

General Information	
Name	Ray Poole
Applicant ID	206141
Applicant Type	External Applicant
Applicant Status	010 Active
Applied Date	11/21/2023

Contact Information	
Name Prefix	
First Name	Ray
Middle Name	
Last Name	Poole
Name Suffix	
Address	3541 Park St Jacksonville, FL 32303 Duval
Preferred Contact	Email

Phone Numbers				
Phone Type	Telephone	Extension	Country Code	Preferred
Cellular	+1 9049620660			No
Home	904/962-0660			Yes

Email Addresses		
Email Type	Email Address	Preferred
Home	jraypoole@icloud.com	Yes
Other	jraypoole@live.com	No

Personal Information	
POI Type	Unknown
Eligible to Work in U.S.	No
Are you a former employee	No
Previous Termination Date	

Preferences	
Desired Start Date	01/01/2024
Regular/Temporary	Regular
Full/Part-Time	Full-Time

Willing to Relocate Yes
Willing to Travel No
Travel Percentage Up to 25% of the time
Desired Work Days Monday Tuesday Wednesday
 Thursday Friday Saturday
 Sunday
Minimum Pay 225000.00 USD Year
Desired Shift(s)
Hours Per Week 60.00

Geographic Preferences

First Choice City of Tallahassee
Second Choice City of Tallahassee
Comments City Attorney

Referral Sources

How did you learn of the job? Indeed.com
Additional Information
Specific Referral Source

Work Experience

Start Date 01/01/2022
End Date
Employer Duval County School District
Ending Job Title Chief Legal Counsel
Supervisor Michael Fackler
Ok to Contact? No
Email poolej2@duvalschools.org
Phone 904/962-0660 **Country Code**
Ending Pay Rate 0.00 USD Month
Description Chief of Legal Services, Duval County School Board
 Deputy General Counsel, City of Jacksonville

Start Date 03/01/2017
End Date 09/30/2019
Employer Nassau County School District
Ending Job Title Chief of Legal Services

Supervisor	Kathy K. Burns		
Ok to Contact?	Yes		
Email			
Phone		Country Code	
Ending Pay Rate	0.00 USD Month		
Description	Chief of Legal Services		

Start Date	04/01/2002		
End Date	01/31/2022		
Employer	Constangy, Brooks, Smith &		
Ending Job Title	Associate/Partner/Sr. Coun		
Supervisor	Damon Kitchen		
Ok to Contact?	Yes		
Email	jraypoole@icloud.com		
Phone	904/962-0660	Country Code	
Ending Pay Rate	0.00 USD Month		
Description	Associate Attorney / Partner / Sr. Counsel		

Start Date	01/01/1997		
End Date	04/01/2002		
Employer	Office of the Attorney General		
Ending Job Title	Sr. Attorney		
Supervisor	Hon. Joseph Lewis, Jr.		
Ok to Contact?	Yes		
Email			
Phone		Country Code	
Ending Pay Rate	0.00 USD Month		
Description	Senior Attorney, Employment Litigation Bureau		

Degrees	
Degree	Advanced Level (A)

School Education	
Education Level	Diploma (02)

Licenses and Certifications	
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<p>Issue Date 09/01/1993 License Law License (LAW)</p>

References				
Reference	Title	Employer	Phone	Country Code
Damon Kitchen	Attorney	Constangy, Brooks, Smith	904/356-8900	
Lori Mans	Attorney	Jackson Lewis	904/638-2655	
Meg Zabijaka	Attorney	Constangy, Brooks, Smith	904/356-8900	

Questionnaire		
Final:		
Question: Do you possess a Juris Doctorate degree?		
Answers		
Possible Answer	Correct Answer	Selected Answer
Yes	✓	✓
No		
Question: Are you a current member in good standing of the Florida Bar?		
Answers		
Possible Answer	Correct Answer	Selected Answer
Yes	✓	✓
No		
Question: Do you have at least eight years of legal experience in local government related law?		
Answers		
Possible Answer	Correct Answer	Selected Answer
Yes	✓	✓
No		
Question: Are you licensed to practice law in the State of Florida?		

Answers		
Possible Answer	Correct Answer	Selected Answer
Yes	✔	✔
No		

Additional Questions:

Question: Please tell us why you left your most recent employment/why you are leaving your current employment.

Answer: We love Tallahassee, and it appears to be a great opportunity.

Evaluators for Open Ended Question
There are no Evaluators assigned to this Open Ended Question.

Question: Are you a current or former public safety personnel, law enforcement officer, or other covered employee or the spouse or child of a covered employee or former employee who is exempt from public records disclosure under §119.07, Florida Statutes?

Answers		
Possible Answer	Correct Answer	Selected Answer
Yes		
No	✔	✔

Question: Have you been employed by the City of Tallahassee in the past 26 weeks (6 months)?

Answers		
Possible Answer	Correct Answer	Selected Answer
Yes		
No	✔	✔

Question: Are you claiming Veterans' Preference? NOTE: In order to claim Veterans' Preference, applicants must upload a DD-214 (and other documentation, as applicable) with their online application prior to the close date of the job opening. For information on who may be eligible for Preference, go to: <http://www.http://floridavets.org/benefits-services/veterans-preference/>

Answers		
Possible Answer	Correct Answer	Selected Answer
Yes		
No	✔	✔

Question: In compliance with the Immigration Reform and Control Act, employees must be legally eligible to work in the U.S.; therefore, will you be able to provide proof of citizenship or authorization to

work in the U.S. within 3 business days of being hired?

Answers		
Possible Answer	Correct Answer	Selected Answer
Yes	✓	✓
No		

Question: Selective Service Question: If you are a Male who is or was required to register under the Selective Service Act, are you able to provide proof of Selective Service Registration? For proof of registration, please click here: <https://www.sss.gov/Registration/Check-a-Registration/Verification-Form>. (Please select one answer only.) For more information, see the Selective Service System--Who Must Register chart at: <https://www.sss.gov/Registration-Info/Who-Registration> , or call (850)891-8214.

[NOTE: If you are a Female; OR a Lawful non-immigrant on a visa (i.e. a foreign student, a tourist with unexpired Form I-94, or Border Crossing Document DSP-150); OR if you were born before January 1, 1960, select "Not Applicable". Documentation of exemption may be required.]

Answers		
Possible Answer	Correct Answer	Selected Answer
Yes		✓
No		
N/A	✓	

Question: To your knowledge, do you have any relatives working for the City of Tallahassee? (If Yes, please provide their name, relationship to you, and the department they work for.)

Answer: None

Evaluators for Open Ended Question
There are no Evaluators assigned to this Open Ended Question.

Question: By typing "YES" in the space provided below, I hereby acknowledge that in order to be evaluated for a position, I must provide all work experience, dates of employment, description of duties performed and any other information that is being requested via this online application. While resume's are accepted, they will not be accepted in lieu of filling out any and all information requested via the online application. Failure to provide adequate information in the application itself will result in your application not being considered.

Answer: Yes

Evaluators for Open Ended Question
There are no Evaluators assigned to this Open Ended Question.

Resume

J. Ray Poole
3541 Park Street
Jacksonville, Florida 32205
Cell: (904) 962-0660
jraypoole@live.com

SUMMARY OF QUALIFICATIONS

I serve as the Chief Legal Counsel for a local governmental entity that has an annual budget of over \$3 billion, has a unionized workforce of over thirteen thousand employees with seven collective bargaining units, and that is governed by a board of seven elected officials. In my position as Chief Legal Counsel, I sit with the board at all board meetings and serve as parliamentarian. I render legal advice to the board and to leadership on a vast variety of subjects, including referenda regarding sales tax and millage increases, labor relations and bargaining issues, employee discipline issues, procurement, preparation of contracts with vendors, policy and compliance matters, Public Records Act and Sunshine Law issues, and oversight of litigation. I supervise and manage other attorneys and support staff in my position.

I previously served as Chief of Legal Services for another local governmental entity that has an annual budget of over \$250 million, has a unionized workforce of over two thousand employees with two bargaining units, and that is governed by an elected executive officer and five elected board members. In that position, I personally handled or oversaw the provision of all legal services to the entity, including serving as chief negotiator in labor negotiations, handling labor arbitrations, handling DOAH administrative proceedings, dealing with procurement and contract issues, and intergovernmental relations.

Aside from my work as in-house Chief Legal Counsel and Chief of Legal Services, I have represented state and local governmental entities for well over twenty years. While a partner in a national labor and employment law boutique firm, I had the pleasure of representing numerous state, county, and municipal governmental entities with respect to labor and employment law matters throughout the State of Florida, including Tallahassee. Prior to that, as an Assistant Attorney General in the employment litigation bureau in Tallahassee, I represented state agencies in employment cases brought against them in both state and federal courts.

The Florida Bar has board certified me in two fields of law. Out of over 80,000 active attorneys admitted to the Florida Bar, less than 300 have the distinction of being board certified in more than one field of law. I have been AV rated by Martindale-Hubbel for more than 25 years, have been a member of the Executive Council of the Florida Bar's Labor and Employment Law Section, have chaired multiple Florida Bar seminars, have presented at multiple Florida Bar seminars, and have been published in the Florida Bar Journal.

RELEVANT EXPERIENCE

Chief Legal Counsel
Duval County School District
1701 Prudential Drive
Jacksonville, Florida 32207
January 2022-Present

Chief of Legal Services
Nassau County School District
1201 Atlantic Avenue
Fernandina Beach, Florida 32034
March 2017-September 2019

Partner / Sr. Counsel
Constangy, Brooks, Smith & Prophete, LLP
200 West Forsyth Street, Suite 1700
Jacksonville, Florida 32202
April 2002-January 2022 (With the exception of my time in Nassau and Duval Counties)

Office of the Attorney General
Employment Litigation Bureau
PL-01 The Capitol
Tallahassee, Florida 32399
January 1997-April 2002

EDUCATION

Mercer University, Macon, Georgia, B.A. 1987, J.D. 1990

Mercer Law Review, 1988-1990

DISTINCTIONS

Board Certified in Education Law, Florida Bar, 2011-Present

Board Certified in Labor & Employment Law, Florida Bar, 2016-Present

“AV” Rated by Martindale-Hubbell, 2001-Present

Executive Council Member, Florida Bar Labor & Employment Law Section, 2008-2016

Continuing Legal Education Director, Florida Bar Labor & Employment Law Section, 2017

Co-Editor, Florida Bar Labor & Employment Law Section Newsletter: *The Checkoff*, 2003-2005

Author, "Limiting the Use of 'Me Too' Evidence in Employment Discrimination Cases", *The Florida Bar Journal*, Vol. LXXV, No. 6, June 2001

Program Co-Chair, Florida Bar Labor & Employment Law seminars, February 2009 and November 2014

Presenter, Florida Bar Labor & Employment Law seminars, 2002, 2008, 2009, 2012-2015

Cover Letters

November 21, 2023

Re: City Attorney Vacancy

To Whom It May Concern:

I wish to apply for the position of City Attorney for the City of Tallahassee. For the reasons set forth below and as set forth in my resume, I believe that I am uniquely qualified to serve in that position. As a former resident of Tallahassee, a beautiful city that my wife and I loved and miss dearly, it would be an honor to be given an opportunity to serve in that capacity.

I currently serve as the Chief Legal Counsel for a local governmental entity that has an annual budget of over \$3 billion, has a unionized workforce of over thirteen thousand employees with seven collective bargaining units, and that is governed by a board of seven elected officials with very diverse views. In my position as Chief Legal Counsel, I sit with the board at all board meetings and serve as parliamentarian. I render legal advice to the board and to leadership on a vast variety of subjects, including referenda regarding sales tax and millage increases, labor relations and bargaining issues, employee discipline issues, procurement, preparation of contracts with vendors, policy and compliance matters, Public Records Act and Sunshine Law issues, and oversight of litigation. I supervise and manage other attorneys and support staff in my position.

I previously served as Chief of Legal Services for another local governmental entity that has an annual budget of over \$250 million, has a unionized workforce of over two thousand employees with two bargaining units, and that is governed by an elected executive officer and five elected board members. In that position, I personally handled or oversaw the provision of all legal services to the entity, including serving as chief negotiator in labor negotiations, handling labor arbitrations, handling DOAH administrative proceedings, dealing with procurement and contract issues, and intergovernmental relations.

Aside from my work as in-house Chief Legal Counsel and Chief of Legal Services, I have represented state and local governmental entities for well over twenty years. While a partner in a national labor and employment law boutique firm, I had the pleasure of representing numerous state, county, and municipal governmental entities with respect to labor and employment law matters throughout the State of Florida, including Tallahassee. Prior to that, as an Assistant Attorney General in the employment litigation bureau in Tallahassee, I represented state agencies in employment cases brought against them in both state and federal courts.

I am board certified by the Florida Bar in two fields of law, have been AV rated by Martindale-Hubbel for more than 25 years, was on the Executive Council of the Florida Bar's Labor and Employment Law Section, have chaired and presented at multiple Florida Bar seminars, and have been published in the Florida Bar Journal. I believe that those accomplishments demonstrate my commitment to professionalism.

Sincerely,

J. Ray Poole