

**PALM BEACH COUNTY
BOARD OF COUNTY COMMISSIONERS**

WORKSHOP SUMMARY

Meeting Date: October 28, 2025

Department: Administration

I. EXECUTIVE BRIEF

Title: County Attorney Interviews and Selection Process

Summary: On October 21, 2025, the Board of County Commissioners (BCC) directed staff to schedule one-on-one interviews for October 27, 2025, and Public Interviews for October 28, 2025, to assist in making their selection for County Attorney. The Public Interviews will take place during the October 28, 2025 Workshop immediately following the regular business of the County. The candidates will sit together facing the BCC and answer questions in a rotating order. In each round of questions, a County Commissioner will ask the candidates a question. Candidates will have up to three (3) minutes to respond to each question. The County Commissioner will have the opportunity to ask a follow-up question; and candidates will have up to one (1) minute to rebut. Once the interviews have been concluded, the BCC will discuss and make their selection for County Attorney. To make their selection, County Commissioners will utilize a ballot-voting system. Countywide (JW)

Background and Policy Issues: The current County Attorney properly notified the BCC of her retirement effective December 19, 2025. In response, the BCC developed and accepted a timeline and procedure for the recruitment and retention process for the position. Leading up to this Workshop, the position was advertised, and resumes were received from interested candidates throughout the County. Human Resources reviewed all submissions and identified those that met the BCC-designated minimum qualifications. The BCC conducted one-on-one interviews with each candidate on October 27, 2025. On October 28, 2025, the BCC will conduct Public Interviews and make their final selection utilizing a ballot-voting system.

Attachments:

- 1. Candidates' Letter of Intent and Resumes

Recommended by: David Kahn
Department Director **Date**

Approved By:  10/27/2025
Date

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

| Fiscal Years | 2026 | 2027 | 2028 | 2029 | 2030 |
|---------------------------------------|------|------|------|------|------|
| Capital Expenditures | | | | | |
| Operating Costs | | | | | |
| External Revenues | | | | | |
| Program Income(County) | | | | | |
| In-Kind Match(County) | | | | | |
| NET FISCAL IMPACT | | | | | |
| #ADDITIONAL FTE POSITIONS (CUMULATIVE | | | | | |

Is Item Included in Current Budget? Yes No X
 Does this item include the use of federal funds? Yes No X
 Does this item include the use of state funds? Yes No X


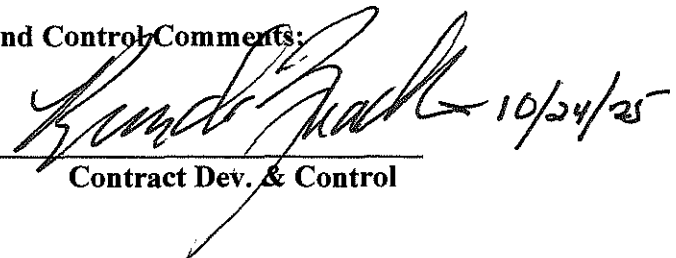
Budget Account No:
 Fund Dept Unit

B. Recommended Sources of Funds/Summary of Fiscal Impact: **There is no fiscal impact **

C. Departmental Fiscal Review:

III. REVIEW COMMENTS:

A. OFMB Fiscal and/or Contract Dev. and Control Comments:

OFMB Contract Dev. & Control

B. Legal Sufficiency


 Assistant County Attorney

C. Other Department Review

 Department Director

(THIS SUMMARY IS NOT TO BE USED AS A BASIS FOR PAYMENT.)

David R. F. Ottey, J.D.

dottey@pbc.gov •
West Palm Beach, FL

Palm Beach County Board of County Commissioners
301 North Olive Avenue,
West Palm Beach
Florida, 33401

October 17, 2025

Dear Mayor, Vice Mayor, and the Board of County Commissioners,

I am excited to apply for the County Attorney position in Palm Beach County and submit this letter of intent accordingly. With nearly two decades of service here, I offer deep institutional knowledge and a forward-looking vision for supporting and strengthening the County's commitment to effective, transparent, and innovative governance.

As Chief Assistant County Attorney, I have led high-impact litigation and policy initiatives that safeguarded public resources, strengthened compliance, and reinforced public trust in our institution. Over the years, I have successfully resolved more than 800 civil cases and defended or prosecuted multimillion-dollar claims on behalf of the County. I've also worked to modernize case management systems and enhance collaboration across departments, improving both efficiency and outcomes.

A defining aspect of my leadership has been my collaborative relationship with labor unions and management. Through open dialogue and principled negotiation, I have helped achieve equitable and sustainable agreements that balance fiscal responsibility with workforce well-being, advancing both the County's operational goals and its reputation as a fair, respected employer.

What distinguishes my experience is my unique background working in both the Litigation and Transactional Sections of the County Attorney's Office. This dual perspective has provided a comprehensive understanding of our operational structure, personnel, and cross-departmental coordination, an advantage that ensures a seamless transition into the role of County Attorney.

Palm Beach County stands at a pivotal moment of organizational transformation under new administrative leadership. I am inspired by the opportunity to lead our legal team through this next chapter—one that embraces innovation, fosters professional excellence, and deepens our service to the Board and the community. My goal is to ensure the County Attorney's Office continues to be a trusted partner, not only in managing risk and compliance, but in shaping solutions that support the County's long-term strategic vision.

Thank you for considering my application. I would welcome the opportunity to discuss how my experience, leadership, and commitment to public service can further contribute to Palm Beach County's continued success.

Sincerely,

A handwritten signature in blue ink, appearing to read "D. Ottey", with a stylized flourish at the end.

David R.F. Ottey, J.D.

Profile

Seasoned Attorney with extensive experience leading complex litigation, advising public officials, and driving landmark policy outcomes for Palm Beach County. Recognized for delivering strategic legal solutions that mitigate risk, preserve public resources, and augment institutional integrity.

- **Realized \$76 million in savings** through strategic case resolutions and proactive litigation management.
- **Achieved dismissal of high-stakes \$8 million federal class action**, affirming County's employment practices and preserving policy autonomy.
- **Secured \$64.3 million PFAS settlement in ongoing litigation**, establishing Palm Beach County in environmental litigation recovery.

Areas of Expertise

- Leadership & Team Management
- Civil Litigation Strategy & Trial Advocacy
- Legal Risk Management & Compliance
- Local Government & Municipal Law
- Contract Negotiations & Drafting
- Constitutional & Administrative Law
- Employment & Labor Law
- Budgeting & Fiscal Control
- Mediation & Dispute Resolution
- Intergovernmental Relations
- Policy Development & Ordinance Drafting
- Case Management
- Operational Efficiency
- Executive & Advisory Board Counsel
- Complex Negotiations & Settlements

Technical Proficiencies

Microsoft 365 – Word, Excel, PowerPoint, Outlook | Westlaw Precision w/ A.I. | LexisNexis | Legal Assistant -County Attorney's Office
Case Management Software | Generative AI Legal Research Platform – Co-Counsel

Career Experience

Chief Assistant County Attorney – Litigation

Sep 2015 – Present

Palm Beach County Attorney's Office, Palm Beach County, FL

Direct litigation strategy for over 730 civil cases across state and federal courts. Lead 20-strong team of professionals, including 11 attorneys, ensuring sound legal outcomes and fiscal stewardship. Retain oversight of multimillion-dollar litigation portfolio, mentor attorneys, and supervise outside counsel.

- Saved County approximately \$34.3 million by resolving 217 cases below 25% of potential exposure.
- Achieved more than 151 dismissals/summary judgments, eliminating significant liability exposure valued at \$41.9 million.
- Secured dismissal of \$8 million federal class action on employee misclassification with victory upheld on appeal.
- Realized \$64.3 million in settlements for County with outside counsel from 2 manufacturers, through effective input on litigation strategy in PFAS multi-district litigation.
- Recovered \$660,000 from insurance carrier through federal litigation on contract dispute.
- Defended Inverse Condemnation lawsuit—reducing \$4 million claim to \$425,700 verdict, limiting County loss by nearly 90%.
- Negotiated contract clause that led to recovery of \$200,000 attorney's fee from ride-share operator litigation - first Florida county to achieve agreement for ride share operation.
- Eradicated storage costs and boosted efficiency by driving transition to paperless case management system.
- Enhanced case preparation and team training by negotiating contract for AI-powered legal research software.

Chief/Assistant County Attorney III- Human Resources Department

Feb 2012 – Present

Palm Beach County Attorney's Office, Palm Beach County, FL

Provided legal counsel to HR Director and County leadership on labor and employment, and administrative law. Drafted and revised employment policies to ensure compliance with evolving legislation and case law.

- Ensured legal compliance and operational clarity by initiating and revising County Merit Rules and modernized HR policies.
- Directed implementation of Emergency FMLA during pandemic, balancing workforce safety with essential operations.
- Personnel Appeals Board upheld all but 1 termination case since 2012 through effective defense of County in administrative hearings.

- Avoided costly arbitration and resolved disputes by successful negotiations and secured 3 collective bargaining agreements with CWA.
- Reduced discrimination lawsuits with delivery of leadership training initiatives for department heads.

Chief/Assistant County Attorney III- Office of Equal Opportunity

Feb 2012 – Present

Palm Beach County Attorney’s Office, Palm Beach County, FL

Advised Fair Housing and Equal Employment Board and ensured compliance with federal and state civil rights laws.

- Authored ordinance revisions and legal frameworks to align with federal housing and employment statutes.
- Drafted repeal and replacement of employment ordinance that increased employee coverage and improved enforcement mechanisms.
- Garnered 100% municipal buy-in for employee ordinance amendment that expanded employee protection countywide, despite initial opposition.

Additional Experience:

Assistant County Attorney I - Litigation Palm Beach County Attorney’s Office, Palm Beach County, FL

Education

Juris Doctor (JD, Cum Laude), Levin College of Law, University of Florida, Gainesville, FL

Bachelor of Arts in Criminology & Political Science (BA, Cum Laude), University of Miami, Miami, FL

Key Projects

PFAS Multi-District Litigation Recovery, Palm Beach County Attorney’s Office, 2025

Inverse Condemnation Jury Trial, Palm Beach County Attorney’s Office, 2023

Legal Assistant System Upgrade, Palm Beach County Attorney’s Office, 2022

Employee Misclassification Class Action Dismissal, Palm Beach County Attorney’s Office, 2021

Ride-Share Contract and subsequent Class Action Litigation Palm Beach County Attorney’s Office, 2016

Licenses & Certifications

Admitted to Florida Bar, The Florida Bar

Admitted to U.S. District Court – Southern District of Florida, U.S. District Court

Presentations

CLE Wage Theft, Florida Association of County Attorneys (FACA), 2013

Awards

Golden Palm – For Initiation of Code Enforcement Amnesty Program, Palm Beach County Administration, 2022

Affiliations

Member, Florida Association of County Attorneys

Member - Trial Lawyers Section, Florida Bar

Member – City, County & Local Government Law Section, Florida Bar

Member - Judicial Committee Relations, Palm Beach County Bar

Member – Civil Practice Committee, Palm Beach County Bar

Member – Employment Law Committee, Palm Beach County Bar

K. Denise Haire



October 1, 2025

Palm Beach County Board of County Commissioners
c/o Recruitment Manager
CtyAttyRecruitment@pbc.gov
301 N. Olive Avenue
West Palm Beach, FL

RE: County Attorney Position, Job ID 30644

Dear Commissioners:

I am writing to express my strong interest in the position of County Attorney for Palm Beach County, Florida. This opportunity is a perfect alignment of my professional expertise, my commitment to public service, and my dedication to advancing the interests of this community.

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 the Board's chief legal advisor.

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*, 330 So. 3d 860 (Fla. 2021). 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*, 390 So. 3d 248 (Fla. 3d DCA 2024). I believe my experience working in both the public and private sectors provides valuable insight and perspective when approaching legal issues.

Additionally, I have gained management and administrative skills through my experience as Chief Talent Officer and Partner at my former firm, and as the founding Partner of my own law firm. My responsibilities have included recruitment, mentorship, budgeting, and strategic planning. I am prepared to lead and strengthen the County Attorney's Office as a trusted, collaborative, and forward-looking legal team.

I am recognized by *Florida Trend* as a Legal Elite Notable Woman Leader, and I currently co-chair the Palm Beach County Bar Association's Local Government & Land Use Committee, reflecting my commitment to advancing the profession and serving the local legal community.

It would be an honor to serve the Board of County Commissioners as its next County Attorney. I am committed to providing the Board with ethical, unbiased, accurate, timely, and practical legal counsel; safeguarding the County's interests; and ensuring the highest standards of integrity and accountability. I look forward to discussing how my experience and dedication can support the Board's mission.

Sincerely,

A handwritten signature in cursive script that reads "K. Denise Haire". The signature is written in black ink and is positioned below the word "Sincerely,".

K. Denise Haire

Enclosures:

Resume

Summary of Legal Actions

K. Denise Haire



PROFILE

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

PROFESSIONAL EXPERIENCE

Partner, July 2025 – Present

Haire Law Firm, PA, Jupiter, FL

- Manage firm administration, billing and invoicing, conflict checks, and budgeting.
- 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.

Partner, 2023 – June 2025

Shubin Law Group, PA, 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.
- Interviewed, evaluated, and hired candidates as Chief Talent Officer of the firm; mentored associates and interns.
- Developed and implemented firm policies as member of Management Committee.
- Received recognition in 2024 Florida Trend Legal Elite Notable Women Leaders.
- Obtained favorable ruling 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.

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, Finance, 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.
- 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.
- Supervised paralegals; provided guidance to junior attorneys.
- Obtained Florida Supreme Court victory in case involving interpretation and 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, including loan documents, modifications, and settlement agreements.
- Presented cases in trial and appellate oral arguments; drafted appellate briefs.
- 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 contract disputes.

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 other 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

SPEAKING ENGAGEMENTS

Continuing Legal Education seminar, Ethics in Real Property Transactions, April 2015.
Continuing Legal Education seminar, Mortgage Securitization, April 2014.

LEADERSHIP & COMMUNITY INVOLVEMENT

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

Legal actions involving Palm Beach County in which I participated:

Case No. 18-004773GM, Division of Administrative Hearings

Palm Beach County and The Town of Palm Beach v. City of West Palm Beach

This was an administrative case challenging the City of West Palm Beach's comprehensive plan amendment creating the Okeechobee Business District. DOAH entered a Recommended Order on December 26, 2018, in the City of West Palm Beach's favor, and the case is closed.

I participated in this case while working at City of West Palm Beach.

Case No. 2022-CA-004627-XXXX-MB, 15th Judicial Circuit Court

Palm Beach County v. Maria J. Pulles, et al.

This was an eminent domain case filed by Palm Beach County seeking to acquire easements on real property. The City of West Palm Beach was named as a defendant by virtue of holding a code lien on one of the listed parcels. A final judgment was entered on October 2, 2023, regarding the subject parcel, and the case is closed.

I participated in this case while working at City of West Palm Beach.

Case No. 2024-CA-001949-XXXA-MB, 15th Judicial Circuit Court

Transit Village LLC v. Palm Beach County

This action involves a Complaint for Specific Performance filed by Transit Village against Palm Beach County seeking to close on a Purchase and Sale Agreement involving real property.

I participated in this case while working at Shubin Law Group. I am no longer involved in the matter, however, the case remains pending. Pursuant to the Florida Rules of Professional Conduct, if I were employed by the County, I cannot participate in this matter and must be screened from this matter unless I receive informed consent from both parties. (*See* R. Regulating Fla. Bar 4-1.9(a), 4-1.11(d)(2)(A)).

Michael W. Jones
[REDACTED]
[REDACTED]
[REDACTED]

October 17, 2025

Re: Letter of Intent – County Attorney Position

To Whom It May Concern,

I am writing to express my interest in the County Attorney position. Having spent almost my entire legal career with the County Attorney's Office, most recently as a Chief Assistant County Attorney for the past four years, I am excited for the possibility to continue in an expanded role. I am deeply devoted to serving this office, the Board of County Commissioners, and Palm Beach County.

My twenty-five year career with the County Attorney's Office, in which my duties have progressively increased, has well prepared me for the County Attorney position. I meet and exceed all requirements and preferences for this position. I have extensive knowledge in general local government issues, including procurement, sunshine law, public records, public financing issues, ethics, home rule, and others. I currently provide legal services to two of the County's most active departments, Water Utilities and Facilities, Development, and Operations. I have been involved in many of the County's largest and most newsworthy projects, including the development and construction of the Ballpark of the Palm Beaches, the renovation of Roger Dean Chevrolet Stadium, the FPL Reclaimed Water Project, the creation of the Glades Utility Authority and subsequent conveyance to the County, and many others. I have also served as the General Counsel to the Solid Waste Authority for the past three and one-half years.

Attesting to my extensive knowledge of local government law, I became certified by the Florida Bar in City, County and Local Government law in 2019. To achieve this certification, I was required to demonstrate my experience in local government issues, pass an extensive exam, and receive favorable ratings from my peers in the legal community. For perspective, there are 304 attorneys with this certification among 93,000 Florida Bar member attorneys.

For the past four years I have been a Chief Assistant County Attorney, and currently supervise nine attorneys and two support staff. I provide daily guidance to members of my team, and other attorneys in the office, on complex legal issues. This experience has broadened my knowledge of local government law, including land development issues, Palm Tran, Fire-Rescue, and Public Safety. During my County career, I have gained background in almost every legal issue that affects the County. This experience has prepared me for the variety of legal issues that I would encounter as County Attorney. In addition, County leaders regularly reach out to me on a variety of legal issues, and I believe that my work product and opinions are well-respected County-wide.

For these reasons, I believe that I am uniquely qualified to lead the County Attorney's office into its next era, and respectfully submit my resume for consideration.

Thank you for your time and consideration.

Sincerely,

Michael W. Jones, Esq.

MICHAEL W. JONES

PROFESSIONAL SUMMARY

Chief Assistant County Attorney with 25 years of progressive leadership experience in the Palm Beach County Attorney's Office. Board Certified in City, County, and Local Government Law. Trusted advisor to the Board of County Commissioners, County Administration, and County departments, providing ethical, balanced, and solution-oriented counsel on complex legal issues. Proven success managing attorneys and staff while ensuring compliance with local, state, and federal law. Recognized for integrity, collaboration, and sound judgment in advancing County objectives and interests.

PROFESSIONAL EXPERIENCE

Palm Beach County Attorney's Office – West Palm Beach, FL

Chief Assistant County Attorney — Nov 2021–Present
Senior Assistant County Attorney — Feb 2014–Nov 2021
Assistant County Attorney — Oct 2000–Feb 2014

- Provide legal counsel to the Palm Beach County Water Utilities Department, Procurement Department, Facilities Development and Operations Department, and various other departments. Conduct commissioner briefings and represent departments at Board of County Commissioners meetings.
- Draft and review contracts, ordinances, resolutions, real estate conveyance documents, construction agreements, settlement agreements, and related legal documents.
- Supervise a team of nine attorneys and two support staff, providing mentorship, workload oversight, and legal guidance.
- Draft ordinances and advise on proposed legislation and amendments in the Florida Legislature.
- Advise County Administration, the Procurement Department, and other departments on protest issues; represented the County in procurement protest hearings (2000–2022).
- Serve as Board Counsel for the Public Art Committee and Infrastructure Surtax Committee.
- Provide legal advice on election, public forum, and public art issues.

Solid Waste Authority of Palm Beach County – West Palm Beach, FL

General Counsel — 2022–Present

- Provide legal counsel to the Solid Waste Authority Governing Board and staff.
- Draft and review contracts, resolutions, construction agreements, permits, and related legal documents.
- Provide legal advice on procurement issues.
- Conduct Board briefings and serve as Board Counsel to the Governing Board and the Citizen's Advisory Committee.

Johnson, Anselmo, Murdoch, Burke, Piper & Hochman – Fort Lauderdale, FL

Litigation Associate — Mar 1998–Sep 2000

- Defended municipalities and governmental entities in Florida and federal courts.
- Represented clients in depositions, hearings, and motions related to civil rights, employment, and tort litigation.

PROFESSIONAL ACHIEVEMENTS

- Ballpark of the Palm Beaches: Lead counsel for negotiations and drafting of development, use, and funding agreements for a new spring training facility project (approximate budget of \$135 million), including securing \$50 million in state funding under §288.11361, F.S.
- Roger Dean Chevrolet Stadium: Lead counsel for negotiations and drafting of development, use, and funding agreements for refurbishment of existing spring training facility project (approximate budget of \$108 million), including securing \$50 million in state funding under §288.11361, F.S.
- Reclaimed Water Agreement (Broward County): Negotiated and drafted interlocal agreement for a regional reclaimed water project delivering reclaimed water from Broward County to Palm Beach County.
- FPL Reclaimed Water Settlement: Negotiated settlement agreement amending 2008 agreement to align with operational realities and environmental compliance.
- C-51 Phase II Reservoir Project: Lead counsel on multiple agreements supporting regional water storage, resiliency, and environmental restoration.
- Village of Royal Palm Beach Water/Wastewater Acquisition: Oversaw \$70 million system acquisition.
- FPL West County Energy Center: Negotiated and drafted reclaimed water project agreement delivering up to 27 million gallons per day; project cost approximately \$53 million.
- Glades Utility Authority: Established a multi-jurisdictional utility authority and oversaw subsequent asset conveyance to the County.
- Golden Palm Award (2009): For T-Mobile negotiation resulting in \$1.6 million payment to County.

EDUCATION

- University of Florida Levin College of Law — J.D., with honors, 1997
- University of Florida — M.A., Telecommunications, 1996
- University of Maryland — B.A., Radio, Television and Film, 1991

ADMISSIONS & CERTIFICATIONS

- Admitted to Florida Bar (1998)
- Admitted to U.S. District Court, Southern District of Florida (1998)
- Florida Bar Certification: City, County, and Local Government Law
- Member: City, County, and Local Government Law Section of the Florida Bar
- Member, Florida Association of County Attorneys

MICHAEL J. NAPOLEONE

October 14, 2025

To: ctyattyrecruitment@pbc.gov

Re: Position of County Attorney

Dear Mayor Marino and Members of the Board of County Commissioners,

With deep respect for Palm Beach County's history and great optimism for its future, I submit this letter to express my interest in the position of County Attorney. Having lived in this community since 1976, practiced law here for nearly 30 years, and served the past decade as an elected official—currently as Mayor of Wellington—I have dedicated my professional life to the rule of law, public service, and the thoughtful stewardship of the place we call home. I am excited for the opportunity to apply my unique combination of private and public sector legal experience and leadership in the business and legal community in continued service to our county and residents.

Palm Beach County stands at a defining moment. As our business and community leaders have noted, we are in an era of unprecedented opportunity, where growth, innovation, and investment are transforming our region. Yet, as County leaders such as yourselves have recognized, this growth must be guided by strong institutions, sound governance, and a legal framework that protects both our progress and our people. I believe my unique combination of legal ability, government leadership, and deep community connections have prepared me to help the Board seize this moment with integrity, foresight, and balance.

As a litigation partner at Day Pitney LLP, an AmLaw 200 firm, I have represented public and private entities in complex matters involving commercial contracts, real estate and land use, employment law, and corporate governance. I understand and have advised clients on the nuances of risk management, regulatory compliance, and the importance of crafting legally defensible positions that will stand up to judicial scrutiny. My work centers on ensuring that clients exercise sound judgment within the bounds of the law. As judges and even my opposing counsel can attest, I am an aggressive advocate for my clients, but still practice with professionalism and the highest level of ethics.

As Wellington's Mayor, I have been entrusted with executive leadership over a \$155 million annual budget, the negotiation and approval of municipal contracts, and the drafting of ordinances, resolutions, and interlocal agreements. I actively worked on a complete review, revision and replacement of Wellington's Land Development Regulations and Code of Ordinances, which had originally been adopted based on those of the County, but which no longer served the distinctive

needs of our Village. I drafted ballot language for multiple election cycles, which experience will be beneficial if you make the decision to place a transportation surtax issue on the ballot in November 2026. This experience has strengthened my understanding of the delicate intersection between policy and law, and of the County Attorney's role as both advisor and guardian of institutional integrity.

Across my service on boards such as the Palm Beach County League of Cities, the Transportation Planning Agency, the Early Learning Coalition, and the Business Development Board's Economic Task Force, I have seen firsthand how collaboration between local governments and the private sector fuels regional success. Those relationships, and the trust on which they are built, are vital to the County Attorney's ability to deliver sound counsel and advance the Board's strategic priorities. Moreover, they have provided me a special perspective on issues our county will face in the near future. As an active member of the TPA, I am well-familiar with the efforts to develop a Countywide Transportation Master Plan. The County's continued success will depend on creating a viable plan to move people around our county and I would welcome the opportunity to provide legal input on those plans as they are developed.

If afforded the honor to serve, I would bring to the role a steady legal hand, a collaborative temperament, and a proven record of leadership rooted in public service. Perhaps most importantly, I would bring a much-needed fresh perspective to the County Attorney's Office. Having spent my career in private practice, I would look to bring that same level of accountability and attention to detail to this Office. The most successful law firms are those that combine individual excellence with a shared sense of purpose. The County Attorney's Office is full of talented individuals, many of whom are subject matter experts in nuanced areas of the law. There exists a tremendous opportunity to strengthen the connection among these teams to foster more communication, collegiality and mutual support. As County Attorney, I would focus on creating structures and habits that make it easier for attorneys to share ideas, celebrate wins, and draw on the collective experience of the entire team. My goal would be to reinforce a culture where each lawyer feels valued, engaged, and aligned with the mission to provide exceptional service to the Board and our County Departments.

I believe that preparation is the key to success and all our attorneys must be prepared to address issues raised by you as Commissioners and by our County Administrator and County staff, often in real-time. As Commissioners, you need to know what actions you can and must take within the bounds of the law, where you have discretion, and how you may lawfully exercise that discretion. To provide such counsel requires meticulous attention to detail and the ability to anticipate questions; as a litigator, this is second nature to me and I would work to ensure that it is second nature to the entire team. Providing sound legal advice and implementing the Board's direction, while keeping the county out of avoidable litigation, are core functions of the position.

Of equal importance is the ability to communicate clearly and consistently with the Commissioners and your staff and with County Administration. Open and frequent lines of communications can head off issues before they become problems. As Commissioners, you need to be kept informed as to the status of litigation involving or impacting the County, potential changes to the law being

considered by the State Legislature, and how those changes would impact our County. To be an effective communicator, the County Attorney must work with the schedules of each Commissioner to convey this information in the way that is most effective for each of you, whether that be in-person, by email, by telephone, or a combination of methods as circumstances dictate. My experience with demanding clients in high-stakes litigation has accustomed me to late night, early morning, and weekend phone calls and emails, and I believe in providing timely and accurate responses to those inquiries.

As an elected official, I fully recognize that the County Attorney is not a policymaker but rather a protector of process, tasked with ensuring that the Board's vision is implemented lawfully, efficiently, and in the public's best interest. My goal would be to uphold that charge with professionalism, independence, and a deep respect for the institution I would serve.

Palm Beach County is entering a new chapter, one defined by growth, innovation, and complexity. I believe this moment demands a County Attorney who not only understands the law, but also understands *this place* - its people, its values, and its promise. I would be honored to bring my unique experience, collaborative leadership style, and a lifelong commitment to public service to this vital role.

Thank you for your consideration and for your continued leadership on behalf of our County.

Respectfully submitted,

Michael J. Napoleone

REQUIRED DISCLOSURE:

In 2018 I was engaged by Rohl Networks, LP in connection with issues that arose out of work performed by my client, and a dispute over payments due, in connection with the SW Belle Glade Water Services Replacement Project, Zone 2 East (Project No. WUD. 14-015). This matter did not proceed to litigation, but was amicably settled with the County in 2019 pursuant to a written agreement dated July 2, 2019.

MICHAEL J. NAPOLEONE

[LinkedIn Profile - Michael J. Napoleone](#)

PUBLIC SERVICE & LEGAL LEADERSHIP EXECUTIVE

Accomplished attorney and public servant with nearly 30 years of practice in Palm Beach County and a distinguished record of civic leadership, including service as Mayor of Wellington. Experienced in local government law, policy development, and community engagement. Extensive legal experience in complex litigation, appeals, contract negotiation, and risk management. Skilled in drafting and interpreting ordinances, managing high-stakes litigation, and ensuring compliance with state and federal law. Recognized for integrity, strong interpersonal skills, balanced judgment, and practical problem-solving in a high-profile elected role. Palm Beach County Resident since 1976.

PROFESSIONAL EXPERIENCE

Day Pitney LLP (formerly Richman Greer, P.A.) | West Palm Beach, FL **2000 to Present**

Litigation Partner (2005 to Present); Associate (2000 to 2004)

- Multidisciplinary legal practice at an AmLaw 200 firm representing public and private companies and individuals in complex commercial contract disputes, employment law, real estate, land use and zoning conflicts, officer and director litigation, unfair and deceptive trade practices, trust and estate litigation, and class action defense. Defended the Office of the Attorney General of the State of Florida and its employees against claims of fraud.
- Extensive courtroom experience in state and federal courts, including jury trials, bench trials, appeals, arbitrations, and mediation, and evidentiary hearings including matters related to permanent and temporary injunctive relief, fiduciary appointments, and attorney's fees. Argued cases before the 11th Circuit Court of Appeals, and Florida's Third, Fourth and Fifth District Courts of Appeal.
- Negotiated and drafted sophisticated contracts involving real estate transactions, employment and severance agreements, nondisclosure agreements, and exclusive rights agreements.
- Provided strategic counsel to corporate clients on enterprise risk management, corporate governance, and proactive liability mitigation to prevent exposure to litigation.
- Supervised and mentored attorneys, paralegals, and professional staff, including oversight of recruitment, hiring, and development of lateral partners, associates, and interns to ensure a high-performing, collaborative legal team.

Village of Wellington | Wellington, FL **2016 to Present**

Mayor (2024 to Present); Vice Mayor (2019 to 2020, 2023 to 2024); Council Member (2016 to 2024)

- Provided executive leadership for the fifth-largest municipality in Palm Beach County, with a \$155M annual budget.
- Worked closely with Village Attorney to draft, review, and approve ordinances, resolutions, and contracts with a focus on legal sufficiency and fiscal responsibility. Drafted ballot language for amendments to Village Charter.
- Addressed land use, zoning, development, code enforcement issues. Oversaw complete rewrite and replacement of Land Development Regulations and Code of Ordinances to enhance clarity and compliance.
- Negotiated municipal contracts and employment agreements, including the Village's first public-private partnership with a privately operate sports academy and the sale of Village-owned property for the development of an elite private school and a mixed-use development.
- Managed procurement of a new solid waste vendor and participated in contract negotiations resulting in the residents receiving the same level of service at a reduced cost.
- Worked with senior management team and lobbyists to develop legislative agendas. Met and communicated with State Legislators to successfully advocate on issues in the best interests of local residents.
- Well-versed in Florida's open government and ethics laws, including the Sunshine Law, public records regulations, and the ad valorem taxation process, to ensure compliance, transparency and accountability.
- Collaborated with outside counsel and staff attorneys to manage litigation, resolve disputes, and mitigate risk for the Village. Represented the Village in mediations with developers and special districts.

LEADERSHIP & BOARD EXPERIENCE

Palm Beach County League of Cities | *Second Vice President (2025 to Present); Board of Directors (2019 to Present)*

Palm Beach County Transportation Planning Agency | *Executive Board (2021 to Present); Governing Board (2017 to Present)*

The Florida Bar | *Government Advocacy Committee (2025 to Present); Chair, Constitutional Judiciary Committee (2013 to 2015), Member (2011 to 2013); Standing Committee on Professionalism (2003 to 2009); Grievance Committee 15G (2010 to 2015); Presenter, Benchmarks: Raising the Bar on Civics Education (various dates between 2011 and 2015)*

Palm Beach County Bar Association | *President (2010 to 2011); Chair, Professionalism Committee (2008 to 2009); Chair, Diversity Committee (2006 to 2007); Chair/Creator, Leadership Academy (2007 to 2009)*

Business Development Board of Palm Beach County | *Economic Task Force (2024 to Present); Board of Advisors (2019 to Present)*

Village of Wellington | *Charter Review Task Force (2015)*

Florida Association for Women Lawyers, Palm Beach County Chapter | *Member & Presenter (2007 to Present)*

Early Learning Coalition | *Board of Directors (2011 to 2021)*

Palm Beach County Sports Commission | *Legal Counsel, pro bono (2010 to 2020)*

Leadership Palm Beach County | *Class of 2022*

Leadership West Palm Beach | *Class of 2005*

EDUCATION

St. John's University School of Law | *J.D. (May 1997); Dean's List all semesters; Associate Editor, NY Litigator*

University of Florida | *B.A., Criminology and Law (June 1993); Florida Blue Key*

LICENSES

State | *Florida (1998); New York (1998); New Jersey (1997, inactive)*

Federal | *U.S. Supreme Court (2007); U.S. Court of Appeals, Eleventh Circuit (2004); U.S. District Court for the Southern District of Florida (1998); U.S. District Court for the Middle District of Florida (2004)*

HONORS & RECOGNITION

AV Rated, Martindale-Hubbell | *(2008 to Present)*

Leadership Palm Beach County | *Leadership Excellence Award Finalist (2025)*

Complete Streets Champion | *(2025)*

Best Lawyers in America | *Commercial Litigation (2015, 2020 to 2026)*

Florida Super Lawyers | *(2010 to 2025)*

Florida Trend's Florida Legal Elite | *(2009 to 2018)*

South Florida Business Journal | *Key Partners Award (2012)*