



INTER ALIA

SEPTEMBER 2018

NEWSLETTER OF THE MANATEE COUNTY BAR ASSOCIATION

OPEN HOUSE PARTY

by Christine, Allamanno, Esq.

THE PERILS OF HOSTING AN OPEN HOUSE PARTY



Note: This article was written with the assistance of the Keiser University Paralegal Program Summer 2018 Legal Research and Writing class: Ivette Clavero, Morgan Cliburn, Connor Jurek, Alissa Loseto, Samantha Nunez, and Jeanette Ocasio

Common back to school scenario: Your teenager invites some friends to your home for a party after the Friday night football game. Being a responsible parent, you remain on the premises to supervise the party. Several of the party guests enter your home carrying “Big Gulps” from 7/11. The “Big Gulps” contain vodka which the teenage guests serve to other teenage guests. Two of the teens are involved in an alcohol-induced auto accident upon leaving the party. The accident causes personal injuries and property damage. Are you, as the parent of the teen hosting the party, civilly or criminally liable in this situation? Under Florida law, the answer depends upon whether the surrounding evidence shows that you had actual knowledge of the alcohol in the Big Gulp cups and failed to take reasonable steps to prevent possession or consumption of the alcohol by the underage party attendees once you had actual knowledge.

The controlling law in this situation is Florida’s Open House Party Statute, §856.015 Fla. Stat. (2016) (hereinafter the “Statute”). A violation of the Statute occurs when an adult in control¹ of a residence where an open house party² is taking place knowingly allows possession or consumption of an alcoholic beverage (or controlled substance) and fails to take reasonable steps to prevent possession or consumption of same.³ It is a first degree misdemeanor if the statutory violation is determined to be the cause of death or serious bodily injury.⁴ Even when death or injury does not occur, a violator can be charged with a second degree misdemeanor.⁵ A civil action for negligence per se may also be brought by an injured Plaintiff.⁶ The highest hurdle a Plaintiff or prosecutor must clear in an action brought under the Statute is to prove the Defendant had ACTUAL knowledge of the possession or consumption of alcohol by under-

age individual(s).⁷ Thus, in our Big Gulp hypothetical, the parent in control of the residence would have to be aware that the teens were holding and drinking vodka in their cups in order to be held civilly liable or criminally responsible. Even then, if the parent took reasonable steps to ensure that no further consumption or possession took place, he or she would be able to escape liability.⁹ Although “reasonable steps” are not defined, the Florida Supreme Court has upheld this reasonableness standard as not being unconstitutionally vague.⁹

Very little caselaw currently exists to answer such questions as, what are the reasonable steps adults hosting open house parties must take to prevent underage consumption or possession? Are there scenarios in which actual knowledge is imputed due to circumstances? Are (or should) parents be required to conduct TSA-like security checks at the entrances of their homes when their teens invite friends over? Awareness of the law does not necessarily provide guidance how to adequately comply with its provisions. The issue bears watching for further developments.

(Christine Allamanno is a new Manatee County Bar Association board member and the Program Director for Paralegal Studies at Keiser University’s Lakewood Ranch campus. Christine’s (now adult) children recently disclosed to her the Big Gulp method of smuggling alcohol into high school post-football game house parties.

¹ “Control” is defined as “the ability to regulate, direct, or dominate” § 856.015(1)(b) Fla. Stat. 2016.

² “Open House Party” is defined as “a social gathering at a residence” § 856.015(1)(e) Fla. Stat. 2016.

³ § 856.015(2) Fla. Stat. (2016).

⁴ § 856.015(5) Fla. Stat. (2016).

⁵ § 856.015(4) Fla. Stat. (2016).

⁶ § Newsome v. Haffner, 710 So.2d 184 (Fla. 1st DCA 1998).

⁷ § 856.015(2) Fla. Stat. 2016; Fla. Std. Jury Instr. (Crim.) 29.17 (5).

⁸ § 856.015(2); Fla. Std. Jury Instr. (Crim.) 29.17(6).

⁹ State v. Manfredonia, 649 So.2d 1388 (Fla. 1995).

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President's Message

Alexandra D. St. Paul, Esq. President



This month we have two important things happening. First, at our September meeting we will vote on amendments to our Bylaws. And second, the program at that meeting will be devoted to a discussion of the proposed amendments to the Florida Constitution, which will be on the ballot for the November general election.

Bylaw Amendments. It has been several years since the last amendment to our Bylaws, and your Board has noted several areas where the Bylaws do not address certain matters or do so in ways that seemed to us to not be in step with the current state of the local Bar. You will soon receive by email a redline copy of the Amended and Restated Bylaws proposed by the Board. Please be on the lookout for that email and review the proposal before the September meeting. It is not the purpose of this message to note every proposed change, some of which are minor or go to matters of drafting style, but I do want to comment on the more significant changes proposed. (1). Henceforth the President and President-Elect would be required to have both an office and residence in Manatee County. While we welcome members who do not meet those requirements, and those members may continue to be Directors and committee members, the Board felt that the President, as the face and primary representative of the local bar in the community, should have a strong connection to the community.

(2). The Law Library Committee is abolished as the Bar no longer has any responsibilities for the library. (3). Two new membership classes would be created. Associate Members would include active and retired attorneys, from Florida and other states, who do not qualify as Active Members. These members would be non-voting. This new class is one found in many other local bars. Law Student Affiliate Membership would be established, allowing students to participate in Bar functions. (4). The quorum for our meetings is lowered, in recognition of the fact that with increased membership, we sometimes fall short of a quorum under our current Bylaws. Your Board feels these amendments will be helpful and we ask for your support.

Constitutional Revision Amendments. Our speaker for the September meeting will be Carlos Beruff, the Chair of the Constitutional Revision Commission. The November election ballot will have eight proposed amendments to our Constitution. The current issue of the Florida Bar Journal has a summary and discussion of the amendments, which I encourage you to read before our meeting. As lawyers we have a greater ability and responsibility to understand the proposals, and to share our understanding and views with family, friends, clients and others who may look to us for guidance on how to vote. The meeting will give us a further opportunity to gain an understanding of the amendments proposed from Mr. Beruff, and to ask questions and discuss. I hope you will prepare and attend this important meeting.



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HIGHLIGHTS FROM THE VOLUNTARY BAR CONFERENCE



John Stewart, Charles Telfair and Scott Westheimer take time out for a photo at a benefits workshop



Alexandra St. Paul, Florida Bar President Michelle Suskauer, and Charles Telfair pose for a photo before saying farewell til next time!

Recently, President Alexandra St. Paul, President Elect Charles Telfair, and Executive Director, Graceann Frederico represented the MCBA at the 2018 Voluntary Bar Conference at the Hutchinson Island Resort in Stuart, FL. The conference featured an intense two days of informative workshops, training, and networking.

AFFORDABLE ATTORNEY GERLING ANNOUNCEMENT



**Congratulations to
Dana Laganella Gerling, Esq.
and Rodney D. Gerling, Esq.**
on both being listed as 2018 Super Lawyers by
Super Lawyers Magazine.
Dana Laganella Gerling, Esq.
has also been chosen by her peers
as one of Florida's 2018 Legal Elite



MCBA Friends & Family News:

Congratulations to the Sarasota Nationals – State Little League Champions!

A big shout out to Steele Williams and his son, Steele Williams, Jr. on their July 15th big win. The Nationals are the Florida Little League State Champions, ages 8-10 years old, and represented well at the championship game played against Dunnellon in Lakewood Ranch!

Steele Williams Jr. came to the mound closing the last two innings of the game, after an intense four games in three days guaranteeing the victory for the Sarasota Nationals.

Congratulations to the team led by Team Manager Marc Martocchio, Coach Steele Williams, and Coach Steve Zeman!



Steele Williams Jr. getting down to business from the mound



Steele Williams Jr. is standing second from left (holding banner), second row. Steele Williams Sr., is center, top row.



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MCBA Announces “The 100% Club” – Join Now And Have Your Firm Recognized – It’s Free!

The MCBA is proud to have such wonderful members! The “100% Club” is a special recognition within the MCBA reflecting our members’ commitment to the advancement of the legal profession while enhancing the community. To become a member of the “100% Club”, **every** attorney in your office must be a member of the MCBA. Firms with 100% attorney participation will be:

- Listed in *Inter Alia*
- Listed on the MCBA Website
- Sent a special “100% Club” web badge to be used on their website, and in advertising

The MCBA’s “100% Club” is open to renewal each year, as it does not automatically renew due to changes in firm rosters from year to year. Firms must renew each year to participate.

To become a member of the “100% Club” for the 2018-19 year, please submit your request via email to Executive Director, Graceann Frederico at MCBA@ManateeBar.com **no later than, October 30, 2018.** Include a listing of all attorneys in your firm. Once the names are verified as active members of the MCBA, and approved, your firm will be added to the MCBA 2018-19 “100% Club” listings.

WOULD YOUR FIRM LIKE TO SPONSOR AN MCBA EVENT?

In this issue, please see the updated **LAW FIRM SPONSOR** page and pick which event(s) your firm would like to join in and sponsor. We can’t do it without you! It’s attorneys like you that make the MCBA the great organization that it is! Questions? Email Graceann at MCBA@ManateeBar.com

MCBA 2018-19 SECTION CHAIRS:

Solo/Small Firm Section:	Steele Williams, Chair
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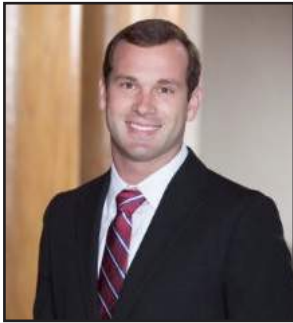
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YLD News & Happenings

Election Season Frenzy Hits the Florida Supreme Court

By Gregory DeMeuse, Esq.



A major election is upcoming, which is hard to ignore. The airwaves are flooded by political endorsements and candidates' signs line the main roadways running through town. One thing seems certain, change is on the horizon as new leaders contend for positions in our state and federal government. In the executive branch, Florida's two-term governor, Rick Scott, will soon be replaced, along

with his fellow Cabinet members Adam Putnam (Commissioner of Agriculture) and Pam Bondi (Attorney General). Rick Scott has turned his political ambitions against longtime US Senator Bill Nelson, who has held public office for four and a half decades. Still, the most significant turnover could be in the judicial branch, where three members of the Florida Supreme Court are due to retire in January 2019, on the last day of Rick Scott's term as Governor.

During my final semester of law school, I had the honor of interning in the chambers of Justice Barbara J. Pariente, one of the justices facing mandatory retirement due to age limitations. Justice Pariente has occupied a seat on the Florida Supreme Court since 1997. When combined with her two other colleagues soon to retire, Justice Peggy Quince and Justice R. Fred Lewis, these three justices have a total tenure on our state's highest court of nearly sixty years. All three were also appointed during the second term of Lawton Chiles, the last Democrat to be elected Governor of Florida. Interestingly though, Justice Quince's appointment was completed in unusual fashion, which foreshadowed a potential issue now arising with the replacement of these three justices.

The crux of the problem is Article V, Section 8, of the Florida Constitution, containing the mandatory retirement age for justices and judges in the Florida judiciary. The provision states: "No justice or judge shall serve after attaining the age of seventy years except upon temporary assignment or to complete a term, one-half of which has been served." Accordingly, a justice who turns seventy in the latter half of a term may complete that term, effectively retiring, and needing replacement, at the exact point in which the standing Governor's term ends as well. Back in 1998, to avoid conflict in whether the Governor elect rightfully gets to appoint the replacement justice, Justice Quince was appointed via a joint agreement between lame duck Governor Lawton Chiles and Governor elect Jeb Bush.

However, this time around, the end-of-term appointments will likely not occur as smoothly. In 2016, when Governor Scott appointed Justice Alan Lawson to the Florida Supreme Court, the Governor laid claim to appointing three more justices on the final day of his term. But, depending on whom is elected as Scott's successor in the upcoming November election, his claim over the appointments may not go unchallenged. In fact, the forthcoming appointments have already been subject to legal challenge. In late 2017, the League of Women Voters of Florida brought a case before the Florida Supreme Court seeking to prohibit Governor Scott from "filling any judicial vacancies on Florida's appellate courts that

occur due to terms expiring in January 2019." The court dismissed this action on the basis that relief would be premature, as the Governor's anticipated exercise of the power of appointment may not ultimately occur.

Another twist in the saga comes from Florida's latest Constitution Review Commission. One of the Constitutional amendments submitted by the Commission on the ballot in November, Amendment 6, revises the mandatory retirement provision to increase the age to seventy-five and remove the ability of a judge or justice to serve the remainder of his or her term after reaching this age limit. If Amendment 6 is approved by voters in the general election this year, the Amendment will take effect on July 1, 2019. Therefore, this unprecedented turnover on the Florida Supreme Court could be the last of its kind in Florida's history. All these factors add up to an unpredictable election season that will shape the future of the Florida Supreme Court for decades to come.



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Carlos Beruff To Speak At September Membership Luncheon

Carlos Beruff, chairman of the Florida Constitution Revision Commission, will be our featured speaker at the September 26th General Membership Luncheon. Mr. Beruff will be speaking on the Florida Constitution Revision Commission.

A resident of Manatee County since 1980, builder and developer, Carlos Beruff heads Medallion Homes Gulf Coast LC. He is a state-certified building contractor and has built more than 2,500 homes and over 1,800 home sites in several counties in Florida, including Sarasota, Manatee, Hillsborough, Charlotte, and Lake. Additionally, he has developed and managed retail shopping centers, office and industrial buildings, and gas stations. Mr. Beruff has previously served on the Southwest Florida Water Management District Governing Board, the State College of Florida Board of Trustees, the Governor's Commission on Healthcare; and currently serves on the Sarasota Manatee Airport Authority Board and chairs the Florida Constitution Revision Commission. In the past, he represented Florida District 13 as a delegate at the 2008 and 2012 Republican National Conventions; and continues to be active in the local communities working with many non-profit organizations.

RSVP NOW to MCBA@ManateeBar.com to reserve your spot at the September 26th luncheon.

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HAVE YOU RESERVED YOUR SPOT TO THE SEPTEMBER 26th LUNCHEON?

Please RSVP to MCBA@ManateeBar.com to reserve your spot to the General Membership Luncheon held at Pier 22 in Bradenton, FL. Check in is at 11:45 am and the meeting begins promptly at noon. Don't miss out!

WILL SEARCH

Daniel F. Rosier, Jr.
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Jeffrey S. Goethe, Esq.

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- Florida Bar Board-Certified in Wills, Trusts & Estates
- Fellow, American College of Trust and Estate Counsel
- AV-rated by Martindale-Hubbell
- Current member and past chair of the Florida Probate Rules Committee
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- Past Director and President of the Manatee County Bar Association



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- Admitted to the Florida Bar in 1985
- Past Director and Secretary of the Manatee County Bar Association
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M. Brandon Robinson, Esq.

- Admitted to the Florida Bar in 2015
- United States Department of Veteran's Affairs Accredited Attorney
- Executive Board Member, Thomas E. Penick, Jr. Elder Law Inn of Court
- Combat Veteran, United States Marine Corps
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Mara R. Brown

New College of Florida, BA, 2012
 NMU Cooley School of Law, 2016
 Year Admitted to The Florida Bar, 2016

Ms. Brown is a Staff Attorney at Gulfcoast Legal Services, 1112 Manatee Ave. East, Bradenton, FL 34208, Tel: 941-746-6151.

Elan Micah Feder

University of Maryland, BA, 2006
 University of Baltimore, 2009
 Year Admitted to The Florida Bar, 2016

Mr. Feder is a Solo Practitioner at Feder Legal, PLLC, 1767 Lakewood Ranch Blvd., Suite 279, Lakewood Ranch, FL 34211, Tel: 240-706-7515.

Vincent A. Giura

University of Central Florida, BA, 2012
 George Mason University, 2015
 Year Admitted to The Florida Bar, 2015

Mr. Giura is a Program Attorney with the Manatee County Clerk of the Circuit Court: Child Support Program, PO Box 25400, Bradenton, FL 34206, Tel: 850-488-5437.

Leslie Longshore

University of Florida, 1986
 Stetson University College of Law, 1989
 Year Admitted to The Florida Bar, 1990

Ms. Longshore is an Attorney/Mediator at Leslie Longshore, PA, 3614 W. Roland Street, Tampa, FL 33609, Tel: 813-766-4563.

Charles Near

University of Florida, BS, 2009
 Stetson University College of Law, 2013
 Year Admitted to The Florida Bar, 2013

Mr. Near is an Associate at Price, Hamilton & Price, 2400 Manatee Avenue West, Bradenton, FL 34205, Tel: 941-748-0550

Jami Worley

University of South Florida, BA, 2011
 Stetson University College of Law, 2017
 Year Admitted to The Florida Bar, 2017

Ms. Worley is the owner of Worley Elder Law, PLLC, 4916 26th St. West, Ste. 152, Bradenton, FL 34207, Tel: 941-448-1302.

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RSVP AND PAYMENT REQUIRED BY OCTOBER 5, 2018

\$40 for All Attendees

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TOPICS AND SPEAKERS

Understanding Metadata and your Ethical Responsibilities with your Legal Documents	By: Adriana Linares of LawTech Partners
How a Practice Management Program can Prevent Malpractice Claims in your Law Office	By: David Holmes, Esq., managing partner of the Farr Law Firm
Securing Mobile Devices	By: Chelsey Lambert, a Legal Technology Specialist
Recognizing and Addressing Common Security Threats in your Law Firm	By: Adriana Linares and Chelsey Lambert

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ISSUES OF GUARDIANSHIP PRACTICE - CLE



Friday, September 28th, 2018

9 - 11 am, Gilbert Smith, Sr. Jury Assembly Room, MCJC

- Hon. Deno Economou will be discussing the newly adopted Florida Statute Section 825.1035, Florida Statute 415.1034, and Florida Statutes Section 415.111
- Steve Moore of the Clerk of Court will be discussing various Applications, Orders, and Accountings
- Elizabeth Moneymaker, Esq., Sierra Butler, Esq. and Hon. Deno Economou will present scenarios pertaining to ethical considerations in guardianship practice and or case adjudication

Approved for 2.5 CLE Credit, 1.0 Ethics

Light pastries and breakfast beverages included

**\$15 MCBA Members,
\$20 for Non-Members**

To register: email
MCBA@ManateeBar.com by
Sept. 25th or call
941.741.4091

Thank You to Our Annual Sponsors:





Family Court Professional Collaborative - 2018 Annual Conference
Hot Topics in 21st Century Family Law:
Technology Security, Social Media and Hidden Assets



SARA BAY COUNTRY CLUB

When: Friday, October 5, 2018— 8:00 a.m. until 5:00 p.m.

Where: Sara Bay Country Club, 7011 Willow St, Sarasota, FL 34243

Agenda

- 8:00 a.m. - 8:30 a.m. Registration & Check-in; Breakfast Buffet
 8:30 a.m.- 8:40 a.m. Welcome - Hon. Judge Donna P. Berlin & FCPC President: Stephanie Hefner Roth, LMHC
 8:40 a.m.-10:00 a.m. Cases, Statutes and Rules Update - Sharon O'Day, JD & Valerie Fisher, LMHC
 10:00 a.m.-10:10 a.m. Coffee Break
 10:10 a.m.- 12:10 p.m. Cyber Security: Protecting Client/Patient Information in the 21st Century —Al Brown, JD, LL.M
 12:10 p.m.-12:40 p.m. Buffet Lunch, FCPC Meeting
 12:40 p.m. - 2:10 p.m. Uncovering Hidden Assets—Bob Piper, CPA & Chris Wailand, CPA
 2:10 p.m. - 2:20 p.m. Coffee Break
 2:20 p.m. - 3:45 p.m. Social Media in Practice & as Evidence—Elizabeth Loeffler, JD
 3:45 p.m. - 4:00 p.m. Coffee Break / Dessert
 4:00 p.m.- 5:00 p.m. Judges Panel— moderated by Stephanie Hefner Roth, LMHC

TO REGISTER ONLINE: <https://conta.cc/2K8wFi2>

Name: _____ Firm: _____

Address: _____

Phone: _____ E-mail: _____

Profession: _____ Phone: (____) _____

Food preference: ☐ Regular ☐ Vegetarian Badge Name: _____**FCPC Membership & Registration:**

- **Membership Renewal:** ☐ Early-bird 8/01-8/14 : \$195 ☐ 8/15- 9/14: \$225 ☐ 9/15 - 9/28: \$250
 (2018 Members renewing for 2019: Price includes Membership fee, Conference attendance, CLEs and CMEs)
- **New Membership Applicant*:** ☐ Early-bird 8/01-8/14 : \$195 ☐ 8/15 - 9/14: \$225 ☐ 9/15 - 9/28: \$250
- **CEU's for Mental Health Professionals:** ☐ \$25 (**CEU's for conference)
- **Support Staff:** ☐ Early-bird 8/01 -8/14 : \$145 ☐ 8/15 - 9/14: \$175 ☐ 9/15 - 9/28: \$200
 (Includes 2019 FCPC Membership (per By-Laws), Conference Attendance, CLEs and CMEs)
- **Support Staff, Non-Profits & Government Agencies:** : ☐ \$50 for conference attendance only
- **Judiciary / Court Administration / Personnel:** ☐ (no fee)
- **Membership Renewal Annual Fee only (unable to attend conference):** ☐ \$75
- ☐ I am interested in Sponsorship &/or Advertising opportunities, please contact me.

*Registration & Membership is open only to professionals practicing in the areas of Law, Mental Health & Finance and qualified for membership in FCPC as per the By-Laws. Please note the annual fee has increased to \$75 and is included in the fee.

Return form & check payable to FCPC to: Chris Wailand at 330 S. Pineapple Ave, Suite #106, Sarasota, FL 34236

Inquiries: Michelle Cross or call (941) 362-2665 or Michelle@CrossCountrywp.com

FCPC has applied for CLE's, CME's and CEU's**. Certificates will be provided at the close of the conference. No Refund will be provided. Registrants may provide a substitute or may receive all materials and membership for 2019; substitute names must be provided by September 28, 2018. **The Florida Psychological Association is approved by the Florida Department of Health, Board of Psychology and Board of School Psychology to sponsor continuing education for psychologists. The Florida Psychological Association is approved by the Florida Board of Clinical Social Work, Marriage and Family Therapy, and Mental Health Counseling as a provider of continuing education. The Florida Psychological Association maintains responsibility for the program and its content.

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COMMUNITY FOUNDATION OF SARASOTA COUNTY PRESENTS

Distinguished SPEAKERS SERIES

TAMI F. CONETTA, SVP

Cross-Border Trust Considerations*

*2 credits pending approval for Attorney, CPA, CFP, and Trust Officers.

TUESDAY, NOVEMBER 13, 2018

Registration: 8:00 a.m.

Program: 8:30 a.m. - 10:30 a.m.

Breakfast provided by Estate Planning Council of Manatee County

MANATEE COMMUNITY FOUNDATION

2820 Manatee Avenue West, Bradenton, FL



DATES TO REMEMBER:

September 26, 2018	General Membership Luncheon
September 28, 2018	Issues of Guardianship Practice CLE See flyer in this issue
October 17, 2018	Florida Bar YLD Technology Roadshow See flyer in this issue
October 31, 2018	General Membership Luncheon
November 1, 2018	"Vintage Attorneys" Happy Hour
December 7, 2018	Holiday Party, Bradenton Country Club
January 30, 2019	General Membership Luncheon
February 27, 2019	General Membership Luncheon
March 5th, 2019	Past Presidents Luncheon, O'Bricks
March, 2019	Scavenger Hunt
March 27, 2019	General Membership Luncheon
April, 2019	Beach Party/Social
May 29, 2019	General Membership Luncheon - LAW DAY
June 26, 2019	General Membership Luncheon – Annual Meeting

*dates are subject to change

COMPLIMENTARY BENCHMARKS SEMINAR TO BE HELD AT FLORIDA BAR FALL MEETING

A Benchmarks seminar at The Florida Bar Fall Meeting will discuss how to evaluate the constitutional amendments on the 2018 ballot as well as how to evaluate judges.

The seminar, which offers 1.5 hours of General credit, will run from **9 to 10:30 a.m. on Friday, Oct. 19**. There is no fee to register. Please register by emailing Susannah Lyle at style@floridabar.org. Or call (850) 561-5669 to register or with questions.

Benchmarks is The Florida Bar's civics education program for adults. It gives attorneys and judges presentations that they can use (available to download at www.floridabar.org/benchmarks) when they speak to civic and community groups. Increasing public awareness of how the government and courts work is a critical mission for The Florida Bar. Attorneys can receive ethics credits for making Benchmarks presentations.

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2018 SURVEY RESULTS AVAILABLE FOR PURCHASE

SMCALA INVITES YOU TO PURCHASE OUR NEW & IMPROVED SALARY & BENEFITS SURVEY

The Sarasota • Manatee Chapter of the Association of Legal Administrators is providing your firm with the opportunity to purchase the new and improved **2018 Salary and Benefits Survey**. The survey provides interested firms in the Sarasota, Manatee and Venice areas with statistical information pertaining to salary levels and law firm benefits for staff and associate positions. The Chapter solicited information from law firms in the Sarasota, Bradenton and Venice areas in an effort to provide as much information as possible. A copy of the final survey with compiled data and statistical analysis is available for purchase and will be sent out in **October 2018**. Do not miss this opportunity to provide you and your management team this powerful resource when hiring new employees and for determining compensation packages.

ALL DATA WAS SUBMITTED TO AN INDEPENDENT RESEARCHER TO BE USED FOR THE SOLE PURPOSE OF COMPILING THE AGGREGATE REPORT. THE DATA SUBMITTED TO THE RESEARCHER WAS DESTROYED UPON COMPLETION OF THE REPORT.

Please go to <https://smcala.regfox.com/local-salary-benefits-survey-results> *
to purchase the 2018 Salary and Benefits Survey results today.

*This link will be active until December of 2019

WHY YOU SHOULD PURCHASE

Competitive Advantage

Valid, up-to-date law firm-specific, local compensation information provides a clear competitive advantage. Armed with current market data, you don't pay more or less than you need to remain competitive. You have a clear oversight of the local market and can be assured you are making competitive offers.

Decision Making Using the Whole Picture

Law firm compensation data informs the full range of decisions regarding compensation, benefits and rewards. Without it, decisions are made without the benefit of knowing what is trending in our market. Competitive industry data becomes a key element in your firm's decisions for hiring, promotions, salary adjustments and other benefits.

Consistent Pay Levels

Comprehensive compensation data on most legal positions ensure that pay is consistent in your firm, even when pay rates differ by job function.

Knowledge of Local Current Trends

Sarasota-Manatee Chapter of the Association of Legal Administrator's survey provides trend information by position in our community. Law firms are constantly changing and developing and this survey data enables you to understand what is trending in our local market.

Please contact a member of the Salary & Benefits Survey Committee if you would like to
receive more information about this opportunity.

Laura Calderon: 941.365.2304
Janet Danziger: 941-748-0151

Sandy King: 941.954.4691
Angela Koehler: 941.408.8008



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Please choose the event(s) you would like to sponsor:

- ☐ Membership Luncheon – September 26, 2018
- ☐ Probate CLE, September 28, 2018
- ☐ YLD Technology Roadshow, October 17, 2018 (open to all)
- ☐ Membership Luncheon, October 31, 2018
- ☐ “50 and Over” Happy Hour, November 1, 2018
- ☐ Holiday Party, Bradenton Country Club, December 7, 2018
- ☐ Membership Luncheon, January 30, 2019
- ☐ YLD Java With the Judges, February 27, 2019
- ☐ Membership Luncheon, February 27, 2019
- ☐ Art in The Courthouse, TBD
- ☐ Past Presidents Luncheon, TBD
- ☐ Scavenger Hunt, TBD
- ☐ Membership Luncheon, March 27, 2019
- ☐ BEACH PARTY SOCIAL, TBD
- ☐ Membership Luncheon, May 29, 2019 *LAW DAY*
- ☐ Membership Luncheon, June 26, 2019

_____ Indicate Non-Listed Event (ie, YLD, Social) as made available

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<p>Make all checks payable to MCBA, P.O. Box 796, Bradenton, FL 34206</p> <p>For more information, contact Executive Director, Graceann Frederico 941-741-4091</p> <p>Or at MCBA@ManateeBar.com</p>	

FREE CLE

WITH ACCEPTANCE OF A PRO BONO CASE

Legal Aid of Manasota presents: SHOPP: Senior Home Ownership Protection Project

*A Regional Partnership with Legal Aid of Manasota, Community Law Program,
and Bay Area Legal Services*



*Topics Include:
Foreclosure Defense
Chapter 13 Bankruptcies
Probate
Other Home Ownership Issues*

A Pro Bono Project Focused on Helping Low Income Seniors Stay in their Homes

Friday, September 14th from 9:30 am to 1:30 pm

Registration begins at 9:00 am

Lunch will be provided

Community Foundation of Sarasota

2635 Fruitville Road

Approved for 3.5 General CLE

REGISTRATION:

Name: _____ FL Bar #: _____

Firm: _____ Email: _____

Address: _____

Phone: _____

Registration:

- ☐ I **currently** have a pro bono case with Legal Aid of Manasota **Fees waived**
☐ I **agree** to take a pro bono case with Legal Aid of Manasota **Fees waived**

Please return completed form to Pam Fields at PamelaF@LegalAidofManasota.org

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Copy deadline is the 1st of the month.

Payment is expected at time of publication.

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Ad rates are as follows:

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1/2 page	\$90.00
Full page	\$150.00
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Manatee County Bar Association

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