

WORK SESSION
ATTORNEY INTERVIEWS

MAY 6, 2008

A Work Session Meeting of the Arcadia City Council was held on May 6, 2008, at 4:00 p.m. in the Margaret Way Building at 23 North Polk Avenue. Council members attending were Goodman, Fazzone, Heine, Johnson, and Dixon. Also in attendance were Administrator Strube, Attorney Holloman, and Recorder Baumann.

Mayor Goodman called the Work Session to order and stated the purpose of the work session is to interview applicants for the position of City Attorney. Three candidates for the position were scheduled to appear. One candidate, Mr. William S. Galvano, was absent due to a prior commitment with the legislature in Tallahassee, Florida. Each candidate interviewing for the position will be given thirty minutes (30) for the interview process and will be asked only those questions as listed on the sheet provided.

The interview of Mr. Paul Bennett Seusy commenced at 4:10 p.m. Mayor Goodman welcomed Mr. Seusy. Questions were read by City Recorder Baumann from a list of questions which were provided to Mr. Seusy.

Question #1 - *What qualities do you possess that sets you apart as the candidate that we should select as City Attorney?* - **Response:** I am very diligent and quick to return phone calls. I give adequate time in preparing memos and pleadings. The main thing that sets me apart is my intellectual curiosity in finding the best answer to a problem.

Question #2 - *Tell us about your experience in the area of law as it relates to city/municipality government* - **Response:** I have been appearing before the City and County at various times representing client issues. I have reviewed the statutes that I would need to be aware of. Most of my experience is in litigation.

Question #3 - *Why do you desire to become the City Attorney for the City of Arcadia?* - **Response:** In order to have a better client. This is a more interesting field of law. I have no political aspirations for myself. I want to help the City of Arcadia to the best of my ability because I live in the community.

Question #4 - *What do you perceive to be a proper relationship with the City Administrator and Council?* - **Response:** My clients tell me what they want and I try to make that happen. Tell me what you need and I will do it.

Question #5 - *What do you see as your role as the City Attorney in dealing with issues regarding city ordinances and codes?* - **Response:** I would be assisting the Council in developing ordinances. I would let the Council know when they are in conflict with state and federal laws.

Work Session – Attorney Interviews
May 6, 2008
Continued

Paul Bennett Seusy cont.:

Question #6 - *How would you handle it if you needed to be absent from a meeting?* -

Response: How far is Mr. Holloman moving? I would like to rely on Mr. Holloman. (Mr. Holloman then stated that he would be giving up his license to practice law). I am not going to miss meetings, I do not miss court. Unless I am in the hospital I do not foresee missing any meetings. I schedule my life accordingly. I think we should talk about a contingency plan if I were in the hospital. My employer sits as the Attorney for the School Board and if it is not a conflict I would ask Mr. Waldron would cover for me.

Question #7 - *What is your desired salary?* - **Response:** I don't expect a salary, I would propose a \$3,000.00 per month retainer which would cover sixteen (16) hours at an hourly rate of \$195.00. I understand that the hourly rate is steep, but that is what I charge. I would be dropping a couple of clients in order to take this job. I would request to be paid for the actual time I work.

Question #8 - *Where do you see yourself in five (5) years?* - **Response:** As the Attorney for the City of Arcadia. No other plans, no radical life changes, not moving from the area.

Question #9 - *Would the City be hiring you as an individual or your firm?* - **Response:** I would expect you to hire me, however, my malpractice insurance and legal research is through the firm I work for; therefore any check you write would go to Eugene E. Waldron, Jr. P.A. Attorneys' At Law. No other person would be at the meeting unless I was in the hospital.

Question #10 - *How would you foster an attitude of acceptance between yourself and the attorney for the County and School Board?* - **Response:** The attorney for the School Board is my employer. I feel I have a good relationship with the County Attorney, Mr. Holtzendorf and I respect his abilities. I would have my hand on the City's wallet the whole time.

Mayor Goodman inquired if Mr. Seusy had anything to say in summary. Mr. Seusy stated he hoped the candidate that was selected was right for the City. He stated that he does not expect the Council to hire him because he is local; however he is local and would be accessible on short notice. He noted that having a local attorney could save the Council money. He hopes that the best attorney is chosen. Mr. Seusy's interview was completed at 4:40 p.m.

Work Session – Attorney Interviews
May 6, 2008
Continued

Administrator Strube addressed the Council regarding Mr. William S. Galvano noting that Mr. Galvano had previously called asking to be removed from the list of candidates for City Attorney due to commitments to the Florida Legislature. Administrator Strube requested that Mr. Galvano send his request to be removed in writing; however it had not yet been received. Administrator Strube then reported that Mr. Galvano called back stating that his firm has hired another attorney with municipal experience, and he asked that his name be placed back on the list for an interview. Councilman Fazzone is not in favor of considering Mr. Galvano. He feels that he would be qualified; however he may be absent too often due to his position in the Legislature. Councilman Johnson would like to give Mr. Galvano an opportunity to be interviewed. Mr. Heine expressed concern regarding Mr. Galvano's attendance at meetings. Administrator Strube stated that the new attorney hired by Mr. Galvano's firm may be the one to attend Council meetings in Mr. Galvano's absence. Mayor Goodman stated that since Mr. Galvano has asked that he be considered she would like to hear how he would handle being absent from Council meetings. Councilman Dixon stated that he knows that we all might need to miss a meeting and feels that it is only fair to hear Mr. Galvano since he has requested to be interviewed. Mayor Goodman stated that the concuss of the Council is that Mr. Galvano be interviewed and she requests that Administrator Strube contact Mr. Galvano and advertise a Special Meeting, to be held at 5:00 p.m. before the regular scheduled meeting on May 20, 2008.

The interview of Mr. James D. Carter, Jr. commenced at 5:00 p.m. Mayor Goodman welcomed Mr. Carter. Questions were read by City Recorder Baumann from a list of questions which were provided to Mr. Carter.

Question #1 - *What qualities do you possess that sets you apart as the candidate that we should select as City Attorney?* - **Response:** This is difficult to say although I feel that my background uniquely qualifies me to work for the City. I do not have a residence here. My best asset is that I am straight forward and brief in my response to a client. I give them the information they need to make a decision.

Question #2 - *Tell us about your experience in the area of law as it relates to city/municipality government* - **Response:** Most of my experience has come from my personal interaction representing clients and working with boards and municipalities. I would not bill the City for something that I should know as a "standard" for the job.

Question #3 - *Why do you desire to become the City Attorney for the City of Arcadia?* - **Response:** Because this is an area that I have not pursued - public service. I have been thinking about offering my services and it would be an honor to be the City Attorney.

Work Session – Attorney Interviews
May 6, 2008
Continued

James D. Carter Jr. cont.:

Question #4 - *What do you perceive to be a proper relationship with the City Administrator and Council?* - **Response:** I would hope that this would not be unlike any other client relationship I have. I would be open and would want to have a free exchange of information with everyone working on the same team. I would guide the Council on legal issues and point out areas that you had not thought about.

Question #5 - *What do you see as your role as the City Attorney in dealing with issues regarding city ordinances and codes?* - **Response:** I would help assist in drafting or modifying codes to make sure that they are enforceable. I would make sure that what you put in writing is exactly what you want to accomplish and does not contain any loopholes.

Question #6 - *How would you handle it if you needed to be absent from a meeting?* - **Response:** I do not foresee that happening. I would notify you well in advance and have options available. I have been called upon to help people and have people that will help me. Also, with the internet and other available technical means this would not be a problem. My commitment is to be here.

Question #7 - *What is your desired salary?* - **Response:** I would request your current standard retainer of \$2,000.00 which would cover twenty (20) hours per month at \$100.00 per hour. Any work over twenty (20) hours a month I would charge a rate of \$150.00 per hour. I would want the City to acknowledge that they will provide me with reliable and accurate information to work with.

Question # 8 - *Where do you see yourself in five (5) years?* - **Response:** Hopefully still here as the City Attorney. I am not planning to go anywhere. I have roots in Southwest Florida.

Question #9 - *Would the City be hiring you as an individual or your firm?* - **Response:** The firm and I are one in the same as I am the owner of my firm.

Question #10 - *How would you foster an attitude of acceptance between yourself and the attorney for the County and School Board?* - **Response:** I do not know who they are, however I would seek them out to discuss common goals to work together. I would extend the olive branch and work together to help make what we want to occur happen.

Mayor Goodman asked if Mr. Carter had anything to say in summary. Mr. Carter stated that this would be a new endeavor for him noting that he feels qualified to do the job and

Work Session – Attorney Interviews
May 6, 2008
Continued

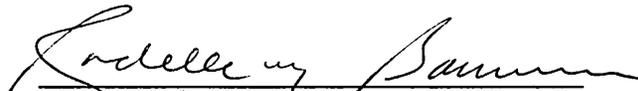
James D. Carter Jr. cont.:

to do it well. I will be open, honest and forthright and answer questions and concerns. I want the opportunity to work with the Council. This would be an honor to do this; it would not be just another job. I would be proud to be the City's Attorney. I know that the Council has the communities' best interest at heart.

Mayor Goodman invited Mr. Carter to attend the regular Council Meeting at 6:00 pm. She then informed Mr. Carter that the Council will be interviewing Mr. Galvano on May 20, 2008 and will not make a decision until sometime after that interview has been held.

Councilman Dixon stated that he thought it very interesting that Mr. Carter would take less pay than he normally gets in order to take the position.

There being no further business the Special Meeting was adjourned at 5:30 p.m.


CITY RECORDER


PRESIDENT