

COMPLIANCE REVIEW MEMORANDUM

To: Alan Johnson, Executive Director
From: James A. Poag, Investigator
Re: A12-024 – Ethics Training Compliance (Town of Lake Park)

- **Background**

As of June 1, 2011, all municipalities within Palm Beach County came under the jurisdiction of the Palm Beach County 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 provide them with 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.

On August 14, 2012 on behalf of the Commission on Ethics (COE), I initiated a compliance review of the Town of Lake Park (the Town) for ethics training. In order to complete this task I contacted Ms. Bambi McGibbon-Turner, Director of Human Resources, to schedule an on-site visit to review the training files. I conducted an on-site compliance review of the Town's ethics training acknowledgement forms on August 16, 2012. Prior to the start of my review, I was provided with an alpha list of all active full/part-time Town employees and elected officials, which I used to cross reference each individual training acknowledgement form. As of August 16, 2012, the Town had 68 active full/part-time employees and elected officials.

- **Scope**

The scope included a review of all of the Town of Lake Park full/part-time employees and elected officials, required to submit an ethics training acknowledgement form. All forms submitted to the Human Resources Office were maintained in a central human resources database.

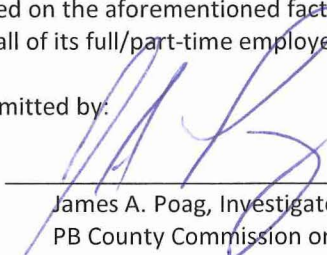
- **Assessment**

On August 15, 2012, a compliance review of the Town of Lake Park for ethics training was completed for all full/part-time Town employees and elected/appointed officials. The overall assessment indicated the Town of Lake Park had 68 active full/part-time employees and elected officials, all of which have been trained according to the reviewed records. As of this date, the Town of Lake Park is in compliance with the training requirement established by the Palm Beach County Code of Ethics.

- **Conclusion**

Based on the aforementioned facts the Town of Lake Park is in full compliance with the ethics training requirement for all of its full/part-time employees and elected officials.

Submitted by:



James A. Poag, Investigator
PB County Commission on Ethics



Date

Reviewed by:



(Initials)



Date