

REVISED COMPLIANCE REVIEW MEMORANDUM

To: Mark E. Bannon, Executive Director
From: Gina A. Levesque, Intake and Compliance Manager
Re: A15-018 – Ethics Training Compliance – Employees (Town of Palm Beach)

- **Introduction**

Pursuant to Section 2-446 of the Code of Ethics (the Code), each municipal administrator is required to establish, by policy, a mandatory training schedule for all employees and elected/appointed officials to participate in refresher training on their ethical responsibilities as prescribed by the code.

The Commission on Ethics (COE) is required to develop and deliver training programs to ensure effective and meaningful training of elected/appointed officials and employees. The COE currently offers training in the following manner: live by appointment, DVD, video streaming through www.commissiononethics.com and via YouTube at <https://www.youtube.com/watch?v=Kzx657RRUUs&feature=youtu.be>.

- **Review and Assessment**

A review of all Town of Palm Beach (Town) employees required to complete ethics training was conducted on November 19, 2015 by Anthony Bennett, who is currently the Chief Investigator for the COE. At the time of the review, the Town was unable to produce proof completion of retraining for employees, which resulted in the Town only achieving a 72% compliance rate for 334 employees.

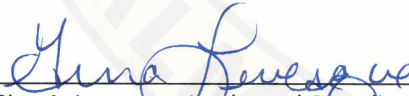
Subsequent to publication of the Compliance Review Memorandum, the Director of Human Resources Danielle Olson submitted a two-page memorandum that provided either documentation or reasoning for each of the 92 non-compliant employees (see attached).

- **Conclusion**

Pursuant to the submitted memorandum and compliance information, although the Town of Palm Beach is still not in full compliance with the ethics training requirement, the Town has achieved a commendable 92% compliance rate for all of its employees.

However, the Town still maintains a 72% compliance rate for all of its elected and appointed officials.


Submitted by:



Gina A. Levesque, Intake and Compliance Manager
Palm Beach County Commission on Ethics

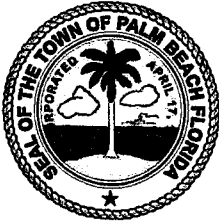
5/9/2016
Date

Reviewed by:



(Initials)

5/9/2016
Date



TOWN OF PALM BEACH
HUMAN RESOURCES DEPARTMENT

MEMORANDUM

TO: Thomas G. Bradford, Town Manager
FROM: Danielle Olson, Director of Human Resources
RE: Palm Beach County Commission on Ethics Training Audit
DATE: March 4, 2016

On November 19, 2016, the Commission on Ethics initiated a compliance review of Town employees for ethics training compliance. On November 30, 2015, the review was completed. During this time, we advised the auditor that our records are maintained as follows: (1) Class Rosters with a sign-in sheet, (2) Acknowledgment forms for those who took the training online due to missing classes, and (3) Acknowledgement forms for new hires that completed training within 90 days of hire date.

On December 16, 2015 the Commission on Ethics issued a compliance review memorandum stating that the Town was 72% compliant. In which of the three hundred and thirty-four (334) employees, two hundred and forty-two (242) met the retraining requirement and ninety-two (92) employees had not completed the training.

On January 8, 2016, Human Resources initiated an audit of all personnel files of the employees found to be non-compliant so we could evaluate why non-compliance occurred, correct the matter, and ensure 100% compliance going forward. Based on the auditor's report he misunderstood how records are maintained. The auditor reviewed in-class sign-in sheets only and did not audit employee files thereby missing signed acknowledgment forms. The following table summarizes the audit of non-compliant records.

| REASON FOR COMPLIANCE OR NON-COMPLIANCE | # of Employees |
|---|----------------|
| Employees identified as non-compliant by the PBCCOE audit | 92 |
| Results of audit conducted by Human Resources: | |
| Compliant: acknowledgement forms held within employees file <i>(documents attached as validation)</i> | 62 |
| Compliant – Employee hired 9/28/2015, had 90 days from hire to complete training, therefore at the time of the audit his pending training was in compliance. Note, the same employee has since left Town employment (January 2016) and no further action is needed. | 1 |
| Compliant – Employee was on military leave (since 2011-2015) during the last re-education offering and at the time of the audit. Same employee has returned since the audit but left Town service (2/2016) and no further action is needed. | 1 |
| Revised Non-Compliant Total: | 28 |
| Total Employees in Audit: | 335 |
| Revised Compliance Rate (307 Compliant/335 Total): | 92% |

After the Human Resources audit of the ninety-two (92) employees found non-compliant by PBCCOE, documentation within employee files was found for 62 employees. Two employees identified as non-compliant during the PBCCOE audit were actually in compliance as noted above, and are currently no longer employed by the Town. Therefore, of the original 92, actually only 28 are non-compliant. Those 28 employees identified as non-compliant were required to take the in-class training held in June 2013; however, they failed to attend and were subsequently required to take the on-line training which they also failed to complete. Those employees will be required to take the upcoming retraining program scheduled to be offered per our policy in June 2016. Therefore, as a result of this revised audit, the Town's actual compliance rate is 92% (versus 72% reported by the PBCCOE).

Currently all training records are retained either by a sign in sheet for the in-class training or individual acknowledgement forms within employee files for on-line training. However, due to the PBCCOE auditing process and lack of review of employee files we will be changing our process to assist the PBCCOE in performing an efficient and accurate audit in the future. Therefore, going forward, all employees will be required to complete acknowledgement forms whether they complete training in-class or on-line. All forms will be retained in a binder which will be made available to auditors when necessary. In accordance with the Town's Code of Ethics Policy, Human Resources will conduct bi-annual audits and town-wide retraining in June 2016.

Please contact me if there are any questions regarding the information contained herein.

cc: Anthony Bennett, Investigator, Palm Beach County Commission on Ethics
Gina Levesque, Intake Manager, Palm Beach County Commission on Ethics

COMPLIANCE REVIEW MEMORANDUM

To: Mark E. Bannon, Executive Director
From: Anthony C. Bennett, Investigator
Re: A15-018 – Ethics Training Compliance (Town of Palm Beach)

- **Background**

As of June 1, 2011, all municipalities within Palm Beach County are under the jurisdiction of the Palm Beach County Commission on Ethics and subject to the Code of Ethics (the Code). Pursuant to Section 2-446 of the Code, each municipal administrator is required to establish, by policy, a mandatory training schedule for all employees and elected/appointed officials to participate in refresher training on their ethical responsibilities as prescribed by the code.

The Commission on Ethics is required to develop and deliver training programs and to coordinate and cooperate with the municipalities to ensure effective and meaningful training of elected/appointed officials and employees. For verification, a training acknowledgment form for each full-time employee and elected/appointed official should be maintained by each municipality.

- **Scope**

The scope included a review of only Town of Palm Beach (Town) employees required to complete ethics training. A separate review was conducted for Town elected officials and board members. Based on the Administrative Policy and Procedure (dated January 9, 2014) newly hired employees are offered training during New Hire Orientation and shall complete ethics training within their first ninety (90) days of employment. Retraining will be required by all employees, elected officials and advisory board members every three (3) years on June 1st and must be satisfied before or after the June 1st deadline. Sign-in sheets are maintained in a centralized training folder as verification of ethics training. Training acknowledgment forms for employees that weren't able to attend scheduled training were maintained in a separate file folder and not on a sign-in sheet(s).

- **Assessment**

On Thursday, November 19, 2015, on behalf of the Commission on Ethics (COE), I initiated a compliance review of Town employees for ethics training compliance. In order to complete this task I contacted the Human Resources Department to schedule a review of the ethics training files. I was advised that a sign in sheet(s) of all ethics training are kept in a centralized folder in Human Resources.


On Monday, November 30, 2015, I went to the Town to complete the review. As of that date, the Town of Palm Beach had three hundred and thirty-four (334) active full-time employees.

As of December 16, 2015, of the three hundred and thirty-four (334) full time employees, two hundred and forty-two (242) have met the retraining requirement. Ninety-two (92) employees have not completed the retraining.

- **Conclusion**

Based on the aforementioned facts, the Town of Palm Beach is not in full compliance with the ethics training requirement for all of its full-time employees. The Town is 72% compliant with this requirement.

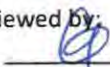
Submitted by:



Anthony C. Bennett, Investigator
PB County Commission on Ethics

12/16/15
Date

Reviewed by:



(Initials)

12/16/15
Date

| Department | Last Name | First name | Position Title | Hire date | HR Audit |
|------------|-------------|------------|--------------------------------|------------|-----------|
| PD.PAT | ALBER | PAUL | POLICE SERGEANT | 8/2/2006 | compliant |
| PW.SAN | ALLEN | DEMOND | EQUIPMENT OPERATOR 20YD/60YD O | 11/30/1998 | compliant |
| PW.TRS | ANDERSON | CLIFTON | EQUIPMENT OPERATOR I | 12/30/2002 | compliant |
| REC.SEA | ANDREON | ANTONIO | RECREATION ASSOCIATE II | 11/12/2010 | compliant |
| PW.TRS | ASKINS | VINCENT | LABORER I | 6/16/2014 | compliant |
| FR.ADM | ATWATER | BRODIE | ASSISTANT FIRE-RESCUE CHIEF | 1/30/1989 | compliant |
| FR.OR | AYALA | HECTOR | LIFEGUARD | 4/18/2003 | compliant |
| TM.IS | BACKHERMS | DENNIS | INFORMATION SYSTEMS SPECIALIST | 12/15/1997 | compliant |
| PD.PAT | BADOLATI | GABRIO | POLICE OFFICER | 7/15/2013 | compliant |
| FR.COM | BAKER | SEAN | BATTALION CHIEF | 10/18/1999 | compliant |
| FR.COM | BASSFORD | JILL | LIEUTENANT/PARAMEDIC | 4/30/2001 | |
| PW.PS | BATEMAN | EDWARD | PARKS LABORER | 7/10/1989 | compliant |
| PD.OCV | BATES | MICHAEL | POLICE SERGEANT | 1/8/2001 | compliant |
| TM.IS | BAYARD | TERRI | INFORMATION SYSTEMS SPECIALIST | 4/17/2000 | compliant |
| REC.SEA | BAYARD | LAUREN | ACTIVITY LEADER | 6/7/2011 | compliant |
| REC.PAR | BEAUDOIN | MICHAEL | GOLF COURSE ASSOCIATE | 5/13/1996 | |
| PW.TRS | BECKFORD | ROCKELL | LABORER I | 11/17/2015 | compliant |
| PD.PAT | BEER | JEROLD | POLICE OFFICER | 3/24/2014 | compliant |
| PW.SAN | BELL | COREY | EQUIPMENT OPERATOR II | 4/27/1992 | compliant |
| PW.ADM | BELL | JENNIFER | OFFICE ASSISTANT II/PW | 1/24/2000 | compliant |
| FR.FR | BELTRAN | YORGUI | FIREFIGHTER PARAMEDIC | 1/27/2015 | compliant |
| FR.FR | BENNETT | MICHAEL | FIREFIGHTER PARAMEDIC | 7/13/2015 | compliant |
| PD.PAT | BIDO | GISELLE | POLICE OFFICER | 11/18/2012 | compliant |
| PD.ADM | BLOUIN | KIRK | DIRECTOR OF PUBLIC SAFETY | 10/2/1989 | compliant |
| PD.PKG | BODRE | JOSHUA | PARKING ENFORCEMENT OFFICER | 3/16/2015 | compliant |
| PD.TRN | BODRE | MARIA | OFFICE ASST II/PERSONNEL & TRA | 4/20/2005 | compliant |
| FR.COM | BONFANTE | WILLIE | LIEUTENANT/PARAMEDIC | 6/17/2002 | compliant |
| TM.TM | BOODHESHWAR | JAY | DEPUTY TOWN MANAGER | 1/9/2006 | compliant |
| FR.COM | BORTOT | MARC | LIEUTENANT/PARAMEDIC | 7/18/2005 | compliant |
| PW.ADM | BOYER | NANCY | OFFICE MANAGER/PW | 7/30/2003 | compliant |
| TM.TM | BRADFORD | THOMAS | TOWN MANAGER | 5/1/2000 | compliant |
| FR.COM | BRADSHAW | MARK | LIEUTENANT/PARAMEDIC | 4/21/1997 | |
| PW.ADM | BRAZIL | HAROLD | DIRECTOR OF PUBLIC WORKS | 11/18/2002 | compliant |
| PD.PKG | BROWN | LORETTA | LEAD PARKING ENFORCEMENT OFFIC | 11/6/1995 | compliant |
| PW.SAN | BROWN | JOSEPH | EQUIPMENT OPERATOR I | 4/25/1995 | compliant |
| PW.ADM | BROWN | ERIC | ASSISTANT DIRECTOR OF PUBLIC W | 6/3/2002 | compliant |
| PZB.ADM | BUCKLEW | WILLIAM | BUILDING OFFICIAL | 12/15/2008 | |
| PD.PAT | BURGOON | RYAN | POLICE OFFICER | 12/16/2013 | compliant |
| FR.COM | BURKE | DAVID | DIVISION CHIEF - TRNG & SAFETY | 4/29/1996 | compliant |
| FR.FR | BUTTERY | RICHARD | FF DRIVER/ENGINEER EMT | 1/9/1989 | compliant |
| FR.FR | CADET | GABRIEL | FIREFIGHTER PARAMEDIC | 10/14/2013 | compliant |
| PD.PKG | CALLAHAN | CHELSEA | PARKING ENFORCEMENT OFFICER | 4/21/2014 | compliant |
| PD.PAT | CALLENIS | ROBERT | MASTER MECHANIC/PD | 4/12/2004 | compliant |
| PW.TRS | CAMERON | CURTIS | EQUIPMENT OPERATOR I | 3/5/2007 | compliant |
| REC.PAR | CAMPBELL | FREDRICK | GOLF COURSE SUPERINTENDENT | 9/6/2005 | compliant |
| PW.WRD | CAMPBELL | WILL | WATER RESOURCE TECHNICIAN I | 12/10/2012 | compliant |
| HR.HR | CANDELIER | LEIDY | HUMAN RESOURCES SPECIALIST | 7/29/2013 | compliant |
| PW.WRD | CARABALLO | RICHARD | WATER RESOURCE TECHNICIAN I | 10/17/2005 | |
| PW.SAN | CAREY | ANTHONY | EQUIPMENT OPERATOR I | 4/1/2013 | compliant |

¹ New hires have 90 days from hire to complete training, at time of audit was within 90 days. Same employee left employment January 2016.

² Individual on military leave 1/2011- 12/2015, separated employment 2/2016.

Blanks = 28 Non-compliant

| Department | Last Name | First name | Position Title | Hire date | HR Audit |
|------------|-------------|-------------|---------------------------------|------------|-----------|
| PD.ADM | CARISTO | NICHOLAS | LIEUTENANT | 4/4/2005 | compliant |
| FIN.TC | CARMONA | DENISE | OFFICE ASSISTANT III/TOWN CLERK | 7/25/2005 | compliant |
| PW.GM | CARPENTIERE | ANTHONY | BUILDING MAINTENANCE WORKER | 8/11/2014 | compliant |
| PZB.DRS | CARTRETT | CHRISTOPHER | DOCUMENT MANAGEMENT COORDINATOR | 10/27/2009 | compliant |
| FR.FR | CASTILLO | JERRY | FF DRIVER/ENGINEER PARAMEDIC | 5/17/2004 | |
| PZB.ADM | CASTRO | PAUL | ZONING ADMINISTRATOR | 2/6/1995 | compliant |
| FR.COM | CAUDELL | BRADLEY | LIEUTENANT/PARAMEDIC | 4/4/1994 | compliant |
| FIN.FIN | CHASE | ROSEMARY | ACCOUNTING ASSISTANT | 3/14/2011 | |
| REC.PAR | CHATEAUVERT | ANTHONY | GOLF MANAGER | 2/22/2011 | compliant |
| PW.TRS | CHRISTON | CORNELIUS | REFUSE DISPOSAL OPERATOR | 9/17/2001 | compliant |
| PZB.ADM | CLOSE | VERONICA | ASSISTANT DIRECTOR PZB | 2/7/2000 | |
| FIN.PCH | CMAR | JOHN | PURCHASING COORDINATOR | 1/12/2009 | compliant |
| PW.GM | COLBY | PAUL | GENERAL MAINTENANCE SUPERVISOR | 12/15/2014 | compliant |
| PD.COM | COLEMAN | TALISHIA | TELECOMMUNICATOR | 6/3/2002 | compliant |
| REC.TEN | COLEMAN | MICHAEL | REGISTRATION CLERK I/TENNIS | 11/8/2010 | |
| PZB.DRS | CONKLIN | CHRISTINE | DEVELOPMENT PERMIT COORDINATOR | 8/25/2011 | compliant |
| TM.IS | CORDERO | CORALIZ | GIS COORDINATOR | 6/21/1999 | compliant |
| PD.COM | CUNNINGHAM | CHRISTINE | LEAD TELECOMMUNICATIONS SUPV | 7/14/2002 | compliant |
| FR.FR | DAVIS | CHASE | FIREFIGHTER PARAMEDIC | 2/10/2014 | compliant |
| PD.PAT | DAWSON | MICHAEL | POLICE SERGEANT | 9/5/2000 | compliant |
| FR.FR | DECKERS | LAURA | FIREFIGHTER PARAMEDIC | 7/13/2015 | compliant |
| PD.PAT | DIAZ | EMILY | POLICE OFFICER | 12/16/2013 | compliant |
| TM.TM | DOMINGUEZ | KATHLEEN | ADMINISTRATIVE ASSISTANT/TM | 1/15/2015 | compliant |
| FR.ADM | DONATTO | DARREL | DEPUTY FIRE-RESCUE CHIEF | 1/20/2004 | compliant |
| PZB.DRS | DONTA | JOHN | DEVELOPMENT GEOPROCESSOR TECHN | 1/30/2001 | compliant |
| FR.COM | DUANE | JAMES | DIVISION CHIEF - EMS COORDINAT | 9/14/1992 | compliant |
| FR.COM | DUDLEY | PHILLIP | BATTALION CHIEF | 9/14/1992 | compliant |
| REC.TEN | DUNAYER | ADAM | TENNIS FACILITY SUPERVISOR | 9/19/2012 | compliant |
| PD.COD | DUNN | JOAN | PARKING/CODE ENFORCEMENT SPECI | 3/25/1994 | compliant |
| PD.PAT | DUNN | MICHAEL | POLICE OFFICER | 10/4/1999 | compliant |
| PD.COM | DUNN | WENDY | TELECOMMUNICATOR | 8/10/2006 | compliant |
| FR.COM | DUNNAM | DANNY | LIEUTENANT/PARAMEDIC | 8/19/1996 | compliant |
| PD.PAT | DUQUETTE | SCOTT | POLICE SERGEANT | 10/22/1994 | compliant |
| PW.SAN | ELISIAS | EXIMOND | EQUIPMENT OPERATOR I | 1/7/2009 | compliant |
| REC.MAR | EMERY | ALAN | DOCK ATTENDANT | 5/9/2005 | compliant |
| PW.TRS | ENNIS | MARCEL | EQUIPMENT OPERATOR I | 7/11/2005 | compliant |
| FR.FR | EULISS | JORDAN | FIREFIGHTER PARAMEDIC | 10/14/2013 | compliant |
| FR.FR | FABBEN | BRAD | FIREFIGHTER PARAMEDIC | 1/6/2014 | compliant |
| FR.FR | FARRELL | ABIGAIL | FIREFIGHTER EMT | 7/13/2015 | compliant |
| PD.PKG | FELIX | JULIEN | PARKING ENFORCEMENT OFFICER | 2/25/2013 | compliant |
| REC.REC | FIONDELLA | EDWARD | RECREATION SUPERVISOR | 12/13/2006 | compliant |
| FR.OR | FLYNN | LACIE | LIFEGUARD ON-CALL | 1/6/2009 | |
| PW.ENG | FRANCIS | WILLIAM | TOWN ENGINEER | 3/18/2013 | compliant |
| REC.SEA | FRASCO | NICHOLAS | ACTIVITY LEADER | 6/4/2012 | |
| PW.TRS | FREEMAN | HENRY | EQUIPMENT OPERATOR I | 6/11/2012 | compliant |
| PW.WRD | GALBREATH | BENJAMIN | WATER RESOURCE TECHNICIAN I | 11/17/2014 | compliant |
| FR.FR | GALLAGHER | MICHAEL | FIREFIGHTER EMT | 9/28/2015 | compliant |
| REC.REC | GARDINER | ROD | ASSISTANT DIRECTOR OF RECREATI | 1/24/2000 | compliant |

¹ New hires have 90 days from hire to complete training, at time of audit was within 90 days. Same employee left employment January 2016.

² Individual on military leave 1/2011- 12/2015, separated employment 2/2016.

Blanks = 28 Non-compliant

| Department | Last Name | First name | Position Title | Hire date | HR Audit |
|------------|---------------|------------|--------------------------------|------------|-----------|
| FR.COM | GARGIULO | DANNY | LIEUTENANT/PARAMEDIC | 12/6/2004 | compliant |
| TM.TM | GAYLE-GORDON | PATRICIA | ADMINISTRATIVE ASSISTANT/TM | 2/13/2006 | compliant |
| FR.FR | GEERKEN | OSCAR | FIREFIGHTER PARAMEDIC | 7/15/2013 | compliant |
| PW.WRD | GOATLEY | GEORGE | WATER RESOURCE TECHNICIAN I | 12/1/2008 | compliant |
| PW.GM | GOLDE | WARREN | BUILDING MAINTENANCE WORKER | 6/8/2015 | compliant |
| FR.COM | GOLDEN | KEITH | BATTALION CHIEF | 11/14/1994 | compliant |
| PW.ELE | GONZALEZ | AARON | INDUSTRIAL ELECTRICIAN | 11/23/2015 | compliant |
| PD.ADM | GORMAN | LISA | POLICE PLANNER | 7/21/1986 | compliant |
| PW.TRS | GOWIE | CAROL | EQUIPMENT OPERATOR I | 7/6/1999 | compliant |
| FR.FR | GRIMES | STUART | FF DRIVER/ENGINEER PARAMEDIC | 11/1/2004 | compliant |
| PD.ADM | GUELLI | JOSEPH | LIEUTENANT PROF STANDARDS | 4/18/2005 | compliant |
| PD.COM | HAMM | ROBERT | TELECOMMUNICATOR | 7/28/2014 | compliant |
| PD.DET | HANNING | JONATHAN | POLICE OFFICER | 1/6/2014 | compliant |
| FR.ADM | HARDY | BELINDA | OFFICE MANAGER/FR | 4/22/1985 | compliant |
| REC.REC | HARDY | DANA | OFFICE ASSISTANT II/REC | 6/3/2014 | compliant |
| PD.COM | HARVEY | ROBERT | TELECOMMUNICATOR | 6/15/2015 | compliant |
| FR.OR | HASSELL | MARK | LIFEGUARD ON-CALL | 4/2/2011 | compliant |
| REC.MAR | HAWKINS | JAMES | DOCK ATTENDANT | 1/25/2001 | compliant |
| PW.ADM | HEJAZI | MANSOUR | PW SYSTEMS SPECIALIST | 6/26/1995 | compliant |
| REC.REC | HELTON | DAWN | RECREATION SUPERVISOR | 5/18/1996 | compliant |
| PD.COM | HETTEL | BENJAMIN | TELECOMMUNICATOR SUPERVISOR | 5/30/2007 | compliant |
| PW.SAN | HIGGINS | ANTHONY | SUPERVISOR/SANITATION | 7/1/1991 | compliant |
| PZB.INS | HOLT | DAVID | COMBINATION PLAN REVIEWER | 9/17/2007 | compliant |
| REC.MAR | HORN | MICHAEL | DOCKMASTER | 4/15/2013 | compliant |
| PW.VM | HOWELL | J. | MECHANIC III(V/M) | 4/20/2009 | compliant |
| PW.SAN | JAMES | JAHMAL | LABORER I | 1/6/2014 | compliant |
| PW.SAN | JEAN BAPTISTE | GARLE | LABORER I | 1/12/2012 | compliant |
| PZB.INS | JOHNS | CRAIG | CHIEF BUILDING INSPECTOR | 7/17/2000 | compliant |
| FR.FR | JOHNSON | CRAIG | FF DRIVER/ENGINEER PARAMEDIC | 11/12/2002 | compliant |
| PW.SAN | JONES | CARL | LABORER I | 4/25/1988 | compliant |
| PW.SAN | JONES | JESSE | EQUIPMENT OPERATOR I | 5/25/1995 | compliant |
| PD.PAT | JONES | KATRINA | POLICE OFFICER | 12/8/2014 | compliant |
| HR.HR | JUSTICE | JODYLIN | HUMAN RESOURCE ANALYST | 10/5/2009 | compliant |
| HR.CLN | KAMINSKY | MARY | OCCUPATIONAL HEALTH & WELLNESS | 10/5/2015 | compliant |
| FR.FR | KATZ | LAWRENCE | FF DRIVER/ENGINEER PARAMEDIC | 12/17/2001 | compliant |
| PD.PAT | KEEHAN | MICHAEL | POLICE CAPTAIN | 10/23/1995 | compliant |
| PD.PAT | KELLY | MAX | POLICE OFFICER | 3/24/2014 | compliant |
| TM.IS | KITTISUPT | KRIS | SYSTEMS ANALYST | 4/11/2005 | compliant |
| TM.TM | KLEEN | CHERYL | EXECUTIVE ASSISTANT | 1/22/2001 | compliant |
| FR.OR | KLEIN | GEORGE | LIFEGUARD | 4/14/2015 | compliant |
| PD.PAT | KOERNER | MICHAEL | POLICE OFFICER | 1/19/2004 | compliant |
| PW.PS | KONOPASEK | KIRT | IRRIGATION AND SPRAY TECHNICIA | 11/13/2008 | compliant |
| PD.PAT | KRAUEL | CURTIS | POLICE CAPTAIN | 8/12/1997 | |
| FIN.FIN | LADD | MELISSA | ACCOUNTING CLERK | 1/12/2015 | compliant |
| PD.OCV | LANE | MICHAEL | POLICE OFFICER | 11/18/2012 | compliant |
| PZB.INS | LANGLEY | CHARLES | PROJECT ENGINEER | 8/15/2005 | compliant |
| PD.TRN | LASKEN | NANCY | OFFICE ASST II/PERSONNEL & TRA | 7/25/2005 | compliant |
| FR.FR | LAYMAN | WILLIAM | FF DRIVER/ENGINEER PARAMEDIC | 4/20/2009 | |
| FR.FR | LEBRUN | BRIAN | FF DRIVER/ENGINEER PARAMEDIC | 1/4/1999 | compliant |

¹ New hires have 90 days from hire to complete training, at time of audit was within 90 days. Same employee left employment January 2016.

² Individual on military leave 1/2011- 12/2015, separated employment 2/2016.

Blanks = 28 Non-compliant

| Department | Last Name | First name | Position Title | Hire date | HR Audit |
|------------|-------------|-------------|--------------------------------|------------|-----------------------------|
| PD.PAT | LEE | LA'MONT | POLICE OFFICER | 9/3/2001 | compliant |
| FR.FR | LEGORE | ERIC | FIREFIGHTER PARAMEDIC | 1/6/2014 | compliant |
| PW.SAN | LEWIS | WILLIAM | EQUIPMENT OPERATOR I | 5/22/1995 | compliant |
| PZB.ADM | LINDGREN | JOHN | PLANNING ADMINISTRATOR | 11/24/2008 | compliant |
| FR.COM | LOCY | ROBBIE | LIEUTENANT/PARAMEDIC | 3/18/1997 | Military Leave ² |
| REC.PAR | LOIHLE | WILLIAM | GOLF COURSE MECHANIC/PAR 3 | 11/1/1993 | compliant |
| PW.ADM | LOPEZ | ANGEL | BUYER | 7/14/2014 | compliant |
| FR.FR | LORA | CESAR | FIREFIGHTER PARAMEDIC | 7/13/2015 | compliant |
| PW.ELE | LOREE | MARK | ELECTRICIAN SUPERVISOR | 3/27/2006 | compliant |
| PW.WRD | LOVELL | DEREK | WATER RESOURCE TECHNICIAN I | 5/11/2009 | compliant |
| FR.FR | LUCAS | CHRISTOPHER | FIREFIGHTER PARAMEDIC | 3/17/2014 | compliant |
| PD.PAT | LYNCH | MICHAEL | POLICE OFFICER | 4/30/1994 | compliant |
| PD.PAT | MACHATE | THOMAS | POLICE OFFICER | 7/31/2000 | compliant |
| PD.PAT | MACHATE | CHRISTOPHER | POLICE OFFICER | 11/24/2014 | compliant |
| PD.PAT | MACLAUHLIN | TODD | FLEET MANAGER | 7/1/2002 | compliant |
| PW.ADM | MADISON | BRETT | FACILITIES MAINT DIV MANAGER | 6/1/1999 | compliant |
| PW.TRS | MADISON | BRANDON | LABORER I | 3/31/2014 | compliant |
| FR.FR | MAHY | ALEJANDRO | FF DRIVER/ENGINEER EMT | 10/22/2012 | compliant |
| FIN.FIN | MALEK | REBECCA | ACCOUNTING CLERK | 8/31/2015 | compliant |
| PD.RIS | MARCOTE | CARLA | RECORDS ASSISTANT I | 7/24/2006 | compliant |
| PD.PAT | MARSIGLIANO | LANCE | POLICE OFFICER | 10/30/1995 | compliant |
| FR.FR | MARTIN | TIMOTHY | FIREFIGHTER EMT | 8/19/2013 | compliant |
| FR.COM | MARX | MICHAEL | LIEUTENANT/PARAMEDIC | 7/19/2004 | compliant |
| FR.COM | MATZEN | BRIAN | LIEUTENANT/PARAMEDIC | 10/20/2008 | compliant |
| FR.ADM | MAVIGLIANO | STEPHANIE | ADMINISTRATIVE COORDINATOR/FR | 3/14/1994 | compliant |
| FR.FR | MAVIGLIANO | FRANK | FF DRIVER/ENGINEER PARAMEDIC | 12/17/2001 | |
| PD.PAT | MAZZA | JEFFREY | POLICE OFFICER | 12/8/2014 | compliant |
| PD.PAT | MAZZA | ANTHONY | POLICE OFFICER | 1/5/2015 | compliant |
| PW.TRS | MCCALLA | DOUGLAS | CRANE OPERATOR | 3/25/1996 | compliant |
| PD.PAT | MCCLURE | MICHAEL | POLICE SERGEANT | 4/29/1991 | compliant |
| FR.FR | MCCRACKEN | SCOTT | FF DRIVER/ENGINEER EMT | 10/22/2012 | |
| REC.TEN | MCDONALD | LINDA | TENNIS FACILITY ASSISTANT | 9/19/1996 | compliant |
| REC.PAR | MCDONALD | SKYLER | CREW FOREMAN/IRRIGATION SPECIA | 10/5/2005 | compliant |
| PW.ADM | MCLAUGHLIN | TIMOTHY | OFFICE ASSISTANT II/PW | 4/22/2013 | compliant |
| FIN.PCH | MCLEAN | STEVE | COURIER/WAREHOUSE ASSISTANT | 8/3/2015 | compliant |
| FIN.FIN | MCQUAIG | MARY | ACCOUNTING ASSISTANT | 7/1/1996 | compliant |
| PD.OCV | MEDEIROS | KEITH | POLICE OFFICER | 10/1/2001 | compliant |
| PW.WRD | MELLON | AARON | WATER RESOURCE TECHNICIAN II | 6/29/1998 | compliant |
| PD.DET | MELNICHOK | THOMAS | POLICE SERGEANT | 1/26/1998 | compliant |
| PD.DET | MENNITI | LAWRENCE | POLICE OFFICER | 11/1/2004 | |
| PW.ADM | MENNITI | LYNNE | OFFICE ASSISTANT II/PW | 4/20/2015 | compliant |
| FR.FR | MESSNER | MICHAEL | FIREFIGHTER PARAMEDIC | 12/5/2005 | compliant |
| HR.CLN | MILLER | DORIS | OFFCE ASSISTANT II/OHC | 8/2/1999 | compliant |
| PD.PAT | MILLER | JAMES | POLICE OFFICER | 11/26/2001 | compliant |
| REC.TEN | MILLER | REBECCA | REGISTRATION CLERK I/TENNIS | 2/14/2008 | compliant |
| PD.CSU | MINCHAK | JOHN | CRIME SCENE EVIDENCE TECH II | 1/23/2012 | compliant |
| PD.PAT | MINOT | LORIE | POLICE OFFICER | 10/4/1999 | compliant |
| PD.PAT | MOLINARO | TAYLOR | POLICE OFFICER | 11/24/2014 | compliant |

¹ New hires have 90 days from hire to complete training, at time of audit was within 90 days. Same employee left employment January 2016.

² Individual on military leave 1/2011- 12/2015, separated employment 2/2016.

Blanks = 28 Non-compliant

| Department | Last Name | First name | Position Title | Hire date | HR Audit |
|------------|------------|-------------|--------------------------------|------------|-----------|
| PW.SAN | MONROE | DEXTER | EQUIPMENT OPERATOR I | 12/22/2008 | compliant |
| FR.FR | MONTOYA | STEPHEN | FIREFIGHTER PARAMEDIC | 1/27/2015 | compliant |
| PZB.ADM | MORAKIS | DEBORAH | OFFICE MANAGER/PZB | 12/2/1998 | compliant |
| PD.PAT | MOREA | DEAN | POLICE OFFICER | 3/24/2014 | compliant |
| PD.COD | MORIARTY | JOHN | CODE COMPLIANCE OFFICER I | 7/25/2011 | compliant |
| PD.PAT | MORINE | KEVIN | POLICE OFFICER | 2/12/1996 | compliant |
| PW.TRS | MURDOCK | JAMES | EQUIPMENT OPERATOR II/BEACH CL | 5/26/1993 | compliant |
| PZB.DRS | MURPHY | JANET | DEVELOPMENT PERMIT COORDINATOR | 7/30/2015 | compliant |
| PD.COM | MUSSMACHER | STACI | TELECOMMUNICATOR SUPERVISOR | 2/3/2008 | compliant |
| FR.FR | MUSTELIER | CAESAR | LIEUTENANT/PARAMEDIC | 8/18/2008 | |
| FR.OR | MYHRE | MARK | LIFEGUARD | 5/23/2014 | compliant |
| PW.VM | NAPIER | LORETTA | OFFICE ASSISTANT II/PW | 3/7/2005 | |
| PD.COM | NEILSEN | MARK | TELECOMMUNICATOR | 6/15/2006 | compliant |
| PW.SAN | NELMS | JAMES | EQUIPMENT OPERATOR I | 5/19/1997 | compliant |
| PD.PAT | NEWBY | CRAIG | POLICE OFFICER | 2/23/2009 | compliant |
| PW.SAN | NOEL | THEVENOT | EQUIPMENT OPERATOR I | 11/28/2005 | compliant |
| PZB.INS | OLBRYCH | MICHAEL | COMBINATION BUILDING INSPECTOR | 5/1/1995 | compliant |
| HR.HR | OLSON | DANIELLE | DIRECTOR OF HUMAN RESOURCES | 10/20/2008 | compliant |
| PD.RIS | OREGERO | LAURA | RECORDS INFORMATION SYSTEMS MA | 7/5/1983 | compliant |
| FIN.TC | OWENS | SUSAN | TOWN CLERK | 4/4/2011 | compliant |
| PD.PAT | PAGAN | MICHELE | POLICE SERGEANT | 9/28/1994 | compliant |
| PZB.ADM | PAGE | JOHN | DIRECTOR PLANNING, ZONING & BU | 11/9/2007 | compliant |
| TM.IS | PALMER | JAMES | SYSTEMS ANALYST | 12/7/1987 | compliant |
| FR.FR | PALMER | TYLER | FIREFIGHTER PARAMEDIC | 12/8/2014 | compliant |
| PD.CSU | PARKINSON | GREGORY | CRIME SCENE EVIDENCE MANAGER | 2/17/2003 | compliant |
| PW.WRD | PATACA | ANTONIO | WATER RESOURCE TECHNICIAN II | 12/17/2012 | compliant |
| FR.FR | PATRICK | DAMON | FIREFIGHTER PARAMEDIC | 4/30/2001 | compliant |
| FIN.PCH | PEDRAZA | ADIS | PURCHASING MANAGER | 7/31/2006 | compliant |
| FR.FR | PEREZ | MICHAEL | FIREFIGHTER PARAMEDIC | 7/13/2015 | compliant |
| PW.ADM | PEREZ | DAVID | OFFICE ASSISTANT II/PW | 5/19/2003 | compliant |
| PD.PAT | PERIGNY | JONATHAN | POLICE OFFICER | 5/5/2014 | compliant |
| FIN.FIN | PERSAUD | VERONICA | ACCOUNTING CLERK | 12/2/2013 | compliant |
| FIN.FIN | PHIPPS | TRENTON | PAYROLL SPECIALIST | 8/21/2013 | compliant |
| PD.OCV | PINA | ADAM | POLICE OFFICER | 6/26/2006 | compliant |
| PD.COM | PINTO | SEAN | TELECOMMUNICATOR | 9/22/2014 | compliant |
| REC.PAR | PINTUR | RICHARD | GOLF COURSE ASSOCIATE | 12/9/2011 | |
| PD.COM | PLAZA | NANCY | TELECOMMUNICATOR SUPERVISOR | 7/6/2004 | compliant |
| FIN.PCH | POLLACK | KATHRYN | PURCHASING TECHNICIAN | 3/5/1990 | compliant |
| FR.OR | POLLOCK | CRAIG | SUPERVISOR LIFEGUARD | 9/14/1989 | compliant |
| FR.FR | POMMELLS | CHRISTOPHER | FIREFIGHTER EMT | 9/29/2014 | compliant |
| FR.PRIV | POMPOS | TIMOTHY | DIVISION CHIEF - FIRE MARSHAL | 2/27/1989 | compliant |
| PW.TRS | POOLE | CLARENCE | EQUIPMENT OPERATOR I | 12/29/2008 | compliant |
| PW.ENG | POWERY | ALLEN | RIGHT OF WAY INSPECTOR II | 7/31/2000 | compliant |
| PD.PAT | PUMALO | DORIAN | POLICE OFFICER | 1/6/2014 | compliant |
| PW.ADM | PURVES | CHESTER | SERVICES DIVISION MANAGER | 5/7/2012 | compliant |
| REC.SEA | QUINONES | ERIC | ACTIVITY LEADER | 9/12/2011 | compliant |
| PZB.INS | QUINTANA | JUSTO | COMBINATION PLAN REVIEWER | 6/4/2013 | compliant |
| HR.HR | RANIERI | KATHRYN | HUMAN RESOURCE ANALYST | 9/15/2008 | compliant |
| PD.PKG | REED | BRITTANY | PARKING ENFORCEMENT OFFICER | 10/12/2015 | compliant |

¹ New hires have 90 days from hire to complete training, at time of audit was within 90 days. Same employee left employment January 2016.

² Individual on military leave 1/2011- 12/2015, separated employment 2/2016.

Blanks = 28 Non-compliant

| Department | Last Name | First name | Position Title | Hire date | HR Audit |
|------------|-------------|-------------|--------------------------------|------------|-----------|
| PD.DET | REYES | KENDALL | POLICE OFFICER | 9/29/2008 | compliant |
| FR.COM | REYES | MARIO | LIEUTENANT/PARAMEDIC | 11/14/1994 | compliant |
| PD.PKG | RICH | TIFFANI | PARKING ENFORCEMENT OFFICER | 11/30/2015 | compliant |
| PW.GM | RICKERSON | R. | STREET & SIGN PAINTER | 8/15/1994 | compliant |
| REC.PAR | RIDER | MILTON | GOLF COURSE ASSOCIATE | 11/23/2009 | compliant |
| PW.ELE | RIFFE | STUART | ELECTRICIAN II | 1/6/2014 | compliant |
| PW.WRD | RIVERO | HUGO | WATER RESOURCE TECHNICIAN I | 1/23/1989 | compliant |
| PW.ENG | ROACH | MICHAEL | PROJECT ENGINEER | 11/7/2005 | |
| PD.DET | RODRIGUEZ | LUCY | CRIME INTELLIGENCE ANALYST | 3/15/1993 | compliant |
| PD.PAT | RODRIGUEZ | CARLOS | POLICE OFFICER | 3/30/1998 | compliant |
| PD.PAT | RODRIGUEZ | JOSE | POLICE OFFICER | 1/13/2014 | compliant |
| PD.COM | RODRIGUEZ | MONICA | TELECOMMUNICATOR | 7/28/2014 | compliant |
| FR.PRIV | ROEDEL | NANCY | OFFICE ASSISTANT II/FR | 9/25/2006 | compliant |
| PD.COM | ROGERS | MONIQUE | TELECOMMUNICATOR | 11/5/2006 | |
| FIN.PCH | ROJAS | JOSE | WAREHOUSE COORDINATOR | 11/19/2001 | compliant |
| PD.DET | ROTHROCK | WILLIAM | POLICE OFFICER | 1/16/2007 | compliant |
| PZB.ADM | RUDERMAN | KATHLEEN | ADMINISTRATIVE AIDE | 8/12/2002 | compliant |
| FR.OR | RUIZ | JOSE | LIFEGUARD | 4/20/1993 | compliant |
| PD.TRN | SALM | PHILIP | TRAINING & COMM RELATIONS COOR | 7/7/2014 | compliant |
| REC.SEA | SAMUELS | JOSLYN | ACTIVITY LEADER | 6/22/2009 | |
| PD.PAT | SANDMAN | JENNIFER | POLICE SERGEANT | 4/30/1994 | compliant |
| PW.ENG | SANON | JEFFREY | PROJECT ENGINEER | 4/22/2002 | compliant |
| FR.FR | SANTINI | BRENNAN | FIREFIGHTER PARAMEDIC | 1/27/2015 | compliant |
| PW.VM | SATERN | GERALD | MECHANIC IV | 3/19/2007 | compliant |
| PD.PAT | SCANLAN | JOHN | POLICE OFFICER | 3/21/2005 | |
| PD.PAT | SCARBROUGH | ERIC | POLICE OFFICER | 11/11/2012 | compliant |
| FR.OR | SEAY | CHRISTOPHER | LIFEGUARD ON-CALL | 6/7/2011 | |
| PD.PAT | SEAY | ROBERT | POLICE OFFICER | 11/18/2012 | compliant |
| FR.COM | SEKULA | JOSEPH | LIEUTENANT/PARAMEDIC | 11/12/2002 | compliant |
| PZB.DRS | SENTMANAT | MICHELLE | DEVELOPMENT PERMIT COORDINATOR | 2/15/2012 | compliant |
| FR.FR | SILVA FILHO | NEI | FIREFIGHTER PARAMEDIC | 12/8/2014 | compliant |
| PD.DET | SILVESTRI | GINO | POLICE CAPTAIN | 5/29/1995 | compliant |
| PW.TRS | SMITH | BOOKER | EQUIPMENT OPERATOR I | 12/13/1999 | compliant |
| FIN.ADM | SOMERS | CHERYL | ASSISTANT FINANCE DIRECTOR | 10/5/1995 | compliant |
| FR.FR | SRONCE | JODY | FF DRIVER/ENGINEER PARAMEDIC | 4/16/2007 | compliant |
| FR.FR | SRONCE | ANGEL | FIREFIGHTER PARAMEDIC | 1/6/2014 | compliant |
| PW.SAN | ST GERMAIN | DANIEL | EQUIPMENT OPERATOR I | 7/28/1997 | |
| FR.OR | STANLEY | JEREMY | LIFEGUARD ON-CALL | 3/7/2011 | compliant |
| PW.SAN | STARLING | VINCENT | EQUIPMENT OPERATOR II | 3/23/1999 | compliant |
| PD.PAT | STEIGER | JAMES | POLICE OFFICER | 6/3/2013 | compliant |
| PW.TRS | STEWART | JOSHUA | LABORER I | 12/7/2015 | compliant |
| FR.FR | STOLPMAN | RICHARD | FIREFIGHTER PARAMEDIC | 7/13/2015 | compliant |
| PW.ENG | STRAYER | PATRICIA | SENIOR PROJECT ENGINEER | 9/28/2015 | compliant |
| FIN.ADM | STRUDER | JANE | FINANCE DIRECTOR | 6/9/1999 | compliant |
| PD.PAT | SULLIVAN | BENJAMIN | POLICE OFFICER | 12/8/2014 | compliant |
| PZB.INS | SWIERZKO | KARL | CHIEF ELECTRICAL INSPECTOR | 2/9/2015 | compliant |
| FR.COM | SYMONETTE | SCOTT | LIEUTENANT/PARAMEDIC | 3/5/1990 | |
| REC.PAR | SZEHNER | MARVIN | EQUIPMENT OPERATOR/PAR 3 | 11/19/2007 | |
| PW.TRS | SZEHNER | ERIC | EQUIPMENT OPERATOR I | 4/29/2002 | compliant |

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² Individual on military leave 1/2011- 12/2015, separated employment 2/2016.

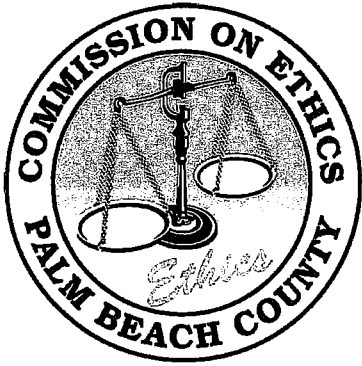
Blanks = 28 Non-compliant

| Department | Last Name | First name | Position Title | Hire date | HR Audit |
|------------|--------------|-------------|--------------------------------|------------|-----------------------|
| PD.PAT | TAYLOR | CHRISTINE | POLICE CAPTAIN | 11/28/1994 | |
| PD.COM | TELLEZ | CAROLINA | TELECOMMUNICATOR | 10/20/2014 | compliant |
| TM.RM | TEMME | KAREN | RISK MANAGER | 8/3/1998 | compliant |
| REC.PAR | TERICO | AUSTIN | SENIOR GOLF ASSOCIATE | 10/1/1988 | compliant |
| PW.ADM | TERRY | DOUGLAS | WATER RESOURCES DIVISION MGR | 1/5/2009 | compliant |
| PD.PAT | THOMAS | ALEXANDER | POLICE OFFICER | 12/8/2014 | compliant |
| PZB.INS | THOMAS | BRIAN | CHIEF PLUMBING INSPECTOR | 10/27/1997 | compliant |
| PW.SAN | THOMPSON | STEFAN | LABORER I | 1/3/1995 | compliant |
| PW.TRS | THOMPSON | KEVIN | CRANE OPERATOR | 4/19/1996 | compliant |
| PW.VM | THOMPSON | WILLIAM | MECHANIC III(V/M) | 11/10/2014 | compliant |
| PD.PKG | TONGE | VALERIE | PARKING ENFORCEMENT OFFICER | 6/23/1997 | compliant |
| PD.COM | TOPPIN-DAVIS | TASHA | TELECOMMUNICATOR | 4/15/2001 | compliant |
| PD.ADM | TOSCANO | NINA | ADMINISTRATIVE ASSISTANT/PD | 9/6/2005 | compliant |
| PW.WRD | TOWNS | HORACE | WATER RESOURCE TECHNICIAN I | 11/30/2015 | compliant |
| FIN.PCH | VALDIVIA | ILYSE | ASSISTANT PURCHASING MANAGER | 8/25/2014 | compliant |
| PW.WRD | TURNBULL | GERVIN | WATER RESOURCE TECHNICIAN I | 3/22/1999 | compliant |
| PW.WRD | VAZQUEZ | GERARDO | WATER RESOURCE TECHNICIAN I | 7/24/2006 | compliant |
| PW.ELE | VAZQUEZ | EDUARDO | INDUSTRIAL ELECTRICIAN | 11/2/2015 | compliant |
| REC.REC | WALKOWICH | LISA | OFFICE MANAGER/REC | 1/16/1990 | compliant |
| PD.PAT | WALLEY | JAMES | POLICE SERGEANT | 3/13/2006 | compliant |
| PD.PAT | WARD | ERICK | POLICE OFFICER | 6/3/2013 | compliant |
| FR.COM | WARD | RICHARD | LIEUTENANT/PARAMEDIC | 3/18/1996 | compliant |
| PW.TRS | WARE | PATRICK | EQUIPMENT OPERATOR I | 1/7/2002 | compliant |
| PW.TRS | WASHINGTON | ROMEO | SUPERVISOR/TRASH | 12/22/1986 | compliant |
| PD.CSU | WATERFIELD | WILLIAM | CRIME SCENE EVIDENCE TECH II | 1/3/2012 | compliant |
| PD.PAT | WATSON | DAVID | POLICE OFFICER | 12/9/2013 | compliant |
| PD.PAT | WAYMIRE | FRED | POLICE OFFICER | 12/2/2013 | compliant |
| FR.COM | WEBER | JAMES | FF DRIVER/ENGINEER PARAMEDIC | 5/9/2005 | compliant |
| PW.ENG | WEBER | ROBERT | COASTAL PROGRAM MANAGER | 10/31/2008 | compliant |
| HR.HR | WELLS | KENNIE | ASSISTANT DIRECTOR OF HUMAN RE | 6/14/2010 | compliant |
| PW.TRS | WEST | JERRY | CRANE OPERATOR | 1/5/1995 | compliant |
| FR.FR | WETHERINGTON | CHRISTOPHER | FIREFIGHTER EMT | 9/28/2015 | New Hire ¹ |
| REC.TEN | WHITMIRE | KYLE | REGISTRATION CLERK I/TENNIS | 8/24/2011 | compliant |
| PD.PAT | WILKINSON | DANIEL | POLICE SERGEANT | 2/23/2009 | compliant |
| PW.WRD | WILLIAMS | REGINALD | WATER RESOURCE TECHNICIAN II | 11/28/2005 | compliant |
| TM.IS | WILSON | SPENCER | IS MANAGER | 1/22/1990 | compliant |
| PD.COM | WOLFE | GALE | CALL TAKER | 1/27/1997 | compliant |
| FIN.ADM | WOOD | AMY | ACCOUNTING SUPERVISOR | 10/13/1998 | compliant |
| REC.PAR | YOUNG | ANGELA | PRO-SHOP ASSISTANT | 12/10/2013 | compliant |
| FR.OR | ZABOVNIK | RYAN | LIFEGUARD | 6/25/2002 | compliant |
| PD.PAT | ZELLER | ADAM | POLICE OFFICER | 7/18/2005 | compliant |
| REC.REC | ZICKAR | BETH | DIRECTOR OF RECREATION | 7/6/2015 | compliant |
| PW.PS | ZISHOLTZ | JACK | EQUIPMENT OPERATOR I/STREETS | 2/16/1998 | compliant |

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² Individual on military leave 1/2011- 12/2015, separated employment 2/2016.

Blanks = 28 Non-compliant



**ACKNOWLEDGEMENT OF RECEIPT
PALM BEACH COUNTY CODE OF ETHICS
TRAINING FOR MUNICIPAL EMPLOYEES,
ELECTED/APPOINTED OFFICIALS AND
ADVISORY BOARD MEMBERS**

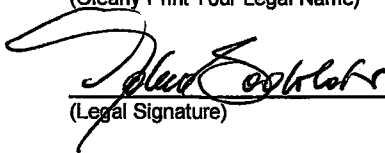
Check those items that apply

I acknowledge that I have read a copy of the Palm Beach County Code of Ethics (printed or posted on the intranet/internet) and completed additional training by:

- Watching the Code of Ethics Training Program on the Intranet/Internet.**
- Watching the Code of Ethics Training Program on DVD.**
- Attending a live presentation given on _____, 20__.**

I understand that I am responsible for understanding and abiding by the Palm Beach County Code of Ethics as I conduct my assigned duties during my term of employment. I also understand that the information in this policy is subject to change. Policy changes will be communicated to me by my supervisor or through official notices.

GABRIO BARDOLATI
(Clearly Print Your Legal Name)


(Legal Signature)

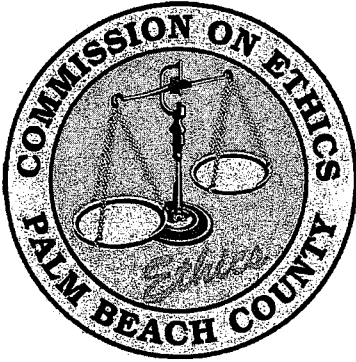
Police Patrol.
(Clearly Print the Name of Your Department/Board)

1-29-14
(Date)

*Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

**PLEASE SUBMIT THIS FORM TO APROPRIATE PARTY AS HIGHLIGHTED ABOVE
PLEASE DO NOT SUBMIT THIS FORM TO THE COMMISSION ON ETHICS**





**ACKNOWLEDGEMENT OF RECEIPT
PALM BEACH COUNTY
CODE OF ETHICS TRAINING**

Legal Name: Loirell Lloyd Buxton (Please print clearly)
Employee Identification Number: 0891960
Agency/Municipality: Town of Palm Beach
Department/Board: Public Works

Check those items that apply

I acknowledge that I have read a copy of the Palm Beach County Code of Ethics (printed or posted on the intranet/internet) and completed additional training by:

- Watching the Code of Ethics Training Program on the Intranet/Internet.
 Watching the Code of Ethics Training Program on DVD.
 Attending a live presentation given on _____, 20__.

I understand that I am responsible for understanding and abiding by the Palm Beach County Code of Ethics as I conduct my assigned duties during my term of employment. I also understand that the information in this policy is subject to change. Policy changes will be communicated to me by my supervisor or through official notices.

[Signature]
(Legal Signature)

11-17-15
(Date)

Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative

**PLEASE SUBMIT THIS FORM TO APPROPRIATE PARTY AS HIGHLIGHTED ABOVE
PLEASE DO NOT SUBMIT THIS FORM TO THE COMMISSION ON ETHICS**

300 North Dixie Highway, Suite 450, West Palm Beach, FL 33401
PHONE: 561.355-1915 FAX: 561.355-1904
Hotline: 877.766.5920 E-mail: ethics@palmbeachcountyethics.com
Website: www.palmbeachcountyethics.com



**ACKNOWLEDGEMENT OF RECEIPT
PALM BEACH COUNTY CODE OF ETHICS
TRAINING FOR MUNICIPAL EMPLOYEES,
ELECTED/APPOINTED OFFICIALS AND
ADVISORY BOARD MEMBERS**

Check those items that apply

I acknowledge that I have read a copy of the Palm Beach County Code of Ethics (printed or posted on the intranet/internet) and completed additional training by:

- Watching the Code of Ethics Training Program on the Intranet/Internet.
- Watching the Code of Ethics Training Program on DVD.
- Attending a live presentation given on 4/16, 2014

I understand that I am responsible for understanding and abiding by the Palm Beach County Code of Ethics as I conduct my assigned duties during my term of employment. I also understand that the information in this policy is subject to change. Policy changes will be communicated to me by my supervisor or through official notices.

TERO G BEER
(Clearly Print Your Legal Name)

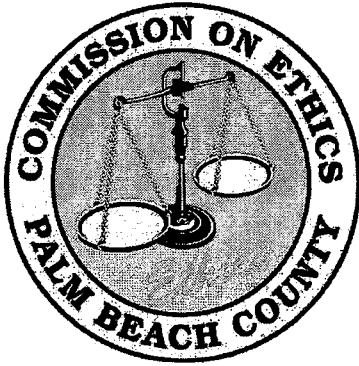
Police
(Clearly Print the Name of Your Department/Board)

[Signature]
(Legal Signature)

4/16/14
(Date)

*Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

**PLEASE SUBMIT THIS FORM TO APROPRIATE PARTY AS HIGHLIGHTED ABOVE
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TRAINING FOR MUNICIPAL EMPLOYEES,
ELECTED/APPOINTED OFFICIALS AND
ADVISORY BOARD MEMBERS

TOWN OF
PALM BEACH
FEB 10 2014
Human Resources

Check those items that apply

I acknowledge that I have read a copy of the Palm Beach County Code of Ethics (printed or posted on the intranet/internet) and completed additional training by:

- Watching the Code of Ethics Training Program on the Intranet/Internet.
- Watching the Code of Ethics Training Program on DVD.
- Attending a live presentation given on _____, 20__.

I understand that I am responsible for understanding and abiding by the Palm Beach County Code of Ethics as I conduct my assigned duties during my term of employment. I also understand that the information in this policy is subject to change. Policy changes will be communicated to me by my supervisor or through official notices.

RYAN NEIL BURGOON
(Clearly Print Your Legal Name)

Police
(Clearly Print the Name of Your Department/Board)

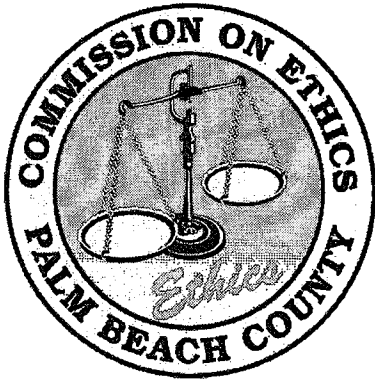
[Signature]
(Legal Signature)

January 29, 2014
(Date)

Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative

**PLEASE SUBMIT THIS FORM TO APROPRIATE PARTY AS HIGHLIGHTED ABOVE
PLEASE DO NOT SUBMIT THIS FORM TO THE COMMISSION ON ETHICS**

[Handwritten signature]



**ACKNOWLEDGEMENT OF RECEIPT
PALM BEACH COUNTY CODE OF ETHICS
TRAINING FOR MUNICIPAL EMPLOYEES,
ELECTED/APPOINTED OFFICIALS AND
ADVISORY BOARD MEMBERS**

Check those items that apply

I acknowledge that I have read a copy of the Palm Beach County Code of Ethics (printed or posted on the intranet/internet) and completed additional training by:

- Watching the Code of Ethics Training Program on the Intranet/Internet.
- Watching the Code of Ethics Training Program on DVD.
- Attending a live presentation given on _____, 20__.

I understand that I am responsible for understanding and abiding by the Palm Beach County Code of Ethics as I conduct my assigned duties during my term of employment. I also understand that the information in this policy is subject to change. Policy changes will be communicated to me by my supervisor or through official notices.

Gabriel Cadet
(Clearly Print Your Legal Name)

Fire Rescue
(Clearly Print the Name of Your Department/Board)

G. Cadet
(Legal Signature)

10/15/2013
(Date)

*Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

**PLEASE SUBMIT THIS FORM TO APROPRIATE PARTY AS HIGHLIGHTED ABOVE
PLEASE DO NOT SUBMIT THIS FORM TO THE COMMISSION ON ETHICS**



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PALM BEACH COUNTY CODE OF ETHICS
TRAINING FOR MUNICIPAL EMPLOYEES,
ELECTED/APPOINTED OFFICIALS AND
ADVISORY BOARD MEMBERS**

Check those items that apply

I acknowledge that I have read a copy of the Palm Beach County Code of Ethics (printed or posted on the intranet/internet) and completed additional training by:

- Watching the Code of Ethics Training Program on the Intranet/Internet.
 Watching the Code of Ethics Training Program on DVD.
 Attending a live presentation given on _____, 20__.

I understand that I am responsible for understanding and abiding by the Palm Beach County Code of Ethics as I conduct my assigned duties during my term of employment. I also understand that the information in this policy is subject to change. Policy changes will be communicated to me by my supervisor or through official notices.

Chelsea Callahan
(Clearly Print Your Legal Name)

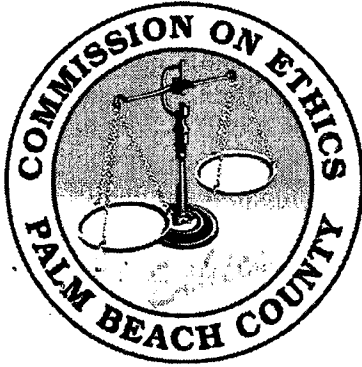
Police
(Clearly Print the Name of Your Department/Board)

Chelsea Callahan
(Legal Signature)

5/8/14
(Date)

*Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

**PLEASE SUBMIT THIS FORM TO APROPRIATE PARTY AS HIGHLIGHTED ABOVE
PLEASE DO NOT SUBMIT THIS FORM TO THE COMMISSION ON ETHICS**



**ACKNOWLEDGEMENT OF RECEIPT
PALM BEACH COUNTY CODE OF ETHICS
TRAINING FOR MUNICIPAL EMPLOYEES,
ELECTED/APPOINTED OFFICIALS AND
ADVISORY BOARD MEMBERS**

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Will Campbell

(Clearly Print Your Legal Name)

Will Campbell

(Legal Signature)

Public Works

(Clearly Print the Name of Your Department/Board)

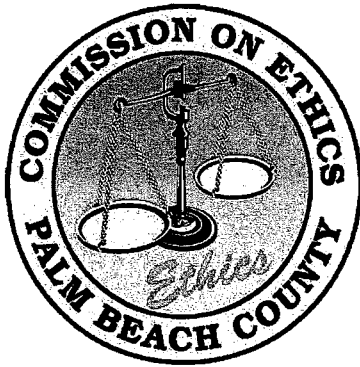
2-1-2013

(Date)

*Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

**PLEASE SUBMIT THIS FORM TO APROPRIATE PARTY AS HIGHLIGHTED ABOVE
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2633 Vista Parkway, West Palm Beach, FL 33411 561.233.0724 FAX: 561.233.0735
Hotline: 877.766.5920 E-mail: ethics@palmbeachcountyethics.com
Website: www.palmbeachcountyethics.com



**ACKNOWLEDGEMENT OF RECEIPT
PALM BEACH COUNTY CODE OF ETHICS
TRAINING FOR MUNICIPAL EMPLOYEES,
ELECTED/APPOINTED OFFICIALS AND
ADVISORY BOARD MEMBERS**

| |
|---|
| TOWN OF PALM BEACH JAN 16 2014 Hum: es |
|---|

Check those items that apply

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Leidy Candelier
(Clearly Print Your Legal Name)

Leidy Candelier
(Legal Signature)

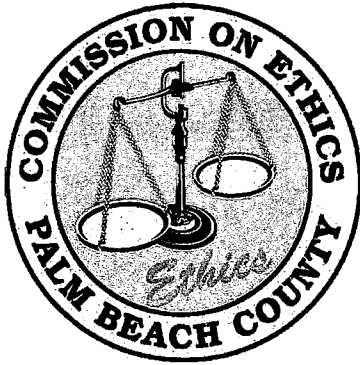
Planning Zoning & Bldg.
(Clearly Print the Name of Your Department/Board)

1/16/14
(Date)

*Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

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10



**ACKNOWLEDGEMENT OF RECEIPT
PALM BEACH COUNTY CODE OF ETHICS
TRAINING FOR MUNICIPAL EMPLOYEES,
ELECTED/APPOINTED OFFICIALS AND
ADVISORY BOARD MEMBERS**

TOWN OF
PALM BEACH
JUL 19 2013
Human Resources

Check those items that apply


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- Watching the Code of Ethics Training Program on the Intranet/Internet.
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Paul Castro

(Clearly Print Your Legal Name)


(Legal Signature)

Palm Beach Planning, Zoning & Bldg. Department

(Clearly Print the Name of Your Department/Board)

7/19/13

(Date)

Employees: Submit signed form to your Department Head

Department Heads: Submit signed forms to Records, Human Resources

Advisory Board Members: Submit signed forms to Appropriate Municipal Representative

**PLEASE SUBMIT THIS FORM TO APROPRIATE PARTY AS HIGHLIGHTED ABOVE
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**ACKNOWLEDGEMENT OF RECEIPT
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TRAINING FOR MUNICIPAL EMPLOYEES,
ELECTED/APPOINTED OFFICIALS AND
ADVISORY BOARD MEMBERS**


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Chase Davis
(Clearly Print Your Legal Name)


(Legal Signature)

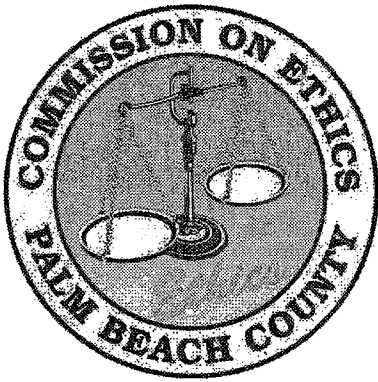
Fife
(Clearly Print the Name of Your Department/Board)

2/20/14
(Date)

Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative

**PLEASE SUBMIT THIS FORM TO APROPRIATE PARTY AS HIGHLIGHTED ABOVE
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TRAINING FOR MUNICIPAL EMPLOYEES,
ELECTED/APPOINTED OFFICIALS AND
ADVISORY BOARD MEMBERS**

TOWN OF
PALM BEACH
FEB 12 2014
Human Resources

Check those items that apply

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Emily Diaz
(Clearly Print Your Legal Name)

Police
(Clearly Print the Name of Your Department/Board)

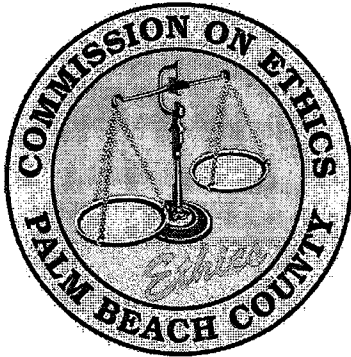
[Signature]
(Legal Signature)

January 29, 2014
(Date)

Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records/ Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative

**PLEASE SUBMIT THIS FORM TO APROPRIATE PARTY AS HIGHLIGHTED ABOVE
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[Signature]



TOWN OF
PALM BEACH
OCT 14 2013
Human Resources

**ACKNOWLEDGEMENT OF RECEIPT
PALM BEACH COUNTY CODE OF ETHICS
TRAINING FOR MUNICIPAL EMPLOYEES,
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JOHN D. DONTA
(Clearly Print Your Legal Name)

[Handwritten Signature]
(Legal Signature)

PZEB
(Clearly Print the Name of Your Department/Board)

9-27-13
(Date)

*Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

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STATION OF
PALM BEACH
JAN 16 2014
Human Resources

Check those items that apply

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- Watching the Code of Ethics Training Program on the Intranet/Internet.**
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JORDAN EULISS
(Clearly Print Your Legal Name)

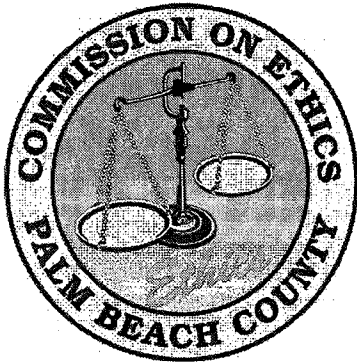
Jordan Euliss
(Legal Signature)

Palm Beach Fire Rescue
(Clearly Print the Name of Your Department/Board)

10-15-13
(Date)

*Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

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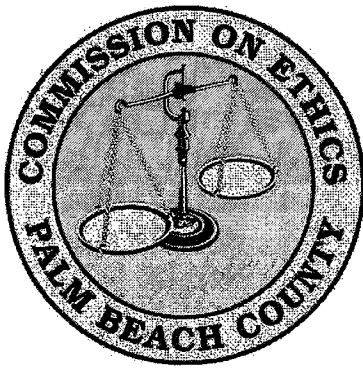
Reed Fabben
(Clearly Print Your Legal Name)
[Signature]
(Legal Signature)

Fire
(Clearly Print the Name of Your Department/Board)
2008.14
(Date)

*Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

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[Handwritten initials]



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Michael Gallagher

(Clearly Print Your Legal Name)



(Legal Signature)

Fire

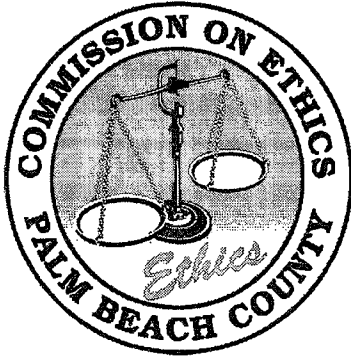
(Clearly Print the Name of Your Department/Board)

9/28/15

(Date)

*Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

**PLEASE SUBMIT THIS FORM TO APROPRIATE PARTY AS HIGHLIGHTED ABOVE
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Oscar Geerken
(Clearly Print Your Legal Name)

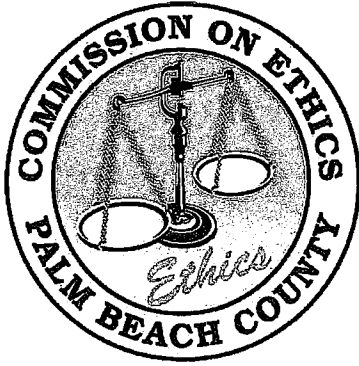
FR
(Clearly Print the Name of Your Department/Board)

[Signature]
(Legal Signature)

7-21-13
(Date)

*Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

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WARREN GOLDE
(Clearly Print Your Legal Name)


(Legal Signature)

PUBLIC WORKS
(Clearly Print the Name of Your Department/Board)

6/8/15
(Date)

*Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

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**ACKNOWLEDGEMENT OF RECEIPT
PALM BEACH COUNTY
CODE OF ETHICS TRAINING**

Legal Name: AARON GONZALEZ (Please print clearly)
Employee Identification Number: 0891950
Agency/Municipality: Town of Palm Beach
Department/Board: Public Works

Check those items that apply

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[Signature]
(Legal Signature)

11/23/15
(Date)

Employees: Submit signed form to your Department Head
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Advisory Board Members: Submit signed forms to Appropriate Municipal Representative

**PLEASE SUBMIT THIS FORM TO APPROPRIATE PARTY AS HIGHLIGHTED ABOVE
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300 North Dixie Highway, Suite 450, West Palm Beach, FL 33401
PHONE: 561.355-1915 FAX: 561.355-1904
Hotline: 877.766.5920 E-mail: ethics@palmbeachcountyethics.com
Website: www.palmbeachcountyethics.com



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ELECTED/APPOINTED OFFICIALS AND
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Robert Hamm

(Clearly Print Your Legal Name)

(Legal Signature)

Telecommunications/PD

(Clearly Print the Name of Your Department/Board)

09/30/2014

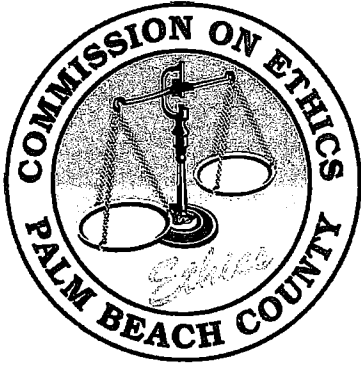
(Date)

Employees: Submit signed form to your Department Head

Department Heads: Submit signed forms to Records, Human Resources

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Jonathan Hanning
(Clearly Print Your Legal Name)

Palm Beach Police Department/Patrol
(Clearly Print the Name of Your Department/Board)

[Signature]
(Legal Signature)

01/29/2014
(Date)

*Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

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PLEASE DO NOT SUBMIT THIS FORM TO THE COMMISSION ON ETHICS**

[Signature]



**ACKNOWLEDGEMENT OF RECEIPT
PALM BEACH COUNTY
CODE OF ETHICS TRAINING**

Legal Name: Dana Hardy (Please print clearly)
Employee Identification Number: 0990910
Agency/Municipality: Town of Palm Beach
Department/Board: Recreation

Check those items that apply

I acknowledge that I have read a copy of the Palm Beach County Code of Ethics (printed or posted on the intranet/internet) and completed additional training by:

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Dana M Hardy
(Legal Signature)

11/16/2015
(Date)

Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records/Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative

**PLEASE SUBMIT THIS FORM TO APPROPRIATE PARTY AS HIGHLIGHTED ABOVE
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300 North Dixie Highway, Suite 450, West Palm Beach, FL 33401
PHONE: 561.355-1915 FAX: 561.355-1904
Hotline: 877.766.5920 E-mail: ethics@palmbeachcountyethics.com
Website: www.palmbeachcountyethics.com



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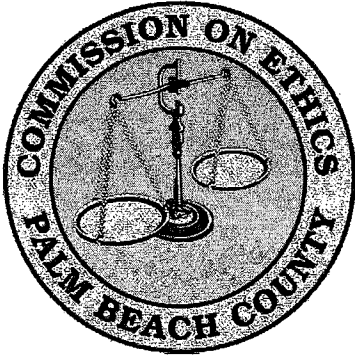
JAMMAL JAMES
(Clearly Print Your Legal Name)
[Signature]
(Legal Signature)

PUBLIC WORKS
(Clearly Print the Name of Your Department/Board)
3/25/14
(Date)

*Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

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[Handwritten Signature]



**ACKNOWLEDGEMENT OF RECEIPT
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ELECTED/APPOINTED OFFICIALS AND
ADVISORY BOARD MEMBERS**

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Mam Hayes Kaminski
(Clearly Print Your Legal Name)

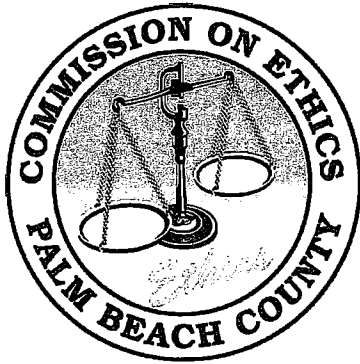
HR
(Clearly Print the Name of Your Department/Board)

Mam Hayes Kaminski
(Legal Signature)

10/05/2015
(Date)

Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to appropriate governmental representative

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Max Kelly
(Clearly Print Your Legal Name)

Palm Beach Police
(Clearly Print the Name of Your Department/Board)

Max Kelly
(Legal Signature)

4/16/2014
(Date)

*Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

**PLEASE SUBMIT THIS FORM TO APROPRIATE PARTY AS HIGHLIGHTED ABOVE
PLEASE DO NOT SUBMIT THIS FORM TO THE COMMISSION ON ETHICS**



**ACKNOWLEDGEMENT OF RECEIPT
PALM BEACH COUNTY CODE OF ETHICS
TRAINING FOR MUNICIPAL EMPLOYEES,
ELECTED/APPOINTED OFFICIALS AND
ADVISORY BOARD MEMBERS**

Check those items that apply

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Eric Legore
(Clearly Print Your Legal Name)

Fire Rescue
(Clearly Print the Name of Your Department/Board)

Eric Legore
(Legal Signature)

2-26-14
(Date)

Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative

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Check those items that apply

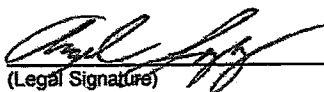
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Angel Lopez

(Clearly Print Your Legal Name)



(Legal Signature)

Public Works

(Clearly Print the Name of Your Department/Board)

09/30/2014

(Date)

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2633 Vista Parkway, West Palm Beach, FL 33411 561.233.0724 FAX: 561.233.0735
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Website: www.palmbeachcountyethics.com



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Cesar Lora
(Clearly Print Your Legal Name)

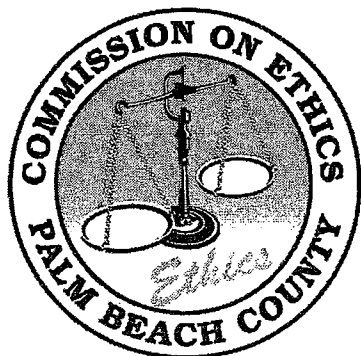
Fire dept.
(Clearly Print the Name of Your Department/Board)

Cesar Lora
(Legal Signature)

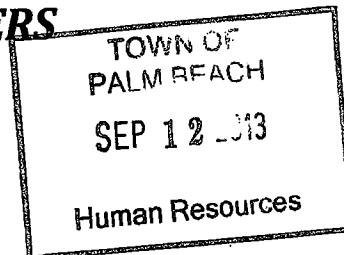
7/13/15
(Date)

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Mark G. Loree

(Clearly Print Your Legal Name)

Mark G. Loree
(Legal Signature)

Public Works Electrical

(Clearly Print the Name of Your Department/Board)

08/12/13

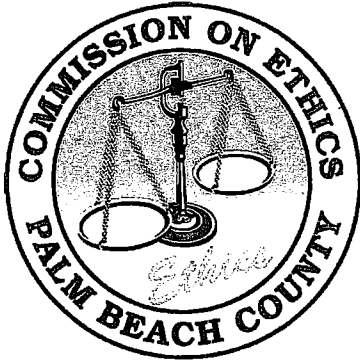
(Date)

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100



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Christopher Lucas
(Clearly Print Your Legal Name)

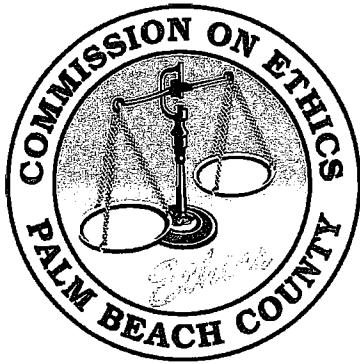
FR
(Clearly Print the Name of Your Department/Board)

[Handwritten Signature]
(Legal Signature)

5-8-14
(Date)

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Brandon Madison
(Clearly Print Your Legal Name)

Public Works
(Clearly Print the Name of Your Department/Board)

Brandon Madison
(Legal Signature)

4/16/14
(Date)

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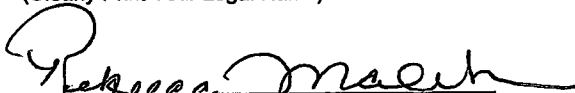
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Rebecca Malek

(Clearly Print Your Legal Name)


(Legal Signature)

Finance

(Clearly Print the Name of Your Department/Board)

8/31/15

(Date)

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Department Heads: Submit signed forms to Records, Human Resources

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Tim Martin

(Clearly Print Your Legal Name)

(Legal Signature)

Fire Rescue

(Clearly Print the Name of Your Department/Board)

08/19/2013

(Date)

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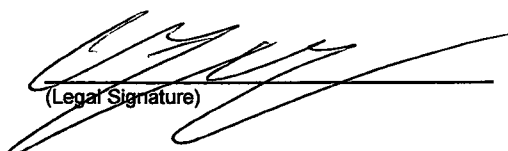
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Anthony Mazza

(Clearly Print Your Legal Name)


(Legal Signature)

Police

(Clearly Print the Name of Your Department/Board)

3/2/15

(Date)

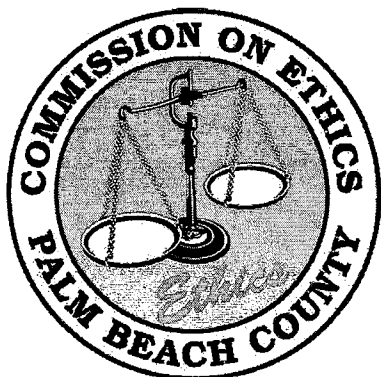
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Steve McLean

(Clearly Print Your Legal Name)

(Legal Signature)

Purchasing

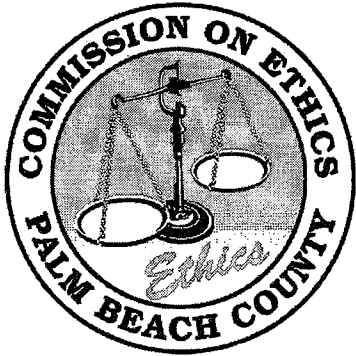
(Clearly Print the Name of Your Department/Board)

08/03/2015

(Date)

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TOWN OF
PALM BEACH
JUN 27 2013
Human Resources

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DEBORAH A. MORAKIS.
(Clearly Print Your Legal Name)

Deborah A. Morakis
(Legal Signature)

PLANNING ZONING & BUILDING
(Clearly Print the Name of Your Department/Board)

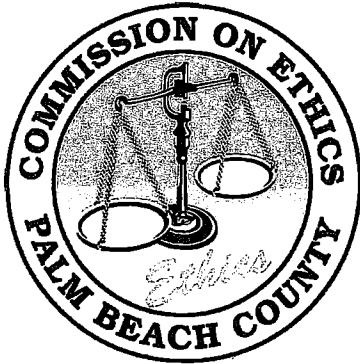
6/20/2013.
(Date)

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DM



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Dean Morea

(Clearly Print Your Legal Name)

Police

(Clearly Print the Name of Your Department/Board)

Dean Morea

(Legal Signature)

4/16/14

(Date)

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Janet Murphy

(Clearly Print Your Legal Name)

Janet Murphy
(Legal Signature)

PZB

(Clearly Print the Name of Your Department/Board)

7/30/2015

(Date)

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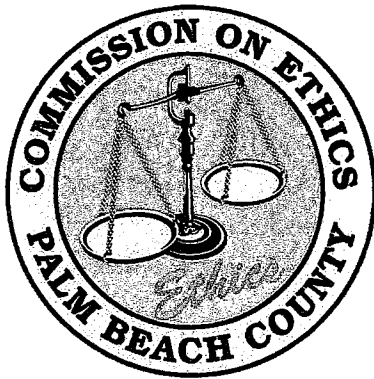
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**ACKNOWLEDGEMENT OF RECEIPT
PALM BEACH COUNTY
CODE OF ETHICS TRAINING**

Legal Name: Mark Myhre (Please print clearly)

Employee Identification Number: _____

Agency/Municipality: Town Of Palm Beach

Department/Board: FROR

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Mark Myhre
(Legal Signature)

01/30/2016

(Date)

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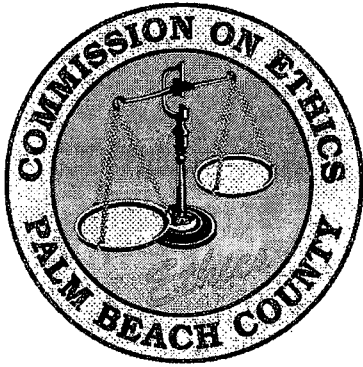
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Hotline: 877.766.5920 E-mail: ethics@palmbeachcountyetics.com

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TOWN OF
PALM BEACH
DEC 20 2013
Human Resources

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Veronica Persaud
(Clearly Print Your Legal Name)

Finance
(Clearly Print the Name of Your Department/Board)

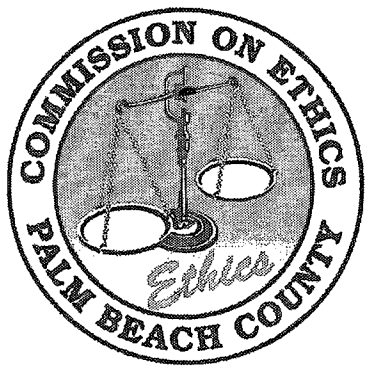
Persaud.
(Legal Signature)

12/19/13.
(Date)

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TOWN OF
PALM BEACH
FEB 11 2014
Human Resources



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Trenton Phipps
(Clearly Print Your Legal Name)

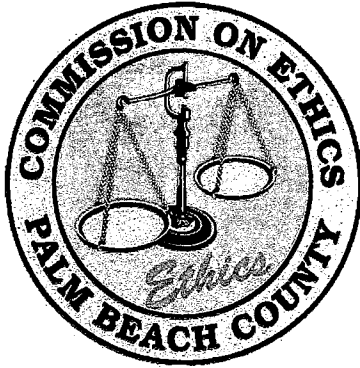
T. Phipps
(Legal Signature)

Town of Palm Beach Finance
(Clearly Print the Name of Your Department/Board)

February 11, 2014
(Date)

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Sean Pinto

(Clearly Print Your Legal Name)

Sean Pinto

(Legal Signature)

Telecommunicator/PD

(Clearly Print the Name of Your Department/Board)

09/30/2014

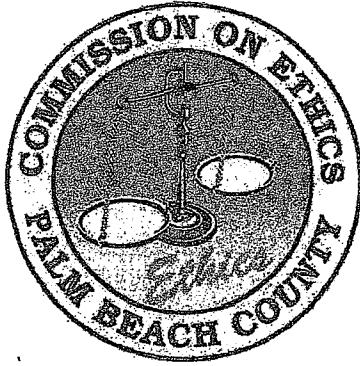
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**PLEASE SUBMIT THIS FORM TO APROPRIATE PARTY AS HIGHLIGHTED ABOVE
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**ACKNOWLEDGEMENT OF RECEIPT
PALM BEACH COUNTY CODE OF ETHICS
TRAINING FOR MUNICIPAL EMPLOYEES,
ELECTED/APPOINTED OFFICIALS AND
ADVISORY BOARD MEMBERS**

Check those items that apply

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Watching the Code of Ethics Training Program on DVD.

Attending a live presentation given on _____, 20__.

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Christopher Pommell
(Clearly Print Your Legal Name)

[Signature]
(Legal Signature)

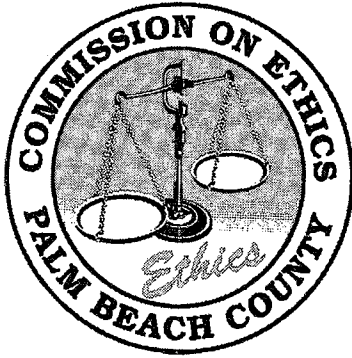
Palm beach fire
(Clearly Print the Name of Your Department/Board)

(Date)

*Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
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TOWN OF
PALM BEACH
JUL 10 2013
Human Resources



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TRAINING FOR MUNICIPAL EMPLOYEES,
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Legal Name: Timothy Stanley Pompos (Please print clearly)

Employee Identification Number: 37769

Department/Board: Fire Rescue

Check those items that apply

I acknowledge that I have read a copy of the Palm Beach County Code of Ethics (printed or posted on the intranet/internet) and completed additional training by:

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on 7/10/13
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Timothy S. Pompos
(Legal Signature)

7/10/2013
(Date)

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Dorian Pumalo
(Clearly Print Your Legal Name)

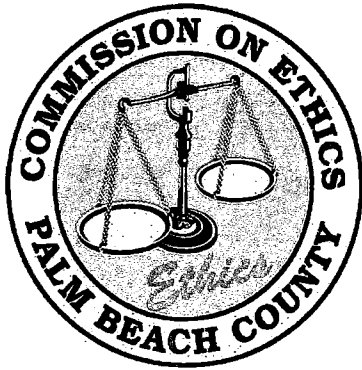
Palm Beach Police Department
(Clearly Print the Name of Your Department/Board)

Dorian Pumalo
(Legal Signature)

1/29/14
(Date)

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Brittany Reed

(Clearly Print Your Legal Name)

Brittany Reed
(Legal Signature)

PD

(Clearly Print the Name of Your Department/Board)

10/12/2015

(Date)

Employees: Submit signed form to your Department Head

Department Heads: Submit signed forms to Records, Human Resources

Advisory Board Members: Submit signed forms to Appropriate Municipal Representative

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Tiffani Rich
(Clearly Print Your Legal Name)

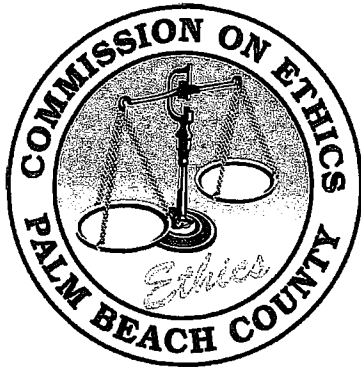
(Clearly Print the Name of Your Department/Board)

Tuffer Rich
(Legal Signature)

11/30/15
(Date)

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Stuart Riffe
(Clearly Print Your Legal Name)

[Signature]
(Legal Signature)

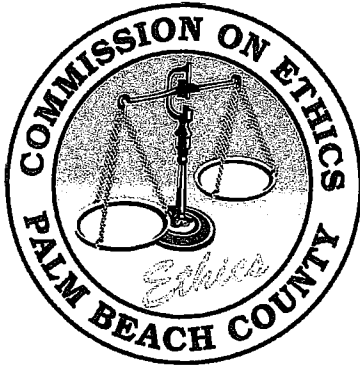
Public Works
(Clearly Print the Name of Your Department/Board)

3-25-14
(Date)

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Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

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[Handwritten mark]



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Jose A. Rodriguez II
(Clearly Print Your Legal Name)

[Signature]
(Legal Signature)

Police - Town of Palm beach
(Clearly Print the Name of Your Department/Board)

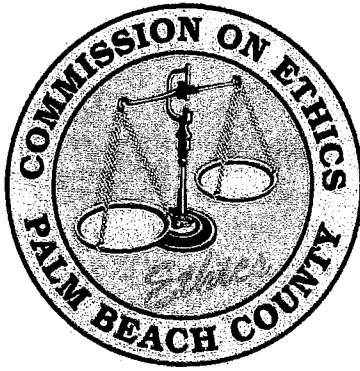
1-29-14
(Date)

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Hotline: 877.766.5920 E-mail: ethics@palmbeachcountyethics.com
Website: www.palmbeachcountyethics.com

[Handwritten mark]



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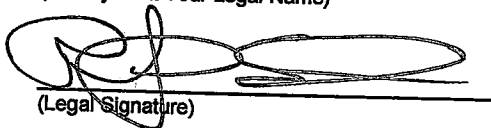
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Philip Salm

(Clearly Print Your Legal Name)


(Legal Signature)

Police Training

(Clearly Print the Name of Your Department/Board)

09/30/2014

(Date)

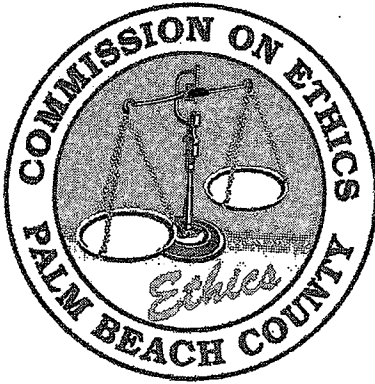
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APR 10 2013

Human Resources



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Eric Scarbrough
(Clearly Print Your Legal Name)

Palm Beach Police Dept.
(Clearly Print the Name of Your Department/Board)

[Handwritten Signature]
(Legal Signature)

4-10-13
(Date)

Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative

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Angel Sronce
(Clearly Print Your Legal Name)

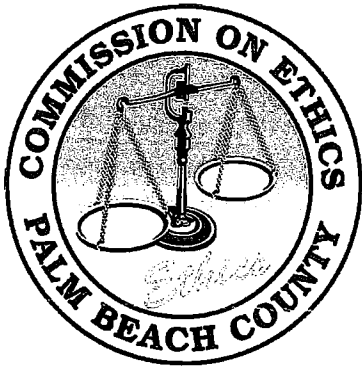
Town of Palm Beach Fire Rescue
(Clearly Print the Name of Your Department/Board)

Angel Sronce
(Legal Signature)

03/25/14
(Date)

*Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
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Joshua Stewart
(Clearly Print Your Legal Name)

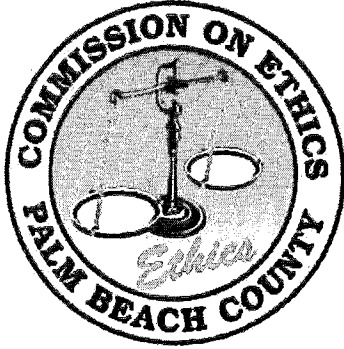
Public Works
(Clearly Print the Name of Your Department/Board)

[Signature]
(Legal Signature)

12/07/15
(Date)

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Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

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Patricia Strayer

(Clearly Print Your Legal Name)

Patricia Strayer
(Legal Signature)

PW

(Clearly Print the Name of Your Department/Board)

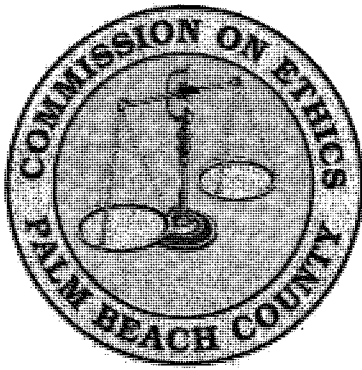
9/28/15

(Date)

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Carolina Tellez

(Clearly Print Your Legal Name)

Caroline Tellez

(Legal Signature)

PD

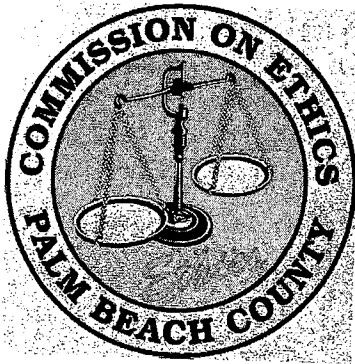
(Clearly Print the Name of Your Department/Board)

10-20-14

(Date)

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Horace Towns

(Clearly Print Your Legal Name)

Horace Towns
(Legal Signature)

PW

(Clearly Print the Name of Your Department/Board)

11/30/15

(Date)

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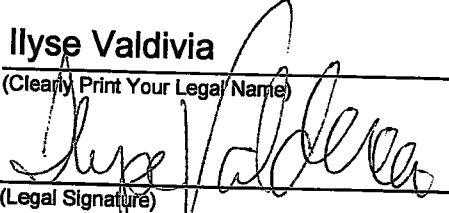
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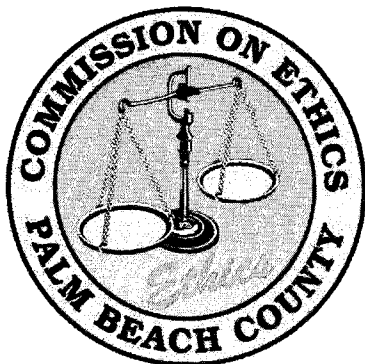
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Ilyse Valdivia
(Clearly Print Your Legal Name)

(Legal Signature)

Finance
(Clearly Print the Name of Your Department/Board)
10/30/14
(Date)

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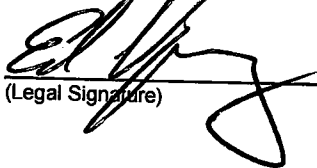
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Eduardo Vazquez

(Clearly Print Your Legal Name)



(Legal Signature)

PW

(Clearly Print the Name of Your Department/Board)

11/2/15

(Date)

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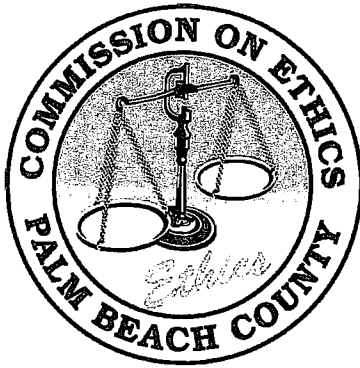
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative

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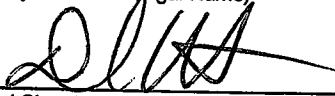
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DAVID W. WATSON
(Clearly Print Your Legal Name)


(Legal Signature)

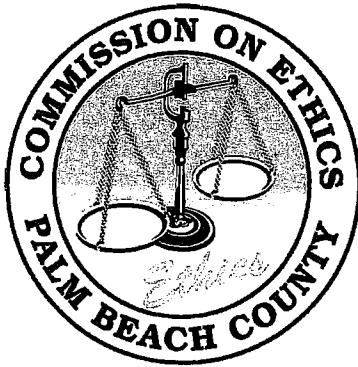
PALM BEACH POLICE DEPT.
(Clearly Print the Name of Your Department/Board)

1-29-14
(Date)

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Advisory Board Members: Submit signed forms to Appropriate Municipal Representative*

**PLEASE SUBMIT THIS FORM TO APROPRIATE PARTY AS HIGHLIGHTED ABOVE
PLEASE DO NOT SUBMIT THIS FORM TO THE COMMISSION ON ETHICS**





**ACKNOWLEDGEMENT OF RECEIPT
PALM BEACH COUNTY CODE OF ETHICS
TRAINING FOR MUNICIPAL EMPLOYEES,
ELECTED/APPOINTED OFFICIALS AND
ADVISORY BOARD MEMBERS**

Check those items that apply

I acknowledge that I have read a copy of the Palm Beach County Code of Ethics (printed or posted on the intranet/internet) and completed additional training by:

- Watching the Code of Ethics Training Program on the Intranet/Internet.**
- Watching the Code of Ethics Training Program on DVD.**
- Attending a live presentation given on _____, 20__.**

I understand that I am responsible for understanding and abiding by the Palm Beach County Code of Ethics as I conduct my assigned duties during my term of employment. I also understand that the information in this policy is subject to change. Policy changes will be communicated to me by my supervisor or through official notices.

Fred C. Waymire
(Clearly Print Your Legal Name)

Town of Palm Beach Police
(Clearly Print the Name of Your Department/Board)

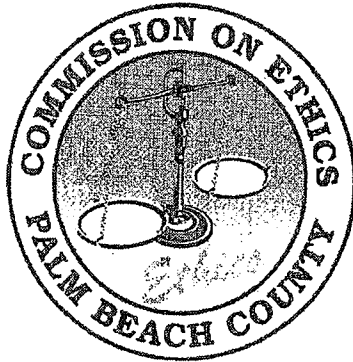
Fred C. Waymire
(Legal Signature)

(Date)

Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative

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TOWN OF
PALM BEACH
DEC 12 2013



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Human Resources

Check those items that apply

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ANGELA M. YOUNG
(Clearly Print Your Legal Name)

Angela M. Young
(Legal Signature)

Recreation
(Clearly Print the Name of Your Department/Board)

12/10/13
(Date)

Employees: Submit signed form to your Department Head
Department Heads: Submit signed forms to Records, Human Resources
Advisory Board Members: Submit signed forms to Appropriate Municipal Representative

PLEASE SUBMIT THIS FORM TO APROPRIATE PARTY AS HIGHLIGHTED ABOVE
PLEASE DO NOT SUBMIT THIS FORM TO THE COMMISSION ON ETHICS

2633 Vista Parkway, West Palm Beach, FL 33411 561.233.0724 FAX: 561.233.0735
Hotline: 877.766.5920 E-mail: ethics@palmbeachcountyethics.com
Website: www.palmbeachcountyethics.com

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