

EMPLOYMENT APPLICATION



FLAGLER COUNTY
1769 East Moody Blvd. Bldg 2 Bldg # 2
Bunnell, Florida 32110
386-313-4033
<http://www.flaglercounty.gov>

Manfre, James L.
00813 COUNTY ATTORNEY

Received: 6/23/25 10:53 AM
For Official Use Only:
QUAL: _____
DNQ: _____
☐ Experience
☐ Training
☐ Other: _____

PERSONAL INFORMATION

POSITION TITLE: COUNTY ATTORNEY		EXAM ID#: 00813
NAME: (Last, First, Middle) Manfre, James L.		SOCIAL SECURITY NUMBER: N/A
ADDRESS: (Street, City, State/Province, Zip/Postal Code) [REDACTED] Palm Coast, Florida 32137		EMAIL ADDRESS: manfre.james@gmail.com
HOME PHONE: 386-793-0216	ALTERNATE PHONE: 386-931-9256	NOTIFICATION PREFERENCE: Email
DRIVER'S LICENSE: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DRIVER'S LICENSE: State: FL	LEGAL RIGHT TO WORK IN THE UNITED STATES? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
What is your highest level of education? Doctorate		

PREFERENCES

MINIMUM COMPENSATION: \$150,000.00 per year
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular
TYPES OF WORK YOU WILL ACCEPT: Full Time
SHIFTS YOU WILL ACCEPT: Day
OBJECTIVE: I am interested in the open County Attorney position

EDUCATION

DATES:	SCHOOL NAME: St. John's University	
LOCATION: (City, State/Province) New York, New York	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Professional
MAJOR: Juris Doctor		
DATES:	SCHOOL NAME: Fordham University	
LOCATION: (City, State/Province) New York, New York	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Bachelor's
MAJOR: Bachelor of Science		

WORK EXPERIENCE

DATES: From: 5/2017 To: Present	EMPLOYER: Manfre Law	POSITION TITLE: Attorney
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 28 Lakeside Drive, Palm Coast, Florida, 32137		
PHONE NUMBER: 3867930216	SUPERVISOR: James L Manfre - Attorney	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$10,000.00/month	
DUTIES: <ul style="list-style-type: none"> * Introduced body cameras for all road and corrections deputies resulting in reduction of civilian and use of force complaints * Implemented a data-driven, proactive community policing program to effectively allocate resources within the county to prevent crimes from occurring, resulting in 10% reduction in crime * Oversaw transition to complete paperless filing of all reports and ticket writing as well as upgrade of Computer Aided Dispatch system to handle 180,000 calls per year and re-trained all 275 employees on new systems and procedures [found \$0.5M in extra modules / capabilities in contract] * Created performance management system including monthly dashboards of key performance metrics per employee and instituted annual evaluation of all FSCO employees * Developed incentive-based pay increase program to reward employees for performance, education, and seniority; negotiated and 		

received approval from union to implement program resulting in 10% pay increase for all employees, first raise in five years

- * Managed design and construction of three major facilities increasing projected space of FSCO Operations Center by 40% while staying within budget, doubling number of inmate bed space and saving \$1M in projected cost, and negotiating city precinct lease to one third the original cost while moving to more central location
- * Lobbied on behalf of numerous criminal justice reform bills with state legislature resulting in passing of civil asset forfeiture reform bill and inclusion of medical marijuana amendment on upcoming ballot
- * Saved \$1M on annual budget of \$25M each year and oversaw annual government budget negotiation with County Commission, City Council, and District School Board
- * Achieved statewide law enforcement re-accreditation of 275-person agency from Commission on Accreditation and communications accreditation for the first time in history of Flagler County Sheriff's Office
- * Created three prison diversion programs - pre-trial release, mental health therapy, and alcohol rehabilitation - that reduced prison population by 10% while community grew by 10%

REASON FOR LEAVING:

Still in practice

DATES: From: 7/2017 To: Present	EMPLOYER: Law Offices of James L. Manfre	POSITION TITLE: Owner
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 28 Lakeside Drive, Palm Coast, Florida, 32137		
PHONE NUMBER: 3867930216	SUPERVISOR: James L Manfre - Attorney	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$10,000.00/month	# OF EMPLOYEES SUPERVISED: 1

DUTIES:

Law Offices of James L. Manfre -----

* Private practice specializing in corporate business and real estate law with a concentration on development and land use issues. Services include working with financial institutions, government entities for project approval, and construction related issues.

REASON FOR LEAVING:

Still in practice

DATES: From: 1/2013 To: 1/2017	EMPLOYER: Flagler County Sheriff's Office (FCSO)	POSITION TITLE: sheriff
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Bunnell, Florida, 32110		
PHONE NUMBER: 3863134911	SUPERVISOR: James Manfre - Sheriff	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$10,000.00/month	

DUTIES:

sheriff of Flagler County

REASON FOR LEAVING:

Not reelected

DATES: From: 7/1996 To: 12/1997	EMPLOYER: Berkman, Henoch & Peterson	POSITION TITLE: real estate development Attorney
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Garden City, New York, 11530		
PHONE NUMBER: 5162226200	SUPERVISOR: Mr Berkman - Supervising attorney	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$5,000.00/month	

DUTIES:

Law firm specialized in corporate law & -----

* Developed new commercial contacts and relationships for the firm

REASON FOR LEAVING:

New position

DATES: From: 1/1988 To: 9/1996	EMPLOYER: Town of Babylon	POSITION TITLE: Deputy Town Attorney
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Babylon, New York, 11704		
PHONE NUMBER: 6319573000	SUPERVISOR: Stephen Braslow - Town Attorney	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$5,000.00/month	# OF EMPLOYEES SUPERVISED: 20

DUTIES:

* Formed first commercial garbage carting district by consolidating volume of commercial businesses, issuing request for proposal, and awarding business in order to standardize rates and reduce cost

* Developed first commercial recycling facility in New York by raising \$25M in municipal bonds

* Restructured and streamlined land use planning and approval process, halving time needed to receive land use approval

* Oversaw staff of 20 attorneys, paralegals, and outside counsel to handle all state and federal litigation of 100+ cases per year

* Negotiated two union contracts covering 1200 employees and served as negotiating team lead

* Reorganized the human resource department and created a disciplinary process by implementing objective review standards that required promotional testing for all 1200 Town of Babylon employees Deputy Counsel - Industrial Development Agency

* Led the re-financing of \$100M in municipal bonds to upgrade the municipal solid waste system and restructure agency debt

* Oversaw Small Business Administration lending to encourage growth and relocation of small businesses to the Town of Babylon

REASON FOR LEAVING: New position		
DATES: From: 10/1984 To: 9/1988	EMPLOYER: Suffolk County District Attorney	POSITION TITLE: Assistant District Attorney
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Smithtown, New York, 11788		
PHONE NUMBER: 6318523185	SUPERVISOR: Patrick Henry - District Attorney	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$5,000.00/month	
DUTIES: * Tried one of the first cases in New York State using DNA evidence as proof of the guilt of a crime, resulting in a successful conviction and sentencing * Created the Land of Secrets program to support child abuse survivors in the recounting of testimony, the first of its kind in the county, by creating a safe space funded through a \$250K grant from the federal government to fund a victim's advocate and related video equipment * Implemented a dashboard camera program with the Suffolk County highway patrol and integrated video evidence into the investigation and prosecution of DUI incidents and related accidents / fatalities		
REASON FOR LEAVING: New position		

CERTIFICATES AND LICENSES
Nothing Entered For This Section

Skills
Nothing Entered For This Section

ADDITIONAL INFORMATION
Nothing Entered For This Section

REFERENCES		
REFERENCE TYPE: Professional	NAME: Cathy Heigher	POSITION:
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 160 Cypress Point blvd., Palm Coast, Florida 32164		
EMAIL ADDRESS: cathy.rememberingvets@gmail.com		PHONE NUMBER: 3863918323
REFERENCE TYPE: Professional	NAME: Jay Scherr	POSITION:
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Flagler Beach, Florida 32137		
EMAIL ADDRESS: jayscherr@gmail.com		PHONE NUMBER: 9042360431
REFERENCE TYPE: Professional	NAME: David Ayres	POSITION:
ADDRESS: (Street, City, State/Province, Zip/Postal Code) Palm Coast, Florida 32164		
EMAIL ADDRESS: david@flaglerbroadcasting.com		PHONE NUMBER: 3868640029

Agency-Wide Questions

1. If applying for driver position, do you possess a valid Class C or higher Commercial Driver's License with Passenger Endorsement?
No
2. Are you eligible to work in the United States?
Yes
3. Will you now or in the future require sponsorship for work authorization?
No
4. Employment Desired:
Full Time
5. Have you ever worked for this organization?
No
6. Do you have any relatives, either immediate or extended, or friends, that are currently employed by Flagler County?
No
7. If you answered "Yes" to question # 5 please list the name of your relative(s)/friend(s). If you have relative(s) that work for Flagler County please list how you are related to them (i.e. mother, father, sister, brother, aunt, uncle, cousin, in-law, etc).
NA
8. Hours of work (per week) desired:
40
9. Date Available:
7/31/2025
10. Desired Salary:
150000
11. Are you currently in the armed forces?
No
12. Military Branch:
13. Military Start Date:
14. Military Discharge Date:
15. Rank at Discharge:

ALL APPLICANTS MUST ANSWER "YES" OR "NO" TO THIS QUESTION. If you are claiming Veteran's Preference, a copy of your DD-214 or comparable document which serves as a certification of release or discharge claim, MUST be furnished at the time of application. Effective April 8, 1992, Chapter 92-80, Laws of Florida amended the definition of wartime service to include the Persian Gulf War, beginning August 2, 1990, and ending on such a date as may be prescribed by presidential proclamation or by law. The County will give your application every special consideration required by the law (Florida Administrative Code, Chapter 55A-7). If you believe you were not afforded employment preference in accordance with the law, you have the right to file a complaint within twenty-one (21) days of notice of non-selection for the position with the Department of Veteran's Affairs, 11351 Ulmerton Road, Suite 311-K, Largo, Florida 32278-1630

Are you claiming Veteran's Preference?
No
17. Check the appropriate category if you are claiming Veteran's Preference:
18. Have you uploaded supporting documentation verifying your veterans preference. Examples would include your DD214 or SF15 Form.
Yes
19. Have you signed and attached Form DOS-119 if applicable? (the link to this form can be found on the Career page/job opportunities under "show more")
Not Applicable
20. Where did you hear of this opportunity?
County Website
21. Did you complete the application in it's entirety, to include at a minimum the past 10 years work history in the provided fields of the application and any work history relevant to the position in which you are applying? If you do not complete the entire application your application will be rejected and you will be disqualified for the position you are applying for.
Yes
22. If this position requires diplomas/degrees or certifications/licenses you must attach them at the time you submit your application. Have you attached all required documents?
Yes

Job Specific Supplemental Questions

1. Have you graduated from an accredited college or university school of law with a Juris Doctorate degree? If yes, please upload a copy of degree in order to move forward in the hiring process.
Yes
 2. Do you possess 5 or more years of experience in the practice of law, with experience in federal, state or local government agency or within the private practice of law with emphasis on local government law, real estate, eminent domain or any other county related matters to include extensive trial practice/experience? If yes, please list in the work history section of application where the experience was gained.
Yes
 3. Do you possess 2 years of supervising or managing other attorneys?
Yes
 4. Are you a member of the Florida Bar? If yes, are you eligible for license in Federal Courts and U.S. Court of Appeals?
no
 5. All required certifications, diplomas and licenses must be uploaded with application. Have you completed this step?
Yes
-

The following terms were accepted by the applicant upon submitting the online application:

By clicking the Accept & Submit button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that not completing my work history in the fields of the application will disqualify me for the position I am applying for. I understand that I will have to produce documentation verifying my identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that if I have stated that I have a degree(s) that I have uploaded and submitted a copy of my degree(s) with my application. I understand that this completed application is the property of Flagler County and will not be returned. I understand Flagler County may contact prior employers and others.

This application was submitted by James L. Manfre on 6/23/25 10:53 AM

Universitas Sancti Joannis Neo-Eboraci

Facultas Legum

Testamur

admisisse ad

Juris Doctor

James Lawrence Maufre

quum omnia ad illum gradum pertinentia, quae per statuta requirantur,
praestiterit et compleverit. In quorum fidem hae dantur litterae sigillo
Universitatis et Praesidis ac Secretariae necnon Decani chirographis munitae.

Datum Ex Aedibus Universitatis Sancti Joannis Neo-Eboraci

Die III mensis Junii Anno Domini MCMLXXXIV



Lyman J. Allen
Rector

Patrick J. Rodan
Decanus

Joseph R. Cahill, cm
Secretarius

MEMBER PROFILE

James Lawrence Manfre

Member in Good Standing

Eligible to Practice Law in Florida

Bar Number:

23446

Mail Address:

Law Office of James L. Manfre

██████████
Palm Coast, FL 32137-1628

Office: **386-793-0216**

Cell: **386-793-0216**

Email:

manfre.james@gmail.com

Personal Bar URL:

<https://www.floridabar.org/mybarprofile/23446>

vCard:**County:**

Flagler

Circuit:

07

Admitted:

05/25/2006

10-Year Discipline History:

None

Law School:

St. John's University School of Law

Firm:

Law Office of James L. Manfre

Firm Size:

1

Firm Position:Private Law Practice

Firm Website:<https://Manfrelaw.com>

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