

**OFFICIAL MEETING MINUTES  
OF THE  
PALM BEACH COUNTY COMMISSION ON ETHICS  
PALM BEACH COUNTY, FLORIDA**

**WORKSHOP  
DECEMBER 19, 2012**

**WEDNESDAY  
5:03 P.M.**

**COMMISSION CHAMBERS  
GOVERNMENTAL CENTER**

**I. CALL TO ORDER**

**II. ROLL CALL**

**MEMBERS:**

Manuel Farach, Esq., Chair  
Robin N. Fiore, Ph.D., Vice Chair  
Patricia L. Archer  
Daniel T. Galo, Esq.  
Ronald E. Harbison, CPA

**STAFF:**

Leonard Berger, Assistant County Attorney  
Wayne Condry, Director of Human Resources  
Alan S. Johnson, Esq., COE Executive Director  
Gina A. Levesque, COE Executive Assistant  
Brad Merriman, Assistant County Administrator  
Leilani Yan, Human Resources Department Recruitment and Selection Manager

**ADMINISTRATIVE STAFF:**

Dominique Marseille, Deputy Clerk, Clerk & Comptroller's Office

**III. INTRODUCTORY REMARKS**

Commission on Ethics (COE) Executive Director, Alan Johnson, Esq., stated that a quorum existed.

### **III. – CONTINUED**

Commissioner Farach stated that anyone wishing to speak should submit a public comment card and that electronic devices should be either turned off or put on mute or vibrate.

### **IV. WORKSHOP – Selection Process for Executive Director**

Mr. Johnson stated that:

- He had collaborated with the Human Resources (HR) department staff to create a job description advertisement for the Executive Director position.
- The County Finance Department was tasked with doing a survey of other executive director pay scales for ethics commissions.
- Although Senior Investigator Mark Bannon had asked to be withdrawn from consideration for the acting executive director position, he said that he may apply for the permanent position.
- He recommended Megan Rogers, Esq. for the acting position of executive director and she was available; however, she would not submit an application for the permanent position.
- If Ms. Rogers was selected as acting executive director, she would resume her role as staff counsel once a permanent replacement was chosen.

**MOTION to appoint Megan Rogers as acting executive director to the Commission on Ethics (COE) for Palm Beach County. Motion by Patricia Archer and seconded by Robin Fiore.**

In response to Commissioner Galo's inquiry on the protocol for selecting an interim or acting director, Director of the County Human Resources Department Wayne Condry said that no standard protocol existed. He said that customarily someone within the work group who understood the day-to-day activities of the environment assumed the job responsibility, and that the COE was not obligated to choose someone within the office.

Regarding Commissioner Farach's questions on legal issues with the interim process, Assistant County Attorney Leonard Berger said that no legal issues existed.

#### **IV. – CONTINUED**

Commissioner Galo said that Ms. Rogers would be a great selection for the acting position, but that no thought was given toward the process possibly taking six months to a year to fill the permanent position. He said that if Ms. Rogers were chosen, the office would be short-staffed through her current position becoming temporarily vacant. He added that other individuals such as retiring prosecutors or judges would fit well into the acting director role due to their professional experience.

Commissioner Farach requested that Mr. Johnson and County staff separate the process into parts to address questions and concerns.

Responding to Commissioner Farach's question on what the anticipated timeline for hiring a new executive director would be, Mr. Johnson said that by calculating the length of time it took for him to receive his current position, he estimated that it would take five weeks to two months.

Commissioner Harbison said that he had a better sense of the qualifications needed for the position versus the previous selection process. He said that he was optimistic that the COE would endure the process efficiently and that it was his belief that the interim role would last no more than three months.

Human Resources Department Recruitment and Selection Manager Leilani Yan said that a timeframe of anywhere from five to eight weeks would be accurate, and that she had prepared a basic timeline of the process. She said that in the previous selection process, the application period closed February 26, 2010, and on March 18, 2010, the COE selected a short list of candidates to be invited for interview.

Commissioner Harbison suggested accelerating the selection process by having more frequent COE meetings.

Commissioner Farach said that Commissioner Galo's concerns of selecting someone outside of the present COE staff needed to be answered. He said that staff would be down 20 percent if an existing staff member were selected for the acting position, affecting the operation of the office.

Mr. Johnson said that he had discussed the workload that staff would incur in the case of the entire process taking approximately four months. He said that he was fortunate that the COE senior investigator was an attorney, and that the COE would not notice an effect in the work product.

#### **IV. – CONTINUED**

Commissioner Galo said that:

- Issues needed to be addressed before a decision was made.
- He was still concerned about being 20 percent short on staff.
- The person likely to be picked for the acting position would not meet the requirements expected of an executive director.

Commissioner Fiore said that:

- It would be disruptive to have an acting director come from the outside and then a new permanent executive director.
- She preferred not to have a stipulation on what either Mr. Bannon or Ms. Rogers would decide to do with respect to the position as it was advertised.
- It was entirely up to Mr. Bannon and Ms. Rogers as to whether they would respond to an advertisement for the position.
- She would like the part about Mr. Bannon's and Ms. Rogers' decisions on the position stricken from what the motion regarded.

Commissioner Galo said that he did not believe that the motion included Commissioner Fiore's concerns.

Commissioner Fiore said that she would like either Mr. Bannon or Ms. Rogers to feel free to apply or not to apply if they chose to do so.

Commissioner Farach said that the instruction from Mr. Johnson was that anyone was free to apply if he or she chose to do so.

#### **COMMISSIONER ARCHER CALLED THE QUESTION AND IT WAS SECONDED BY COMMISSIONER FIORE.**

(CLERK'S NOTE: A vote was not taken on the question.)

#### **IV. – CONTINUED**

Commissioner Farach said that the motion as he recalled was to appoint Ms. Rogers as acting executive director of the COE. Mr. Johnson pointed out that the active position would go into effect on January 14, 2013.

Mr. Merriman asked that the commission include in the motion that the acting position would become effective upon the conclusion of Mr. Johnson's employment. He said that normal County policy in terms of promotional pay increases for interims would be either a ten percent increase or a minimum of the starting grade of the new position depending on which option was applicable.

**AMENDED MOTION to appoint Megan Rogers as the interim executive director of the COE effective on Mr. Johnson's vacating of the position for his new employment, and with an increase of salary pursuant to Palm Beach County HR rules and requirements. Motion by Patricia Archer.**

(CLERK'S NOTE: The motion was seconded later in the meeting.)

Commissioner Farach asked whether it would be appropriate to change the salary for the position to a ten percent increase or to pay at the starting salary of the fulltime position. Mr. Johnson said that the salary was determined by whichever amount was greater.

Commissioner Harbison suggested that Mr. Bannon assume the staff counsel position since staff already had two investigators.

**MOTION SECONDED by Robin Fiore and upon call for a vote, the amended motion carried 5-0.**

Commissioner Farach said that another issue to be addressed was the actual search parameters for the permanent position. He said that the COE had received a proposed job announcement and the salaries of comparable positions throughout the country.

Mr. Merriman said that:

- Staff had been tasked with retooling the proposed position announcement that Ms. Yan and Mr. Johnson had completed.
- Ms. Yan had developed a timeline that included a proposed scope of the advertisement.

#### **IV. – CONTINUED**

- A salary survey provided to the COE showed how the salary would comport with the current structure and County policy.

Ms. Yan said that:

- The job announcement was based on an updated position description that was completed by Mr. Johnson with all of the formal duties, tasks, and functions of the job.
- The initial job description information had the position's title, location, hours, and some basic requirements and notifications to applicants.
- The position was considered an "at-will" position.
- The salary range was based on what was appropriate for Mr. Johnson's current pay grade and a maximum on that grade of just over \$201,000 existed.
- Staff did not want to advertise the full range of the position since persons being solicited wouldn't necessarily start at the top of the range, but would rather work through the range during the course of their tenure.
- Mr. Johnson had recommended that the salary range maximum be at \$130,000.
- The salary range was used to let applicants know in general where they could expect to start, but that everything was still subject to negotiation.

Commissioner Harbison said that after calculating the average and the median of the numbers provided for the proposed salary, the average was \$129,821; therefore, the top of the salary range would be in the average.

Commissioner Fiore said that she was not happy with the top of the salary range, and that for an attorney with specialized experience, the minimum of \$110,000 was low. She said that she would like the range to be closer to \$150,000.

In response to Commissioner Galo's question on whether the COE had the discretion to pick any number for a salary when spending the County's money, Commissioner Farach said that as long as the COE was in budget and within the County's guidelines for hires, there may be no discretion.

#### **IV. – CONTINUED**

Mr. Merriman said that:

- The position was currently budgeted at a certain level, and if there were a deviation above that budget, it would ultimately require the funding approval of the Board of County Commissioners (BCC).
- When the County created the position pursuant to the ordinance, other ethics commissions and directors were reviewed.
- The County tried to determine where the position with its prospective responsibilities would fit not only within the market, but within the County's organizational structure.
- The situation on the budget would be a factor of when the advertisement for the position ran and an applicant pool came back with applicants that the COE was interested in.
- If the COE found the one person who fit the job, perhaps it could hire the person at the low end of the range or even in the midpoint.
- The position was budgeted for what Mr. Johnson was making since the County budgeted based on actual salaries.
- Commissioner Harbison's analysis was similar to a type of analysis that was done with salary surveys.
- Miami-Dade County as an employer for almost every job across the board paid substantially higher than Palm Beach County.
- Miami-Dade County salary numbers may skew the comparable numbers and serve as an outlier.

Commissioner Harbison said that:

- The position's salary should be competitive if the commission wanted someone that would be good for the position.
- Paying too much for the position would mean taking more money from the budget, and the COE was operating within a fixed budgetary structure.

#### **IV. – CONTINUED**

- He was concerned about staff in terms of their pay grades and keeping up morale in the office.
- Asking for a larger budget to hire for the position from the BCC meant that staff would not be able to get any raises.

In response to Commissioner Farach's question as to whether the COE was under budget Mr. Johnson said that:

- The COE was operating with a reserve.
- The COE's salary structure was above what the budget would allow and that the County allowed the COE to carry its reserve to pay for the director position.
- The COE took on a position that did not exist when it first began, but it was able to avoid going for ad valorem increases.
- In the next year or two the COE would have to request that the BCC increase the budget since the reserve would slowly be used.

Commissioner Harbison said that if the position's salary were \$132,000, \$131,000, or \$130,000, he was concerned for the staff. He said that if there were a great executive director but an unhappy staff, the situation would not be for the betterment of the commission.

Ms. Yan stated that:

- The HR department was trying to put the job announcement in the context where a potential applicant could see what they would be involved in on a day-to-day basis.
- The job description had the various types of ordinances that were being implemented, the types of duties that were being performed, the type of supervision, and the scope of management that was required.
- The profile for an ideal candidate was above and beyond the minimum requirements for education and experience.

#### **IV. – CONTINUED**

- The minimum requirements were taken from the class specification or the job description.
- Mr. Johnson had recommended that the COE accept five years of related experience in any combination from several of the different fields listed in the profile.
- The actual job description was advertised for several years of experience in the past.

Mr. Johnson said that the change in the amount of experience required for the job was done to broaden the applicant pool.

Commissioner Fiore said that she was the one who complained about the seven-year experience requirement, since once a person had five years of experience there was a record to look at. She said that whether it was five or two years of experience would matter, but if the experience was five or seven years, it really did not matter.

Ms. Yan said there was always room to adjust the preferred qualifications and that HR looked for persons who had participated in business, government, and community-based organizations, prior legal work, and some certifications relevant to the position.

Commissioner Fiore said that she was confused by the preferred qualifications listings since they were already covered in the job description. She said that the COE would prefer to hire a lawyer with the various kinds of experience listed.

Ms. Yan said that the preferences would help HR put together the three stacks of categories previously discussed with the commission:

- persons who were not qualified;
- persons who were minimally qualified or met the minimum requirements; and,
- persons who were more highly qualified.

#### **IV. – CONTINUED**

She added that:

- All of the categories would be sorted or organized into a more highly qualified group if applicants possessed the preferred qualifications.
- The categories were a way to rank applicants and sort them into meaningful groups for the COE's review.
- Commissioner Harbison was correct in reading that a law degree was required and that someone could also be a Certified Personal Accountant or any other applicable position along with possessing a law degree.
- In the minimum requirements for the job description, the last sentence stated that a person had to have current membership in good standing in the Florida Bar Association; however, under the minimum requirements section in the beginning sentence as well, it indicated that an individual needed a Bachelor's and Juris Doctorate degree from accredited institutions.

Commissioner Galo suggested that the sentence in the minimum requirements section that said a person needed current membership in good standing with the Florida Bar Association might fit better in the first sentence after the words, accredited institutions.

Ms. Yan said that the job application would be available online to be completed or through printing it from online.

Commissioner Galo said that on the job description it stated that a person could apply by application or resume.

Ms. Yan stated that:

- Questions were available on the application that invited people to describe specific types of related experience and credentials relevant to the position.
- If someone did not send in a resume for the position but had submitted documents for the position, HR contacted that same individual to complete the application and turn in a resume.

#### **IV. – CONTINUED**

- She had drafted a timeline and HR would like to finalize the job posting by the end of the year using December 28, 2012, as the target date for the job announcement.

Commissioner Farach said that he believed it was the intent of the COE to finalize the job announcement at the current meeting so that HR could start the process.

Ms. Yan said that:

- The HR department had a tentative job announcement period, where the job could be posted to actively start soliciting applications from January 7, 2013, through January 18, 2013, which was a two-week period.
- In the past the job announcement period was longer, but it was cut shorter for the upcoming period since there had been discussion toward more of a statewide recruitment process.
- Two weeks was adequate to sample the Florida population as well as other people who wanted to come back to Florida, or who had an interest in working in Florida.
- The HR department looked at January 7, 2013, through January 18, 2013, as being the period in which employment applications would be accepted.
- The job posting date would be the date that the position would be opened which was January 7, 2013.

Commissioner Galo said that in the previous meeting HR was considering filing advertising in the Florida Bar. He said that the publication was done on the first and the fifteenth of each month, so if the COE used HR's proposed timeline, the job description would only be printed on the fifteenth of January.

Mr. Condry said that historically a great return was nonexistent when advertising during the holidays; however, the job announcement could be posted earlier.

#### **IV. – CONTINUED**

Commissioner Farach suggested that the best way to ensure that a properly timed announcement went into the Florida Bar News was to have HR check the advertising deadline for January 2013 so that the job could be posted in two issues.

Commissioner Galo said that staff should ensure that the one-time advertisement provided ample time for a potential applicant to submit an application. He added that publishing the job on the fifteenth of January 2013 provided the candidate with only three days to read it and respond.

Ms. Yan said that HR had worked with an advertising contractor to determine cycle dates and to post the job announcement in E-mail blasts, newsletters, and other alternative methods.

Mr. Merriman stated that an extra week could be added to the process so that the cycle would close on January 25, 2013. He said that staff would check if it was too late to post in the January 1, 2013, publication.

Ms. Yan said that:

- No inquiries were received yet for Mr. Johnson's position.
- Milestones in the recruitment process would relate to the criteria screening.
- The HR staff would review applications in real time to determine who was minimally qualified, not qualified, and highly qualified.
- She would assess and screen incoming applications over the period that the job would be advertised.
- Once all of the applications were in, HR would provide them to the COE along with resumes and documents.
- The documentation would enable the COE to rank applicants in a top-ten list, and then shorten the list to decide who would be invited for interviews.
- Interviews would be done in person.

#### **IV. – CONTINUED**

- During the meeting when the COE composed a short list, HR asked that the COE members keep their calendars open for interview dates.
- The HR department would manage contacting candidates throughout the process, securing a facility, and ensuring staffing and materials.

Commissioner Farach said that in checking the Florida Bar website, material received by December 19, 2012, would be posted in the January 1, 2013, issue. He added that if HR respectfully requested material submission, the Florida Bar may give a one-day reprieve.

Ms. Yan said that:

- The HR staff would work with the COE to develop questions, exercises, and job simulations for the candidates on the interview day.
- The previous interview process was about 45 minutes and included a written exercise.
  - The COE reviewed the written materials, discussed candidates' performances between interviews, and took notes.
  - The previously held interview process was a public meeting, which included the press, individuals from the Inspector General Implementation Committee, citizens, and residents.
  - The interviews were conducted at the HR department located in the Airport Centre.
  - After the interviews, HR would announce the selected candidate with a news release.
  - Previous candidates were provided with advanced information about the COE and its members.
  - The candidates' permission was sought to run background checks prior to the interviews.

#### **IV. – CONTINUED**

- At least two letters of reference were requested prior to interview day for circulation to each COE member.
- The interviews could be held during the week of February 14, 2013, or February 21, 2013.

Commissioner Fiore said that the interview process could not occur during the week of February 14, 2013, since it was the holiday weekend before President's Day.

Responding to Commissioner Harbison, Ms. Yan said that HR had inquired about convictions, and that the applicant was required to sign a release giving HR authority to obtain information.

Commissioner Fiore said that a question should be put on the application regarding judgments to possible ethics violations in relation to community, state, or other types of ethics commissions.

Commissioner Harbison suggested adding to the application whether the applicant had ever been sanctioned by the Florida Bar.

Commissioner Farach said that:

- An appropriate question would be whether any disciplinary matters were pending against the applicant.
- Some circumstances were explainable since a Bar grievance could be easily filed against an attorney.
- The question of whether a grievance had been filed against the applicant was something to establish.

Commissioner Harbison said that it would be easy to prejudice someone's application, and that he was unsure whether a candidate should be penalized for having a grievance filed against him or her, since the grievance's resolution was what mattered.

Commissioner Farach stated that the same question on grievances was asked of judicial applicants.

#### **IV. – CONTINUED**

Commissioner Galo said that he was more interested in whether applicants had any disciplinary actions imposed upon them.

Commissioner Farach said that if no disciplinary actions were imposed but 36 people had filed grievances against an applicant, that instance would be something that the citizens of the county would probably want to know.

Commissioner Galo said that some candidates could be in a position where many people disliked them. He said that as long as a filed grievance did not result in discipline, the grievance should not be considered a reason for disqualification.

Commissioner Fiore said that the COE should know the details of situations.

Commissioner Farach said that the grievance question should read, “Have any Bar grievances ever been filed against you? If so please describe the grievances and their disposition.”

Commissioner Fiore said that the question should be dispositional and ask, “Have you had any State or local ethics violations?”

Mr. Johnson said that if the COE wanted to know whether probable cause was found, the COE could ask the question, “Have there been any ethics or disciplinary actions instituted against you?”

Commissioner Galo suggested that the question read, “Has anyone filed an ethics complaint against you? If so explain or describe the disposition.”

Commissioner Fiore stated that two kinds of ethics could be addressed: professional Bar issues, and whether someone worked for a city possessing an ethics ordinance.

Assistant County Attorney Leonard Berger said that staff could draft broad language referencing ethics, since some candidates could be out of state where different disciplinary panels existed. He said that the applicants could be asked to explain whether an administrative body governed their professional ethics.

Commissioner Farach stated that the ethics issue was acceptable as long as staff drafted questions covering the COE’s concerns.

#### **IV. – CONTINUED**

Mr. Merriman said that:

- The COE could leave the interview date open.
- A date could be narrowed down at the next meeting, but it depended on how long the applicant screenings took.
- Staff's goal was late February 2013.
- Dates were flexible and could be extended if there were not enough applicants or some were traveling from out of the area.

Commissioner Farach said that if applicants were interviewed toward the middle or late February, possibly a decision could be reached around that time.

Mr. Berger said that the individual hired would be considered a BCC employee.

Mr. Merriman said that a start date would be determined by the new hire's previous job variables, and how much advanced notice his or her previous employer would need.

Ms. Yan said that the new hire's start date could be at the beginning or the end of March 2013.

Mr. Merriman said that the management style that a candidate possessed could be built into the selection process.

Commissioner Harbison said that he would like to receive staff's feedback about the hiring process.

Mr. Merriman said that:

- Staff would be attending the interview process as the public.
- The interview and selection processes' goals were to identify job elements that were important to the COE and to use selection tools, such as interview questions or exercises, to extract information.
- The selection process could include the candidates meeting the COE staff, although it was not normally done.

#### **IV. – CONTINUED**

Commissioner Farach stated that the COE needed to approve the job announcement, determine the appropriate starting salary for the job announcement, and decide a way to go about the proposed timeline.

Commissioner Galo said that he questioned whether all of the job announcement's information was necessary, since the announcement was too long and people would not read it.

Commissioner Farach said that he believed Commissioner Galo was questioning whether any legal or HR reasons required that all of the information listed in the job announcement needed to be present.

Commissioner Galo said that his understanding was that HR was seeking COE direction on what information to prioritize in the job announcement.

Mr. Condry said that the information placed in the job announcement would be to ensure that applicants knew what responsibilities were being sought for the position. He said that the announcement should also allow the applicant to understand the kinds of standards that he or she would be required to meet.

Mr. Merriman stated that:

- Legally the only critical elements in the job announcement were the minimum entrance requirements.
- The job announcement should include what the job was like, salary, and the minimum requirements. Everything else in the job announcement would be considered extra and was used to attract candidates.
- Ms. Yan and Mr. Johnson could edit the job announcement to include the critical elements, a good job description synopsis, and the salary.

Commissioner Fiore suggested that the job announcement include a separate section regarding the COE.

Mr. Merriman said that staff could include a COE fact sheet.

Commissioner Archer suggested breaking up the announcement into a more concise state so that it was not too long.

#### **IV. – CONTINUED**

Commissioner Harbison said that whoever applied for the executive director position needed to be aware of what the position was and know that the position was high profile and important to the community.

Mr. Merriman said that:

- Staff had viewed ad formats used by other entities.
- Ads that staff formulated from other ad formats required a substantial amount of editing.
- The job advertisement would go onto the County website and would serve as the official advertisement.

Commissioner Fiore said that the preferred qualification section should be eliminated since minimum requirements were included in the announcement.

Commissioner Galo stated that the minimum requirements section needed to be more specific in reference to it stating that a candidate needed experience in a combination of fields, since the COE was looking for an attorney with at least five years minimum experience.

Commissioner Farach said that the COE could determine the minimum requirements since the job did not require someone with five years of Florida Bar experience.

Commissioner Archer said that under preferred qualifications, the sentence that read, “Related advanced degrees may substitute for education and or experience,” could mean that there would be applicants with relatively little experience.

Commissioner Galo said that:

- The individual should have at least five years of experience, since there were different stages that lawyers developed.
- The COE was looking for someone with closer to 12 to 15 years of experience rather than five years.

#### **IV. – CONTINUED**

- Someone who just graduated from law school, passed the Florida Bar, and had 17 years as a Federal Bureau of Investigation agent may or may not be the person that the COE was looking for.

Commissioners Galo and Fiore expressed their agreement that a candidate must be a current Florida Bar member in good standing with a minimum of five years of experience as an attorney.

Mr. Condry said that although the January 1, 2013, deadline date had been reached, staff would still submit the announcement into the "Florida Bar Journal." He said that a week could be added to the selection process to ensure a full two-week period.

Responding to Commissioner Fiore's question on whether the advertisement would be in the "Florida Bar Journal" or in sections of the "Florida Bar News" that were particularly relevant to the position, Commissioner Farach said that the "Florida Bar News" was published twice a month, and the "Florida Bar Journal" once a month, with E-mail messages sent once a week.

Ms. Yan said that staff would reduce the job announcement's content to make it substantive and concise for a realistic job preview.

Commissioner Farach inquired as to what salary range should be used for the position. He said that the position currently stated an annual salary range of \$110,000 to \$130,000 and that the current executive director's salary was within that range.

Commissioner Harbison said that the current salary range was satisfactory, but he said that he was concerned about the COE's budget. He said that the executive director would receive significant salary while staff would probably not be receiving any raises.

Commissioner Archer said that the current salary range was fine and that if additional changes were needed or a candidate that went beyond the range was found, the COE could readdress the subject.

Commissioner Galo said that he concurred.

Commissioner Fiore said that she had no objection to the salary range.

#### **IV. – CONTINUED**

Commissioner Farach said that Mr. Condry and Ms. Yan would discuss today's details with Mr. Johnson who would forward the information to the COE. He added that Ms. Rogers would submit any information to the COE after January 11, 2013, when she moved into the acting executive director position.

Commissioner Fiore said that the "Other" section of the job announcement stated that the applicant should have a valid Florida driver's license. She inquired whether a Florida Bar requirement should also be included in the "Other" section.

Commissioner Farach said that the Florida Bar membership could be checked online.

Ms. Yan said that no harm existed in placing the Florida Bar requirement in the "Other" section of the announcement.

Commissioner Farach requested that staff include language in the referenced section that a candidate should have a current Florida Bar license.

Commissioner Farach said that including the language on whether the COE would accept someone with an out-of-state law license, but who would take the Florida Bar examination soon, depended on if the individual was the best candidate. He said that everything would be done transparently and publicly. He added that he would prefer that salary requirements be indicated in the application materials for candidates.

#### **V. PUBLIC COMMENTS**

##### **V.a.**

**DISCUSSED:** Mark Bannon's Investigation.

William McCray said that he had filed a complaint against a public official that was investigated by Mark Bannon, COE senior investigator and Florida Bar member. He said that Mr. Bannon took the complaint that he filed against the public official and turned it into an attack on his character, credibility, and integrity. He added that Mr. Bannon should not be considered for the executive director position.

## V. – CONTINUED

### V.b.

**DISCUSSED:** Ethics in Palm Beach County.

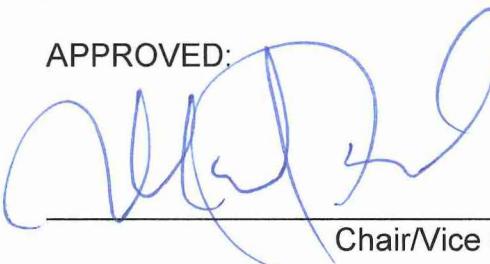
David Baker said that he was a member of the Palm Beach County Ethics Initiative and had been involved with the group since June 2006. He said that the COE had helped to successfully restore an ethical culture in the county through professionalism, organization, and dedication. He added that in the short time Alan Johnson, Esq. had been with the COE, he had helped to set a tone that the public believed and trusted in.

Commissioner Harbison thanked Mr. Baker for his compliments and said that he was proud of the COE's work thus far.

## VI. ADJOURNMENT

**MOTION to adjourn. Motion by Daniel Galo, seconded by Patricia Archer, and carried 5-0.**

At 6:38 p.m., the chair declared the meeting adjourned.

APPROVED:  
  
\_\_\_\_\_  
Chair/Vice Chair