

EMPLOYMENT APPLICATION



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

Segal-George, Marsha
00813 COUNTY ATTORNEY

Received: 6/16/25 4:23 PM

For Official Use Only:

QUAL: _____

DNQ: _____

☐ Experience

☐ Training

☐ Other: _____

PERSONAL INFORMATION

POSITION TITLE: COUNTY ATTORNEY		EXAM ID# : 00813
NAME: (Last, First, Middle) Segal-George, Marsha		SOCIAL SECURITY NUMBER: N/A
ADDRESS: (Street, City, State/Province, Zip/Postal Code) [REDACTED] Oviedo, Florida 32762-2316		EMAIL ADDRESS: marsha@msg-law.com
HOME PHONE: (239) 634-6088	ALTERNATE PHONE: 2396991256	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: \$0.00 per hour; \$0.00 per year
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular
TYPES OF WORK YOU WILL ACCEPT: Full Time, Part Time
SHIFTS YOU WILL ACCEPT: Day, Evening, Night, Rotating, Weekends, On Call (as needed)
OBJECTIVE: Refer to cover letter.

EDUCATION

DATES:	SCHOOL NAME: Indiana University	
LOCATION: (City, State/Province) Indianaopolis, Indiana	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Professional
MAJOR: Juris Doctor		
DATES:	SCHOOL NAME: Indiana University	
LOCATION: (City, State/Province) Bloomington, Indiana	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Bachelor's
MAJOR: Bachelor of Arts		

WORK EXPERIENCE

DATES: From: 1/2008 To: 10/2024	EMPLOYER: City of Deltona	POSITION TITLE: City Attorney for City of Deltona
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 1838 Seneca Blvd, Deltona, Florida, 32762		
PHONE NUMBER: 2396346088	SUPERVISOR: Deltona City Commission - N/A	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 55	SALARY: \$30,000.00/month	
DUTIES: Please see resume.		
REASON FOR LEAVING: Health issues		

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: Refer to resume Refer to resume	POSITION:
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 1838 Seneca Blvd, Winter Springs, Florida 32708		
EMAIL ADDRESS: marsha@msg-law.com		PHONE NUMBER: 2396346088
REFERENCE TYPE: Personal	NAME: Refer to resume	POSITION:
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 1838 Seneca Blvd, Winter Springs, 32708		
EMAIL ADDRESS: kgeorge598@gmail.com		PHONE NUMBER: 2396991256
REFERENCE TYPE: Personal	NAME: Refer to resume	POSITION:
ADDRESS: (Street, City, State/Province, Zip/Postal Code) 1838 Seneca Blvd, Winter Springs, Florida 32708		
EMAIL ADDRESS: sarahmin@uw.edu		PHONE NUMBER: 2398984493

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?
Yes
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, Part 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).
N/a
8. Hours of work (per week) desired:
TBD
9. Date Available:
As soon as possible.
10. Desired Salary:
TBD
11. Are you currently in the armed forces?
No
12. Military Branch:
N/A
13. Military Start Date:
N/A
14. Military Discharge Date:
N/A
15. Rank at Discharge:
N/A
16. 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.
N/A
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?
Indeed
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?
Yes
 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 Marsha Segal-George on 6/16/25 4:23 PM

To Whom it May Concern,

I have practiced government and land use law in both Colorado and Florida for over 44 years. In my career I have worked for a variety of cities and counties; I bring both managerial and legal experience, as at various times I have held the positions of county manager, city manager, county attorney and city attorney. I am problem solver with a reputation for creating positive results, and I have tried to help each government I have worked for develop new revenue sources, new ways of doing business. This has included a very aggressive postures with regard to finances, while instilling a more proactive and entrepreneurial approach in how an organization does business. I have been called in by other governmental entities to deal with complex issues that had significant legal downsides. In each instance, I have been able to deliver a positive result.

My experience in advising local governments has made me particularly sensitive to the risk potential of a spiraling problem. In Deltona, I worked to create a process for non-ad valorem assessments in code cases and also worked to utilize liens and foreclosures to assist in compliance and help neighborhoods. I also have assisted in preparing key ordinances on panhandling, moratorium, and drafts on special events, street vendors, and other current regulatory topics as brought forth by the City.

I have extensive knowledge and experience with the machinery of local government both from a legal and management perspective. I have been involved in issues concerning comprehensive planning, Bert Harris Act claims, pain management clinics, FEMA and disaster preparedness, annexation, water resources, interaction with various water management districts, utilities and sophisticated planning. I have significant expertise in human resources, drafting legislation, water law, administrative law, construction law (including design-build), defense of civil claims, real property law, inverse condemnation, eminent domain, and public finance. I have assisted in critical areas such as contracting and contract disputes, union negotiation, permitting, green tech issues, and conservation. I have decades of expertise in the areas of utilities, parks and recreation, roads, police and fire, code enforcement, public works, water related issues, financing and bonds, MSBU districts, special districts, BTRs, finance

administration, human resources, IT contracts, and general municipal administration. I also have extensive experience in growth management, planning and land development, impact fees, assessment, code enforcement, use of non-ad-valorem liens, abatements, and experience with various resources to achieve code compliance (including foreclosure). In addition to my experience with bond financing, I bring years of utilizing innovative public financing for capital projects, design-build projects, and grants. I have also managed projects when necessary and have experience working with government insurance carriers and risk managers.

I have a verifiable history of always responding and performing all work in a timely, responsive and effective manner. I am a team player and always try to assist management and staff in delivering a quality work-product as rightly required and expected. I pledge that a high level of professional expertise will be applied to solving every legal and/or management issue. For the communities I have represented in the past, I have consistently and successfully avoided litigation while staying on mission.

I would be pleased to provide any additional information that you may require. Thank you for considering me for this opportunity.

Sincerely,

Marsha Segal-George, Esq.

Marsha Segal-George, Esquire
-Curriculum Vitae-



marsha@msg-law.com



(239) 634-6088

-WORK EXPERIENCE-

City Attorney for City of Deltona, FL

2023- 2024

Marsha Segal-George, PA

Municipal and Civil Law

P.O. Box 622316

Oviedo, FL 32762-2316

**Assistant City Attorney & Senior Associate
2023**

2008-

Fowler, Feeney & Associates, P.A.

Municipal and Civil Law

28 W. Central Blvd, Ste 400

Orlando, FL 32801

Via Fowler, Feeney & Associates PA:

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Assistant City Attorney

City of Deltona, FL	2017-2023
City of Cocoa Beach, FL	2008-2017
City of Dunnellon, FL	2008-2013

• **Legal Counsel**

City of Altamonte Springs, FL	2008-2021
City of Deltona, FL	2008-2010

• **Of Counsel**

Osceola County, FL	2009-2022
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Summary of Work with Fowler, Feeney & Associates PA:

I served as the Assistant City Attorney for the cities of Dunnellon, Deltona, and Cocoa Beach, as well as represented several other local government entities throughout Central Florida. I specialize in Bert Harris land use litigation, and I am very familiar with annexation issues, water resources, administrative law, eminent domain, and public utilities. I have acted as lead counsel for my clients through all stages of litigation, including discovery, expert preparation, trial, and at the appellate level. I successfully handled a wide variety of appellate matters and have extensive appellate brief writing experience. I have revised the land development codes of nearly all my clients, handled code compliance issues and foreclosure lien matters, prepared a wide variety of ordinances on evolving regulatory topics (including food trucks and street vendors) created MSBU taxing districts, as well as a novel hybrid community development district in Osceola County to deal with tourism issues. I also drafted and negotiated a variety of highly complex development contracts (including with Amazon for the City of Deltona) as well as waste management RFP bids, contracts, and enforcement against waste companies, and served as counsel for special magistrates, planning zoning boards, housing advisory committees, development review committees, and fire departments. I also have extensive experience with hurricane disaster relief.

Deputy Chief Administrative Officer (City of Orlando) 2008	2006 -
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City of Orlando, FL

Government Green

Consulting on LEED and sustainability projects

As Deputy Chief Administrative Officer:

• **Deputy Director of Economic Department**

Responsibilities included Green Works Orlando, assisting in creation of medical “city” with a bio-medical anchor, the Burnham Institute; road projects; Planning and Transportation Issues; A 10 year plan for the Homeless and a variety of homeless related issues; Affordable & Workforce Housing; Green Initiatives; Historic Preservation; Downtown Development; Economic Development; Land Development Code; City and County consolidation issues and other projects as assigned, including the Airport Management Board. The City utilized my skill set as manager and lawyer with particular experience in land use growth management issues. I also had management responsibilities with regard to the service delivery departments of Public Works, Utilities, Transportation, Housing and Economic Development (Permitting, Code Enforcement, Planning and Development, Economic Development, Community Redevelopment Authority and Downtown Business Authority and Historic Preservation).

• **Special Assignment- Director of General Administration**

Responsibilities included Purchasing, Human Resources, Fleet, Facilities, MWBE, Technology, Janitorial and Security and the implementation of Green Initiatives in General Administration and overall responsibilities for Green Works Orlando and a Green Alliance made up of the City, Orange County, Orlando Utility Commission and University of Central Florida.

**City Manager & LPA Attorney
2008**

1995 -

Town of Fort Myers Beach, FL

- Attorney for the Local Planning Agency of the Town

- Handled negotiations with Lee County for establishment of the new town and negotiated inter-local agreements with other local governments
- Managed Town disaster response to several hurricanes, including hurricane Charley
- Developed cost-saving plan for law enforcement services
- Brought in over \$12 million dollars in grants (Federal, State and County); Town's assessed valuation more than doubled in 7 years
- Developed, implemented and published the Philosophy of "Government Lite"
- Helped to develop an award- winning Comprehensive Plan, Streetscape Plan and Plan for Downtown Streetscape redevelopment
- Family Budget Concept - savings from operating budget used to fund capital improvements
- Active Community Redevelopment Program
- Historic Preservation – purchase of two significant historic properties with grant funds
- Recreation Improvements
- Purchased Water Utility and Bulk Water
- Traffic Congestion Studies
- Quality of Life Issues, film festival, cultural activities, trails, art
- 13 Active Volunteer Committees –101 volunteer members
- Drainage, canal and waterway projects
- Establishment of a municipal harborage
- Dealt with issues for the General Aviation Airport (Lee County) and Southwest International Airport (Lee County) Familiarity with FAA Regulations, grants and funding opportunities

Associate Attorney 1995	1993 -
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Cramer & Associates, P.A.
Jacksonville, FL
Appellate Insurance Defense
Admitted U.S. Middle District of Florida & Supreme Court of Florida

- Private practice focusing on liability insurance defense
- Handled appellate court cases through all stages of appeal
- Expertise in appellate court brief writing

County Administrator	1988 -
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1992

Lee County, FL

- 2800 employees and a \$500 million budget
- Negotiated stadium lease with the Minnesota Twins for spring training, negotiated innovative financing package to build sports stadium complex; utilized developer assisted funding for road projects
- established water resources, marine and environmental sciences divisions to improve environmental protection for Lee County
- established numerous public/public and public/private partnerships
- managed over 300 major construction projects for an incinerator, bridges and major road construction, library and park construction, purchase of open space, beach and environmentally sensitive property
- Established a Raw Water Authority and purchased 4 utilities to incorporate into the County Systems. Worked with 2 airports in the County – a regional international airport and an advisory council appointed by the Board of County Commissioners and a large general aviation airport with tower. Very familiar with airport related issues, FAA regulations, negotiations with airlines and FAA grants, purchasing, procurement and funding in cooperation with airlines
- National Commendation Award for Leadership from Public Technology INC.; 267 achievement awards from the National Association of Counties
- Assistant County Manager, Service Delivery Departments for Parks and Recreations, Public Safety, Health Department, Utilities and Human Services

Deputy County Administrator / County Attorney 1987

1982 -

Adams County, CO

County Attorney 1982-1985

Deputy County Administrator 1985-1987

- Supervised two assistant county administrators and ten department directors in County with 270,000 population, 1,185 employees and \$106 million budget
- Assisted in Stapleton International Airport relocation to Adams County; staffed Front Range Planning Corporation, an economic and land use liaison to airport relocation
- Developed two new impact fees that generated \$750,000 in annual revenue; initiated bond restructuring that added \$7 million to county budget in one year
- Supervised 15 attorneys, handled insurance defense work in-house
- Built a Scottish links public golf course and clubhouse

-PROFESSIONAL ADMISSIONS-

Florida Bar, 1993 (Bar Number: 0978434)
Colorado Bar (Inactive)
Middle District Court of the United States
Supreme Court of Florida
Tenth Circuit Court of Appeals
LEED AP

-PROFESSIONAL ASSOCIATIONS-

International City Manager Association, 1990-present
Florida Manager Association, 1990-2005
Florida Bar Association, 1993-present
The Trust for Public Lands, 1997-2005

-COMMUNITY ASSOCIATIONS-

Friends of Gulf Shore Ballet, Fort Myers, FL
Island Arts Foundation, Fort Myers Beach, FL

-EDUCATION-

Indiana University (IU), Maurer School of Law
Bloomington, IN
Juris Doctorate Degree, 1978

Indiana University (IU)
Bloomington, IN
Bachelor of Arts, History and Political Science, 1974

-PERSONAL-

I have been married to my husband Kevin since 1980. We have two children, a son and a daughter, and three grandsons. Our son Scott is a graduate of both Florida State University and Loyola University College of Law in New Orleans, Louisiana. Our daughter Sarah is a graduate of the University of Central Florida and works as a Clinical Laboratory Manager at Nemours. Our grandsons Robin, Remy and Charlie are the newest additions to our family and are just the light of our lives. In my spare time, I am an avid fantasy novel reader and gardener, and I adore spending time with our beloved Siberian Husky Indiana (Indy), and our two extraordinary cats, Rocky and Jackson.

-REFERENCES-

INDIANA UNIVERSITY

School of Law

Go all to whom these Presents may come, Greeting.

By vote of the Faculty and with the consent of the Board of Trustees, Indiana University
hereby confers upon

Marsha J. Segal

who has complied with all the requirements of the University and has successfully completed
the studies prescribed for graduation in the School of Law the degree of

Doctor of Jurisprudence

with all the rights and privileges thereto appertaining.

In Testimony Whereof, this Diploma is issued, sealed with the Seal of the University, signed by
the President of the University, Vice President, and by the Dean of the School of Law,
and attested by the Secretary of the Trustees.

Done at Indiana University - Purdue University at Indianapolis, Indiana,
this tenth day of May 1978.

William F. Hanning
President of the University

C. H. Harnell
Secretary of the Trustees

John W. Davis Jr.
Dean of the School of Law

John W. Davis Jr.
Dean of the School of Law



MEMBER PROFILE

Marsha Ilene Segal

Member in Good Standing

Eligible to Practice Law in Florida

Bar Number:

978434

Mail Address:

Marsha Segal-George, P.A.

[REDACTED]
Oviedo, FL 32762-2316

Office: **239-634-6088**

Cell: **239-634-6088** - No Text Messages

Email:

marsha@msg-law.com

Personal Bar URL:

<https://www.floridabar.org/mybarprofile/978434>

vCard:**County:**

Seminole

Circuit:

18

Admitted:

06/28/1993

10-Year Discipline History:

None

Law School:

Indiana University Robert H. McKinney School of Law

Sections:

City, County & Local Govt Law

Firm:

Marsha Segal-George, P.A.

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