal construction law. Debra works with local government entities to draft legislation, amendments to municipal codes and legal opinions for municipalities. Prior to joining the firm, Debra served as the Senior Assistant City Attorney for the City of Hollywood. She worked in a variety of general government areas including, land use and zoning, construction law, building/unsafe structure board, engineering, transportation and mobility division, public utilities, public works, police legal advisor, community development, Community Redevelopment Agency (CRA), general litigation, construction contract drafting and negotiation, general contract review and various real estate agreements. She also advised the City on a variety of issues relating to surtax, mortgage foreclosures, eminent domain, code enforcement lien foreclosures, bankruptcy, workers' compensation litigation and general litigation. Debra also served as the police legal advisor during a portion of her tenure with the City.

PROFESSIONAL & COMMUNITY INVOLVEMENT

- Florida Association of Police Advisors
- Broward County Bar Association

PRACTICE AREAS

- Municipal Counsel
- Capital Improvement, Infrastructure Development & Project Management
- Code Enforcement
- Ethics
- Governmental Affairs and Procurement
- Police Legal Advisement
- Public Sector Land Use and Zoning
- Solid Waste Management
- Utilities
- Construction Contract Drafting and Negotiation

- Affordable Housing
- Community Redevelopment Agency (CRA)

ADMISSIONS

- Florida, 1991
- New Jersey, 1991
- U.S. District Court for the Southern District of Florida, 1991

PRESS MENTIONS

- [*April 1, 2023 On The Move*](#), The Florida Bar, April 1, 2023
- [*WSHC+B Adds Veteran Attorney Debra Ann Reese to Boca Raton Office*](#), Attorney at Law Magazine, February 23, 2023
- [*WSHC+B Appoints Debra Ann Reese As Of Counsel*](#), Citybiz, February 23, 2023

EDUCATION

- Shepard Broad Law Center of Nova University, J.D., 1990
- St. John's University, B.S., 1982

Experience and Qualifications

This appears to be a very exciting time for the Town, and we would be elated to work with the Town to accomplish your intended goals. Our team of municipal, land use, and real estate lawyers, who have decades of combined experience, are just what the Town needs. Our team, which includes a police legal advisor, who is a former police officer, stands ready and capable to help navigate any uncharted waters for the police department and to provide guidance wherever necessary.

We regularly advise local governments, elected officials, law enforcement personnel, and individual departments of local governments. The firm's "in the trenches" experience representing dozens of public sector clients, whether administratively or in litigation, along with our personal relationships with key decision-makers, gives us a unique insight that we can leverage to benefit all of our clients. We are ready to assist you in any conceivable governmental situation listed in the scope of work.

Municipal Law

Local governments deserve the same high-level professional legal services as for-profit businesses. We understand that your government is a multi-million dollar entity with employees, complex regulatory systems, and demanding stakeholders, namely, the residents and businesses within the community.

As former city, town, and county attorneys, our municipal lawyers provide top-level legal advice that is not clouded by political influences in an effective, cost-efficient and clear manner. For example, we provided and managed the provision of consistently excellent

legal advice and services to the City of Aventura, which has assisted the city government in accomplishing its goal to be widely known as the “City of Excellence” and for delivering a high quality of life to its residents coupled with a low tax rate.

We efficiently draft and review a multitude of resolutions and ordinances each year, saving our clients precious taxpayer money. We strive to draft legislation that is both understandable to the general public and able to survive legal challenges. For example, we assisted the City of Riviera Beach in drafting four City Charter Amendments presented to and overwhelmingly approved by the voters in the city's March 2019 election, despite the unique circumstance that the voters replaced the majority of the City Council at the very same election.

Our lawyers also deal with legal matters that are crucial for the day-to-day function of municipalities including land use, procurement, ethics, animal control, and code enforcement. We also work on matters related to public contracts, environmental law, labor and employment, real estate, and telecommunications.

As legislative efforts increase in Tallahassee to limit municipal home rule authority in important areas of concern to local communities, our lawyers stand ready to provide timely advice regarding such efforts and how best to exercise local control within the boundaries of the law, and when necessary, to challenge legislative attempts to overreach. We understand our role is not to make policy but to counsel and assist our clients by providing a legal framework for decision-making. Our services enable our local government clients to meet their constitutional responsibilities and to earn and retain their constituents' confidence and trust.

Land Use and Zoning

With the State of Florida stepping back from its involvement in land use and zoning matters, local land use and zoning is more important than ever in determining the destiny of our communities. These trends empower innovation but also remove safety nets. We counsel local governments on choosing their path wisely and implementing their vision.

We can assist you with establishing and amending state-mandated comprehensive plans, small area plans, and land development regulations, as well as reviewing and approving applications for planned unit developments, plats, site plans, and building permits. We counsel local governments when they act as developers, either alone or in partnership with a private developer, and we can counsel you. We pride ourselves on our creativity, knowledge, and persistence in ensuring that our local government clients achieve the results they desire in developing their communities.

Our team is unique in that we have partners who are both certified planners and board-certified municipal attorneys. It is our daily bread and butter to work seamlessly with municipal staff, boards, and elected officials to achieve your goals. We have numerous

attorneys with broad and deep experience in and dedication to public land use and zoning matters, both transactional and litigation.

We draft ordinances and resolutions and sit with boards and councils dealing with land development matters, such as Planning and Zoning Boards, Local Planning Agencies, and Zoning Boards of Adjustment. We advise these boards, individually and collectively, in their handling of public hearings, with particular attention to the quasi-judicial nature of many of the proceedings. When it is apparent that a particular regulation or application may result in a denial or a challenge, we work with our litigators and appellate lawyers to lay the groundwork for a successful outcome for the local government.

We also partner with our real estate and private land use and zoning teams to provide comprehensive help to governmental agencies undertaking public development projects, such as police and fire stations, sports arenas and stadiums, commercial parks, industrial parks, marinas, and sewer treatment facilities.

Because of our role as municipal attorney or special counsel for such a wide variety of communities, we are uniquely adaptable. We see trending issues emerge simultaneously in communities large and small, pro-development and anti-development, sophisticated and struggling, so we develop experience more rapidly and from a bird's eye perspective. We perceive that there are multiple possible approaches, and understand how to tailor our solutions to the demands of these diverse situations. We frequently write, speak and serve in professional organizations related to land use and zoning, keeping up to date on the most pressing current issues, like adapting to the changes that sea level rise will bring.

Our experience in helping numerous newly formed local governments to implement their vision through the adoption of their first land development codes and comprehensive plans gives us unique insights into these processes.

Real Estate

Practicing in a region where the real estate market is a critical piece of our economy, we understand the particular challenges local governments face in all phases of complex commercial real estate transactions.

We have substantial experience representing municipalities and state agencies in matters as basic as the leasing of space for government offices and transactions as complex as public-private partnership (P3) ventures in the development of major public facilities such as professional sports stadiums, town centers, airport terminals, hotels and senior housing facilities. We understand the unique issues in working with governmental entities, including the acquisition, financing and development of public lands. Our innovative strategies are the result of combining our private client and municipal experience. Whatever the stage of your engagement with property and its development, we stand ready to provide the necessary guidance to achieve a successful outcome in the deal.

Capital Improvement, Infrastructure Development & Project Management

Our attorneys are acutely aware of the capital improvement, infrastructure development, and project management demands facing local and regional governments, and the fiscal constraints that come along with those demands. After identifying desirable capital improvement and infrastructure development projects, we help you secure financing, acquire property and handle all legal aspects of project management

Our attorneys counsel you on identifying and securing funding from a variety of local, state and federal sources, for example, transportation-related taxes and impact fees that are collected and shared among local governments. We also help you with the complex process of agency certification, a necessary step to securing funding from state and federal agencies.

When property is needed for construction of planned projects, such as right-of-way spaces, roadways, infrastructure improvements and utility relocations, we assist in obtaining necessary rights, titles, and interests in real property through negotiated conveyance, condemnation and other statutory vehicles for acquiring property.

Human Resource ("HR") and Labor & Employment Law

The Firm's HR and labor and employment lawyers are available to provide the full suite of services needed by a public employer in Florida. We have a great deal of experience handling a wide array of employment law issues under Federal and Florida law and regularly address issues for our clients concerning compensation and benefits, hiring and firing, and employee medical leave and related issues. We have a great deal of experience representing governmental clients before various state and local agencies, including the U.S. Equal Employment Opportunity Commission, The Florida Commission on Human Relations, and the Public Employees Relations Commission. Our team has extensive experience handling various labor and employment matters with over 30 governmental entities throughout the State, including school boards.

Our services include:

- Accessibility and Accommodations
- Administrative Claims and Hearings
- Agreements and Handbooks
- Collective Bargaining
- Counseling and Risk Management
- Drug Testing
- Employee Training
- Labor Arbitrations and Related Administrative Hearings
- Litigation Restrictive Covenants
- Occupational Safety and Health
- Pension Law
- Unemployment Claims
- Wage and Hour Claims and Audits

- Workers Compensation
- Workplace Investigations

Bonds and Public Finance

We act as city attorneys and special counsel to dozens of municipalities, allowing us to consult on various financial issues that other firms do not have experience handling. For example, we are the leading law firm in financing property assessment clean energy (PACE) projects through the issuance of bonds. We played a major role in drafting the state legislation authorizing PACE financings and in the development of case law affirming the validity of the statute through bond validations before the Florida Supreme Court. We also created the Green Corridor Property Assessment Clean Energy (PACE) District, by far the largest, most active and most successful PACE program in Florida, having already financed more than \$640 million in PACE projects, benefitting more than 30,000 properties throughout Florida.

We have also acted as Bond or Note Counsel to a number of cities, special districts and other governmental entities in connection with their issuance of tax-exempt bonds or notes, qualified tax-exempt loans and taxable bonds or notes, as well as lines of credit and letters of credit.

Sunshine Law and Public Records

Our Firm represents more public entities than any other Firm in the State of Florida. Many of our attorneys have previously served as elected officials and government counsel and are well-versed in all requirements of the Sunshine Law, public records, open meetings, and access. We advise our clients on a daily basis on remaining fully compliant with all open meetings and public records laws as well as how they interact with other requirements with ADA, Ethics Law, and Federal record keeping requirements. In fact, our Firm's attorneys have litigated significant Sunshine Law and public records cases in Florida Courts, including at the Supreme Court of Florida. We regularly draft policies and procedures for our clients and have been instrumental in advising clients in emergency situations such as the COVID-19 crisis so that they remain compliant with open meetings even in the most difficult circumstances.

Ethics

Government officials look to the firm for our expertise in all areas of ethics, including drafting and implementing a code of ethics, interpretations, and providing advice when facing an ethics investigation. Our firm frequently counsels elected officials at both the local and state levels. Our lawyers, led by David Tolces, counsel clients for matters before the State of Florida Ethics Commission, and offer day-to-day guidance that allows government officials to make informed decisions while complying with applicable ethical standards. We also typically will provide state mandated training to local government officials to insure compliance with the state ethics training requirements.

We also assist local governmental entities in conducting investigations and issuing reports involving official misconduct. For example, the City of Miami Beach recently retained the firm to investigate 15 government contractors, some of whom were implicated in a major scandal with the City's Procurement Director, issuing a comprehensive report pertaining to the investigation. With substantial experience counseling both investigative agencies and subjects of investigations, our team is uniquely positioned to successfully handle the most sensitive matters. We also represent lawyers in investigative and disciplinary proceedings by The Florida Bar, as well as professionals across multiple industries before the State of Florida Department of Professional Regulation.

Special Governmental District

We have extensive experience representing community development districts, special taxing districts, fire control districts, neighborhood improvement districts, and other local special purpose government entities. Leveraging our team members who are former state, county, and city attorneys, we counsel you on technical areas of intergovernmental relations, state law issues, tax issues, bond and finance issues, and the laws relating to the imposition and levy of special assessments.

When we serve as your special or general counsel, we take our role as a member of your team seriously, learning the in's and out's of your government entity in order to assist with specific governmental and financing issues that arise. Having tried and argued cases all the way to the Florida Supreme Court on behalf of local governments, our seasoned litigators are also ready to defend special districts and their financing when necessary.

Code Enforcement

When it comes to enforcing city code provisions, nothing is more important than experience. Our code enforcement lawyers have a strong track record, having handled thousands of code enforcement matters for our municipal clients. We understand that depending on the character of your community, your needs will vary – whether you are on an island with a small population of full-time residents, a number of waterways, and lots of tourists, or in an inland city that consists primarily of gated residential development and borders a national park and wetland preserves.

Our lawyers are thought leaders in the industry and can provide guidance on constantly evolving code violation issues. Vacation rentals and sober homes have created gray areas when it comes to state and federal laws, but our team can guide you through the applicable laws and different local codes. We also assist in using code enforcement powers to regulate the residency of sexual offenders and implement other safety measures designed to protect the health, safety, and welfare of your residents.

Environmental

Our lawyers are ready to navigate efficiently and effectively through regulatory waters on behalf of government clients and achieve results that strike a balance between economic needs, environmental protection and ethical business practices. With former

environmental regulators and counsel for environmental agencies on our team, we have a deep knowledge and understanding of policies and laws ranging from air quality to wetlands permitting.

In the event a client is subject to an enforcement proceeding, our attorneys have significant experience in handling environmental regulatory compliance and enforcement matters arising from routine facility inspections, accidental releases, permit violations, tree removal, mangrove alteration and other violations of environmental laws and regulations. We have successfully negotiated numerous settlement agreements concerning corrective action and penalties for violations of environmental regulations and permits.

Litigation

We live in a litigious world, and there is no shortage of lawsuits being filed against municipalities and governmental agencies. There are few firms in Florida that match our experience defending governments, elected officials, law enforcement personnel, and individual departments, branches, and divisions of local governments in both state and federal courts at the trial and appellate levels.

Our result-focused approach puts our clients' interests front and center at every stage of litigation. We are not afraid to take a case to trial—especially considering our track record for successful verdicts—and we are always prepared to do so. But we are constantly aware of our clients' priorities and obtain favorable settlements when necessary.

We specialize in cases involving disputes related to all aspects of local governance, including government contracts, civil rights, land use, zoning, takings, tort liability, sovereign immunity, and qualified immunity. For example, in one case, we fought on behalf of a local government to have a \$65 million waste disposal contract invalidated for failure to follow the awarding authority's bidding process. Our efforts resulted in the client saving \$8 million on the new contract when the proper bidding process was followed.

Our litigators also regularly defended local government clients and employees, including law enforcement, accused of violating constitutional and statutory rights arising under federal, state, and local laws. For example, we were lead counsel in a seminal, high-profile case involving unique issues relating to the intersection between land use and the Americans with Disabilities Act and the Fair Housing Amendments Act. Because of our success in that case, our lawyers have been hired to consult for dozens of local governments in Florida regarding these issues. In another high-profile case, we were lead government counsel for dozens of local governments in a \$200 million federal class action seeking recovery of red light camera fines. Our efforts there resulted in the dismissal with prejudice of the lawsuit.

Police Legal Advisement

Led by a former police officer with nearly a quarter century on the force, our police advisory team is uniquely qualified to provide top-level legal advice and strategy. Police departments

can face a number of challenging legal situations. Our attorneys work with municipalities and their police leadership to provide counsel regarding best practices, including pursuing civil asset forfeitures and petitioning for risk protection orders. If litigation becomes necessary, our team is ready to put you in the best possible position for success.

The law in this field is constantly evolving, making it all the more important to have a lawyer in your corner who is up-to-date with recent legal developments. For instance, police departments need to know about their ability to prosecute marijuana cases given recent legalization efforts. It is important to us to provide you with a go-to resource that can consistently provide advice on the issues at hand.

Approach to Providing Required Legal Services

The Firm is ready to commit an experienced, hands-on team to provide strategic advice, around-the-clock responsiveness and cost-effective execution in achieving the Town's desired objectives. In order to accomplish these objectives, we are proposing a solid working dynamic built on open lines of communication, responsiveness and appropriate staffing.

Through both in-person and technological communication methods, we maximize open and direct access, ensuring direct communication, collaboration, and continued attention to matters in process and responsiveness to urgent and emergent circumstances. The Mayor and Town Councilmembers will have constant direct and open access to all members of the team as well as all other Firm attorneys, which will be supported by regular coordination meetings.

Additionally, management and department heads will have direct and open access to members of our expanded legal team with whom they will be working on specialized matters. This ensures that those closest to a given situation are timely equipped with the know-how, instruments and decision-making capability to get the job done.

We pride ourselves on excellent internal communication within the Firm, which allows for a degree of coordination that is simply not possible with a variety of outside counsel. If selected, we will immediately schedule meetings with department heads to get a handle on pending legal issues and existing legal concerns. This will enable us to perform a comprehensive assessment of pending, ongoing and upcoming matters. This coordination will be in addition to our own due diligence which consists of reviewing previous meeting agendas, Municipal Business or Strategic Plans, the current budget and additional available literature on projects, initiatives and priorities. From there, we work with you as matters arise in a way that best suits your Town's processes and procedures.

Location

The firm's Boca Raton office will be the primary office that will be providing legal services to the Town.

Address:

2255 Glades Road
Suite 200E
Boca Raton, FL 33431
T: (561) 835-2111
F: (561) 431-3891

Cost Proposal

As stated previously, David Tolces will have primary responsibility for this engagement with the understanding that other attorneys from the team will be assigned to certain matters from time to time upon need and expertise. Our hourly rate for general matters will be \$400 per hour. We would charge \$450 per hour for litigation. Paralegal time will be billed at the firm's hourly rate for paralegals at a rate less than specified above. Our hourly rates will increase annually by the greater of five (5) percent or the change in the consumer price index for the Miami/Fort Lauderdale (all consumers) year over year as of July of that year, rounded to the nearest \$5.

We anticipate that certain expenses may be incurred and advanced on your behalf. These expenses may include application fees, lobbyist registration fees, filing fees, recording costs, out-of-town travel expenses, delivery charges, photocopies, special postage (express mail, certified mail and the like), computer research charges, court reporter expenses (including cost of transcript and court reporter's fee for attendance), court costs (such as filing fees, service of process, newspaper publication costs, subpoena costs, witness fees, recording fees, etc.), accounting and appraisal fees, and fees and expenses of experts, as necessary. Prior to incurring unusually large costs or advances on your behalf, we will first obtain your written consent.

Litigation History

There are no judgments or lawsuits against any of the individuals who would be performing legal services on behalf of the Town. There are also no lobbyists employed by the firm.

Conflict of Interest

The firm does not currently represent any clients that could cause a conflict of interest with its responsibilities to the town.

The Firm is currently or has previously represented the following governmental entities within the last five years:

Entities to which the Firm provides City/Village/Town Attorney Services:

- Bal Harbour Village
- City of Aventura
- City of Boynton Beach
- City of Deerfield Beach
- City of Homestead
- City of Marco Island
- City of Margate
- City of Parkland
- City of South Miami
- City of Weston
- Islamorada, Village of Islands
- Miami Shores Village
- Village of Palmetto Bay
- Jupiter Colony Inlet
- Miami Springs
- North Bay Village
- Town of Cutler Bay
- Town of Golden Beach
- Town of Indialantic
- Town of Lauderdale-By-The-Sea
- Town of Surfside
- Village of Indian Creek
- Village of Islamorada
- Village of Key Biscayne
- Village of Pinecrest

Other entities to which the Firm provides services similar to City Attorney Services:

- Broward County Sheriff's Office
- Broward Metropolitan Planning Organization
- City of Boca Raton
- City of Delray Beach
- City of Doral
- City of Florida City
- City of Fort Lauderdale
- City of Hallandale Beach
- City of Hollywood
- City of Lauderhill
- City of Miami Gardens
- City of North Miami
- City of North Miami Beach
- City of Pompano Beach
- City of Sunrise
- City of West Palm Beach
- Dania Beach Community Redevelopment Agency
- Delray Beach Community Redevelopment Agency
- Delray Beach Housing Authority
- Hardee County
- School Board of Palm Beach County
- The Utility Board of the City of Key West
- Town of Bay Harbor Islands
- Town of Davie

Entities to which the Firm provides general legal services:

- Broward County Planning Council
- City of Apopka
- City of Bartow Municipal Police Officers' Retirement Trust
- City of Bradenton
- City of Clermont
- City of Clewiston
- City of Coconut Creek
- City of Dania Beach
- City of Dunedin
- City of Fernandina Beach
- City of Fort Pierce
- City of Greenacres
- City of Groveland
- City of Haines City
- City of Lake Worth Beach
- City of Lakeland
- City of Largo

- City of Lauderdale Lakes
- City of Lighthouse Point
- City of Miami
- City of Miami Beach
- City of Miramar
- City of Naples
- City of North Port
- City of Oakland Park Police and Fire Pension Plan Board of Trustees
- City of Oldsmar
- City of Opa Locka
- City of Pembroke Pines
- City of Plant City
- City of Port Richey
- City of Riviera Beach
- City of Safety Harbor
- City of Sarasota
- City of Sebastian
- City of South Pasadena
- City of Stuart
- City of St. Petersburg
- City of Sunny Isles
- City of Sweetwater
- City of Tamarac
- City of Temple Terrace
- City of West Park
- Civilian Investigative Panel
- Collier County School Board
- Cooper City
- County of Osceola
- Delray Beach Housing Authority
- Desoto County School Board
- Florida League of Cities
- Glades Panel
- Green Cove Springs
- Hillsboro Inlet District
- Hillsborough County
- Homestead Housing Authority
- Housing Authority of Pompano Beach
- Indian Trail Improvement District
- Kenneth City
- Lake Worth Beach CRA
- Lauderhill Housing Authority
- Lee County School Board
- Manatee County
- Margate CRA
- Martin County
- Miami Dade College
- Miami-Dade County School Board
- Miami-Dade Expressway Authority
- North Collier Fire Control and Rescue District
- Opa-Locka CRA
- Palm Beach County
- Palm Beach Transportation Planning Agency
- Plantation Acres Improvement District

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City of Boca Raton

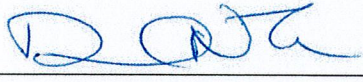
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Email: JHamilton@bocaraton-fl.gov

Certification

The undersigned hereby confirms as follows:

1. I am a duly authorized agent of the law firm submitting the proposal.
2. I have read the Proposal in its entirety and fully understand and accept these terms unless specific variations have been expressly listed below or attached.
3. My firm, WEISS, SAROTA, HELFMAN, COLE + BIRNBAUM, P.L.C., agrees to hold all prices, terms and conditions firm for acceptance for ninety (90) calendar days following the date and time of the bid opening.

By: <u></u>	<u>12/8/2025</u>
Manual Signature of Agent	Date
<u>DAVION, TOLCES</u>	<u>PARTNER</u>
Typed/Printed Name of Agent	Title of Agent