

COMPLIANCE REVIEW MEMORANDUM

To: Alan Johnson, Executive Director
From: James A. Poag, Investigator
Re: A12-035 – Ethics Training Compliance (Town of Lantana)

- **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 September 9, 2012 on behalf of the Commission on Ethics (COE), I initiated a compliance review of the Town of Lantana (the Town) for ethics training. In order to complete this task I contacted Ms. Tia Kitchen, Human Resources Specialist, 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 September 10, 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 September 10, 2012, the Town had 97 active full/part-time employees and elected officials.

- **Scope**

The scope included a review of all of the Town of Lantana full/part-time employees and elected officials, required to submit an ethics training acknowledgement form. All forms submitted to the Human Resources were maintained in a central filing cabinet in alphabetical order.

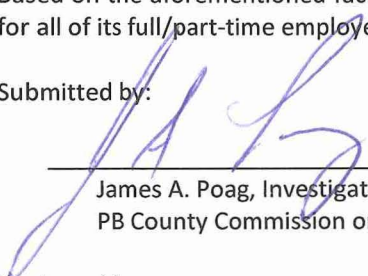
- **Assessment**

On September 10, 2012, a compliance review of the Town of Lantana for ethics training was completed for all full/part-time Town employees and elected officials. The overall assessment indicated the Town of Lantana had 97 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 Lantana 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 Lantana 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