

CITY OF JACKSONVILLE



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JOSEPH ROGAN

**ETHICS COMMISSION  
MEETING MINUTES**

Tuesday, June 1, 2021  
In-Person Meeting  
City Hall, Third Floor, Conference Room C

Commission Attendees: Ellen Schmitt, J.J. Dixon, Darcy Galnor, Joseph Rogan, Imani Boykin, Dr. Erich Freiburger, Mary Bland Love (in person attendance) and LaTonya Lipscomb Smith (telephonic attendance). Excused Absence: Carlton DeVooght. Other attendees: Carla Miller, Director, Office of Ethics, Compliance and Oversight (“OECO”); Andrea Myers, OECO Program and Training Manager; Cherry Shaw Pollock, Assistant General Counsel, Office of General Counsel (“OGC”); Diane Moser, Director, City of Jacksonville Employee Services Department; Leah Hayes, Talent Management Chief, Employee Services Department; and Sandy Homrighouse, OECO Executive Assistant.

The meeting was called to order by Ellen Schmitt, Chair of the Ethics Commission, at 4:02 p.m. The meeting began with Ms. Schmitt leading the attendees in the Pledge of Allegiance. Ms. Schmitt confirmed a quorum of Ethics Commission members were physically present for the meeting. Ms. Schmitt then asked Ms. Smith to explain her extraordinary circumstances for not being able to attend the meeting in person. Ms. Smith explained she was on a vacation out of state that was scheduled prior to the meeting being set. Ms. Love made a motion that Ms. Smith had extraordinary circumstances and to allow her to attend the meeting via telephone. Ms. Boykin seconded the motion. The motion to allow Ms. Smith to attend the meeting via phone passed with a vote of 7-0. Following confirmation of quorum, Ms. Miller shared three ethics thoughts.

Minutes Approval:

The minutes from the May 10, 2021 Ethics Commission meeting were deferred by Ms. Schmitt for consideration at the next Ethics Commission meeting based upon Mr. Rogan’s request for additional detail to be included in the minutes.

Staff and Committee Reports:

OECO: Ms. Miller stated that the Ethics Office budget is currently being prepared for the next fiscal year.

OGC: Ms. Pollock advised that she did not have a report.

Complaints Committee: Ms. Galnor announced the Complaints Committee met and 8 cases were dismissed.

**Office of Ethics, Compliance & Oversight  
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Old Business: Succession Planning for the Director of OEEO

Ad Hoc Nominating Committee Report: Ms. Dixon, Chair of the Ad Hoc Nominating Committee, reported that the committee met with the Director of Employee Services to develop a list of 12 interview questions to recommend to the Ethics Commission. Ms. Dixon then read the resolution passed by the committee recommending the list of interview questions and procedures to be utilized during the interview of the internal candidate. Ms. Dixon made a motion for the Ethics Commission to adopt the interview questions and procedures outlined in the resolution. No second needed. The motion passed with a vote of 8-0.

Ms. Oberdorfer entered the meeting to be interviewed by the Ethics Commission for the Director of OEEO position.

Interview of Deputy Director: Ms. Oberdorfer was asked questions adopted by the Ethics Commission relating to: ideas and vision for OEEO, key challenges for OEEO, media, executive training, partnerships, management approach and other ethics related questions.

Ms. Oberdorfer thanked the Ethics Commission and excused herself from the meeting.

Discussion: The Ethics Commission next discussed the process for hiring a new Director for OEEO. Ms. Love made a motion to conditionally hire Ms. Oberdorfer for the position of Executive Director of OEEO pending clearance by Employee Services. Mr. Freiburger seconded the motion. A friendly amendment was later added to clarify the date of hire as October 1, 2021. A discussion occurred regarding the hiring process. Mr. Rogan commented that he supported hiring Ms. Oberdorfer as the Director of OEEO based on her professional experience and his experience working with her while he was an Ethics Commission member. Ms. Boykin requested that the Ethics Commission initiate a search for exterior candidates and interview others. Ms. Galnor and Dr. Freiburger shared their concerns about whether an external candidate would be immediately effective. Ms. Love called the question. Mr. Freiburger seconded the call of the question. The call the question failed with a vote of 3-5. Further discussion occurred regarding the hiring process and Ms. Oberdorfer's qualifications. Ms. Miller read an email comment from Mr. DeVooght regarding the importance of Ms. Oberdorfer being certified as an ethics professional. Some Ethics Commission members noted the succession planning and vetting of Ms. Oberdorfer that had been completed by prior Ethics Commission members. Upon conclusion of the discussion, Ms. Schmitt restated the motion and called the question to conditionally hire Ms. Oberdorfer as the Executive Director of OEEO as of October 1, 2021, pending a positive reference and social media check. The motion to hire Ms. Oberdorfer as Director of OEEO passed with a vote of 7-1.

New Business: Ms. Schmitt asked if attending by phone due to extraordinary circumstances needs to be discussed more. Ms. Miller asked Ms. Pollock to present a briefing at the next Ethics Commission meeting regarding this matter.

Public Comment:

Ms. Schmitt requested public comment. No public was in attendance.

Announcements and Scheduling of Future Meetings: Mr. Rogan announced his resignation from the

Ethics Commission effective June 28, 2021.

Adjourn: There being no further business to discuss, the meeting was adjourned at 6:01 p.m.

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Sandy Homrighouse, Executive Assistant, OECO

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Date of Approval

This is a summary of the meeting and not a verbatim transcription. A recording of these proceedings is available at <http://www.coj.net/departments/ethics-office/notices,-agendas-minutes> .

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