

## EXECUTIVE SUMMARY

To: Alan S. Johnson, Executive Director  
From: Mark E. Bannon, Investigator  
Date: September 26, 2011  
Re: C11-015 – Lee Leffingwell, Town Manager, Mangonia Park  
C11-016 – William Albury, Mayor, Mangonia Park

---

- **Background**

This complaint came to the attention of the Commission on Ethics' staff via a sworn complaints filed by Addie Greene, Councilperson, Town of Mangonia Park, against Lee Leffingwell, Mangonia Park Town Manager, and William Albury, Mangonia Park Mayor. The complaints were reviewed, as well as all documentation submitted with the complaint forms. I spoke to Councilperson Addie Greene by telephone to determine if she had any additional information not listed in her sworn Complaint. Ms. Greene stated that she did not have any additional information, and that she was not aware of the actions of either Mayor Albury or Town Manager Leffingwell being based on any financial or other improper benefit that might be considered a possible misuse of public office or employment, or a corrupt misuse of official position, as listed in Section 2-443(a) or (b). She further advised that she had originally filed her complaint with the State Commission on Ethics, and was advised by them to also file it with the PBC Commission on Ethics. She did agree during our discussion that it was unlikely any information she listed in her Complaint would result in a finding of a violation of the PBC Code of Ethics.

- **Inquiry**

I reviewed the material submitted by Ms. Greene, and discussed the allegations with her. Twelve (12) allegations appear to be addressed in the "Statement of facts based on my personal knowledge," (attached to the complaint forms) and supporting material that Complainant Greene provided with the sworn complaints. None of the allegations submitted, listed any conduct that, even if true, would be violations of the PBC Code of Ethics, and appear to be matters of internal personnel policy within the Town. More specifically, none of the allegations in the complaint support any finding that conduct by either Mayor Albury or Town Manager Leffingwell would have resulted in a special financial benefit for them or any person or entity listed in Section 2-443(a){1-7} which would result in a violation of this section of the Code, or for any corrupt purpose in violation of Section 2-443(b). Further, most of the allegations involve conduct that occurred prior to June 1, 2011, when the Town of Mangonia Park first fell within the jurisdiction of the Code of Ethics.

The following is a synopsis of the allegations within this complaint:

1. During a March 8, 2011 Council meeting the Town Clerk made an inappropriate comment to Ms. Greene, and the Town Manager did not address this staff issue.
2. On April 1, 2011, requested copies of the March 8<sup>th</sup> minutes from the Town Manager, and has not yet received them.
3. On June 21, 2011, the Town's audio-visual equipment was broken and not available for use by Inspector General Steckler for a presentation.
4. Sometime prior to April 11, 2011, the locks on the Town's administrative offices were changed without knowledge or permission of the Council.
5. On April 11, 2011 the Town Manager forwarded an email sent to her from Ms. Greene to other staff and Council Members.
6. In May, 2011, Ms. Greene was told by staff she was responsible for payment of a cancelled training reservation that was not refundable due to being cancelled too late.

7. During a June 27, 2011 senior citizen luncheon, Mayor Albury attended briefly, and then left stating he was not invited.
8. On June 27, 2011 Ms. Greene was advised that a Town employee had filed a police report with PBSO alleging Ms. Greene threatened her on the telephone on June 1, 2011.
9. Mayor Albury placed an item on the agenda for the June, 2011 Council meeting, which Ms. Greene states he has no authority to do.
10. The town raised the rent amount on office space used by a local organization and a U.S. Congressman without permission of the Council.
11. At some point, the Town Council Chambers was renamed after Mayor William Albury, an honor Ms. Greene states is "not befitting him."
12. The Town has failed to bring in any future economic development and failed to take advantage of funds available for necessary physical and environmental changes.

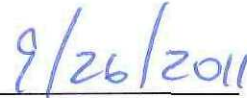
- **Conclusion**

Staff believes there is insufficient evidence to find that any alleged conduct on the part of William Albury or Lee Leffingwell, even if true, would have violated the Palm Beach County Code of Ethics.

Therefore, staff recommends dismissing this complaint as **legally insufficient** to allow for an investigation into the allegations within the complaint.



Mark E. Bannon, Investigator  
PB County Commission on Ethics



Date



# PALM BEACH COUNTY COMMISSION ON ETHICS

2633 Vista Parkway, West Palm Beach, Florida 33411

Hotline: 877-766-5920 or 561-233-0724

## COMPLAINT FORM

### 1. Complainant (Person bringing Complaint) *Add pages, if necessary.*

Name: Addie L. Greene

Address: 1617 Boardman Avenue

City: Mangonia Park Zip: 33407

Home #: (561) 845-0847 Work #: \_\_\_\_\_ Cell #: (561) 818-1670

### 2. Respondent (Person against whom complaint is made) *Add pages, if necessary.*

Name: Lee Leffingwell

Address: 1755 East Tiffany Drive

City: Mangonia Park Zip: 33407

Home #: \_\_\_\_\_ Work #: (561) 848-1235 Cell #: (561) 512-8504

Title/Office Held or Sought: Town Manager - Mangonia Park

### 3. IF KNOWN, CHECK THE BOX OR BOXES THAT APPLY

- Allegation is against person in County Government
- Allegation is about County: Whistleblower Retaliation

### 4. STATEMENT OF FACTS BASED ON YOUR PERSONAL KNOWLEDGE

In a separate attachment, please describe in detail the facts and actions that are the basis of your complaint, including the dates when the actions occurred. Also attach any relevant documents as well as names and contact information of persons who may be witnesses to the actions. If known, indicate the section of the ordinance you believe is being violated. For further instructions, see page 2 of this form.

### 5. OATH

I, the person bringing this complaint, do depose on oath or affirmation and say that the facts set forth in the foregoing complaint and attachments are true and correct, to the best of my knowledge and belief.

Addie L. Greene  
Signature of Person Making Complaint

STATE OF FLORIDA

COUNTY OF Palm Beach

Sworn to (or affirmed) and subscribed before me this 19<sup>th</sup> day of August, 2011, by

Addie L. Greene

(Name of Person Making Statement)

who is personally known to me  or produced identification \_\_\_\_\_. Type of identification produced:



Jared F. Jenkins  
(Signature of Notary Public, State of Florida)

Jared F. Jenkins  
(Print, Type, or Stamp Commissioned Name of Notary Public)

***PALM BEACH COUNTY COMMISSION ON ETHICS***

**STATEMENT OF FACTS BASED ON MY PERSONAL KNOWLEDGE**

The Town of Mangonia Park deserves open and impersonal government that serves ONLY its citizens and not family members or the EGOS of its elected officials. On March 8, 2011, I was elected Council Member. I personally made it known to Mayor William Albury that I only wanted to work with Council Members and did not want the position of Mayor. During the first Council meeting after the March 8, 2011, election, Council Member Sarita Johnson nominated William Albury Mayor. **He has served as Mayor since 1997.** During discussion of duties of Members, I stated how important it was that we as Members of the Palm Beach County League of Cities attend the meetings because of the important information and training we as elected officials would receive. Town Clerk Sherry Albury, the wife of Mayor William Albury stated loudly, “**Some of us have to work!**”

**The Town Manager Lee Leffingwell** was sitting next to her; therefore, I expected Lee Leffingwell or Mayor to quiet her or reprimand her for her out-burst. However, they both were mute!

After this meeting, I emailed Town Manager Lee Leffingwell and requested a copy of the minutes so that I could have proof of Clerk Sherry Albury’s out-burst. I wanted to ask the Town Manager was it appropriate for the Town Clerk to voice her opinion during Council Meetings. This was my first experience with **Nepotism** and **ABUSE OF POWER!** They both can cause dissatisfaction among workers. It can lead to tempestuous break-ups and emotional trauma at the office. One of the parties may accuse the other of harassment or create a hostile work environment - especially if one of the parties is a supervisor.

I asked Manager Leffingwell for copies of the March 8, 2011, meeting. After this first request for minutes, Town Manager Lee Leffingwell gave me a blank tape. I returned the blank tape to Leffingwell on April 4, 2011. She emailed me that Clerk Sherry Albury gave me instructions to download the minutes on my computer from the blank tape. I informed Lee Leffingwell that I wanted an un-edited copy of the minutes.

**(ENCLOSURE - April 1, 2011, 11 copy of email enclosed )**

After this first email request, I suddenly became the “Outsider!” among the Council Members. After numerous **failed** requests for minutes from March - June, 2011, I sent my first complaint to Palm Beach County Inspector General Sheryl G. Steckler.

**(Enclosures - 2 complaint to Inspector General referencing public requests for minutes to Clerk Sherry Albury)**

I also invited Inspector Steckler to the Town to do a presentation about her department.  
**( Email enclosure- May 15, 2011)**

The Council voted to enable the Inspector to use the Town's equipment to do her power-point presentation during our June 21, 2011, 6:00 p.m. Council meeting. As soon as the Inspector General arrived, the Town Manager informed the Inspector General that the equipment had malfunctioned, and she would not be able to do her presentation. The Inspector did the best she could orally and with handouts. Since June 22, 2011, the Town's equipment has not been operable; therefore, I still have not been able to receive unedited minutes of any of the meetings.

**TOWN MANAGER LEE LEFFINGWELL**

During the April 2011, meeting, I learned that the Town Manager Lee Leffingwell had changed the locks on all administrative offices doors and the main office so that only she, staff, and Mayor had accessibility. During the Council meeting, I asked the Town Manager three times (3) who gave her permission to change the locks on the doors of the building. She refused to answer me each time. I then stated the Council was the only ones authorized to change locks in this building. After my response, Mayor William Albury began to challenge me. I had to refer the question to the Town's attorney, Keith Davis, who informed the Mayor and the Council that this was correct. It is now August 13, 2011, and Council Members still do not have keys. As a matter fact, as Council Member, when I knock on the door of the office, staff answers, continues to hold the door knob until I walk around the staff person and continue to take care of my business of the day. **(Enclosure - On April 8, I received this email from the Town Manager dated, Friday, April 8, 2011.)** ALSO, REFER TO MINUTES OF THIS MEETING.

**TOWN MANAGER LEE LEFFINGWELL - APRIL 11, 2011**

I emailed Town Manager Leffingwell and asked her when was Mayor William Albury elected and how long he had been Mayor. Immediately, I received a telephone call from Vice Mayor Peggy Cook asking me why she received this email I had sent to Town Manager Leffingwell. I was surprised the Town Manager would forward email to another Council Member that I had personally sent to her. I immediately call the Town Manager and asked her why she forwarded my email to ALL Council Members. She answered, "**I did it so that I would not violate the Sunshine Law!**"

I told her, "You forwarded the email so that you could cause more friction between Council Members. The Sunshine Law does not refer to you! You are not an elected official. and not govern by the Sunshine law.

**(ENCLOSURE Request # 9 Email)**

Manager Lee Leffingwell began to challenge me on the telephone. I told her I would seek advice from the League of Cities, which I did. Their advice was that any email between the Town Manager and another Council Member remains between the Manager and that Council Member. The Town's Attorney also gave the same advice in the next Council meeting. **(PLEASE REFER TO MINUTES)**

MAYOR WILLIAM ALBURY

In May, I cancelled a reservation to a conference. I received a call from Bookkeeper/Deputy Town Clerk Christa Simmon that my reservation to this conference had been cancelled, and the money would not be refunded. I did not know what she wanted me to say, so I waited a few seconds and told her that I would try to get someone from my sorority to pay for the room if I found someone who was traveling and needed the room. Christie still repeated that someone had to replace the reservation fee. I stated, "I did not make the reservation. Sherry made the reservation." I thought she would realize that she needed to speak to the Clerk whose responsibility is to handle reservations of cancellations of the Council Members. Christie Simmon hung up the telephone. Immediately, Clerk Sherry Albury called me. She began to tell me that even though she handled the reservation, I, Councilperson Addie Greene was responsible for the reservation. I stated to Sherry, "Do I hear anger in your voice?" She again stated, "If these monies are not paid, they will come out of your budget." I stated, "Sherry, that is why I have been asking Town Manager for an orientation. If had known I had a budget, this conversation would not be taking place." Then she immediately hung up the telephone in my ear! I called back and Utility Clerk/Town Clerk Katrina Martin answered the telephone. I asked to speak to Lee. She told me Lee was out of town. I told Katrina I had Lee's cell number, and I would call her, which I did. I explained to Lee what had happened. Lee then stated to me, "I told you to call the office on Monday, and cancel your reservation."

I stated to Lee, "I did. Lee, I have had it with Sherry. I don't want to deal with her and her attitude anymore!"

Lee stated, "You have to deal with the Clerk!"

I stated, "No, I do not. The only person I must deal with is you, the Town Manager!"

A few days later, I received from Mayor William Albury a letter full of allegations based on information from his WIFE, CLERK SHERRY ALBURY! I think he failed to remember that our Town's charter does not include **A STRONG MAYOR!** (Enclosure) Entitles June 14, 2011 -Re: Events of Tuesday, May 31, 2011.)

\*Note: (**I apologize for notes and underlines in this letter. They were made by me, Addie L. Greene, before I realized the significance of these allegations**)

**MAYOR WILLIAM ALBURY**

June 16, 2011, Mangonia Park Council Member Peggy Cook and I informed Town Manager Lee Leffingwell we wanted to personally sponsor a luncheon for the Senior Citizens of Mangonia Park.

**(Letters of invitation to seniors enclosed)**

During the luncheon, Mayor William Albury appeared. I, asked him to join us and allow me to introduce him. His reply was, "I was not invited." And he walked out of the building.

**NEPOTISM AND INSUBORDINATION**

On June 27, 2011, I received a call from Lieutenant Rodney Thomas to come to his office located at 1755 East Tiffany Drive. I was surprised to receive a copy of an 'OFFENSE REPORT FROM THE SHERIFF DEPARTMENT FROM Clerk Sherry ALBURY AGAINST Addie L. Greene

**(ENCLOSURE - 06/27/11 Palm Beach County Sheriff's Office offense Report - Case No. 11080824.**

**ABUSE OF POWER BY MAYOR ALBURY AND TOWN MANAGER LEFFINGWELL**

Immediately after the June 16, 2011, Senior Luncheon, this item appeared on the Council Agenda:

**"POLICY REGARDING DIRECTION OF TOWN STAFF"**

I asked the Mayor and the Town Manager who authorized this item to be placed on the agenda. The Mayor immediately begin to explain why he placed it on the agenda. I responded the Mayor **AND** the Town Manager **DO NOT HAVE** the authority to direct the Council to follow these policies. I also reminded the Mayor and the Town Manager that the five Council Members make Town Policies, not the two of them! After the discussion, Council Member Sarita Johnson made the motion that we workshop these policies. **I voted "No."** I did state at the end of the discussion that he nor the town manager had authority to dictate to me what I could and could not discuss in Council meetings. Nor could they dicttate what could and could not be placed on the agenda. **Only the Council makes policies. Not the Mayor or Town Manager.** The Town Attorney Keith Davis did not respond.

**(ENCLOSURE AND REFER TO MINUTES)**

**ABUSE OF POWER**

Congressman Alcee Hastings and the Palm Beach County Caucus of Black Elected Officials were renters at 1755 East Tiffany Drive, Mangonia Park . The Summer Program was in the Town Hall at no charge as citizens should. Mayor William Albury decided the Town Hall was being over-used and causing too high an electric bill. The

**Page 5 of 5**

Council voted to build two extra offices on the outside of the building. Congressman Hastings sent the Mayor a letter stating that the Speaker of the House of Representative did not want the Legislative offices on the outside of government buildings due to liability. The rent for Congressman Alcee went from \$1.00 a year to \$500 or \$525.00 a month. The rent for the Palm Beach County Caucus of Black Elected Officials would be increased from \$200.00 monthly or \$500 or \$525.00 monthly. Each organization had to chose one of the outside offices or relocate. Congressman Hastings relocated to Delray Beach. The Palm Beach County Caucus of Black Elected Officials closed its office and drew up a contract with the Town to only hold monthly meetings at \$ 500.00 a year for 10 months out of the year.

**ABUSE OF POWER BY COUNCIL, MAYOR AND TOWN MANAGER**

It should also be noted that it was not noticed or discussed publicly to name the Mangonia Park Town Hall Chamber after William Albury, especially he has not done anything that would give him this honor! **(Check Mangonia Park's Web Page)**

The Council also placed a "**SIGN**" in the Park with the name **Willie Thomas** on it. The person himself is insulted because he is not aware of its significance. He is only known in the small neighborhood in which he lives in the Town of Mangonia Park. The people in this neighborhood had no input with naming this "SIGN."

In Summary: After sitting in ALL Town Council Meetings for two years, I have learned and observed the following:

1. There is no evidence of future economic development other than a sit- down- drive through Bar-B-Cue stand being built by Derrick McCray. He was given \$50,000 by the County. After five years, the County rescinded these funds because Mr. McCray did not follow the agreement., The County Magistrate also fined Mr. McCray \$8,000.00 for violation of his "Peddler's License."
2. The 45<sup>th</sup> Street Median remains an eyesore. As the County Commissioner from 2000-2009, I gave the Council \$350,000 to landscape the 45<sup>th</sup> Street Median; however, the Council returned the funds because the Mayor Albury and Ex-Council Member Mark Trueblood argued the median belonged to the County, and Mangonia Park should not be liable for its up-keep. .
3. The Town Manager, Lee Leffingwell did not apply for or receive any of the "Stimulus funds" to remove citizens from out-dated septic tanks.
4. For nine (9) years, the Mayor nor Town Manager has not taken or investigated help from State, Federal or County to develop the Jai Alai Fronton property.
5. I can not get the town manager to gave me a list of how man businesses presently located in the Town. I have asked her for the list since March 8, 2011.
6. The out-dated Town's water plant needs to be evaluated by the State Health Department.

*Sincerely,*

**Addie L. Greene**  
**Mangonia Park Council Member**



**Request # 11**

**Sent April 27, 2011**

Lee, Peggy told me that Mr. King was more cooperative because of some information you gave him about the comprehensive plan. Would you please explain to me. Also, for the third time: may I please a copy of ALL minutes from our meetings. If I am going to have to down load something from my computer to hear the minutes, that is okay.

Thanks,  
Councilperson Greene

**From Addie**

From: addie greene <acommlsh7@att.n...> [View Contact](#)  
To: llffngwall@townofmangoniapark.com

Wed, April 27, 2011 10:03:45 PM



Lee, Peggy told me that Mr. King was more cooperative because of some information you gave him about the comprehensive plan. Would you please explain it to me. Also, for the third time: may I please a copy of ALL minutes from our meetings. If I am going to have to down load something from my computer to hear the minutes, that is okay.

Thanks,  
Councilperson Greene



June 24, 2011

Inspector General Sheryl Steckler  
C/O Evangeline Rentz  
PO Box 16568  
West Palm Beach, Florida 33416

Dear Ms. Rentz:

Enclosed are copies of all emails of my requests made of the Town of Mangonia Park's Clerk Sherry Albury and Town Manager Lee Leffingwell. I am also retyping each email for clarity.

Following is a list of my other requests not fulfilled. These were requested orally and in Council meetings. Minutes will reflect these requests.

1. Business cards
2. Code Enforcement Book
2. Budget update
4. Town's engraved shirts for Council members
5. Orientation

\*\*\*\*\*

**# 1 Sent March 12, 2011:**

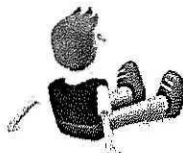
Dear Lee and Sherry, after receiving the information from Tallahassee that Councilman Mark Trueblood's complaint against me had evidence to show that my statements were **false** and **not** made with actual malice, would you please give me Councilperson C McConnell's home telephone number or give him my home or cell telephone number (845-0847). I would like to ask him something before I am sworn in on March 15, 2011, so that I may follow protocol and not violate the Sunshine Law. Finally, I was unable to get Councilperson McConnell's home number through the operator. I ...the Town's Attorney please advise me before March 15, 2011 if this is correct. If he is unable to give me that information before...2011, please feel free to advise me before the march 15, 2011 meeting.

Thanks,  
Addie

Contacts  
0 online  
Folders  
Notes  
untitled  
untitled1

----- Forwarded Message -----  
 Add From: addie greene <acommish7@att.net>  
 Add To: Sherry Albury <salbury@townofmangoniapark.com>; Peggy Cook <cook5712@bellsouth.net>; William Albury <albree111@aol.com>  
 Add Cc: William Albury <albree111@aol.com>  
 Sent: Sat, March 12, 2011 10:43:57 PM  
 Subject: From Addie

# 1



Dear Lee and Sherry, after receiving the information from Tallahassee that Councilman Mark Trueblood's complaint against me had evidence to show that my statements were **false** and **not** made with actual malice, would you please give me Councilperson C McConnell's home telephone number or give him my home or cell telephone number. (845-0847 or 818-1670) I would like to ask before I am sworn in on March 15, 2011, so that I may follow protocol and do not violate the Sunshine Law. Finally, I was unable to get Councilperson McConnell's home number through the operator. I thought elected officials' telephone numbers were always 1 the Town's Attorney please advise me before March 15, 2011 if this is correct. If he is unable to give me this information before 2011, please feel free to advise me before the march 15, 2001, meeting.

Thanks,  
Addie

Applications  
Attach Large Files

## Request # 5

Sent March 20, 2011

Lee, I am going to try to send this email again. The others were returned because I had the incorrect email address.

1. First, I will have my photographer to take my photo in the chamber so that my photo will be the same as the present Councilpersons.
2. May I please have the following information **answered via email.** Therefore, I will be able to refer back to the answers & numbers and not have to ask twice.
  - A. A taped and written copy of the minutes of the March 18, 2011, Council meeting.
  - B. The number of homes in Bryn Mar that are on septic tanks and wells
  - C. Where are they located/ on what streets?
  - D. Are there septic tanks and well in the **Hill Section?** If so, how many and location?

Thanks,  
Addie

From Addie

Sun, March 20, 2011 9:19:37 PM

From: addie greene <acomish7@att.n...> View Contact

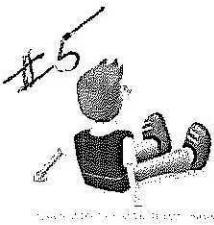
To: lleffingwell@mangoniatown.com

Cc: ptaylor@pbcgov.org; Mack Bernard <mack@bernardtitle.com>; Chris Smith <smith.chris.s29@flsenate.gov>; Dan Litman (LinkedIn Invitations) <invitations@linkedin.com>

Lee, I am going to try to send this email again. The others were returned because I had the incorrect email address.

1. First, I will have my photographer to take my photo in the chamber so that my photo will be the same as the present Councilpersons.
2. May I please have the following information **answered via email.** Therefore, I will be able to refer back to the answers & numbers and not have to ask you twice.
  - A. A taped and written copy of the minutes of the March 18, 2011, Council meeting.
  - B. The number of homes in Bryn Mar that are on septic tanks and wells.
  - C. Where are they located/on what streets?
  - D. Are there septic tanks and well in the **Hill Section?** If so, how many and location?

Thanks,  
Addie



Fwd: Minutes of July 19, 2011 via: WeTransfer

Thu, July 28, 2011 2:45:09 PM

From: LEE LEFFINGWELL <lfeffingwell@townofmangoniapark.com> [View Contact](#)  
To: acommish7@att.net  
Cc: ARussell@pbcgov.org; walbury@townofmangoniapark.com; pbrook5712@townofmangoniapark.com; sjohnson@townofmangoniapark.com; tootsie228@aol.com; keith@corbettandwhite.com

Please look in the body of the previous email located at the bottom of this page:

[We Transfer - press the download button.](#)

Let me know if you are still unable to retrieve it. Thanks ---

**Lee Leffingwell**  
Town Manager  
Town of Mangonia Park, FL  
(561) 848-1235

-----Original Message-----

**From:** LEE LEFFINGWELL [mailto:lfeffingwell@townofmangoniapark.com]  
**Sent:** Wednesday, July 27, 2011 10:10 AM  
**To:** acommish7@att.net  
**Subject:** Minutes of July 19, 2011 via: WeTransfer

these are the minutes of July 19, 2011. The IT Tech is working to recover the crashed harddrive from the Recorder to retrieve the meeting minutes. Will submit when repair is complete.

**Lee Leffingwell**  
Town Manager  
Town of Mangonia Park, FL  
(561) 848-1235

-----Original Message-----

**From:** Sherry Albury [mailto:salbury@townofmangoniapark.com]  
**Sent:** Tuesday, July 26, 2011 03:22 PM  
**To:** ARussell@pbcgov.org  
**Cc:** lfeffingwell@townofmangoniapark.com, cjsimmons@townofmangoniapark.com, kmartin@townofmangoniapark.com  
**Subject:** Fwd: [thermandez@townofmangoniapark.com](#) has sent you a file via WeTransfer

as requested.

**Sherry Albury**  
Town Clerk  
Town of Mangonia Park  
1755 East Tiffany Drive  
Mangonia Park, Florida 33407  
[salbury@townofmangoniapark.com](mailto:salbury@townofmangoniapark.com)  
561. 848-1235 (ext. 16)  
FAX 561. 848-6940

Information contained in this electronically transmitted message is legally privileged and confidential information intended only for the use of the individual or entity named above. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution or copy of this e-mail message is strictly prohibited. If you have received this e-mail message in error, please notify us immediately by telephone and return the original message to us at the address set forth above. Thank you.

-----Original Message-----

**From:** WeTransfer [mailto:noreply@wetransfer.com]  
**Sent:** Tuesday, July 26, 2011 02:37 PM  
**To:** salbury@townofmangoniapark.com  
**Subject:** [thermandez@townofmangoniapark.com](#) has sent you a file via WeTransfer

Want this and future WeTransfer emails in a different language?

The image shows a WeTransfer interface. On the left, there is a 'we transfer' logo, a large downward arrow, and a 'Download' button. Below this, it says 'File' and 'thermandez@townofmangoniapark.co... has sent you a file.' On the right, there is a promotional banner for 'WeTransfer Channels' featuring a photo of three men in business attire. The text below the photo says 'Your own WeTransfer site for \$120 per year. Register here.'

**Request # 6**

**Sent April 1, 2011**

Dear Lee, I asked for a taped copy of the March 15, 2011, council meeting. Sherry summarized the minutes, and I want a copy of n no language omitted. That is why I requested a taped copy. May I please have a copy on Monday, April 4, 2011.

Thanks

at&t Hi, addie | Available | Sign Out at&t Search Web Search

Check Mail New What's New Sent 1218 emails From Councilperson Gh

Search Mail... Go Delete Reply Forward Move Print Actions

View Your 2011 Credit Score

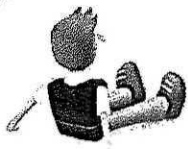
Inbox (9)  
Drafts (56)  
Sent  
Spam (15)  
Trash (75)

Contacts  
1 online  
Minister Walker

Folders  
Notes  
untitled  
untitled1

**From Councilperson Greene**  
From: addie greene <acommiss7@at.tn...> View Contact  
To: leefingwell@tevnofinangonipark.com

Reply #6  
Reply  
Add  
Add



Dear Lee, I asked for a taped copy of the March 15, 2011, council meeting. Sherry summarizes the minutes, and I want a copy of n no language omitted. That is why I requested a taped copy. May I please have a copy on Monday, April 4, 2011.

Thanks

**Request for Inspector General Sheryl Steckler to ppear on Council agenda June 21, 2011.**

**Request made May 15, 2011**

Dear Lee, would you please place **Palm Beach County Inspector General Sheryl G. Steckler, on our June 21, 2011, 6:00 p.m. ....**General Steckler informed me that she would like to do a fifteen (15) minute power-point presentation to **our Town Council** and th..... her to share with us her responsibilities and duties. Finally, due to her busy schedule, she requests that she be allowed to give her p..... beginning of the agenda.

Thanks,  
Addie L. Greene

The screenshot shows an email client interface with the following elements:

- Top Bar:** at&t logo, Hi, addie, Available, Sign Out, at&t, Search, Web Search.
- Navigation:** Check Mail, New, What's New, Sent 1225 emails, Fw:.
- Actions:** Go, Delete, Reply, Forward, Move, Print, Actions.
- Left Sidebar:** View your 2011 Credit Report, Inbox (11), Drafts (56), Sent, Spam (15), Trash (75), Contacts (0 online), Folders (Notes, untitled, untitled1), Applications (Attach Large Files, Automatic Organizer, Calendar, Edit Photos, Evite, Flickr, Notepad).
- Email Header:** Fw: From: addie greene <acomish7@att.net> View Contact, To: Jerome Norton <mortonj1970@gmail.com>
- Body:** Forwarded Message, From: addie greene <acomish7@att.net>, To: Peggy Cook <cook5712@bellsouth.net>, Sent: Tue, May 10, 2011 9:32:32 PM, Subject: (blank).
- Image:** A cartoon illustration of a person sitting at a desk with a computer.
- Text:** Dear Lee, would you please place Palm Beach County Inspector General, Sheryl G. Steckler, on our June 21, 2011, 6:00 p.m. General Steckler informed me that she would like to do a fifteen (15) minute power-point presentation to our Town Council and th her to share with us her responsibilities and duties. Finally, due to her busy schedule, she requests that she be allowed to give her p beginning of the agenda.
- Text:** Thanks, Addie L. Greene, Councilperson.
- Footer:** TODAY: 6/23



# Office of Inspector General Palm Beach County

Sheryl G. Steckler  
Inspector General

June 27, 2011

Councilman Addie Greene  
1617 Boardman Avenue  
Mangonia Park, FL 33407

Complaint to  
Inspector General  
Steckler regarding  
failure to respond  
to public Request

RE: OIG#201150008

Dear Ms. Greene:

Thank you for contacting the Office of Inspector General (OIG), regarding your concerns that Town of Mangonia Park Town Manager Lee Leffingwell, and Clerk Sherry Albury has failed to respond to your several public records request of all council meeting minutes from March 8, 2011 until the present.

Your allegations fall within the jurisdiction of the Town of Mangonia Park. Therefore, your correspondence has been forwarded to Mayor William H. Albury III for review and response to this office by July 18, 2011. When the review of your allegation(s) is complete, corrective action will be recommended where necessary.

You will receive notification upon the completion of this review process.

Sincerely,

Evangeline Rentz  
Intake Manager

P. O. Box 16568, West Palm Beach, FL 33416 Email: [inspector@pbcgov.org](mailto:inspector@pbcgov.org)

Office: 561-233-2350 Hotline: 877-283-7068 Fax: 561-233-2370

*"Enhancing Public Trust in Public Government"*



# Office of Inspector General Palm Beach County

Sheryl G. Steckler  
Inspector General

June 27, 2011

Councilman Addie Greene  
1617 Boardman Avenue  
Mangonia Park, FL 33407

RE: OIG#201150008

Dear Ms. Greene:

Thank you for contacting the Office of Inspector General (OIG), regarding your concerns that Town of Mangonia Park Town Manager Lee Leffingwell, and Clerk Sherry Albury has failed to respond to your several public records request of all council meeting minutes from March 8, 2011 until the present.

Your allegations fall within the jurisdiction of the Town of Mangonia Park. Therefore, your correspondence has been forwarded to Mayor William H. Albury III for review and response to this office by July 18, 2011. When the review of your allegation(s) is complete, corrective action will be recommended where necessary.

You will receive notification upon the completion of this review process.

Sincerely,

Evangeline Rentz  
Intake Manager

P. O. Box 16568, West Palm Beach, FL 33416 Email: [inspector@pbcgov.org](mailto:inspector@pbcgov.org)

Office: 561-233-2350 Hotline: 877-283-7068 Fax: 561-233-2370

*"Enhancing Public Trust in Public Government"*



August 2, 2011

**Policy Regarding Direction of Town Staff**

The Town of Mangonia Park operates pursuant to the "Council-Manager" form of government. The Town Council, elected to serve by the qualified voters of Mangonia Park, is responsible for the hiring of a Town Manager. The Town Manager serves as the Chief Administrative Officer of the Town. The Town Manager is responsible to direct and supervise all Town Employees. As such, it is inappropriate, and a violation of the Town Charter and Code, for any Town Council member to direct any Town employee in the performance of the Town employee's duties. It is likewise inappropriate for any Town employee to address grievances, or any other matters related to their employment, with any Town Council member. Rather, Town Council members shall direct any concerns or comments they may have regarding any facet of Town operations to the Town Manager. Likewise, Town employees shall direct their concerns or comments regarding their employment to either their direct supervisor or to the Town Manager.

**Policy Regarding Town Council Meeting Agendas**

As Chief Administrative Officer of the Town, the Town Manager shall set the agenda for all Regular Town Council Meetings. Individual council members may not place items on a Regular Town Council Meeting Agenda. In the event that any council member desires to have an item placed on a Regular Town Council Meeting agenda, that council member may make a request that the item be placed on a future agenda for presentation, full discussion and/or action as appropriate, during the "Council Comments" portion of a Regular Town Council Meeting. With the consensus of the Town Council, the item shall then be placed on the next available Regular Town Council Meeting Agenda for presentation, full discussion and/or action as appropriate.

Special Town Council Meetings may only be called by the Mayor or by a majority of the Town Council. The agenda for any Special Town Council Meeting shall be set by either the Mayor or the majority of the Town Council.

New policies written  
by mayor and  
Town manager.

TK

Letter From  
Black Caucus  
paying \$500.00 yearly  
to meet 10 months  
a year

Ms. Lee Leffingwell  
Town Manager  
1755 East Tiffany Drive  
Mangonia Park, FL 33407

Dear Ms. Leffingwell:

For two years, the Town of Mangonia Park and the Palm Beach County Caucus of Black Elected Officials, Inc. have experienced an excellent relationship. Our organization rented from the Town for two wonderful years; however, we regretfully must remove ourselves from this office due to the increase in costs. Therefore, we have decided that we will not require office space. As an alternative, we are requesting that the Mangonia Park Town Council allow us to donate \$600.00 a year to the Town and permit us to meet in the Council's Chamber on the following dates at 11:00 a.m.:

April 16, 2011

May 21, 2011

June 18, 2011

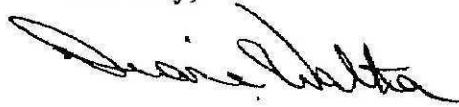
September 17, 2011

October 15, 2011

November 19, 2011 and December 17, 2011

We will be responsible for replacing chairs and cleaning the Chamber. We will never need the use of the kitchen or any other materials. Mr. Bobby Powell, legislative Assistant to Representative Mack Bernard, will be present on April 5, 2011, to represent this item on the agenda. If there are any questions, please feel free to contact me at 561-692-1290.

Sincerely,



Commissioner Diane Walker  
Secretary  
Palm Beach County Caucus of Black Elected Officials, Inc.

*Please attach this to the BEO letter that I submitted as I do not have a copy of the BEO letterhead in my possession at this time.*



# Town of Mangonia Park

1755 EAST TIFFANY DRIVE MANGONIA PARK, FLORIDA 334  
(561) 848-1235 FAX (561) 848-6940  
www.Townofmangoniapark.com

Letter inviting  
Senior Citizen to  
W Luncheon

561-6  
June 6, 2011

To All Senior Citizens of the Town of Mangonia Park:

**On Thursday, June 16, 2011, at 10:00 a.m. - 1:30 p.m.,** at 1755 East Tiffany Drive, Mangonia Park Town Hall, Councilpersons Peggy H. Cook and Addie L. Greene invite you to be their guest at a **"Senior Informational Luncheon."** This luncheon is for Mangonia Park 's **Senior Citizens ONLY!** Many of our Seniors have inquired about many of the items we have listed below. Council members Cook and Greene want to give you the opportunity to receive **HELP** and **ANSWERS.** Please call Councilmember Peggy Cook at **(561) 848-3335** on or before **June 13, 2011,** so that we may know our number of guests.

**Please mark (Yes) or ( No) and bring this form with you to the luncheon!**

1. Do you have difficulty paying your water bill? ( Yes ) ( No )
2. Do you have difficulty paying your electric bill? ( Yes ) ( No )
3. Are you connected to the Town of Mangonia Park's water system? (Yes) (No)
4. Do you have a well on your property? (Yes) (No)
5. Do you use your water to irrigate your lawn? (Yes) (No)
6. Do you drink the Town's water? (Yes) (No)
7. Do you own a cell phone? (Yes) (No)
8. Do you drive to the pharmacist to pick up your prescriptions? ( Yes ) (No)
9. Do you have difficulty contacting the Mangonia Park's Sheriff Department Substation Number 2? (Yes) (No)
10. How do you contact the Mangonia Park Sheriff Department on the weekends?  
Answer: 911
11. Are you experiencing mortgage difficulties? (Yes) (No)
12. Do you have any "Special Needs" during hurricane seasons? **Please list them.**

**Please write a telephone number below where you may be reached.**

(561) 872-7615 Cell \_\_\_\_\_

13. If you wish to ask questions of the Town Council Members, please write them below.

- A.. HURRICANE SEASONS
- B. WATER & FOODS
- C..

D.

**YOU MUST CALL (561) 848-3335 or 236-2872 on or before June 13, 2011,** to attend this luncheon.

**Please mark (Yes) or (No) and bring this form with you to the luncheon!**

1. Do you have difficulty paying your water bill? (Yes)  (No)
2. Do you have difficulty paying your electric bill? (Yes)  (No)
3. Are you connected to the Town of Mangonia Park's water system?  (Yes) (No)
4. Do you have a well on your property? (Yes)  (No)
5. Do you use your water to irrigate your lawn?  (Yes) (No)
6. Do you drink the Town's water? (Yes)  (No)
7. Do you own a cell phone?  (Yes) (No)
8. Do you drive to the pharmacist to pick up your prescriptions?  (Yes) (No)
9. Do you have difficulty contacting the Mangonia Park's Sheriff Department Substation Number 2? (Yes)  (No) *of have not had to contact them in past*
10. How do you contact the Mangonia Park Sheriff Department on the weekends?  
Answer: Emergency 911 non emergency 688-3400
11. Are you experiencing mortgage difficulties? (Yes)  (No)

12. Do you have any "Special Needs" during hurricane seasons? **Please list them.**

**Please write a telephone number below where you may be reached.**

(561) 845-0503 Cell ~~561-447-1778~~ 252-9768

13. If you wish to ask questions of the Town Council Members, please write them below.

- A. *Being an elderly person I don't feel safe driving down Keller Avenue due to the large gathering of people especially at night can or is anything being done about this situation*
- B. *Is there anything anyway to hold a home owner accountable for large collection of cars and junk in the front yard*
- D.

**YOU MUST CALL (561) 848-3335 or 236-2872 on or before June 13, 2011, to attend this luncheon.**

July 4, 2011

Dear Ms. Elien:

On June 16, 2011, the Town of Mangonia Park Council Members Peggy Gook and Addie Greene sponsored its first "**Mangonia Park's Senior Citizen Informational Luncheon.**"

The overwhelming success of this event was made possible because of the outstanding participation of YOU! Thanks to you and your son, we served nineteen senior citizens. They benefited greatly from FREE services available to them through Palm Beach County.

Because of the success and benefit of the information they received, our seniors left asking if this could become an annual event! In the future, we hope you will be able to visit the Town hall to view the first-of- its- kind "Photo" of our Seniors that will be placed in the Chamber.

Again, we appreciate citizens who take the time out of their busy schedule to help us take care of those who have looked out for our future - "Our Seniors!".

Sincerely,

*Peggy Gook & Addie Greene*

Council Members

DISPOSITION: ZULU  
DIVISION: ROAD PATROL

INFORMATION CODE: 9514 DATE: 06/01/11 WEDNESDAY  
 ZONE: M11 GRID: M11 DEPUTY ID.: 4638 ASSIST: TIME D 1221 A 1221 C 1322  
 OCCURRED BETWEEN DATE: 05/31/11 , 1346 HOURS AND DATE: , 0000 HOURS  
 EXCEPTION TYPE:  
 INCIDENT LOCATION: 1755 E TIFFANY DR APT. NO.:  
 CITY: MANGONIA PARK STATE: FL ZIP: 33407  
 NO. OFFENSES: 00 NO. OFFENDERS: 00 NO. VEH. STOLEN: 0 NO. PREM. ENTERED: 0  
 LOCATION: GOVERNMENT / PUBLIC BUILDING  
 NO. VICTIMS: 00 NO. ARRESTED: 0 FORCED ENTRY: 0

COMPLAINANT SHERRY ALBURY DOB: 02/05/1966  
 SEX: F RACE: B HT: 507 WT: 150 HR: BROWN EYE: BROWN  
 RESIDENTIAL ADDRESS: 5712 ELMWOOD ST WPB FL 33407  
 HOME PHONE: 561 000-0000  
 BUSINESS NAME ADDRESS: 1755 EAST TIFFANY DR., MANGONIA PARK, FL 3340  
 BUSINESS PHONE: 561 848-1235  
 OTHER KATRINA MARTIN DOB: 12/20/1976  
 SEX: F RACE: B HT: 507 WT: 160 HR: BLACK EYE: BROWN  
 RESIDENTIAL ADDRESS: 3664 ALDER DR APT. G1 WPB FL 33417  
 HOME PHONE: 561 000-0000  
 BUSINESS NAME ADDRESS: 1755 EAST TIFFANY DR. MANGONIA PARK, FL 33407  
 BUSINESS PHONE: 561 848-1235

..  
 ..  
 ..  
 ..

ON 060111 AT APPROXIMATELY 1221 HOURS, I ARRIVED AT 1755 EAST TIFFANY DRIVE, IN REFERENCE TO A SHERRY ALBURY WANTING TO MAKE A COMPLAINT REFERENCE A THREAT THAT SHE HAD RECEIVED. I ARRIVED AND MET WITH SHERRY, WHO TOLD ME THAT MS. ADDIE GREENE HAD CALLED AND MADE THREATS AND SHE WANTS IT TO BE DOCUMENTED. I ASKED SHERRY WHAT WAS THE NATURE OF THE THREAT AND SHE TOLD ME TO TALK TO MS. KATRINA MARTIN, WHO CAN GIVE ME ALL OF THE INFORMATION.

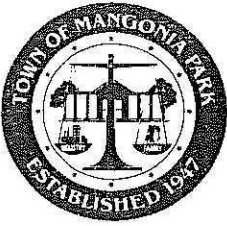
I SPOKE TO MS. KATRINA MARTIN, WHO TOLD ME THAT ON MAY 5TH AT APPROXIMATELY 1346 HOURS SHE RECEIVED A CALL FROM COUNCILWOMAN, MS. ADDIE GREENE, WHO STATED SHE WAS CALM AND THEN ASKED TO SPEAK TO LEE, WHO ALSO WORKS AT THE OFFICE. MS. KATRINA MARTIN STATED THAT SHE TOLD MS. GREENE THAT LEE WASN'T IN THE OFFICE AT THE TIME AND MS. GREENE REPLIED THAT SHE NEEDS TO CALL HER BACK AS SOON AS POSSIBLE, THAT IT'S REGARDING THAT "HEFFA", SHERRY ALBURY, BEFORE SHE HAS TO COME UP TO THE OFFICE AND KICK SOMEBODY'S "ASS".

I THEN EXPLAINED TO MS. SHERRY ALBURY THAT THE ABOVE STATEMENT DOES NOT AMOUNT TO A THREAT AND THAT IT WAS NOT DIRECTED TO ANY SPECIAL PERSON. SHERRY ALBURY STATED THAT SHE WANTED THE INCIDENT RECORDED.

I THEN MADE THIS REPORT INTO AN INFORMATION REPORT INSTEAD OF A THREAT REPORT. MS. SHERRY ALBURY WAS PROVIDED WITH A CASE NUMBER AND MS. KATRINA MARTIN WROTE A WITNESS STATEMENT IN THIS INCIDENT.

NO FURTHER INFORMATION.

D/S SMITH #4638  
 062111 DS



# Town of Mangonia Park

1755 EAST TIFFANY DRIVE MANGONIA PARK, FLORIDA 33407  
(561) 848-1235 FAX (561) 848-6940  
www.Town of mangonia park .com

letter for mayor  
To Addie Greene  
reprimanding her after  
telephone conversation  
with clerk about  
cancelled reservation.

June 14, 2011

Councilwoman Addie Greene  
1617 Boardman Avenue  
Mangonia Park, FL 33407

Re: Events of Tuesday, May 31, 2011

Dear Councilwoman Greene:

who?

It has come to my attention that on Tuesday, May 31, 2011 you were contacted by an employee of the Town of Mangonia Park to discuss the status of your reservation to attend the Institute for Elected Municipal Officials conference in Ft Lauderdale, FL. The intent of the call was to inform you of the Town's policy regarding the deduction of funds from your training seminar and conference budget. ??

??

As a point of information, several years ago the Town Council voted to allocate one-thousand dollars (\$1,000.00) per fiscal year to each council member in order to provide funding for voluntary attendance at training seminars and conferences which are offered on a regular basis and which are designed to provide the tools, information and education to help enhance their service to the Town. Should a council member be unable to take advantage of any or all of their training seminar and conference budget funds, the remaining allotted amount is removed from the books at the close of the fiscal year (September 30<sup>th</sup>). On the first day of the new fiscal year, the one-thousand dollar allocation is renewed and once again made available for their use in the new fiscal year. ??

When a council member arranges to attend a training seminar or conference, any pre-paid expenses are deducted from the council member's training seminar and conference budget whether or not the council member actually attends the event. Should a council member use their entire training seminar and conference budget during any given fiscal year, they would have the option to either attend future training seminars and conferences in the following fiscal year, or incur the cost of additional training seminars or conferences during the same fiscal year themselves.

who?

It was this information and clarification that the Town employee was attempting to give you on May 31, 2011. ]?

Call was cancelled reservation

2] In order to provide additional clarification on the policy, a second telephone call was also made to you. This second call resulted in a follow-up telephone call by you to Town Hall during which it is alleged that you made both a disparaging remark and a verbal threat which was directed at a third individual. Should such a disparaging remark and/or threat have been made, it would be highly inappropriate, unprofessional and unbecoming of any person who holds elected office. As you may have learned during your many years of public service, there are certain standards of decorum that are expected from all elected officials. Adhering to such standards ensures that none of us diminishes the respect given to the offices we each have been entrusted to hold on behalf of our constituents.

Likewise, should it be discovered that a Town employee has behaved in an unprofessional manner towards a customer, a resident, a business or an elected or appointed official of the Town, such behavior should be reported to the Town Manager for appropriate handling. Just as we are held to certain standards of decorum, all Town employees are also expected to be professional in their interactions with all segments of the public as well as elected and appointed officials. By adhering to these standards of professionalism, we can better avoid situations such as the one that has presently arisen, and prevent the creation of a hostile work environment at Town Hall.

Unfortunately, the disparaging remarks and alleged threat discussed above have led to a certain level of uneasiness among staff at Town Hall. In order to prevent any further uneasiness, and in order to soothe the working environment at Town Hall, I am reminding you again that it is inappropriate for council members to direct Town Staff in any manner whatsoever. Kindly adhere to protocol and speak directly to the Town Manager should you have questions or comments regarding any and all Town business. Likewise, I intend to remind the Town Manager to have her staff members report directly to her regarding Town business, including matters that relate to the Town Council.

authority

Lastly, as I have done in the past with all elected officials, I certainly support your efforts to attend training seminars and conferences to the greatest extent allowed as they provide a wealth of information relative to proper conduct and actions of an elected official.

Should you desire to speak with me concerning anything contained in this letter, please advise and I will have a meeting scheduled as may be appropriate (and properly noticed).

Sincerely, I am,

William H. Albury III, Mayor  
Town of Mangonia Park

Cc: Town Council  
Town Manager Lee Leffingwell  
Attorney Keith Davis



Key to office  
after it was  
re-keyed by manager  
and mayor

**Request # 8**

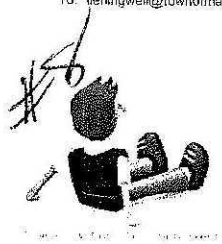
**Sent April 7, 2011**

Lee, I changed my mind. I want my key to the administration office. When can I pick it up?  
Thanks,  
Addie

**Addie Again**

From: addie greene <acomish7@att.net> View Contact  
To: lefingwell@townofmangonipark.com

Thu, April 7, 2011 10:28:23 AM



Lee, I changed my mind. I want my key to the administration office. When can I pick it up?  
Thanks,  
Addie

## Read Message

[Previous](#)[Next](#)[Move To](#)[Select One](#)[OK](#)[REPLY](#)[REPLY ALL](#)[FORWARD](#)[FULL HEADERS](#)[EXPORT](#)[PRINT](#)[DELETE](#)[REPORT SPAM](#)

**From:** Albree111 <albree111@aol.com>

[\[ add to contacts \]](#)

**To:** lleffingwell@townofmangoniapark.com

**Cc:**

**Date:** Friday, April 08, 2011 12:13 pm

**Subject:** Re:

**Attachments:**  Text version of this message. (1KB)

Hi Lee,

Please place this on the next Agenda for discussion so that council can discuss/develop procedures prior to any actions.

Thanks,

William

Sent from my Samsung Captivate(tm) on AT&T

lleffingwell@townofmangoniapark.com wrote:

>Good Morning, Addie,

>I am sorry for the late response, was in meetings all day yesterday.

>In reply to your question, there were no additional keys made, when the administrative office

>was re-keyed. In checking with the Chief Administrative Officer; (Mayor Albury), this would be

>a legislative decision made by all council members. If you have further questions you may call

>Mayor Albury, and it would not be a Sunshine law violation. I have also attached a copy of Chapter 2 ADMINISTRATION, of the Town's Code of Ordinance for reference.

>

>Lee

>-----Original Message-----

>From: addie greene [mailto:acomnish7@att.net]

>Sent: Thursday, April 7, 2011 03:41 PM

>To: lleffingwell@townofmangoniapark.com

>

>Lee his name is Swarovsky. (Maker of the chandalier and pen.) Also, please don't forget to call me when the minutes are available, and I also want my key to the administration offices.

>Thanks,

>Addie

>

>

>

>

[OK](#)[REPLY](#)[REPLY ALL](#)[FORWARD](#)[DELETE](#)[REPORT SPAM](#)[Previous](#)[Next](#)

Proof of Forwarded email by Town mgr to other Council members.

**Request # 9**

**Sent April 11, 2011**

Lee, Since you forwarded my emails to others, I have forwarded to them in conversation with you. I asked you why you for (warded) emails. You stated to me that you did it with all email that came to you to not violate the sunshine. I stated to you that you (were not a ) Councilperson and the Sunshine law does not refer to you. I told you I was going to seek Council on the matter and if I (.....was wrong I) would apologize. I contacted the League of Cities and was informed that any emails that occur between a Councilperson Manager remains between that Council person and the Town Manager. You stated that you have always done it this way....know it is wrong, I hope you will not do it again for I still feel it was done deliberately to cause more friction between Co...

at&t Hi, addie Available Sign Out at&t Search Web Search

Check Mail New What's New Sent 1222 emails Re:

Search Mail... Go Delete Reply Forward Move Print Actions

View your 2011 Credit Score

**Re:** Mon, Apr 11, 2011

From: addie greene <acommish7@att.n...> View Contact  
 To: lettingwalk@townofmangonispark.com

**Lee, since you forwarded my email to others, I will forward to them my conversation with you. I asked you why you for warded email. You stated to me that you did it with all email that came to you to not violate the sunshine. I stated to you that you Councilperson and the Sunshine law does not refer to you. I told you I was going to seek Council on the matter and if I would apologize. I contacted the League of Cities and was informed that any emails that occur between a Councilperson Manager remains between that Councilperson and the Town Manager. You stated that you have always done it this way know it is wrong, I hope you will not do it again for I still feel it was done deliberately to cause more friction between Co**

*#9*

inbox (11)  
 Drafts (56)  
 Sent  
 Spam (15)  
 Trash (75)  
 Empty  
 Empty

Contacts Add  
 1 online  
 Minister Walker

Folders Add  
 Notes

## MEMORANDUM OF INQUIRY

To: Alan Johnson, Executive Director  
From: Mark E. Bannon, Investigator  
Date: September 9, 2011  
Re: C11-015 – Lee Leffingwell, Town Manager, Town of Mangonia Park  
C11-016 – William Albury, Mayor, Town of Mangonia Park

---

- **Background and Inquiry**

Both matters as listed came to the attention of the Commission on Ethics' staff via a sworn complaint filed by Addie Greene, Councilperson, Town of Mangonia Park.

The original Complaint on Town Manager Lee Leffingwell was dated August 19, 2011, although a second Complaint form dated August 23, 2011 from Ms. Greene was received at the PBC Commission on Ethics (COE) office on Tuesday, September 6, 2011.

The first complaint on William Albury, Mayor of Mangonia Park, was received on a State of Florida Commission on Ethics complaint form on August 25, 2011, and Ms. Greene was requested to submit her complaint on a PBC Commission on Ethics form. A proper COE Complaint form, dated August 23, 2011, was also received at the COE office on Tuesday, September 6, 2011.

The complaints were reviewed, as well as all documentation submitted with the complaint forms. I then spoke to Councilperson Addie Greene by telephone to determine if she had any additional information not listed in her sworn Complaint. Ms. Greene stated that she did not have any additional information, and that she was not aware of the actions of either Mayor Albury or Town Manager Leffingwell being based on any financial or other improper benefit that might be considered a possible misuse of public office or employment, or a corrupt misuse of official position, as listed in Section 2-443(a) or (b). She further advised that she had originally filed her complaint with the State Commission on Ethics, and was advised by them to also file it with the PBC Commission on Ethics. She did agree that it was unlikely any information she listed in her Complaint would result in a finding of a violation of the PBC Code of Ethics, although she hoped that the state commission on ethics would look at a possible nepotism violation in the promoting of Mayor William Albury's wife, Sherry Albury, from Deputy Town Clerk to Town Clerk in 2001.

- **Documents submitted to File**

The following documents were received by COE from Complainant Addie Greene as listed, and have been entered into the inquiry file for both cases:

1. One (1) PBC Commission on Ethics Complaint Form listing Lee Leffingwell as Respondent, listing the signature of Addie Greene, notarized on August 19, 2011.
2. One (1) State of Florida Commission on Ethics Complaint Form listing William Albury as Respondent, listing the signature of Addie Greene, notarized on August 19, 2011.
3. One (1) PBC Commission on Ethics Complaint Form, listing Lee Leffingwell as Respondent, listing the signature of Addie Greene, notarized on August 23, 2011.
4. One (1) PBC Commission on Ethics Complaint Form, listing William Albury as Respondent, listing the signature of Addie Greene, notarized on August 23, 2011.
5. Document entitled, "Statement of facts based on my personal knowledge." (5 pages)
  
6. Document entitled, "Request # 11," and dated April 27, 2011, which appears to be a copy of an email sent by Councilperson Greene to Town Manager Lee Leffingwell, asking for a copy of Council meeting minutes. (1 page)
7. Copy of letter dated June 24, 2011, sent by Councilperson Addie Greene to PBC Inspector General Sheryl Steckler detailing her requests for copies of Council minutes. (2 pages)
8. *Copy of what appears to be an email exchange between Councilperson Greene and discussing the request for Council minutes.* (1 page)
9. Document entitled, "Request # 6," dated April 1, 2011, which appears to be a request from Councilperson Greene to Town Manager Leffingwell, stating that she received a summarized version of the minutes, and requesting an unedited version. (1 page)
10. Document entitled, "Request for Inspector general Sheryl Steckler to ppear (sic) on Council Agenda June 21, 2011," and listing the request as having been made on May 15, 2011. The document appears to be a request from Councilperson Greene to Town Manager Leffingwell asking that she put a 15 minute Power Point presentation by Ms. Steckler on the June 21<sup>st</sup> agenda for the Town Council Meeting.
11. Copy of letter from PBC Inspector General's Office (Intake Manager Evangeline Rentz) to "Councilman Addie Greene," stating that her allegation against Town Manager Lee Leffingwell and Town Clerk Sherry Albury of failing to send council meeting minutes as requested, had been forwarded to Mayor Albury for review and response by July 18, 2011. (1 page, 2 copies provided by Complainant)
12. Document listing, "Policy Regarding Direction of Town Staff," and "Policy Regarding Town Council Meeting Agendas," hand dated August 2, 2011, and hand printed with the following words at the bottom; "New policies written by mayor and town manager." (1 page)
13. Letter from Diane Walker, Commissioner and Secretary, PBC Caucus of Black Elected Officials (CBEO), to Town Manager Leffingwell, discussing the intent to move the CBEO office from the Town Office Complex due to an increase in fees, and requesting the use of the Council Chambers for several monthly meetings in 2011, for \$600.00 annually. (1 page)

14. Letter to all senior citizens of the Town of Mangonia Park from Councilpersons Peggy Cook and Addie Greene, discussing a senior citizen's informational luncheon to be held on June 16, 2011 from 10:00AM to 1:30PM at the Mangonia Park Town Hall. (2 pages)
15. Copy of letter dated July 4, 2011, to "Ms. Elien," from Councilpersons Peggy cook and Addie Greene, thanking her for her participation in the Senior Citizen's luncheon. (1 page)
16. Copy of PBSO non-crime report, case #11080824, dated June 1, 2011, written by Deputy Smith (ID #4638), documenting a complaint by Town Clerk Sherry Albury that she had been "threatened" by Councilperson Addie Greene during Ms. Greene's telephone conversation with town employee Katrina Martin.
17. Copy of letter dated June 14, 2011, from Mayor Albury to Councilperson Addie Greene, discussing Greene's repayment obligation for funds sent to reserve a spot in a training seminar for Ms. Greene, that she did not attend. (2 pages)
18. Document entitled, "Request #8," listed as "sent April 7, 2011," and appearing to be a request from Councilperson Greene to Town Manager Leffingwell requesting a key to the Town administrative offices. (1 page)
19. Copy of what appears to be an email exchange between Councilperson Greene and Town Manager Leffingwell concerning items for council meeting agenda and key to administrative offices.
20. Document entitled "request # 9," listed as 'sent April 11, 2011,' and appearing to be a copy of an email from Addie Greene to Lee Leffingwell discussing the forwarding of Greene's emails to other councilpersons.

- **Allegations listed within the Complaint and supporting material**

In reviewing the material submitted by Ms. Greene several times, the following twelve (12) allegations appear to be addressed in the "Statement of facts based on my personal knowledge," and supporting material that Complainant Greene provided with the sworn complaints. The following is a synopsis of the allegations:

1. During a March 8, 2011 council meeting, when Councilperson Greene made a statement as to the importance of attending League of Cities' meetings, the Town Clerk, Sherry Albury (wife of Mayor William Albury), is alleged to have stated in response, "Some of us have to work," which Ms. Greene considered inappropriate, and which Ms. Leffingwell failed to address in her position as Town Manager.
2. On April 1, 2011, Ms. Greene made an email request to Town Manager Leffingwell for copies of the March 8, 2011 Town Council Meeting minutes, and has not received them. She also addressed this complaint in a letter dated June 11, 2011 to the PBC Inspector General, who did respond to her initial complaint to them.
3. On June 21, 2011, when PBC Inspector General Sheryl Steckler was scheduled to give an overview presentation to the Town Council, the Audio Visual equipment failed.

4. At some point prior to the April 11, 2011 Town Council Meeting, and without the permission of the Town Council, the Town Manager changed the locks on the Mangonia Park administrative offices.
5. On April 11, 2011, Town Manager Lee Leffingwell forwarded an email sent to her by Ms. Greene to other Council members without her knowledge or permission. When asked why, Ms. Leffingwell apparently responded that she did so to avoid a Sunshine Law violation.
6. In May, 2011, when Ms. Greene cancelled a reservation to attend a training seminar, she was told by Deputy Town Clerk Christa Simmon that since the money from her reservation would not be refunded due to her late cancellation, she would have to personally repay these funds. She later received a letter from Mayor Albury discussing this issue, as well as reminding her she was not to direct Town staff, and to deal directly with the Town manager. Ms. Greene feels both issues were inappropriate.
7. During the June 16, 2011 luncheon for senior citizens put on by herself and Councilperson Peggy Cook at the council chambers, Mayor Albury arrived unannounced. When he was asked to join the luncheon, he allegedly stated, "I wasn't invited," and left the luncheon.
8. On June 27, 2011, Councilperson Greene met with PBSO Lieutenant Rodney Thomas to discuss a police report filed on June 1, 2011 by Town Clerk Sherry Albury. The report stated that Ms. Albury alleged that Ms. Greene had threatened her during a telephone conversation on June 1, 2011 that Ms. Greene had with Town employee Katrina Martin.
9. Mayor Albury placed an item concerning policies on the agenda for a Council Meeting scheduled for a June meeting. Ms. Greene states that the Mayor has no authority to place items on the Council meeting agenda.
10. The Town raised the amount of rent paid by Congressman Alcee Hastings and the PBC Caucus of Black Elected Officials (CBEO), that use office space at the Mangonia Park Administrative Complex, without the permission of the Town Council, causing both to seek alternative office locations. No effective date was listed.
11. The Mangonia Park Town Hall Chambers was named after "William Albury," which Ms. Greene states is an honor not befitting him. There is also a "sign" placed in a local park with the name, "Willie Thomas" on it, to which Ms. Greene states that even Mr. Thomas does not know why the sign is there.
12. Finally, Ms. Greene lists several examples of how the Town of Mangonia Park has failed to bring in any future economic development, has not taken advantage of funds that are available to make needed physical and environmental changes from both Palm Beach County, the State of Florida, and the federal government.

- **Relevant Sections of the Code of Ethics**

The following portions of the PBC Code of Ethics ordinance are relevant to this Inquiry, and may be applicable to Ms. Greene's allegations, if any of the acts she alleges were done for some special financial benefit for an applicable person or entity, or for some corrupt use, as indicated in §2-443(a) or (b). Further, Ms. Greene mentions the term "nepotism" in her complaint, therefore §2-445, *Anti-nepotism law*, is also listed.

**Sec. 2-443. Prohibited conduct.**

(a) *Misuse of public office or employment.* An official or employee shall not use his or her official position or office, or take or fail to take any action, or influence others to take or fail to take any action, in a manner which he or she knows or should know with the exercise of reasonable care will result in a special financial benefit, not shared with similarly situated members of the general public, for any of the following persons or entities:

- (1) Himself or herself;
- (2) His or her spouse or domestic partner, household member or persons claimed as dependents on the official or employee's latest individual federal income tax return, or the employer or business of any of these people;
- (3) A sibling or step-sibling, child or step-child, parent or step-parent, niece or nephew, uncle or aunt, or grandparent or grandchild of either himself or herself, or of his or her spouse or domestic partner, or the employer or business of any of these people;
- (4) An outside employer or business of his or hers, or of his or her spouse or domestic partner, or someone who is known to such official or employee to work for such outside employer or business;
- (5) A customer or client of the official or employee's outside employer or business;
- (6) A substantial debtor or creditor of his or hers, or of his or her spouse or domestic partner-- "substantial" for these purposes shall mean at least ten thousand dollars (\$10,000.00) and shall not include forms of indebtedness, such as a mortgage and note, or a loan between the official or employee and a financial institution;
- (7) A civic group, union, social, charitable, or religious organization, or other not for profit organization of which he or she (or his or her spouse or domestic partner) is an officer or director.

(b) *Corrupt misuse of official position.* An official or employee shall not use his or her official position or office, or any property or resource which may be within his or her trust, to corruptly secure or attempt to secure a special privilege, benefit, or exemption for himself, herself, or others. For the purposes of this subsection, "corruptly" means done with a wrongful intent and for the purpose of obtaining, or compensating or receiving compensation for, any benefit resulting from some act or omission of an official or employee which is inconsistent with the proper performance of his or her public duties.

(c) *Disclosure of voting conflicts.* County and municipal officials as applicable shall abstain from voting and not participate in any matter that will result in a special financial benefit as set forth in subsections (a)(1) through (7) above. The official shall publicly disclose the



nature of the conflict and when abstaining from the vote, shall complete and file a State of Florida Commission on Ethics Conflict Form 8B pursuant to the requirements of Florida Statutes, §112.3143. Simultaneously with filing Form 8B, the official shall submit a copy of the completed form to the county commission on ethics. Officials who abstain and disclose a voting conflict as set forth herein, shall not be in violation of subsection (a), provided the official does not otherwise use his or her office to take or fail to take any action, or influence others to take or fail to take any action, in any other manner which he or she knows or should know with the exercise of reasonable care will result in a special financial benefit, not shared with similarly situated members of the general public, as set forth in subsections (a)(1) through (7).

**Sec. 2-445. Anti-nepotism law.**

An official may not appoint, employ, promote, advance, or advocate for appointment, employment, promotion, or advancement in or to a position in the county or municipality as applicable in which the official is serving or over which the official exercises jurisdiction or control, any individual who is a relative or domestic partner of the official. An individual may not be appointed, employed, promoted, or advanced in or to a position in the county or a municipality if such appointment, employment, promotion, or advancement has been advocated by an official, serving in or exercising jurisdiction or control over the county or municipality as appropriate, who is a relative or domestic partner of the individual or if such appointment, employment, promotion, or advancement is made by a collegial body of which a relative of the individual is a member.

- (1) For the purposes of this section, "official" means any official or employee in whom is vested the authority by law, rule, or regulation, or to whom the authority has been delegated, to appoint, employ, promote, or advance individuals or to recommend individuals for appointment, employment, promotion, or advancement in connection with employment in the county or municipality as applicable.
- (2) For the purposes of this section, "relative" means spouse, parent, child, sibling, uncle, aunt, first cousin, nephew, niece, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, or half-sister.

- **Analysis**

As an elected official of the Town of Mangonia Park, Mayor William Albury falls within the jurisdiction of the Code of Ethics and of the Commission on Ethics, for any actions, or any failure to act, that violates any provision of the PBC Code of Ethics, after June 1, 2011. Similarly, as an employee of the Town of Mangonia Park, Town Manger Lee Leffingwell falls within the jurisdiction of the Code of Ethics and of the Commission on Ethics, for any actions, or any failure to act, that violates any provision of the PBC Code of Ethics, after June 1, 2011

Allegations related to events that occurred prior to June 1, 2011, are not within the purview of the Commission on Ethics to investigate even if those events violate the Code of Ethics, as they would have occurred prior to the Town of Mangonia Park falling within the jurisdiction of the PBC Code of Ethics.

Each of the twelve (12) allegations made in the sworn complaint filed by Councilperson Greene will be considered in this inquiry, and addressed individually in this analysis.

1. During a March 8, 2011 council meeting, when Councilperson Greene made a statement as to the importance of attending League of Cities' meetings, the Town Clerk, Sherry Albury (wife of Mayor William Albury), is alleged to have stated in response, "Some of us have to work," which Ms. Greene considered inappropriate, and which Ms. Leffingwell failed to address in her position as Town Manager.
  - a. This allegation is based on an event that occurred on March 8, 2011, which was prior to the Town of Mangonia Park falling within the jurisdiction of the PBC Code of Ethics. Therefore COE Staff has no jurisdiction to investigate this matter. However, on its face, even if true, this appears to be a supervision issue based on Town policy, not a violation of any provision of the Code of Ethics.
2. On April 1, 2011, Ms. Greene made an email request to Town Manager Leffingwell for copies of the March 8, 2011 Town Council Meeting minutes, and has not received them. She also addressed this complaint in a letter dated June 11, 2011 to the PBC Inspector General, who did respond to her initial complaint to them.
  - a. The failure to provide documents of a public meeting when requested may be a violation of state law. However, there is no information listed that alleges any violation of the Palm Beach County Code of Ethics. Further, this matter was already addressed by the PBC Inspector General, who advised it was an internal policy matter, since the Town Manager has not refused to give Complainant the requested records, but appears from the documented emails to be having difficulty timely doing so.
3. On June 21, 2011, when PBC Inspector General Steckler was scheduled to give an overview presentation to the Town Council, the Audio Visual equipment failed.
  - a. There is no information provided by Complainant to indicate any violation of the Code of Ethics in this allegation. Town property not being kept in working order is clearly a management and/or budgetary issue.
4. At some point prior to the April 11, 2011 Town Council Meeting, and without the permission of the Town Council, the Town Manager changed the locks on the Mangonia Park administrative offices.
  - a. Since the action of changing the locks on the administrative offices was completed prior to April 11, 2011, it is outside of the jurisdictional date of the Code of Ethics for Mangonia Park. However, Ms. Greene also makes reference to a continuing inability to obtain keys to these offices. Even if true, this matter is also an internal Town issue, not a violation of the Code of Ethics.

5. On April 11, 2011, Town Manager Lee Leffingwell forwarded an email sent to her by Ms. Greene to other Council members without her knowledge or permission. When asked why, Ms. Leffingwell apparently responded that she did so to avoid a Sunshine Law violation.
  - a. Since this alleged act occurred prior to June 1, 2011, it is outside of the jurisdiction of the Code of Ethics. Further, there is no allegation made that this email was forwarded by Ms. Leffingwell for any improper "special financial benefit" or "corrupt purpose," as defined by §2-443 (a) or (b), and therefore is an internal policy matter, not a Code of Ethics violation.
  
6. In May, 2011, when Ms. Greene cancelled a reservation to attend a training seminar, she was told by Deputy Town Clerk Christa Simmon that since the money from her reservation would not be refunded due to her late cancellation, she would have to personally repay these funds. She later received a letter from Mayor Albury discussing this issue, as well as reminding her she was not to direct Town staff, and to deal directly with the Town manager. Ms. Greene feels both issues were inappropriate.
  - a. While this appears to be a continuing matter between Councilperson Greene, Mayor Albury, Town Manager Leffingwell and the Town Clerk, there is no allegation that such actions were taken for any purpose that would be violative of §2-443, Misuse of Office. Further, these actions do not violate §2-446, Anti-nepotism law, as written in the Code of Ethics, and also appear to be internal policy matters.
  
7. During the June 16, 2011 luncheon for senior citizens at the council chambers put on by herself and Councilperson Peggy Cook, Mayor Albury arrived unannounced. When he was asked to join the luncheon, he allegedly stated, "I wasn't invited," and left the luncheon.
  - a. Even if true, there is no allegation of any Code of Ethics violation made by Ms. Greene based on Mayor Albury's alleged refusal to remain at this event.
  
8. On June 27, 2011, Councilperson Greene met with PBSO Lieutenant Rodney Thomas to discuss a police report filed on June 1, 2011 by Town Clerk Sherry Albury. The report stated that Ms. Albury alleged that Ms. Greene had threatened her during a telephone conversation on June 1, 2011 that Ms. Greene had with Town employee Katrina Martin.
  - a. Ms. Albury's filing of a report with a local law enforcement agency as to any perceived improper behavior by Ms. Greene, without some improper benefit attached, is not indicative of conduct in violation of any provision of the Code of Ethics. Whether criminal laws were violated by the actions of either Ms. Greene, or Ms. Albury is solely within the purview of local law enforcement or the State Attorney's Office to determine.
  
9. Mayor Albury placed an item concerning policies on the agenda for a Council Meeting scheduled for a June meeting. Ms. Greene states that the Mayor has no authority to place items on the Council meeting agenda.

- a. The actions of government officials involving what matters may be placed on a meeting agenda is outside of the jurisdiction of the Code of Ethics, unless it was done for an improper or corrupt purpose, in violation of §2-443(a),(b) or in violation of subsection (c), *Disclosure of voting conflicts*. There is no allegation within the Complaint of this action meeting that threshold.
10. The Town raised the amount of rent paid by Congressman Alcee Hastings and the PBC Caucus of Black Elected Officials (CBEO) for their use of office space at the Mangonia Park Administrative Complex, without the permission of the Town Council, causing both to seek alternate office locations. No effective date was listed.
    - a. Unless this action was taken to obtain an improper special financial benefit or for a corrupt purpose in violation of §2-443(a) or (b), the decision to move an office and/or to raise the rent amount is an internal matter. There is no allegation within the Complaint of this decision being made in violation of §2-443 of the Code of Ethics. Therefore, the COE does not have jurisdiction over this internal policy matter.
  11. The Mangonia Park Town Hall Chambers was re-named after “William Albury,” which Ms. Greene states is an honor not befitting him. There is also a “sign” placed in a local park with the name, “Willie Thomas” on it, to which Ms. Greene states that even Mr. Thomas does not know why the sign is there.
    - a. There is no allegation of any improper action taken by any person to indicate a misuse of office for financial benefit or corrupt misuse in violation of the Code of Ethics. Further, if the actions taken were prior to June 1, 2011, they would not be within COE jurisdiction.
  12. Ms. Greene lists several examples of how the Town of Mangonia Park has failed to bring in any future economic development, and has not taken advantage of funds that are available to make needed physical and environmental changes from both Palm Beach County, the State of Florida, and the federal government.
    - a. The Code of Ethics does not cover the actions of any employee or official for conduct, or any failure to act, that does not violate the Code itself. There is no information listed by Complainant to indicate such conduct or failure to act is in violation of any provision of the Code of Ethics.

- **Conclusion**

In considering each allegation made by Complainant, none indicate any action, or failure to act, on the part of either Mayor William Albury or Town Manager Lee Leffingwell that if true, would result in a violation of any section of the PBC Code of Ethics.

Therefore, this Complaint in its entirety is **legally insufficient** for COE staff to investigate.

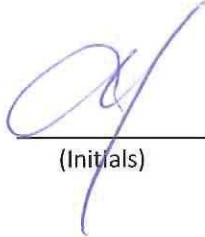
Submitted by:

A handwritten signature in blue ink, appearing to read 'M.E.B.', is written over a horizontal line.

Mark E. Bannon, Investigator  
PB County Commission on Ethics

9/9/2011  
Date

Reviewed by:

Handwritten initials in blue ink, possibly 'AJ', are written over a horizontal line.

(Initials)

09/09/2011  
Date

## MEMORANDUM OF NO LEGAL SUFFICIENCY

To: Palm Beach County Commission on Ethics  
From: Alan S. Johnson, Executive Director  
Date: September 7, 2011  
Re: C11-015 – Lee Leffingwell, Town Manager, Town of Mangonia Park

---

- **Recommendation**

Regarding Respondent, Lee Leffingwell, Town Manager, Town of Mangonia Park, staff recommends a finding of **NO LEGAL SUFFICIENCY** to be entered in complaint number, C11-015.

*Legal sufficiency exists where there is an allegation of a violation of an ordinance within the jurisdiction of the Ethics Commission, purportedly committed by an individual within the authority of the Ethics Commission, based substantially on the personal knowledge of the Complainant, relating to an alleged violation occurring after the effective date of the code, and filed with the Ethics Commission within two years of the alleged violation.*

- **Background**

This matter came to the attention of the Commission on Ethics' staff via a sworn complaint filed by Addie Greene, Councilperson, Town of Mangonia Park, dated August 19, 2011, and received COE staff on August 25, 2011.

The complaint alleges twelve (12) instances where Complainant believes that either Mangonia Park Town Manager Lee Leffingwell or Mangonia Park Mayor William Albury, acted, or failed to act, in violation of the PBC Code of Ethics.

- **Analysis**

Information obtained from the initial inquiry into this complaint revealed the following:

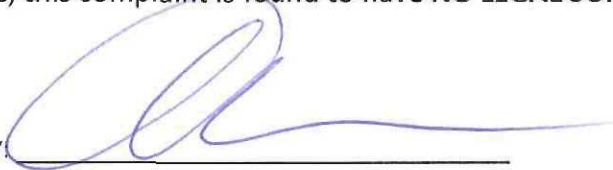
1. A sworn Complaint was filed containing twelve allegations relating to a person who is a municipal employee or official and thereby, as of June 1, 2011, falls within the jurisdiction of the COE.
2. The Complaint alleges information within the personal knowledge of the Complainant.

3. Several of the allegations in the Complaint occurred prior to the June 1, 2011 date.
4. None of the allegations contained in the sworn Complaint, even if true, constitute a violation of the Palm Beach County Code of Ethics by Respondent, Lee Leffingwell.

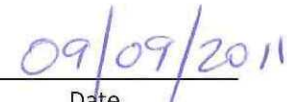
- **Conclusion**

The allegations as contained in the Complaint fail to state a violation of the Palm Beach County Code of Ethics.

Therefore, this complaint is found to have **NO LEGAL SUFFICIENCY**.

BY: 

Alan S. Johnson  
Executive Director  
Florida bar #223352  
Commission on Ethics  
2633 Vista Parkway  
West Palm Beach, FL 33411  
561-233-0720

  
Date

Lee Seffingwell  
Town Manager

## Response to Ethics Complaint No. C11-015

The elected official that serve as Mayor and Vice Mayor are elected by the registered voters within the Town of Mangonia Park for designated seats. At the Re-organizational Meeting, the Mayor and Vice Mayor are then nominated by the Town Council. Mayor William Albury has been an elected official since March 1997 and Mayor of the Town since 2002. The Town Clerk sits next to the Town Manager and there was no outburst. I responded that I, as Town Manager sometimes attend the Palm Beach County League of Cities' meetings and the Bioscience meetings as well. The Town Clerk followed up by saying some of the Council Members work and some are retired. This was a simple response to Councilwoman Greene's question.

Town Clerk Albury is the wife of Mayor Albury, but the Town operates under a Council-Manager form of government. The Clerk, originally hired as the deputy clerk, has been employed with the Town since 1998. She was hired under the supervision of former Town Administrator Darla M. Levy and was hired after being interviewed by a panel of six business affiliates of the Town. There has been no record and neither have I experienced any emotional trauma created by any employee nor any elected official until now.

The minutes were provided to her from the March 15, 2011 meeting as given to all other elected officials. Councilwoman Greene demanded a tape of the meeting, which was provided. She returned it to me on April 4, 2011 saying that it was blank. We confirmed audio and proceeded to give instructions on how to download which Councilwoman Greene refused. We recommended that Councilwoman Greene stop by the office to listen to the official recorded meeting, yet she refused again.

Councilwoman Greene was made aware of the Administrative Office's computer crash, upgrade of systems, and IT security issues. The hard drive crashed and IT Manager Tony Cato was able to finally retrieve the information, but it took some time to do that.

The Inspector General's presentation was requested by Councilwoman Greene with no backup information provided. It is not the customary way the Town operates or prepares its agenda. Ms. Steckler, the Inspector General was very understanding and proceeded with her presentation.

As the Town Manager, I made the decision to change the administrative locks for the interior offices due to some major issues: missing money, unauthorized use of equipment, customer utility payments and deposits missing, breach of personnel files, compromised personnel information, etc. The Town Council had their own offices and keys to access the building at any time, therefore I changed the locks to the Administration to contain liability. There have been no more incidents since that time.

As the Town Manager for the Town of Mangonia Park, it has been customary that when one elected official makes a general request, it is always given to all elected officials.

Annually, the Town Council budgets a specific amount of money for training, seminars, etc. Councilwoman Greene originally informed me that she would be attending a conference for



newly elected officials in the Fort Lauderdale. I informed her that we would take care of the registration and hotel. We booked the conference and later Councilwoman Greene called to say that she would no longer attend because she wanted to go to another event with another organization. Deputy Town Clerk/Bookkeeper Christa Simmons tried to get reimbursement but to no avail. She contacted Councilwoman Greene and informed her that the hotel was nonrefundable. Councilwoman Greene offered Ms. Simmons the room but Ms. Simmons refused. The Town Clerk called Councilwoman Greene to explain the budgetary process and Councilwoman Greene called me to say that Sherry Albury hung up on her. As the Town Manager, I was away at a Manager's conference. I called and spoke with Town Attorney Davis and Town Clerk Albury as well as Councilwoman Greene based upon the information I had received from Deputy Clerk/Utility Clerk Katrina Martin wherein Ms. Greene threatened to do bodily harm against the Clerk. Ms. Martin is the one who filed the police report. Not the Town Clerk. I asked Councilwoman Greene to deal directly with me as the Town Manager and I would direct the staff in accordance with the Town's policies and procedures. I never told Councilwoman Greene she had to deal with any staff. I asked her to speak to me as the Town Manager.

There are five (5) elected officials within the Town. I am the Town Manager. I work for all five of them. I cannot tell them what to do or not to do.

The Luncheon held on June 16, 2011 was not approved by the Town Council. It was orchestrated by Councilwoman Greene and Councilwoman Cook. They did not sponsor it but asked Waste Management to sponsor the event. The Town had to pay and await reimbursement for the luncheon.

If an employee is threatened by anyone, they have a right to make a report and file a complaint.

Policies were discussed by myself as the Town Manager and Town Attorney Davis regarding protocol. It was discussed briefly at a public council meeting with suggestions and recommendations from other elected officials. These matters are to be in the form of a workshop.

It was the general consensus of the Town Council to re-claim the interior offices of the Town Hall. The renewal of the lease for Congressman Hastings was denied by three (3) elected officials: Vice Mayor McConnell, Councilwoman Cook and Councilwoman Greene.

Please see support documentation negating Councilwoman Greene's statements.

As the Town Manager for a municipality, I maintain professionalism and civility at all times. I expect the same from my staff at all times and they provide that.

*Lee Siffingwell*  
Town Manager

**TOWN OF MANGONIA PARK**  
**MINUTES OF TOWN COUNCIL MEETING**  
**OCTOBER 21, 2008**

The Town Council meeting was held at 1755 East Tiffany Drive, Mangonia Park, Florida. Mayor Albury called the meeting to order at 6:14 p.m. Present were Councilwoman Cook, Councilman McConnell, Attorney Davis of Corbett and White, P.A., Matt Woods, P.E., of Calvin-Giordano & Associates, and Town Manager Leffingwell. Vice Mayor Trueblood was absent; Councilwoman Johnson was late. Mayor Albury offered the invocation followed by the Pledge of Allegiance.

**APPROVAL OF AGENDA:**

Mayor Albury requested the addition of Item 4B, Presentation to all individuals recently named at the 53<sup>rd</sup> Street Park.

**MOTION** made by Councilwoman Cook, seconded by Councilman McConnell approving the Agenda as amended. **Vote was unanimous.**

**4B. *The Town Council presented the following Proclamations:***

1. *Commissioner Addie L. Greene, naming the 53<sup>rd</sup> Street park after her.*
2. *Floyd R. Andrews, naming the basketball court after him.*
3. *Councilman Clarence R. McConnell, naming the pavilion after him.*
4. *Willie Thomas, Sr., naming the picnic grounds after him.*
5. *Betty Mixon, spouse of the late Earl L. Mixon, Jr., naming the administrative office at town hall after him.*

Photographs were taken for the Town's website.

**4A. *Crime Report Submitted by the Palm Beach Sheriff's Office.***

Lt. Thomas gave a brief report and announced the Town's annual toy giveaway scheduled on Saturday, December 6, 2008 at the Addie L. Greene Park, 1233 53<sup>rd</sup> Street.

**PALM BEACH COUNTY LEAGUE OF CITIES:**

Attorney Davis gave a brief report.

**MISCELLANEOUS BUSINESS:**

**7A. *Discussion on the Repair of the Two (2) Ground Storage Tanks.***

Engineer Matt Woods of Calvin-Giordano & Associates provided a brief

summary of the joint meeting held with the Palm Beach County Water Utilities Department and will be meeting with the Palm Beach County Health Department. He added that the Town is seeking a grant for the tanks. In response to Councilwoman Cook's inquiry, Mr. Woods explained the requirements for the upkeep of the two (2) ground storage tanks

Mayor Albury and Councilwoman Johnson discussed the details of the bid(s) received on the maintenance and requirements for the two (2) tanks and the possibility of paying for it via a grant.

Town Manager Leffingwell reminded the Town Council that the bid(s) received for the two (2) ground storage tanks were predicated upon the repair of the elevated tank.

It was the general consensus of the Council to proceed with the grant submittal immediately; adding that those mandatory and necessary items listed in the bid not covered by the grant, be taken care of by the Town.

***7B. Discussion on the Parking Exemption on Specific Streets as Listed in Chapter 24. Article III. Sec. 24-31.***

Town Manager Leffingwell said that "no parking" signs had been placed throughout the Town, and in the process, she discovered that in the Town's Code of Ordinances, certain street were exempt. She asked the Council to review this section of the Code because cars were being parked in the easement of the residential areas.

Councilman McConnell stated that this subject has been before the Town Council on many occasions. He said that this is an unfortunate situation; however, families of residents cannot visit when "no parking" signs have been posted everywhere. He suggested that the Town locate the areas where the Town's meter boxes were located and post signs only in those areas.

Councilwoman Johnson said she too is displeased with the parking situation in the Mangonia Hills Subdivision. She said that more often than not, cars were parking in the road, alongside the road, blocking traffic, etc.

Mayor Albury stated that it is the Town's responsibility to place "no parking" signs in locations that house underground equipment, pipes, lines, etc.

Councilwoman Cook concurred. She said that it is the responsibility of the Palm Beach County Sheriff's Office to prevent illegal parking in the streets and the blocking of traffic.

A lengthy discussion ensued.

Attorney Davis read a portion of Chapter 24 of the Code of Ordinances reflecting the streets exempt from Article II, Section 24-31.

Engineer Matt Woods suggested the bollards and/or traffic rated boxes for the areas that housed utility meters, pipes or lines.

Councilwoman Johnson emphasized that complaints had been filed with the PBSO regarding the traffic blocks, loitering and parking on Briarwood Street, but to no avail.

*7C. Request for the Approval of Awarding a Bid to Ice Air Conditioning, Inc., for the Purchase of an Air Conditioning Unit on the PBSO Side of the Building in the Amount of \$7,245.00.*

A brief discussion ensued.

**MOTION** made by Councilwoman Cook, seconded by Councilman McConnell awarding the bid to Ice Air Conditioning, Inc., in the amount of \$7,245.00. **Vote was unanimous.**

**PUBLIC COMMENTS:**

Linda Lewis, resident of 1217 Pioneer road, inquired about the cost of sewer connection in her area.

Town Manager Leffingwell informed Mrs. Lewis that the Town has applied and will be applying for grants for this project and would keep her informed. She also quoted an approximate cost for water and sewer per household. Town Manager Leffingwell informed the resident that some grants allowed the connection with a forgiveness policy provided that a specified amount of time had passed and/or certain conditions were met.

**REPORTS:**

**9A.** Attorney Davis gave a brief report.

**9B.** Town Manager Leffingwell spoke briefly regarding the Palm Beach County Delegation meeting to be held on November 10, 2008 and her scheduled meeting with Senator Mandy Dawson and Representative Priscilla Taylor.

**COUNCIL COMMENTS:**

Councilwoman Johnson apologized for her tardiness and presented the letter from the Voter's League wherein she was appointed membership chair.

Page 4  
Min. of Reg. Mtg., 10/21/08

MOTION made by Councilwoman Cook, seconded by Councilman McConnell  
adjourning the meeting @ 7:35 p.m. **Vote was unanimous.**

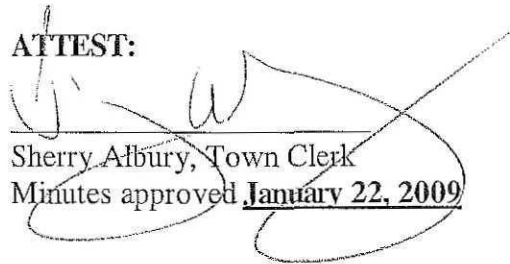
**TOWN OF MANGONIA PARK**



**WILLIAM H. ALBURY, III, MAYOR**

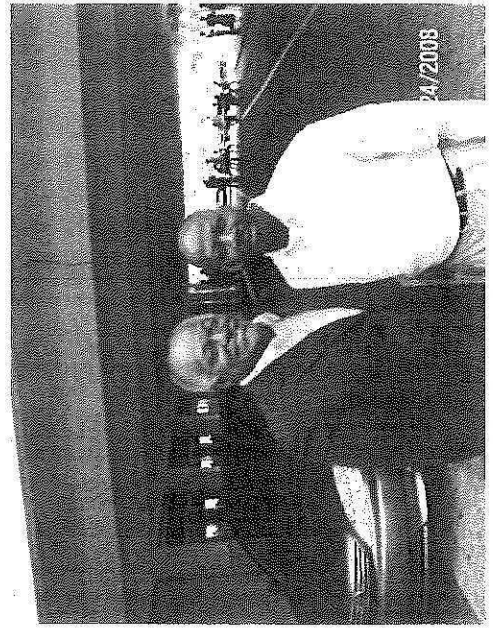
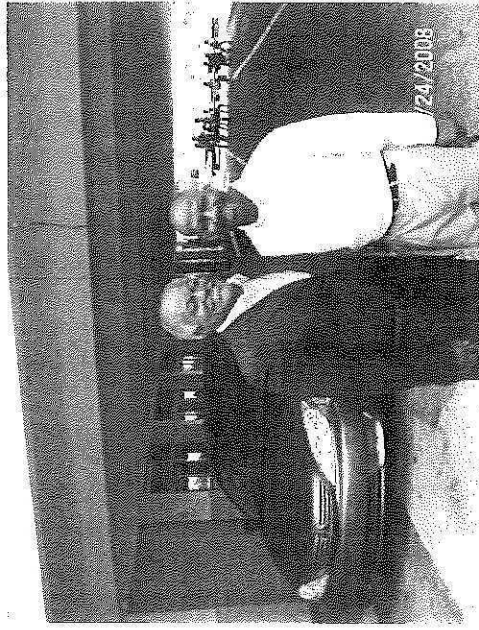
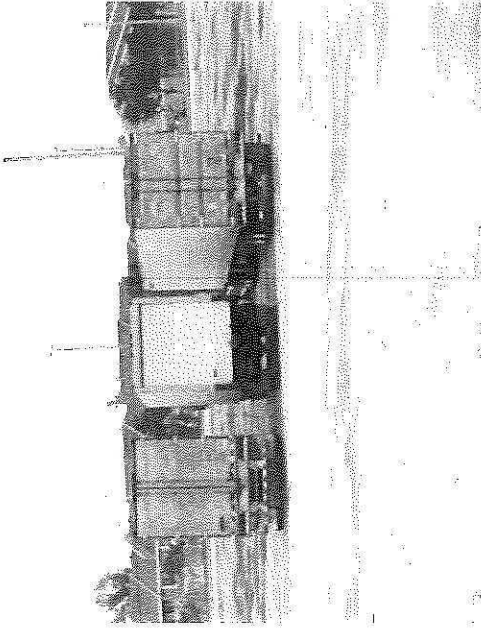
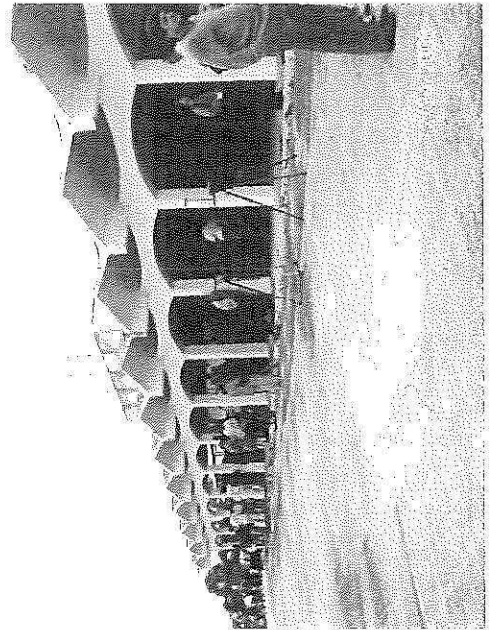
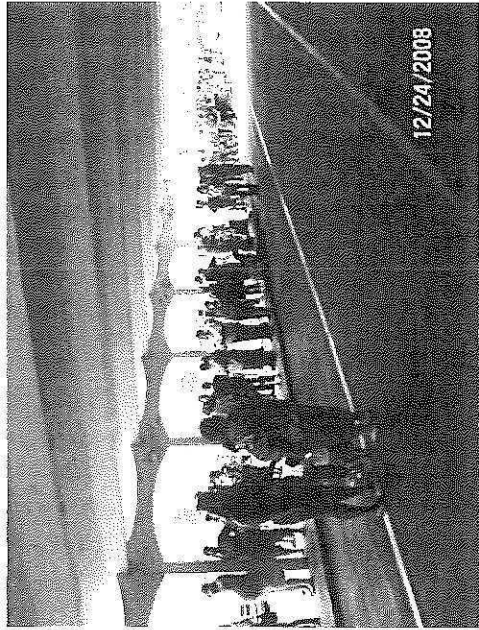
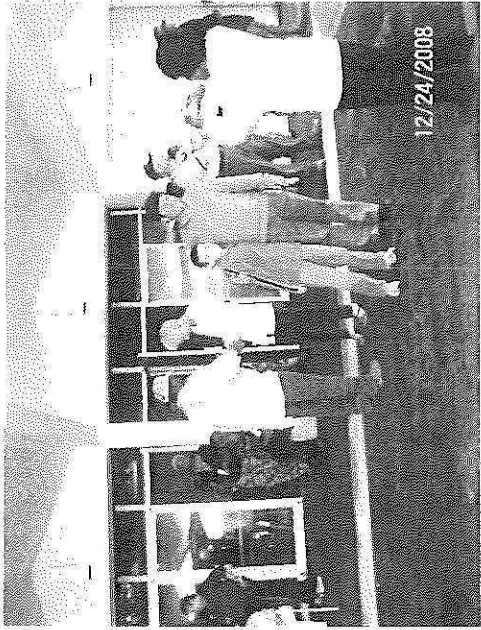
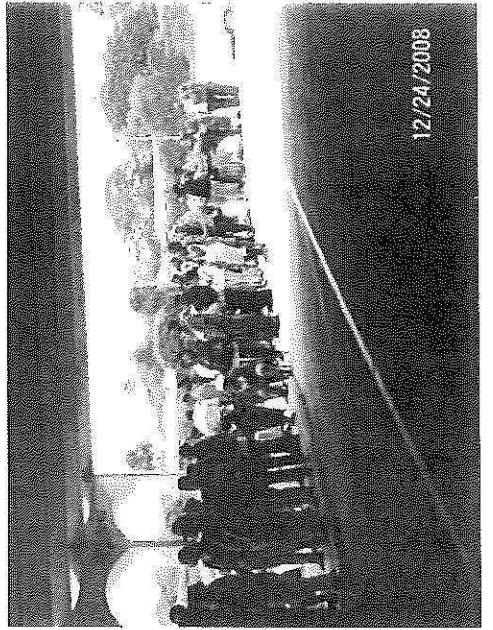
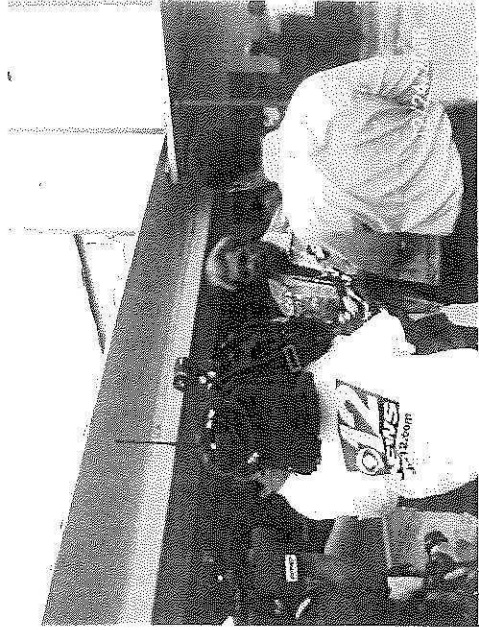
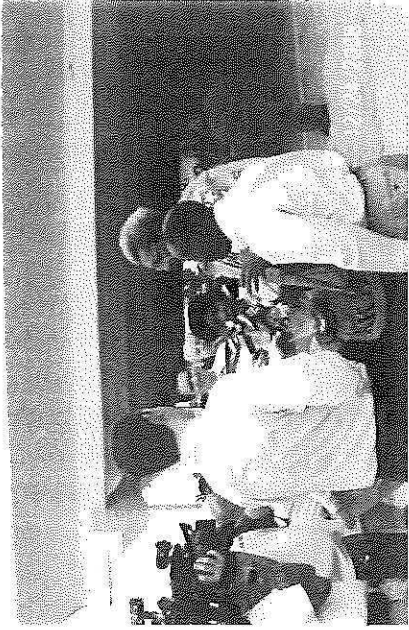
(SEAL)

**ATTEST:**



Sherry Albury, Town Clerk

Minutes approved January 22, 2009



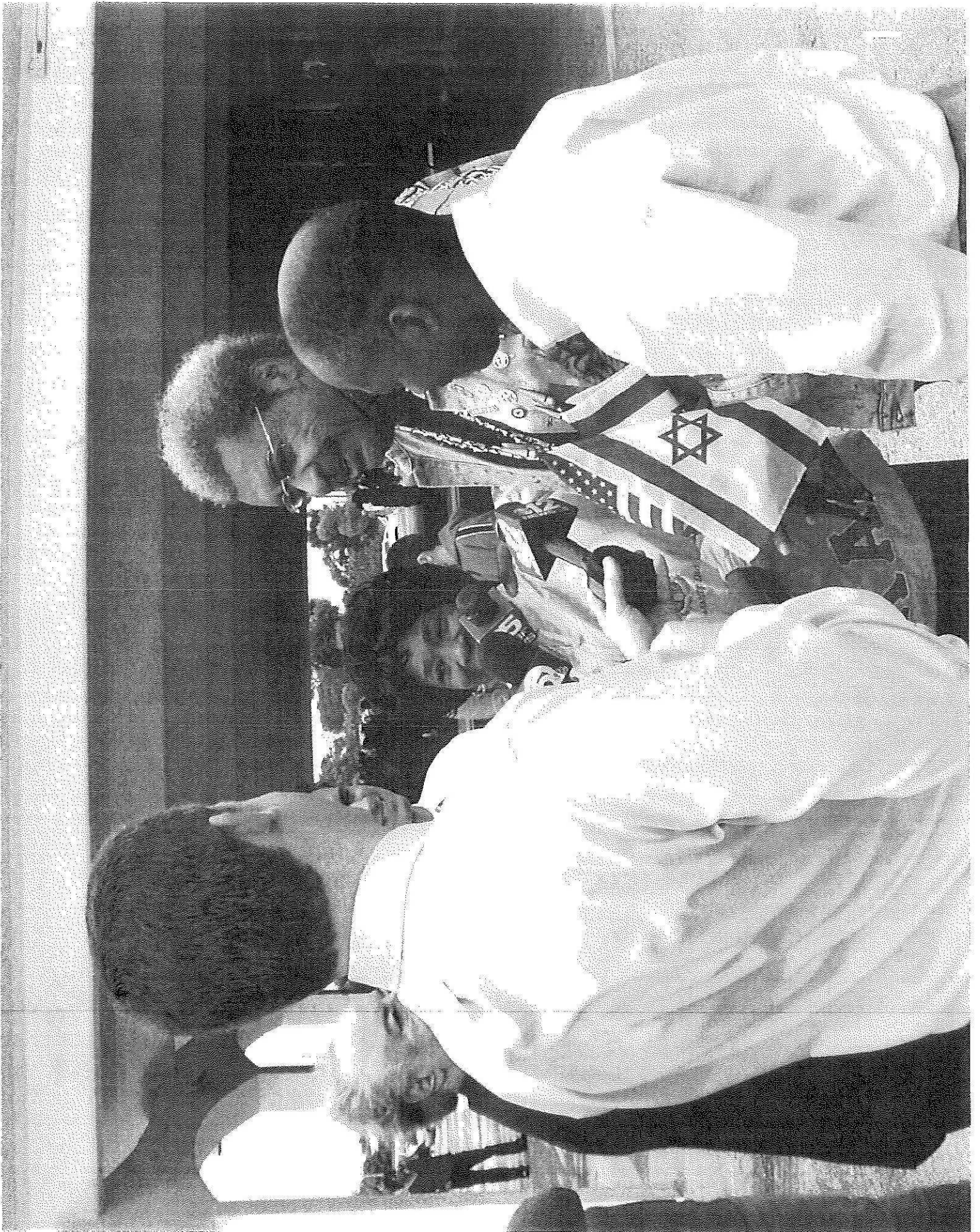


10/21/2008

Addie L. Greene  
Public Park









Date: September 14, 2011

From: Cato's Systems & Support, Inc

To: Town of Mangonia Park

Subject: Laptop Crash (Defective Hard drive)

The latter part of May or approximately the first of June, the Town of Mangonia Park contacted me to officially provide technology services for the town. I came in to survey their network approximate date of June 5<sup>th</sup>.

One of the projects at the time I begin providing technology support was to repair a Toshiba laptop that would not boot. This laptop was used to record minutes in the town council meetings.

I performed initial testing with no results. Did not have the tools to perform mid tier service on what appeared to be a defective hard drive. Took the laptop to my shop, performed next level of service performing multiple evolutions attempting to access the data. Determined the internal hard drive itself was indeed defective, in fact, the motor had worn out. The problem was, after a few evolutions of the motor, the bearings would seize up.

Finalizing the particular defect was a good sign; it meant potentially the data could be extracted. The Toshiba laptop required advanced data retrieval, extracting data from the hard drive platters. This is a specialized process in which the procedure must be done in a room void of any contamination. I delivered it to a subcontractor specializing in this process.

I kept in contact with the company to insure all went well. I picked up the data copied to a CD on July 13<sup>th</sup> with all data in tacked. The data was copied to the town Clerk (Sherry Albury) computer and a new laptop was ordered to replace the defective laptop.




Tony Cato  
Cato's Systems & Support, Inc.  
10728 Mandya Ct  
Boynton Beach, Florida 33437

May 31, 2011

On May 31, 2011 at 1:46pm I Katrina Martin received a phone call from Councilwoman Addie Greene who stated she's calm then asked to speak Lee I informed her that Lee isn't in the office Ms Greene stated she needs Lee to call her back ASAP its in regarding to that heifer Sherry Albury before she has to come up here and kick somebody ass she stated no offense to me, she then stated Lee needs to keep Sherry out of her face I said I'm lost she also stated again no offense to me but just please have Lee call her ASAP she don't appreciate being hung up on she will wait until the Attorney General gets here. I said okay no problem and then she hung the phone.

Deputy Clerk  
Katrina Martin

A handwritten signature in cursive script, appearing to read 'Katrina Martin', with a horizontal line underneath it.