2024-2025 ANNUAL REPORT

Miami-Dade Commission on Ethics & Public Trust



BUILDING TRUST & CONFIDENCE IN LOCAL GOVERNMENT

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MIAMI-DADE COMMISSION ON ETHICS & PUBLIC TRUST

Fiscal Year: 2024-2025



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ABOUT
THE COMMISSION



The Ethics Commission was created in 1996 as a result of a citizens' vote to amend the Home Rule charter. It is an independent agency with advisory and quasi-judicial powers.

Government employees and officials have a special duty to serve the public in a fair and just manner. The Ethics Commission is dedicated to bolstering public trust in the administration of government by informing the public and private sectors about ethics laws and seeking strict compliance with them. It is empowered to subpoena, audit, and investigate all facts and persons materially related to a complaint at issue.





The mission of the Ethics Commission is to ensure the integrity of both the governmental decision-making process and the electoral process, to restore public confidence in government, and to serve as the guardian of the public trust.



MIAMI-DADE COMMISSION
on Ethics & Public Trust

From the CHAIRPERSON

The Miami-Dade County Commission on Ethics & Public Trust (COE) celebrated its 29th anniversary in 2025. This is more than just a marker of time— it reflects decades of dedication to the principles that strengthen democracy: integrity, accountability, and transparency.

Since 2022, I have had the honor of serving as Chairperson. Each year reminds me of the significant role ethics play in building trust between the government and the people it serves. Our mission is simple yet impactful: to ensure that ethical values are not only upheld but also embraced as the foundation of public service.

We are truly grateful to our Commissioners and the dedicated COE staff for their relentless efforts in 2025. Their work in education, outreach, and enforcement continues to build confidence and foster a culture of fairness across Miami-Dade County and beyond.

On behalf of my fellow Commissioners, thank you for the privilege of serving you. May this year bring growth, wisdom, and peace to all—and may we continue working together to create a community where trust is the foundation and ethics are the guiding light.



Dr. Judith D. Bernier
Chairperson

From the EXECUTIVE DIRECTOR

As we recount the past year, I am grateful for the opportunity to reflect on a period that was both consequential and affirming for the Miami-Dade County Commission on Ethics and Public Trust. We now approach a major milestone in the Commission's history, looking forward with resolve, guided by decades of principled, independent service as Miami-Dade County's guardian of the public trust.

The Commission's mission has never been more vital. Miami-Dade is an international community, defined by global commerce, diverse cultures, and constant growth. As our economy evolves, so do the ethical and compliance challenges that accompany modern governance. Cross-border business relationships, emerging technologies, rapid procurement cycles, intensified development activity, and increasingly complex financial interests can create new pressure points for public institutions. In this environment, ethics vigilance in protecting government integrity is not optional, it is essential. The Commission has, and will, continue to stand in the breach with our partners to uphold the public trust with seriousness and consistency.



Ignacio J. Vázquez Jr., Esq.
Executive Director

The Commission also experienced heightened demand for ethics training and education. In response, the agency expanded both the volume and scope of its training offerings, delivering instruction to elected officials, government employees, boards, candidates, and community stakeholders across Miami-Dade County. Through collaboration with our dedicated partners, the Commission advanced the development of additional online and virtual training modules, including mandated ethics courses and specialized content tailored to distinct audiences. These efforts represent an important step toward modernizing ethics education and ensuring consistent access to guidance regardless of time or location, particularly in a community where regulated activity and public responsibilities are increasingly complex and distributed.

(continued on next page)

From the EXECUTIVE DIRECTOR (cont'd)

These gains were not incidental. They reflect deliberate investments in technology, outreach, and process improvements, as well as the growing effectiveness of the Commission's complaint, compliance, and enforcement functions. Equally important, they demonstrate the value of the Commission's partnerships with residents, civic organizations, government agencies, and other stakeholders whose engagement is essential to defending the public trust. Ethical governance is a shared responsibility, and integrity systems are strongest when the public remains informed, engaged, and willing to bring concerns forward.

None of these accomplishments would be possible without the dedication and professionalism of the Commission's staff. Even as workloads increased across legal services, enforcement, compliance, and training, staff continued to meet heightened demands with rigor, fairness, and independence, values that have sustained this institution for decades.

The Commission enters the coming year with confidence and resolve. The work of safeguarding the public trust is ongoing, but it is reinforced by experience, collaboration, and meaningful public participation. We remain committed to expanding accessibility, transparency, education, effective compliance, and fair enforcement in service to the people of Miami-Dade County, while continuing to adapt to the evolving ethical and financial-compliance realities of modern government in an international community. Strong compliance practices, consistently applied, help create a durable fabric of integrity that can withstand threats of corruption and compromise, particularly in a community as complex and high-stakes as Miami-Dade.

Thank you for your continued partnership and trust. It is an honor to serve with our community at such a pivotal moment in its history.

Jurisdiction & Responsibilities



JURISDICTION

The Ethics Commission's jurisdiction includes elected officials, employees and advisory board members in Miami-Dade County and its 34 municipalities. Some rules and ordinances also extend to lobbyists and contract vendors. The Ethics Commission has jurisdiction over the Miami-Dade County Conflict of Interest and Code of Ethics Ordinance, the Miami-Dade County Honor Code, the Ethical Campaign Practices Ordinance, all municipal ethics codes, and the County Charter's Citizens' Bill of Rights.

RESPONSIBILITIES

The Ethics Commission's responsibilities include issuing ethics opinions and guidance; enforcing applicable ethics ordinances through investigations and proceedings; administering training and outreach for officials, employees, lobbyists, vendors, and advisory boards; and supporting compliance functions that promote integrity, transparency, and public trust.

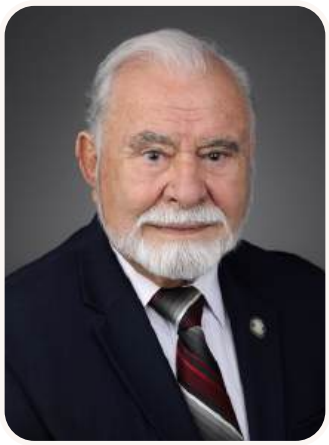
THE COMMISSION



Dr. Judith D. Bernier
Chairperson

Dr. Judith Bernier was appointed to the Miami-Dade County Commission on Ethics and Public Trust in May 2014 by Florida International University (FIU), Center for Labor Research and Studies. She is a Teaching Professor in the School of International and Public Affairs and the Director of the Center for Labor Research and Studies at FIU. She teaches courses on conflict management, mediation, education, and employment and labor relations. Her publications and research focus on career and workforce development and leadership.

Dr. Bernier holds a Doctorate in Adult Education and Human Resource Development, an M.S. in Human Resource Development, a B.S. in Communication, and a Graduate Certificate in Conflict Resolution and Consensus Building from Florida International University. She is also a Florida Supreme Court Certified County, Circuit, and Family Mediator. Her broad expertise and dedication to public service make her a valuable member of the Miami-Dade County Commission on Ethics and Public Trust. Her contributions help maintain high standards of integrity and public trust within the community.



Wifredo Gort
Vice Chair

Wifredo "Willy" Gort is a longtime Miami-Dade County resident with almost two decades of municipal service, having been elected to the City of Miami Commission several times and acting as its mayor in 1996 after the passing of then City of Miami Mayor Stephen Clark. Mr. Gort has been an active member of his community for decades and has served on numerous boards and committees within the City of Miami and Miami-Dade County. He is a founding member and board member of the Latin Chamber of Commerce (CAMACOL), a former President of the Miami-Dade County League of Cities and has served on the boards of the Christian Community Service Agency, the East Little Havana Development Corp., the United Way, and the Greater Miami Chamber of Commerce. Mr. Gort is a graduate of both Miami-Dade Community College and Florida International University, holding a B.A. in Business Administration.

THE COMMISSION



Nelson C. Bellido, Esq.

Nelson C. Bellido is the longest serving member of the Ethics Commission. He was appointed to the Commission by then Chief Judge of the Eleventh Circuit in July 2010. Mr. Bellido is the managing partner of the Miami office of Florida based law firm ROIG Lawyers where he chairs both the Business Litigation & Product Liability Litigation Group. Nelson also represents clients in a broad array of disputes, including prosecuting and defending complex litigation related to fraud, unfair or deceptive trade practices, trade secret misappropriation, and actions involving RICO, FDUTPA, TCPA, and ADA.

Nelson's professional success is deeply tied to his dedication to the South Florida community. He has long been an advocate for legal ethics and mentorship serving in leadership roles with numerous professional and civic organizations, including the Miami-Dade County Fair & Exposition and Overtown Youth Center. He is a proud graduate of Duke University and the University of Florida Levin College of Law. Nelson is also an annual visiting lecturer at Duke University Law School where he shares practical insights on litigation strategy, trial skills, and advising corporate counsel during times of crisis.

Nelson began his career as a prosecutor with the Miami-Dade County State Attorney's Office, where he retired in 1997 from its Career Criminal Division.



Sandy Boisrond, Esq.

Commissioner Sandy Boisrond was appointed to the Miami-Dade County Commission on Ethics and Public Trust in 2024 by Saint Thomas University College of Law Dean Tarlika Nuñez-Navarro. She is an Assistant Professor of Academic Success and Bar Preparation and has over a decade of experience as an estate planning attorney.

Professor Boisrond serves as an At-Large Member of the Florida Bar's Real Property, Probate and Trust Law (RPPTL) Section and as Co-Vice Chair of its Law School Outreach Committee. She is also a Board Member of Monarch Health Services in Palm Beach County, an autism advocate, and an active leader in community education and outreach.

She is the co-author of Civility Wins: Find Your Peace While Taming the Beasts, a book focused on civility, professionalism, and ethics in the legal profession. She regularly supports professional development for legal professionals and law students.

THE COMMISSION



Dava J. Tunis, Esq.

Commissioner Dava J. Tunis was appointed to serve on the Miami-Dade Commission on Ethics and Public Trust by the Chief Judge of the Eleventh Circuit. Commissioner Tunis served as a judge in Miami-Dade County for over 20 years. She was appointed in 2000 to the County Court bench and elevated to the Circuit Court in 2005. She served the Miami-Dade County community in that judicial capacity through January 2021. Commissioner Tunis was an active and experienced trial judge, having tried over 150 jury trials and over 1,000 bench trials. She presided over numerous protracted and complex trials, including first-degree murder and death penalty cases. She has also handled cases involving domestic violence, civil family injunctions, juvenile matters and Florida Bar cases in which the conduct of lawyers and ethical rules are at issue.

Commissioner Tunis has served on the faculty teaching other judges in Florida's judicial educational programs for over 17 years. She was appointed and served for over 15 years as a Judicial Mentor to new judges. This appointment is made by Florida's highest court, The Supreme Court of Florida. Commissioner Tunis is a graduate of Colgate University and the University of Miami School of Law.

INDEPENDENCE.

TRUTH.

FAIRNESS.

Events / TRAININGS

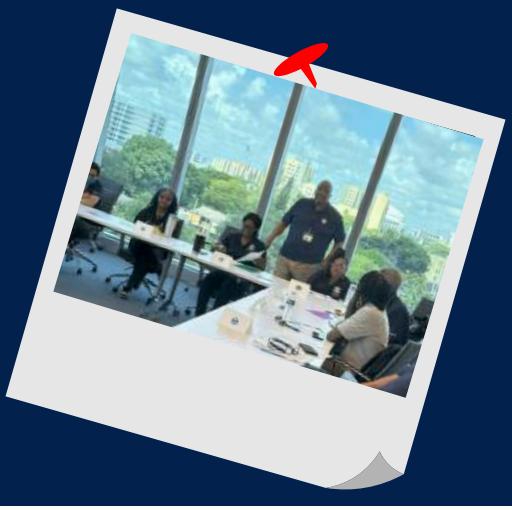
116 TOTAL



The Ethics Commission is committed to public education, training and community outreach. This responsibility is discharged in a variety of settings including training sessions and workshops for government personnel by way of conferences and seminars on topics of interest in the community. Ethics Commission staff additionally reached hundreds of new County employees and County, City of Miami, and Jackson Health System lobbyists and vendor representatives with on-line training. Each training contact with a government, not-for-profit, or private educational entity, also served the Commission's outreach charge by including not only ethics training but Ethics Commission messaging.

October	2024	City of Miami Quarterly Training Ethics Briefing Business Plan Training (LF) Selection Committee Training Ethical Governance Day
October - November	2024	CASD Hialeah Sunshine Training Bi-Annual Community Council Training Children's Trust Meeting Africando Conference
November	2024	City of Hialeah Ethics Training Peter T. Fay Inn of Court State and Local Ethics Training Course w/MDCLC Competitive Selection Committee Training
November	2024	Naranja Lakes and West Perrine CRA Domestic Violence Oversight Board Training Village of Miami Shores Advisory Board Training Early Learning Coalition
October	2024	City of Miami Quarterly Training Ethics Briefing Business Plan Training (LF) Selection Committee Training Ethical Governance Day
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Events / Trainings



November - January	2024	Advisory Board Training Competitive Selection Committee Training COE Advisory Board Training Vendor Academy
January	2025	City of Miami Quarterly Briefing Training Surfside Commission Meeting Early Learning Coalition - Ethics Training Financial Disclosure/Outside Employment Training
January	2025	City of Miami Beach Town Hall Meeting Town of Golden Beach Commission Meeting ETFEO for NMB Commissioner Jean The Children's Trust - Board of Directors Ethics Training
January	2025	PHCD Affordable Housing Advisory Board Training ETFEO, Executive Director and PIO – City of North Miami City of Homestead – Gov't Executive/Employee Training 2 sessions Competitive Selection Committee Training
February	2025	ETFEO – Town of Miami Lakes ASPA Conference ETFEO – Village of Palmetto Bay Surfside Commission Meeting
February	2025	City of Miami Commission Meeting COE Advisory Board Briefing Competitive Selection Committee Workshop Ethics Training for Newly Elected/ Re Elected Officials NMB
February - March	2025	Miami Beach Senior High School Gov't Class Miami Beach Senior High School Gov't Class Ethics Training for Elected Officials Village of Biscayne Park FIU Law – Panel Ethical Considerations in Gov't Law
March	2025	COE Advisory Board Training Village of Biscayne Park-Ethics Advisory Board Training Virtual County, Lobbyist, and State Trainings with STU Virtual of County, Lobbyist, and State Trainings at STU
March	2025	Sunny Isles Beach Commission Meeting Children's Trust Training for All Staff Biscayne Park Special Meeting Competitive Selection Committee Workshop
April	2025	Sunny Isles Beach Commission Meeting Children's Trust Training for All Staff Biscayne Park Special Meeting Competitive Selection Committee Workshop
April	2025	City of Miami Quarterly Ethics Briefing ETFEO – Town of Golden Beach City of Miami Commission Meeting SE Overtown & Park West CRA Meeting

Events / Trainings



April	2025	OMNI CRA Meeting Virginia Key Park Trust Meeting St. Thomas University – IAFCI Briefing ETFEO – City of Hialeah Gardens (Mayor and Council Members)
April	2025	North Miami Beach Commission Meeting COE Advisory Board Training Youth Commission COGEL – Enforcement Track Kickoff Event
April	2025	Miami-Dade Strategic Procurement Department Training Virtual County, Lobbyist, and State Trainings with STU City of Miami Gardens Commission Meeting Selection Committee Training
April - May	2025	48th Annual Local Government Law in Florida (FLA BAR – CCLG) ETFEO – District 11 – Commissioner's Staff ETFEO – Town of Miami Lakes Miami-Dade Safety and Health Committee Meeting
May	2025	COE Advisory Board Training Miami Beach Ethics Compliance Assessment COE Advisory Board Training Training for Internal Affairs Investigators
May	2025	City of Opa-Locka Advisory board Training Reporter's Workshop Fl Bar – Public Records Training Global Ties Miami – Presentation for Distinguished World Leaders City of Miami Gardens Commission Meeting
May - June	2025	Procurement – Selection Committee Training Miami-Dade Mayoral Staff Training Financial Disclosure Training Training for Charter Review Task Force
June	2025	COE Advisory Board Training (8:00 am) COE Advisory Board Training (12:00 pm) Special Task Force to Reduce Inefficiencies in Procurement ETFEO – Town of Bay Harbor Islands
June - July	2025	Competitive Selection Committee Training Youth Engagement Program Charter Review Task Force Miami-Dade Fire Internal Affairs Briefing
July	2025	Boater Safety and Bay Education Task Force City of Miami – Quarterly Ethics Workshop City of Sweetwater Ethics Training COE Advisory Board Training
July	2025	BCC Meeting Town of Miami Shores Commission Meeting North Central Municipal Advisory Committee Competitive Selection Committee Training

Events / Trainings



August	2025	SEOPW-CRA Staff Retreat Early Learning Coalition COE Advisory Board Miami-Dade Special Meeting - Re: Insurance Provider
August	2025	Bay Harbor Islands Commission Meeting 6th Annual Procurement Expo City of South Miami Commission Meeting Miami Dade Budget Hearing
August - September	2025	Town of Opa Locka Special Meeting Competitive Selection Committee Training City of Miami Beach Commission Meeting Vendor Academy
September	2025	Public Health Trust Board Member Orientation City of Homestead - Clean Campaign Class Gifts and Outside Employment Training
September	2025	Board of Rues and Appeals Refresher Training (RER) Competitive Selection Committee Training



in the community

BUDGET & STAFFING

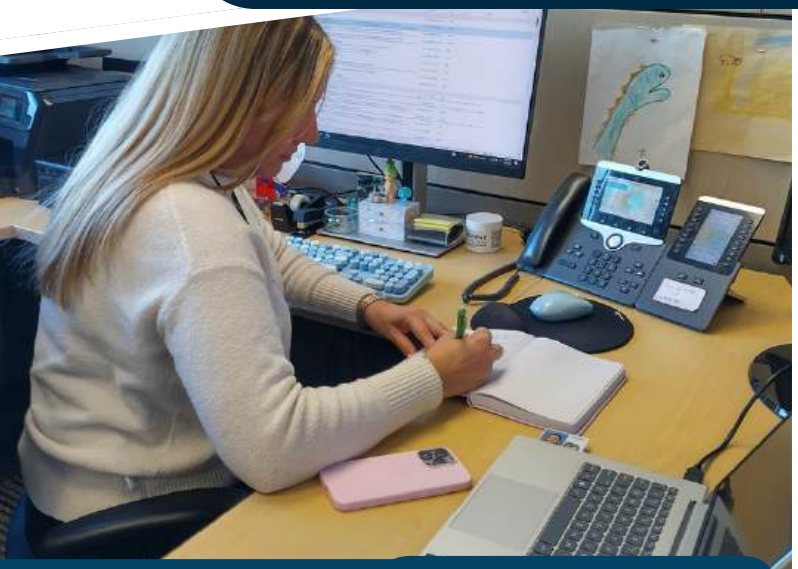
The COE is funded for a staff of 19 full time positions including 6 attorneys, 5 investigators, and 8 compliance, community outreach, and administrative staff team members.

Pursuant to County ordinance, the County is required to provide the Ethics Commission with financial support as part of the official County budget. It is noteworthy that while the agency has jurisdiction in the County, Jackson Health Systems, and all 34 municipalities, its annual budget is amongst the smallest in all of County service.

01 **$3.294 MILLION OPERATING BUDGET**

02 **19 FULL TIME POSITIONS**

03 **34 MUNICIPALITIES UNDER THE COE'S JURISDICTION IN ADDITION TO THE COUNTY**





Website
WWW.ETHICS.MIAMIDADE.GOV

ENFORCEMENT



The Ethics Commission's commitment to proactive partnership with the community has resulted in more than doubling the total number of complaints received, with increases in the number of investigations from legally sufficient complaints.



Adding to the efforts of its dedicated enforcement team, the agency has sought to make the ethical complaint process more accessible by introducing an online submission platform as a convenient option.

Investigators, Advocate, and assisting staff have also continued to partner with the prosecutors, law enforcement and Inspectors General on matters that bear on upholding ethics and preservation of the public trust.

105

Complaints

Complaints are initiated by outside third parties

162

Enforcement Leads

Submissions for enforcement resulting in response with guidance on resources, and referral where available

ENFORCEMENT



38

Investigations Handled

includes investigations from legally sufficient complaints and landlord investigation reports

128

Lobbyist Appeals

Miami-Dade County lobbyist appeals heard by the Commission

364

Hotline Calls

Miscellaneous reports/inquiries that are logged & responded to by ethics investigators

Complaint 23-53-11

Third party complaint against a former mayor of the Town of Surfside. The Commission found that there was probable cause to believe that the respondent violated Section 2-11.1(g) of the Ethics Code during his PowerPoint presentation titled, "DECORUM" during a Town of Surfside Commission meeting.

Under the terms of the settlement agreement, the former mayor agreed not to contest the allegation, paid a $500 fine, and the Complaint was dismissed with a Letter of Instruction.

ENFORCEMENT

HIGHLIGHTED CASES



A complaint was filed against a City of Sunny Isles Beach commissioner for violating the "Exploitation of Official Position Prohibited" section of the Miami-Dade County Conflict of Interest and Code of Ethics Ordinance. A COE investigation revealed that during a special meeting of the City of Sunny Isles Beach Commission, the commissioner appeared on the dais wearing a campaign shirt promoting his campaign. At time, the commissioner was a declared candidate scheduled to participate in a run-off election the following day. The commissioner's conduct exploited the visibility and authority of his elected position to display campaign messaging in a government forum supported by public resources, thereby securing for himself a campaign advantage not equally available to other candidates.

Under the terms of the settlement agreement, the commissioner agreed to pay a fine of $500 and received a Letter of Instruction from the Commission on Ethics and Public Trust.



The COE filed a complaint against former manager of the City of Miami Little Haiti Cultural Center for violating Section 2-11.1(g) of the Ethics Code by conducting beverage sales at the LHCC for the benefit of herself and/or her private business; violating Section 2-11.1(g) of the Ethics Code, by using her official position to recruit LHCC vendors to serve as her "partner" and/or "fiscal agent;" and for violating Section 2-11.1(e) of the Ethics Code, or accepting cash and/or loans from Otomix, a City of Miami LHCC vendor.

Under the terms of the settlement agreement, the respondent paid a $1000 fine and accepted a Letter of Reprimand.

ENFORCEMENT

HIGHLIGHTED CASES



The City of Miami Beach OIG filed a complaint against the former supervisor of the Miami Beach Police Department Crime Analysis Unit for violating the Exploitation of Official Position and Prohibition of Outside Employment sections of the Miami-Dade County Conflict of Interest and Code of Ethics Ordinance. An investigation showed that the respondent, in his capacity as supervisor of the CAU, facilitated the introduction between a lifelong friend and business associate, the owner of Crime Suppression Technologies (CST), and the MBPD with the goal of developing a software program for MBPD's record management system, creating a potential financial benefit for himself. Furthermore, the respondent admitted to using his subordinates to test CST software during work hours and maintaining close communication with business associate, devoting between 15-20 hours per week, including city work hours, in furtherance of CST's software development.

Additional investigation also revealed that the respondent failed to file required outside employment statements, disclosing the source of his outside employment, the nature of the work being done, and any amount or types of money or other consideration received during two tax years as required by the Miami-Dade County Conflict of Interest and Code of Ethics Ordinance.

Under the terms of the stipulated Settlement Agreement, the respondent agreed to pay a total fine of $1,500 and accept a Letter of Instruction from the COE.



A complaint was filed against a councilwoman for the Town of Doral for exploiting her official position by using City of Doral letterhead and resources including staff time and office supplies to mail a greeting letter to business owners in the City of Doral encouraging them to sign up for CAMACOL-DORAL, her employer.

Under the terms of the settlement agreement, the commissioner agreed not to contest the allegation, paid a $500 fine, and the complaint was dismissed with a Letter of Instruction.

COMPLIANCE UNIT

FY 2024 - 2025

This past fiscal year marked the beginning of the Compliance Unit, during which the Ethics Commission assumed responsibility of managing the Financial Disclosure and Outside Employment collection and reporting process from the Supervisor of Elections. Collectively, this team has managed the financial disclosure filing requirements for more than 3,300 county employees and board members resulting in the processing and handling of 1,345 Source of Income financial disclosure form submissions and 1,412 Outside Employment Statement submissions.

In furtherance of the Ethics Commission's compliance mission, the Compliance Unit handled 400 Lobbyist appeals. This process required extensive, continuous communication between the Clerk's office, lobbyists and the Ethics Commission's Advocate. These responsibilities are all in addition to the annual trainings for department personnel representatives and board liaisons, as well as guidance calls and emails that the unit handled. The work did not stop there, not only did the Compliance unit work to establish a new system for Financial Disclosure and Outside Employment form processing and submission, but also worked with the Clerk's office to improve the Lobbyist registration, account management and appeals process.

1,412
Outside Employment Submissions

1,345
Source of Income Financial Forms Processed & Handled

400
Lobbyist Appeals*

3,300 +
Number of County & Board Members Required to file Financial Disclosure & Outside Employment Forms



**The Enforcement and Compliance Units processed 400 lobbyist appeals. Of these, 272 resulted from an external technical oversight where courtesy reminders were not sent, causing late filings and fines; most affected lobbyists received immediate waivers upon timely correction. The remaining 128 appeals arose from unrelated circumstances. Both categories required substantial effort to resolve.*

COE OPINIONS

In the Ethics Commission's area of legal advisory services, the agency's counsel continued to engage with officials and stakeholders, addressing requests for legal opinions and guidance. During the fiscal year 24-25, the Ethics Commission addressed 314 guidance requests resulting in 236 written opinions. The Ethics Commission is honored to serve the community by providing prospective advice that helps parties operate in an ethically sound manner. The agency is privileged to have a team of lawyers with specialized expertise in ethics compliance.



INQ 25-40

CONE OF SILENCE

The Cone of Silence does not prohibit a registered lobbyist from communicating with employees of the County's independent constitutional offices about a pending County competitive solicitation because employees of the County's independent constitutional offices are not members of the County's professional staff. However, the Cone of Silence will still apply to said employees if they function as an extension of County staff under a joint venture between the County and the independent constitutional office, serve on a County selection committee, or otherwise have a role regarding a pending County competitive solicitation.

TWO YEAR RULE

The President and CEO of a Miami Event Host Committee who was previously employed as the City Manager for a Miami-Dade Municipality may not lobby any official or employee of that municipality to take any official action, decision, or recommendation for two years after her resignation as City Manager. This individual does not qualify for any exception from this lobbying prohibition because the Host Committee is not a 501(c)(3) non-profit entity, but a 501(c)(6) entity.

However, if the Host Committee obtains designation as a 501(c)(3) entity, then the individual will be exempted from the Two-Year Rule's prohibition on lobbying provided that the individual lobbies on behalf of the Host Committee in the individual's role as its President and CEO without special compensation. Nevertheless, if the individual does engage in such lobbying activity, the individual will have to register as a lobbyist with the municipality.

236

OPINIONS ISSUED

INQ 25-06



COE OPINIONS



INQ 25-91

CONFLICT OF INTEREST

The Vice Mayor of a Miami-Dade Municipality may not vote on a proposed settlement of litigation before the Village Council in which he is a named party and the subject of which is whether he was properly sworn into office and may exercise the powers of the Vice Mayor.

GIFT GIVING / ACCEPTANCE

An Assistant Medical Examiner may accept a conference registration free of charge from the conference organizer in exchange for a keynote address as it does not fit the definition of a gift because there is adequate and lawful consideration in the exchange.

INQ 25-87





INQ 25-85

CONFLICT OF INTEREST

A Tech Hub Program Coordinator for a division of a Miami-Dade County Department does not have a prohibited conflict of interest that would prevent her from serving as the Vice Mayor of a city in Broward County, provided that she does not participate in her County position in any matter that involves the municipality in which she serves as Vice Mayor and avoids using any County resources or time in support of her municipal office.

OUTSIDE EMPLOYMENT PROHIBITED

A Fire Lieutenant with the Miami-Dade Fire Rescue Department whose duties include responding to fire scenes and investigating the origin of the fire may not engage in his proposed outside employment as a public adjuster, where his duties would include investigating and assessing fire damage and negotiating with the insurer, because his duties in his proposed private employment would overlap with his public duties.

INQ 25-90





INQ 25-98

CONFLICT OF INTEREST

An Airport Information and Program Specialist would have a prohibited conflict of interest in his proposed outside employment as a customer service agent for a wholly owned subsidiary of a major airline because his County duties include handling logistics and special events at the airport, including for his proposed outside employer.

Key Initiatives & Program Highlights

Miami Beach Regulatory Interviews

This COE ethical compliance initiative conducted a series of Miami Beach regulatory employee interviews designed to follow up on prior ethical governance surveys conducted. COE staff administered a two-part questionnaire on how effective management has promoted ethical conduct. Participating departments included Building, Code Compliance, Fire Rescue, Planning, Parking and Rescue, Procurement, and Finance.

Online Notarization

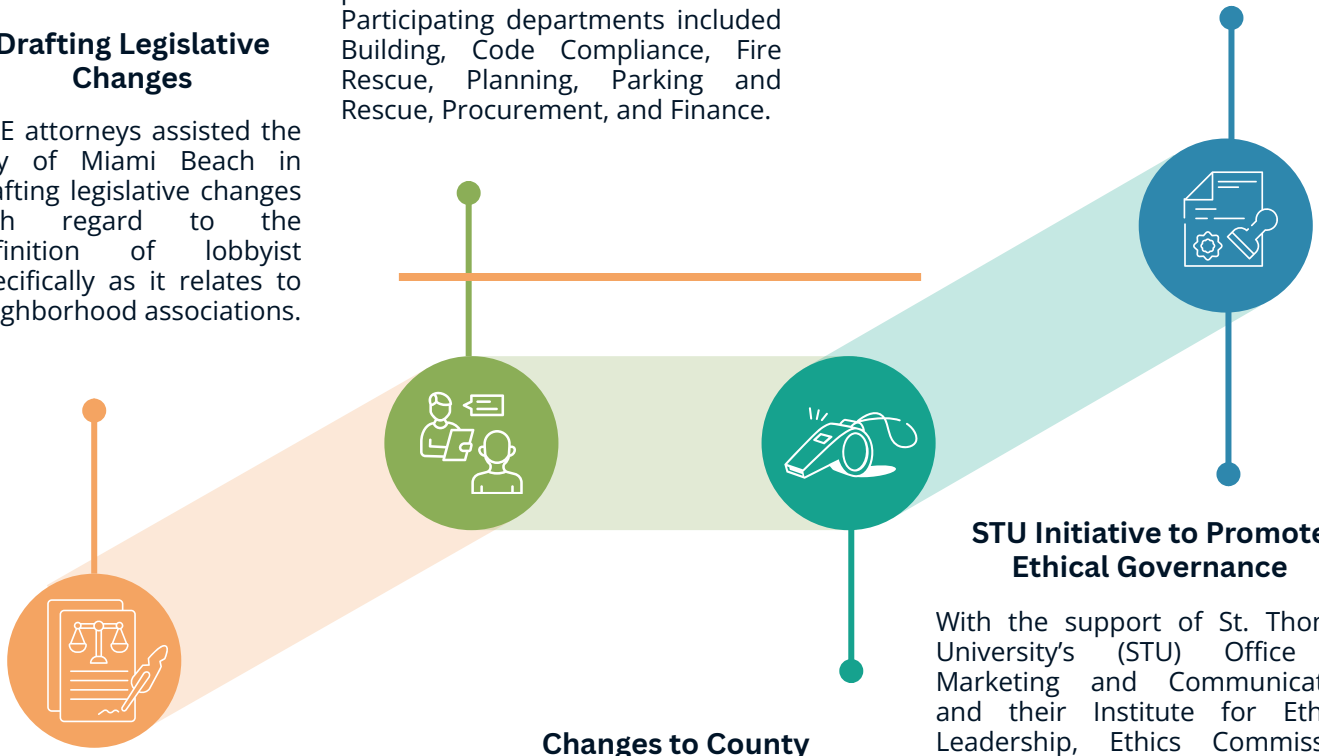
In its continued efforts to actively engage the community, the COE now offers a public interface for sworn complaints to be electronically notarized at no cost to the public.

This new service provides a secure, convenient, and accessible way to get these complaints notarized remotely, utilizing identity verification technology like biometric scanning and forensic ID analysis, making it significantly more secure than traditional in-person notarization methods.

The community can now connect with notaries 24 hours a day, regardless of location, and can save valuable time without needing to travel to meet in person with a public notary.

Drafting Legislative Changes

COE attorneys assisted the City of Miami Beach in drafting legislative changes with regard to the definition of lobbyist specifically as it relates to neighborhood associations.



Changes to County Whistleblower Ordinance

COE attorneys assisted with drafting amendments to the Miami-Dade County Employee Protection Ordinance often referred to as the Whistleblower Ordinance. The revisions to this ordinance now extend protections to County employees who report violations of certain County ethics rules and regulations. The amendments reinforce and strengthen an ordinance which promotes a culture of ethical and transparent governance.

STU Initiative to Promote Ethical Governance

With the support of St. Thomas University's (STU) Office of Marketing and Communication and their Institute for Ethical Leadership, Ethics Commission attorneys recorded the most recent version of State and County ethics training to be delivered to elected officials, lobbyists, and County employees.

STU's participation in this two-day project is part of a new partnership between STU and the Commission on Ethics that aims to promote ethical governance, transparency, and public accountability through joint educational initiatives, training programs, and community outreach.

Miami-Dade Commission on Ethics & Public Trust

SOCIAL MEDIA MARKETING

FY 2024-2025

- Engaging with Public
- Transparency
- Education



During the past fiscal year, the Ethics Commission has continued expanding its engagement with the public by launching new social media avenues, taking initiatives to livestream Commission meetings, and furthering training efforts to include mandated state ethics training for elected officials. As the agency looks forward to the coming year, the agency remains committed to developing additional initiatives to promote accessibility, transparency, and education.

NEW?!







MEET THE COE TEAM



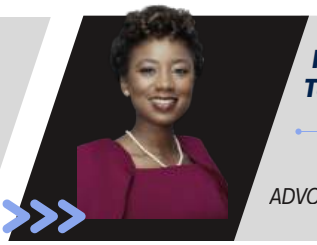
IGNACIO J. VÁZQUEZ JR., ESQ.

EXECUTIVE DIRECTOR



LORESSA FELIX, ESQ.

GENERAL COUNSEL



RADIA TURAY, ESQ.

ADVOCATE



NOLEN "DREW" BUNKER, ESQ.

ASSISTANT GENERAL COUNSEL



ETTA AKONI, ESQ.

ASSISTANT GENERAL COUNSEL



NADIA REMY, ESQ.

STAFF ATTORNEY



LEONARDO MENDOZA

PUBLIC INFORMATION OFFICER



ROBERT THOMPSON

OUTREACH COORDINATOR



RODZANDRA SANCHEZ

ADMINISTRATIVE OFFICER



RACHELLE ROSS

COMMISSION CLERK



RODNEY VEGA

LEAD INVESTIGATOR



KARL ROSS

INVESTIGATOR / FORENSIC ACCT.



NILDA OLMO

INVESTIGATOR



STEPHANIE VEGA-SARAF

INVESTIGATOR



SANDRENE DUKES

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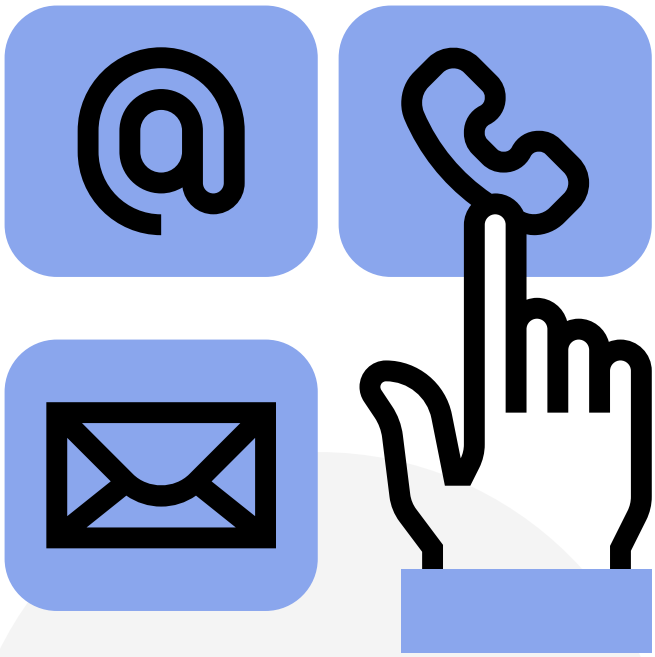
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