

**TORCIVIA, DONLON,  
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Glen J. Torcivia  
Lara Donlon  
Christy L. Goddeau\*  
Leonard G. Rubin\*

\*FLORIDA BAR BOARD CERTIFIED  
CITY COUNTY AND LOCAL GOVERNMENT ATTORNEY

Jennifer H.R. Hunecke  
Susan M. Garrett  
Elizabeth V. Lenihan\*  
Ruth A. Holmes  
Ben Saver  
Tanya M. Earley  
Daniel Harrell, Of Counsel

September 21, 2023

Mayor and Councilmembers  
City of Port St. Lucie  
121 S.W. Port St. Lucie Blvd  
Port St. Lucie, Florida 34984-5099

RE: Interim City Attorney Services

Dear Mayor and Councilmembers:

We are pleased to submit our letter of interest in serving as the Interim City Attorney for the City of Port St. Lucie ("City"). Our Firm has been providing quality legal representation to local governments and special districts for over 34 years in Palm Beach, Martin, and St. Lucie counties.

As Interim City Attorney, our Firm would provide experienced legal advice in a timely and efficient manner along with your current in-house legal department. We routinely provide legal advice to elected and appointed officials, boards, commissions and management on a variety of matters, whether in public meetings or in addressing daily legal issues. We pride ourselves on establishing and maintaining professional, effective working relationships with each entity's officials and employees.

Below we have provided information regarding the municipalities we currently represent, background information regarding our Firm and the three attorneys we anticipate would provide the most support during the interim period, and four references.

**Municipalities Represented by the Firm as City Attorney\***

City of Belle Glade  
City of Greenacres  
Town of Highland Beach  
Town of Hypoluxo  
Town of Juno Beach

City of Lake Worth Beach  
Town of Loxahatchee Groves  
Village of North Palm Beach  
Town of Ocean Ridge  
Village of Palm Springs  
Town of Sewall's Point  
Town of South Palm Beach

\*Please note the Firm represents other municipalities and local governments in a limited capacity and represents a number of special districts as general counsel.

### **Firm Background**

In 1989, after serving five (5) years as an Assistant County Attorney for Palm Beach County, Glen J. Torcivia established the Firm as the Law Offices of Glen J. Torcivia & Associates, P.A. The Firm's initial clientele primarily involved local governments but soon expanded to include private businesses seeking a variety of services. As the Firm grew, it developed with two main practice areas: local government and employment law. In 2014, the Firm re-organized as Torcivia, Donlon, Goddeau and Ansay, P.A., to recognize its new shareholders: Lara Donlon, Christy Goddeau and Carolyn Ansay. Ms. Donlon and Ms. Goddeau have each been with the Firm for over twenty years. After Ms. Ansay left the Firm in 2018, the Firm was renamed Torcivia, Donlon, Goddeau & Rubin, P.A. to recognize its new shareholder, Leonard Rubin.

Including Mr. Torcivia, the Firm employs eleven (11) attorneys, one (1) attorney who serves as Of Counsel, and three (3) legal assistants. The attorneys primarily representing the Firm's local government clients are Glen J. Torcivia, Christy Goddeau, Len Rubin, Elizabeth Lennihan, Jennifer Hunecke, Susan Garrett, Ruth Holmes, Ben Saver and Tanya Earley. Ms. Goddeau, Mr. Rubin, Ms. Lennihan, and Ms. Earley are Florida Bar Board Certified City, County and Local Government attorneys. Lara Donlon leads the Firm's employment law practice. She provides advice on labor & employment law to all of the Firm's clients.

The Firm's extensive experience in advising and representing local governments on day-to-day matters, as well as short- and long-term projects, will ensure the City of Port St. Lucie obtains outstanding legal representation during the interim period.

Our Firm understands the special needs of local governments and we are committed to providing quality representation and advice in an efficient and timely manner and utilizing existing legal staff to accomplish those goals. We offer the City of Port St. Lucie a full range of general counsel services in all aspects of municipal law, including State and Palm Beach County ethics, public records and Sunshine Law, land use and zoning matters, code enforcement, procurement, contracts, utilities including water and waste water, construction law, labor and employment law, drafting and interpreting personnel regulations and policies, preparation of ordinances and resolutions, forfeitures, real estate, parliamentary procedures, and litigation. We are also adept at monitoring and overseeing the activities of outside counsel, including bond counsel, insurance counsel and workers' compensation counsel. We will provide appropriate guidance and advice to the Mayor and City Council and other Boards of the City of Port St. Lucie as well as City staff.

We look forward to the opportunity to work more closely with the City of Port St. Lucie to ensure it receives the highest quality legal representation in an efficient, cost-effective manner.

If the Firm is selected to provide Interim City Attorney services, we would anticipate that the attorneys who would primarily be engaged to assist would be Shareholders Glen Torcivia and myself. The appropriate Senior Associates, including Tanya Earley, would assist as necessary. A summary of the attorney qualifications is provided below.

**Glen J. Torcivia**

Glen J. Torcivia was admitted to The Florida Bar in 1982 and engaged in private practice in West Palm Beach until 1984. From 1984 through 1989, Mr. Torcivia was an Assistant County Attorney for Palm Beach County. Mr. Torcivia represented the County in a wide range of areas, from A (airports) to Z (zoning) including drafting the Palm Beach County Health Care Act and the Children's Services Council Act of Florida. Both of these special districts were established during a period (1986-1988) that the Legislature had established a moratorium on the creation of Special Districts. He represented the Palm Beach County Legislative Delegation and represented the County before the Legislature. He successfully represented the County in many federal and state court actions at both the trial court and appellate levels. *See, e.g., McGregor v. Board of Commissioners of Palm Beach County*, 674 F. Supp. 858 (S.D. Fla. 1987) (a whistleblower action filed by the County's former internal auditor); *Ackinclose v. Palm Beach County*, 845 F.2d 931 (11th Cir. 1988) (a fair labor standard act lawsuit filed on behalf of 33 employees of the utilities department). He won every case that went to trial, and none were settled for more than a nuisance value. He negotiated several collective bargaining agreements for the County, including working with Chief Herman Brice in negotiating the first agreement for the County's newly consolidated Fire Rescue Department. He also negotiated collective bargaining agreements with the County's general employee union. He successfully represented the County in several grievance, arbitration and impasse hearings pursuant to these agreements.

After establishing the Firm, Mr. Torcivia continued to represent local governments and special districts in a wide variety of matters. His representation includes municipalities, counties, school districts, special districts and constitutional officers. Mr. Torcivia is very familiar with the Sunshine Law, the Code of Ethics, the ad valorem (TRIM) process, labor and employment law, code enforcement matters, municipal liability, grants, contracts (including Interlocal Agreements), land use and zoning, utilities, public finance, infrastructure procurement (including the Competitive Consultants Negotiations Act), litigation, ordinances, State Law preemption and all facets of local government and Special District law. He has served as Special Magistrate/Hearing Officer for several municipalities for code enforcement matters.

Since September 30, 2009, Mr. Torcivia and the Firm have served as the City Attorney for the City of Lake Worth Beach, providing legal advice in the areas of administration, labor & employment law, public works, water utilities, electric utilities, special assessments, solid waste, land use, planning & zoning, historic preservation, procurement, real estate, finance, infrastructure, litigation, building, code enforcement, public records, ethics, Sunshine Law, library and

recreational services. He has drafted numerous ordinances and resolutions on a wide variety of topics. Mr. Torcivia or Ms. Goddeau attend City Commission meetings for the City of Lake Worth Beach and work closely with outside counsel (including Insurance Counsel) to oversee and resolve pending litigation. Mr. Torcivia and the Firm have been instrumental in favorably resolving costly litigation against the City and limiting the City's continued exposure to liability and attorneys' fees. The Firm reduced Lake Worth Beach's legal budget by approximately 20% during its first three years as City Attorney, while enhancing the level of legal services provided to Lake Worth Beach.

Serving as the City Attorney for the City of Belle Glade since 2003, Mr. Torcivia oversees all legal issues pertaining to the City. He attends City Commission meetings, workshops, and meetings of different boards of the City. He advises the City Manager and City staff on a host of issues confronting the City. He previously worked with the City's Chiefs of Police and Fire Rescue in matters pertaining to public safety. The City of Belle Glade has contracted, since 2008, with the Palm Beach County Sheriff's Office. Mr. Torcivia negotiated the initial contract and was successful in renegotiating said contract to achieve an approximately \$1 Million reduction in cost to the City with no decrease in the level of service provided by the Sheriff's Office. In 2009, the City transferred its fire rescue service to Palm Beach County Fire Rescue. Mr. Torcivia also represents the Planning and Building department and is involved in legal issues involving developing the City's business park, annexation, agriculture and real estate matters. He has represented the City in Tallahassee before Administrative Agencies, the Legislature and the Executive Branch.

Mr. Torcivia and the Firm have served as the Village Attorney for the Village of Palm Springs since November 18, 2007, providing legal advice in the areas of administration, police, public works, water utilities, land use, annexations, public records law, Sunshine Law, employment law, planning & zoning, building, code enforcement, finance, infrastructure, litigation, library and recreational services. Mr. Torcivia attends Village Council meetings. Mr. Torcivia, along with Ms. Donlon, negotiates collective bargaining agreements with the Village's police union (previously having negotiated with the union representing both police and fire rescue) and with the Service Employee International Union (SEIU).

Since January 2012, Mr. Torcivia, along with Leonard Rubin, Esq., has served as Town Attorney for the Town of Highland Beach. As the Town Attorney, Mr. Torcivia is responsible for all legal matters affecting the Town. He has negotiated and drafted numerous contracts including Interlocal Agreements. He or Mr. Rubin attend all Town Commission meetings, as well as meetings of various advisory boards of the Town. Mr. Torcivia and Mr. Rubin work closely with the Town Manager and Town staff, including the Finance Director and Police Chief. Mr. Torcivia worked with the Charter Review Committee in reviewing and revising the Town Charter.

Mr. Torcivia has been the Town Attorney for the Town of Sewall's Point since 2007. Sewall's Point is a residential full-service community with administrative, police, public works, land use, and building/code provided in house, with fire rescue, water, wastewater treatment and sanitation provided through outside contracts. As Town attorney, Mr. Torcivia and the Firm are responsible for all legal matters for the Town. Mr. Torcivia attends most Town Commission meetings, with a Senior Associate occasionally attending Town Commission meetings. He has provided an

overview of relevant laws such as the Sunshine Law, public records law, and ethics to the Town Commission and to Town Advisory Boards. He has been providing all legal services for the Town's septic to sewer conversion. Ms. Donlon provides employment law services for the Town.

Mr. Torcivia has, as special counsel, represented the City of Riviera Beach since 1989 in a diverse variety of matters, including defending claims of employment discrimination, defending police officers in unlawful use of force cases, representing the City in the enforcement of their ordinances (e.g., adult entertainment ordinances, fireworks ordinances, zoning ordinances, etc.), tort litigation, including slip and fall, assault and battery, traffic accidents, due process claims, Sunshine Law and public records lawsuits. Along with Ms. Goddeau, he provides legal advice and services to the police department on a variety of matters. He and Ms. Donlon have also represented the City in labor arbitrations and served as counsel to the City's Planning and Zoning Board. He, along with Ms. Goddeau, have served as Interim City Attorney as needed.

Together with Leonard Rubin, Esq., Mr. Torcivia and the Firm have represented the Village of North Palm Beach as the Village Attorney since 2006. The Firm provides all legal services to the Village, including Planning & Zoning, Ethics, contracts, procurement, code enforcement and litigation. Ms. Donlon provides all employment law services for the Village.

As the initial general counsel of the Health Care District of Palm Beach County (1989-1997), Mr. Torcivia was responsible for all legal matters pertaining to starting an independent special taxing district. He helped establish the trauma system, including negotiating the purchase of the Trauma Hawk Air Ambulance, and negotiating the contracts with the trauma centers and with the trauma physicians. Mr. Torcivia oversaw the drafting of all initial policies, including personnel policies. Mr. Torcivia has provided a wide range of legal services to Lakeside Hospital, including the negotiating and drafting of numerous contracts. He and Ms. Goddeau represented the District on a number of matters, including the acquisition of state land for the new hospital and construction contracts for the hospital. Mr. Torcivia, along with Ms. Goddeau, have occasionally served as Interim General Counsel for the District. Mr. Torcivia has represented the District before State Administrative Agencies, including the Department of Environmental Protection and the Department of Management Services, as well as before the Legislature, the Governor, and the Cabinet.

For over thirty-two (32) years, Mr. Torcivia has represented the Children Service Council of St. Lucie County, and independent special district. The Council is comprised of ten (10) individuals, five (5) of whom are appointed by the Governor and five (5) of whom serve by designation (i.e. a County Commissioner, School Board member, the School Board superintendent, a representative of the Department of Children and Families and a local Juvenile Judge). The Council has provided millions of dollars in funding to programs to improve the quality of life for all children in St. Lucie County. Mr. Torcivia drafts and reviews all contracts entered into by this special district and Ms. Donlon provides advice on employment law matters.

Mr. Torcivia and the Firm have served as Town Attorney for the Town of South Palm Beach since 2017. As Town Attorney, Mr. Torcivia provides all necessary legal services to this coastal community and its police department. The Firm has assisted in drafting an RFQ for wastewater and sewer engineering services. Mr. Torcivia has assisted the Town with grants and FEMA issues.

He also provides advice on the Sunshine Law, public records issues and ethics. Working with Mr. Saver, he has advised the Town on revising their Charter and Code of Ordinances.

In 2018, Mr. Torcivia and the Firm were selected to serve as City Attorney for the City of Greenacres. As City Attorney, the Firm is responsible for all legal matters confronting the City. Mr. Torcivia and Ms. Goddeau attend all City Council meetings, where they provides advice and guidance on all agenda items. He provides advice on the Sunshine Law, Public Records Law and Ethics Issues. Ms. Goddeau works with staff on day-to-day legal issues, including procurement, land use, code enforcement, special assessments and agenda items. Ms. Donlon provides advice on employment law matters.

### **Lara Donlon**

Lara Donlon was admitted to The Florida Bar in 1996. After clerking at the Fourth District Court of Appeals, she practiced in the area of tort litigation, including wrongful death, automobile accidents, premises liability, insurance coverage, commercial litigation, and employment law. She also practiced before the appellate courts and prepared a number of appellate briefs resulting in favorable outcomes.

Since joining the Firm in 2001, Ms. Donlon has been involved in all aspects of the Firm's practice and has provided services to the vast majority of the Firm's governmental, as well as non-profit and corporate clients. Ms. Donlon provides employment law advice and representation for the Firm's municipal and special district clients including, but not limited to, the Village of Palm Springs, the Village of Wellington, the City of Lake Worth Beach, the Indian Trail Improvement District, the Northern Palm Beach County Improvement District, the Town of Loxahatchee Groves, the Lake Worth Drainage District, the Health Care District of Palm Beach County, the Children's Services Council of St. Lucie County, the City of Riviera Beach, the Village of North Palm Beach, the City of Belle Glade, the Town of Highland Beach, the Town of Sewall's Point, the Port of Palm Beach District, and the Property Appraiser of Palm Beach County. Ms. Donlon also acts as special counsel to various governmental clients assisting their general counsel and/or internal legal departments with employment law matters including, but not limited to: the Immokalee Fire Control District, the Immokalee Water and Sewer District, the Loxahatchee River District, the Town of Juno Beach, the City of Port St. Lucie, and the former independent district of Loxahatchee Groves Water Control District.

When current or former employees file grievances, arbitrations, administrative complaints, or lawsuits in State or Federal Court, Ms. Donlon provides a zealous defense, while ensuring the client also explores the possibility of early resolution. Ms. Donlon has defended and resolved numerous cases brought under multiple employment law theories. Additionally, she assists clients in vigorously defending charges filed with the Equal Employment Opportunity Commission or the Florida Commission on Human Relations to avoid future litigation. Should any litigation matter proceed to the appellate level, Ms. Donlon is well-versed in appellate matters and is able to continue the defense without any disruption. Ms. Donlon's experience as a law clerk to the Honorable John W. Dell of the Fourth District Court of Appeals, has provided her the experience to prepare a number of appellate briefs resulting in favorable outcomes. *See e.g. McCollem v. Chidnese*, 832 So. 2d 194 (Fla. 4th DCA 2002); *Brown v. Brown*, 800 So. 2d 359 (Fla. 4th DCA

2001); *Hadden v. School District of Palm Beach County*, 845 So. 2d 208 (Fla. 4th DCA 2003) (affirmed PCA); *Misquith v. Borrego, St. Mary's Medical Center, Palm Beach Trauma Associates, Palm Beach County Health Care District*, No. 22-11194, 2023 WL 2156635 (11th Cir. Feb. 22, 2023).

Ms. Donlon regularly represents governmental and private-sector clients in labor and employment-related disputes at the administrative, trial and appellate levels. Balancing proactive practices with appropriate reactive measures, Ms. Donlon assists clients in minimizing legal risks and expenses related to employment including, but not limited to, claims of harassment, hostile work environment, discrimination, wage payments and overtime, retaliation, whistle-blower, Family Medical Leave Act, and evaluating reasonable accommodations for religious purposes, pregnancy, or for the disabled. Ms. Donlon also represents our clients in contested unemployment hearings, as needed.

Ms. Donlon has drafted, amended and updated multiple personnel policies for organizations in numerous industries, ensuring compliance with federal, state and local laws. Ms. Donlon was also instrumental in assisting a municipality in modifying its personnel policies to comply with new civil service rules that were passed by referendum. Ms. Donlon has represented Civil Service Boards and has prosecuted cases for municipalities before the Civil Service Board. Ms. Donlon has also represented governmental employers in the negotiation and interpretation of collective bargaining agreements and represented employers during the grievance process through arbitration. Ms. Donlon has also assisted employers in proceedings before the Public Employees Relations Commission relating to unfair labor practices, unit clarification and the formation of new units.

Ms. Donlon provides training to elected officials, senior managers and general employees as needed to prevent harassment and discrimination in the workplace, to provide education regarding changes to personnel policies, and to provide education regarding various labor and employment laws (e.g. Family Medical Leave Act, Fair Labor Standards Act, Americans with Disabilities Act, Title VII, etc.) and their application to the workplace.

Ms. Donlon routinely provides exceptional responses on behalf of our clients to administrative charges alleging claims of discrimination and/or harassment, thereby avoiding further litigation.

Ms. Donlon has also conducted numerous investigations resulting from internal complaints from current employees. Ms. Donlon provides findings, conclusions, and recommendations, as dictated by each situation.

Ms. Donlon has represented multiple municipalities in collective bargaining with their respective bargaining units including, but not limited to: the International Association of Fire Fighters (IAFF); the Professional Managers and Supervisors Association (PMSA); the Public Employees Union (PEU); the International Brotherhood of Electrical Workers (IBEW); the Federation of Public Employees (FOPE); the Office and Professional Employees International Union (OPEIU); three sworn bargaining units of the International Union of Police Associations, AFL-CIO (IUPA); and the Police Benevolent Association (PBA).

Ms. Donlon also supports the Society of Human Resources Management's local chapter in Palm Beach County, having served as Treasurer in 2008, President in 2009 and 2010, and Immediate Past President in 2011. Ms. Donlon possesses excellent research and writing skills and has presented a number of seminars to both our government and corporate clients on a variety of labor and employment law issues. Ms. Donlon has been invited to speak at the Annual Florida Association of Special District conference for the past (approximately) 17 years. She has provided presentations on a wide variety of employment law matters to the Palm Beach County SHRM Chapter, the St. Lucie County SHRM Chapter, the Florida Bar's City County and Local Government Section's annual conference, HR Florida, the Florida Public Human Resource Association's annual conference, and the Florida Government Finance Officers Association (FGFOA).

**Tanya Earley**

Ms. Earley was admitted to the Florida Bar in 2007. After law school, Ms. Earley joined the State Attorney's Office for the Eleventh Judicial Circuit of Florida, in Miami-Dade County. Responsible for prosecuting misdemeanor and felony cases from inception to final judgment, Ms. Earley conducted and defended depositions, drafted and argued pretrial motions, drafted and argued appellate and postconviction briefs, negotiated settlements, and served as the lead Assistant State Attorney in evidentiary hearings, bench trials, and jury trials.

In 2014, Ms. Earley joined the State Attorney's Office for the Ninth Judicial Circuit of Florida, in Osceola County, where she specialized in prosecuting economic crimes, drug trafficking, and violent crimes.

In 2019, Ms. Earley joined the City of Fort Pierce. As an Assistant City Attorney, Ms. Earley served as legal adviser to the police department, board attorney for the Planning Board, Historic Preservation Board, Board of Adjustment, and Board of Examiners of Contractors, and as the sole attorney assigned to prosecute code enforcement and building code violations. In addition, Ms. Earley represented the city in hearings before the Civil Service Appeals Board, civil forfeiture actions, petitions for risk protection order, foreclosure actions, and other civil litigation, including actions for declaratory judgment. She reviewed and drafted contracts, interlocal agreements, ordinances, resolutions, lease agreements, and other similar documents.

In 2021, Ms. Earley was appointed to the position of City Attorney for Fort Pierce. As the City's chief legal counsel, she advised the mayor and city commissioners on a variety of matters related to municipal law, including parliamentary procedures, procedures for legislative and quasi-judicial hearings, and sunshine and public records laws. In addition, she supervised the legal and risk management departments, and consulted with the city manager, city clerk, and department heads on a variety of administrative matters. She reviewed all city contracts, ordinances, and resolutions for legal sufficiency and assisted in the revision of key policies, including the city's personnel rules, rules of procedure for quasi-judicial hearings, rules of procedure for demolition of condemned structures, rules of procedure for code enforcement hearings, and creation of a lien reduction program.



Ms. Earley joined the Firm in August of 2023 and continues to use her background in local government and litigation to support the Firm's municipal clients by attending city council and advisory board meetings, drafting ordinances related to various municipal issues including, but not limited to, medical marijuana dispensaries, adult arcades, and temporary use permits. At the Firm, she continues to prosecute and provide advice on code enforcement matters, draft contracts, resolutions, and providing consultation on land use and other administrative matters.

**References**

City of Lake Worth Beach (serve as City Attorney)	Carmen Davis, City Manager Betty Resch, Mayor	7 North Dixie Highway Lake Worth Beach, FL 33460 #561-586-1630 <a href="mailto:cdavis@lakeworthbeachfl.gov">cdavis@lakeworthbeachfl.gov</a> <a href="mailto:bresch@lakeworthbeachfl.gov">bresch@lakeworthbeachfl.gov</a>
Village of Palm Springs (serve as Village Attorney)	Michael Bornstein, Village Manager Bev Smith, Mayor	226 Cypress Lane, Palm Springs, FL 33461 #561-965-4011 <a href="mailto:mbornstein@vpsfl.org">mbornstein@vpsfl.org</a> <a href="mailto:bsmith@vpsfl.org">bsmith@vpsfl.org</a>
City of Greenacres (serve as City Attorney)	Andrea McCue, City Manager Joel Flores, Mayor	5800 Melaleuca Lane Greenacres, Florida 33463 #561-642-2017 <a href="mailto:amccue@greenacresfl.gov">amccue@greenacresfl.gov</a> <a href="mailto:jflores@greenacresfl.gov">jflores@greenacresfl.gov</a>
Town of Sewall's Point (serve as Town Attorney)	Robert Daniels, Town Manager John Tompeck, Mayor	1 S. Sewall's Point Road Sewall's Point, FL 34996 <a href="mailto:rdaniels@sewallspoint.org">rdaniels@sewallspoint.org</a> <a href="mailto:jtompeck@sewallspoint.org">jtompeck@sewallspoint.org</a>

If selected to provide services as Interim City Attorney, the Firm will honor the rate in its existing agreement with the City, which is presently \$250.00 per hour.

Should the Mayor or City Council desire any additional information, please do not hesitate to contact me or Glen Torcivia. Thank you in advance for your consideration.

Sincerely,

LARA DONLON

## Reference Check Summary

### Torcivia, Donlon, Goddeau & Rubin, PA

Andrea McCue  
City Manager, City of Greenacres  
561-642-2017  
[amccue@greenacresfl.gov](mailto:amccue@greenacresfl.gov)

*Ms. McCue responded by email to several question provided.*

***Is your City Attorney a charter officer position?***

No

***Who did you work with at the law firm?***

Glen Torcivia, Christy Goddeau, Lara Donlon and Tanya Earley

***What services did the law firm provide to your city?***

Day to day, contract, labor etc. they are a full service law firm.

***What did the law firm do to assist during this period?***

The hey we're [They were] interim several years ago and we decided to keep them on as the city attorney.

***Did the law firm provide any interim City Attorney work and in what capacity?***

Yea interim but the council decided to not hire an attorney and keep them on board as the city attorney.

***Was this person on site or worked remotely during the need?***

They attend council meetings, weekly directors meetings, code meetings, PZAB and any others as needed. They do not come in the office everyday.

***How many staff did they oversee and supervise in the City Attorney's office, if any?***

N/A

***Would you hire them again to assist in the same manner?***

They are outstanding. We are very pleased with their representation.

***Would you like to provide any other information about your experience with the firm?***

While they are an outside firm we feel like they are part of our staff and they are a very valuable member of our city team.

Michal Bornstein  
Village Manager, Village of Palm Springs  
561-584-8200, ext 8411  
[mbornstein@vpsfl.org](mailto:mbornstein@vpsfl.org)

*Mr. Bornstein responded by email to several question provided.*

***Is your City Attorney a charter officer position?***

No

***Who did you work with at the law firm?***

*Glen Torcivia, Susan Garrett, Christy Goddeau, Lara Donlon*

***What services did the law firm provide to your city?***

General Counsel for the Village Council, Code Enforcement, PZ&B, and Human Resources.

***What did the law firm do to assist during this period?***

Provided legal counsel.

***Did the law firm provide any interim City Attorney work and in what capacity?***

No

***Was this person on site or worked remotely during the need?***

The Attorneys provide a combination of onsite and offsite hours, as needed.

***How many staff did they oversee and supervise in the City Attorney's office, if any?***

N/A

***Would you hire them again to assist in the same manner?***

Yes!

***Would you like to provide any other information about your experience with the firm?***

Torcivia, Donlon, Goddeau & Rubin continue to provide high quality and consistent legal services to the Village. They work seamlessly with the Village staff and elected officials. I believe they represent the best interests of the Village in all their dealings.

I have worked with Glen and his firm for over 12 years both in my current position at the Village as well as in my previous Managership of Lake Worth Beach. They are very competent, experienced, and client-oriented lawyers.

Janette Piedra  
Human Resources Manager, Village of Palm Springs  
561-584-8200, ext 8422  
[jpiedra@vpsfl.org](mailto:jpiedra@vpsfl.org)

*While attempting to contact the City Manager of Village of Palm Springs, I had a brief conversation with Ms. Piedra who also works with the firm and she provided the following response by email:*

... Torcivia has been the Village attorney for many years. I have been here for 7 [years] and they were our attorney even before that. The HR Director and I deal with Lara Donlon on labor related matters. They are contracted. We don't have an in-house attorney. They represent and advise us on most all legal matters except Worker's Comp/Liability. We are very pleased with their service.

Betty Resch  
Mayor, City of Lake Worth Beach, FL  
561-329-2706  
[bresch@lakeworthbeachfl.gov](mailto:bresch@lakeworthbeachfl.gov)

***Who did you work with at the law firm?***

Have known Glen Torcivia for 30 years. Glen has been working with the City of Lake Worth Beach for a "long time." There are 2 other attorneys from the law firm working with them: Christy and Elizabeth. Glen sends us more attorneys as needed.

***What services did the law firm provide to your city?***

Zoning, Codes, Utilities, Other services

***Was this person on site or worked remotely during the need?***

They mostly work remotely with office hours. Glen works on Wednesdays and meets with her and the City Manager. Christy attends the special magistrate meetings.

***Would you hire them again to assist in the same manner?***

Will continue to work with them and highly recommend them. Glen is very good. Feel "protected and taken care of" with them. Glen's firm is top notch. I've known him for 30 years. I'm a former city attorney so I have a good idea of what it entails. I'd make sure he wouldn't be spreading too thin. His associates are great, I highly recommend them..."