



Wayne Evans
Shareholder

Tallahassee Office
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Wayne Evans is a shareholder with the firm's Tallahassee office. Wayne has substantial litigation experience involving claims under Title VII, The Age Discrimination in Employment Act, The Americans with Disabilities Act, The Family and Medical Leave Act, the Whistle-blower's Act, and The Florida Civil Rights Act. In addition, he serves as counsel to administrative boards that hear disciplinary appeals and has presented cases before administrative boards regarding employee appeals.

He serves as General Counsel for the Florida Sheriffs Association and his practice is largely devoted to the representation of the sheriffs of the State of Florida. He has particular expertise in employment law as well as the many legal issues involving law enforcement including internal investigations and discipline. He has been representing sheriffs in employment litigation since 1993 and frequently conducts training on a variety of employment related topics relevant to law enforcement. He previously served as an Assistant General Counsel at the Department of Highway Safety and Motor Vehicles and advised the Division of the Florida Highway Patrol.

Wayne frequently publishes in matters of interest to sheriffs through legal alerts and articles in the quarterly Florida Sheriffs Association All Points Bulletin. He has also presented at seminars of the Florida Association of Police Attorneys and is a past president of this association.

He is a resident of Tallahassee and is actively involved at the Co-Cathedral of St. Thomas More Catholic Church, where he serves as a lector, member of the Parish Council, and as a member and past president of the St. Vincent de Paul Society.

Professional Experience

Partner, Allen, Norton & Blue, P.A.
R.W. Evans, P.A.; labor and employment practice representing management (1993-2003)
Assistant General Counsel for the Department of Highway Safety and Motor Vehicles (1982-1993)
Legislative analyst for the Senate Judiciary Criminal Committee at the Florida Senate (1980-1982)
Associate of Nichols & Tatich, P.A., Orlando, Florida (1976-1978)
Former Adjunct Lecturer, Florida State University, Business Law
Former Adjunct Lecturer, Tallahassee Community College, Business Law

Professional Recognition and Associations

The Florida Bar Association
Past President and current member of the Florida Association of Police Attorneys
Martindale Hubbell AV Preeminent Rating

Community Involvement

St. Vincent de Paul Society, Pensacola-Tallahassee Diocese

Honors and Awards

Cumberland-Samford Law Review, Cumberland School of Law

Court Admissions

U.S. District Courts for the Northern (1988), Middle (1988), and Southern (1989) Districts of Florida
U.S. Court of Appeals for the Eleventh Circuit, 1990
U.S. Supreme Court, 1987

Education

University of Central Florida (B.A., 1972)
Cumberland School of Law (J.D., 1975)
Florida State University (M.B.A., 1980)

Publications

"The Lost Art of Communication"
[APB Summer 2013 General Counsels Corner.pdf](#), Florida Sheriffs Association, All Points Bulletin, Summer Edition 2013
Published numerous articles in The Florida Bar Journal and CLE publications

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