

City of San Antonio Ethics Review Board Annual Report – 2008

City Ordinance 88874 approved on November 19, 1998, created the Ethics Review Board, which met for the first time on April 30th, 1999. A City Charter election held in May 2004 and the adoption of a City Campaign Finance Regulation ordinance in August 2004 necessitated modifying the responsibilities and jurisdiction of the Ethics Review Board. A new ethics ordinance (City Ordinance 100283) was adopted by City Council on January 13th, 2005. The Charter amendment formally dissolved the board created by the 1998 ordinance and established an independent board that can deliver binding rulings and impose sanctions and fines. The members of this new board were appointed in April 2005.

In the year 2008, the Board met as a body four times. In addition, subcommittees/panels met several times. There were eight Complaints, resulting in Determinations/Opinions (see Attachment A), rendered by the Board. The City Attorney's office rendered nine Advisory Opinions (see Attachment B). (The complete text of each Determination and/or Opinion can be obtained from the Office of the City Clerk; the extracts provided in the attachments to this document are for information purposes only). During 2008, there were a total of twenty-three registered lobbyists. A list – current as of December 13th 2008 – has been provided by the City Clerk (see Attachment D).

As an element of our annual report, the Ethics Review Board is charged to submit recommended changes to the Ethics Code and Campaign Finance Regulation. After another year's experience the Ethics Review Board, in conjunction with the City Attorney's Office and the Office of the City Clerk, has compiled a number of proposed changes/corrections to the Code. The majority of these changes are required to bring the Code in alignment with state or federal law, to enhance clarity or to make administrative corrections, and the Board recommends that they be approved and incorporated into the Code. There are also several substantive changes that are recommended that the Board feels would improve the Code and these are included in Attachment C for your consideration. (Red-lined copies of the Code and Campaign Finance Regulation are attached as Attachments F & G, with all proposed changes/corrections, both administrative and substantive.).

Ethics/Campaign Finance Training in 2008: In March of 2006, the San Antonio City Manager adopted a program of mandatory annual ethics training for all City employees. Refresher training will be performed biannually. Comprehensive training on the Texas Election Code, Municipal Campaign Finance Code and the city's electronic campaign finance filing system was presented by the Texas Ethics Commission, City Attorney's Office, Office of the City Clerk and ITSD in June. Ethics training was conducted at three Municipal Leadership Institute sessions. The City Attorney's Office also made twice-monthly ethics presentations at the mandatory new employee orientation. Additionally, other workshops and presentations on ethics were conducted by the City Attorney's Office in 2008 (see Attachment E).

The members of the Board believe that the Code and the ethics review process will continue to create affirmative change in city governance and in our citizens' perception of the same. The Board also feels that the mandatory ethics training for City employees conducted by the City Attorney's office has been very beneficial in reducing ethics violations.

The Ethics Review Board Members – 2008

The following persons were confirmed by the City Council to serve on the Ethics Review Board for the terms indicated.

<u>NAME</u>	<u>APPOINTED BY</u>	<u>DATE APPOINTED</u>	<u>DATE TERM EXPIRES</u>
Tomas A. Larralde	Mayor	May 5, 2005	Apr. 25, 2008
Vacant	District 1	Apr. 14, 2005	Apr. 25, 2007
Dolores Lott	District 2	Apr. 14, 2005	Apr. 25, 2009
Michael S. Ariens	District 3	Jun. 16, 2005	Apr. 25, 2008
August Stephen Johnson	District 4	Apr. 14, 2005	Apr. 25, 2008
Rosa Maria Rodriguez	District 5	Nov. 1, 2007	Apr. 25, 2009
Richard Bird	District 6	Apr. 14, 2005	Apr. 25, 2009
Elizabeth Benavides Melson	District 7	Apr. 14, 2005	Apr. 25, 2008
Benjamin F. Youngblood III**	District 8	Apr. 14, 2005	Apr. 25, 2007
Arthur J. Downey*	District 9	Apr. 14, 2005	Apr. 25, 2009
Jason Zehner	District 10	Apr. 14, 2005	Apr. 25, 2009

* Chair

** Vice-Chair

Attachment A

Ethics Determinations – 2008

Number	Date	Questions
08-01	April 30, 2008	<i>On the 30th day of April, 2008, a panel of the whole of the Ethics Review Board of the City of San Antonio convened to consider the complaint against David Garza filed on February 25, 2008 by Rowland Martin. The complaint alleged a violation of Sec. 2-44 of the Ethics Code, which prohibits unfair advancement of private interests. After review of the complaint, the Ethics Review Board found no violation of the City’s Ethics Code, Municipal Campaign Finance Regulations, Section 141 of the City Charter, or Section 171 of the Texas Local Government Code could be ascertained from the information provided. Accordingly, the complaint was DISMISSED.</i>
08-02	April 30, 2008	<i>On the 30th day of April, 2008, a panel of the whole of the Ethics Review Board of the City of San Antonio convened to consider the complaint against Alice Guajardo filed on February 25, 2008 by Rowland Martin. The complaint alleged a violation of Sec. 2-44 of the Ethics Code, which prohibits unfair advancement of private interests. After review of the complaint, the Ethics Review Board found no violation of the City’s Ethics Code, Municipal Campaign Finance Regulations, Section 141 of the City Charter, or Section 171 of the Texas Local Government Code could be ascertained from the information provided. Accordingly, the complaint was DISMISSED.</i>
08-03	April 30, 2008	<i>On the 30th day of April, 2008, a panel of the whole of the Ethics Review Board of the City of San Antonio convened to consider the complaint against Mark Rhodis filed on February 25, 2008 by Rowland Martin. The complaint alleged a violation of Sec. 2-44 of the Ethics Code, which prohibits unfair advancement of private interests. After review of the complaint, the Ethics Review Board found no violation of the City’s Ethics Code, Municipal Campaign Finance Regulations, Section 141 of the City Charter, or Section 171 of the Texas Local Government Code could be ascertained from the information provided. Accordingly, the complaint was DISMISSED..</i>
08-04	April 30, 2008	<i>On the 30th day of April, 2008, a panel of the whole of the Ethics Review Board of the City of San Antonio convened to consider the complaint against Alfred Gomez filed on February 25, 2008 by Rowland Martin. The complaint alleged a violation of Sec. 2-44 of the Ethics Code, which prohibits unfair advancement of private interests. After review of the complaint, the Ethics Review Board found no violation of the City’s Ethics Code, Municipal Campaign Finance Regulations, Section 141 of the City Charter, or Section 171 of the Texas Local Government Code could be ascertained from the information provided. Accordingly, the complaint was DISMISSED.</i>

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08-05	April 30, 2008	<p><i>On the 30th day of April, 2008, a panel of the whole of the Ethics Review Board of the City of San Antonio convened to consider the complaint against Humberto Gallegos filed on February 25, 2008 by Rowland Martin. The complaint alleged a violation of Sec. 2-44 of the Ethics Code, which prohibits unfair advancement of private interests. After review of the complaint, the Ethics Review Board found no violation of the City’s Ethics Code, Municipal Campaign Finance Regulations, Section 141 of the City Charter, or Section 171 of the Texas Local Government Code could be ascertained from the information provided. Accordingly, the complaint was DISMISSED.</i></p>
08-06	August 12, 2008	<p><i>On the 12th day of August 2008, a panel of the whole of the Ethics Review Board of the City of San Antonio convened to consider the complaint against Ben E. Brewer III filed on May 28, 2008 by George A. Geis. The complaint alleged a violation of Sec. 2-63 of the Ethics Code, which requires lobbyists to register with the City. Upon consideration of the sworn complaint, its attached exhibits and the sworn response of the Respondent, the Ethics Review Board found that the Complainant failed to set forth any fact which, if taken to be true, would establish that Respondent violated Section 2-63 of the city’s Ethics Code. Although Mr. Brewer did engage in lobbying activities, the Board did not find that he met the requirements of the Code to register as a lobbyist. Therefore, the complaint against Ben E. Brewer III was DISMISSED.</i></p>
08-07	August 12, 2008	<p><i>On the 12th day of August 2008, a panel of the whole of the Ethics Review Board of the City of San Antonio convened to consider the complaint against Sheryl L. Sculley filed on May 28, 2008 by George A. Geis. The complaint alleged a violation of Sec. 2-43(a)(8) of the Ethics Code, which concerns conflicts of interest. Upon consideration of the sworn complaint, its attached exhibits and the sworn response of the Respondent, the Ethics Review Board found that the Complainant failed to set forth any fact which, if taken to be true, would establish that Respondent violated Section 2-43(a)(8) of the city’s Ethics Code. Therefore, the complaint against Sheryl L. Sculley was DISMISSED.</i></p>
08-09	August 25, 2008	<p><i>On the 25th day of August 2008, a panel of the whole of the Ethics Review Board of the City of San Antonio convened to consider the complaint against Jelynne LeBlanc-Burley filed on May 28, 2008 by George A. Geis. The complaint alleged a violation of Sec. 2-43(a)(8) of the Ethics Code, which concerns conflicts of interest. Upon consideration of the sworn complaint, its attached exhibits and the sworn response of the Respondent, the Ethics Review Board found that the Complainant failed to set forth any fact which, if taken to be true, would establish that Respondent violated Section 2-43(a)(8) of the city’s Ethics Code, in that the official action taken by Respondent did not affect the “Economic Interest” of the non-profit entity, of which she was a board member, as that term is defined by the city’s ethics code.. Therefore, the complaint against Jelynne LeBlanc-Burley was DISMISSED.</i></p>

Attachment B

Ethics Advisory Opinions – 2008 (City Attorney’s Office)		
Number	Date	Questions
08-01	February 19, 2008	<i>May a city employee engage in outside employment as a consultant for other municipalities providing a type of service similar to his work for the city?</i>
08-02	February 21, 2008	<i>May a former member of an advisory city board represent private interests before his former board after leaving city service?</i>
08-03	May 7, 2008	<i>May a city employee accept invitations to social events, including meals, from actual or potential city vendors during a business-related trade show?</i>
08-04	June 23, 2008	<i>May a former city employee accept employment with a non-profit organization that seeks funding from the city through grant applications? If so, may the former city employee submit grant applications on behalf of the organization to the city? Could the former city employee be compensated by the new employer from funds obtained through city grant funding?</i>
08-05	July 17, 2008	<i>May a city employee about to retire arrange to contract with the city to continue providing his services as a consultant after leaving city employment?</i>
08-06	July 31, 2008	<i>May a city employee accept an invitation to visit a city vendor’s production facility in another state to review innovations made in products typically purchased by the city?</i>
08-07	August 18, 2008	<i>May a company who has an employee whose spouse is an executive-level city employee contract with the city?</i>
08-08	August 19, 2008	<i>May a former city official purchase real estate from the City of San Antonio?</i>
08-09	October 23, 2008	<i>Is a member of a city advisory board a “city official” for purposes of the Ethics Code? May a member of an advisory board appear before that board on behalf of his employer or other outside organization with which he is associated to present an application for a city grant program? May a member of an advisory board speak for this outside organization, participate in the question and answer portion of the advisory board meetings, or speak to other individual advisory board members in settings other than advisory board meetings?</i>
08-10	December 16, 2008	<i>May a city employee attend holiday events hosted by entities that contract with the city?</i>

Attachment C

Proposed Amendments to the Ethics Code – 2008

As an element of our annual report, the Ethics Review Board is charged to submit recommended changes to the Ethics Code and Campaign Finance Regulation. Red-lined copies of the Code and Campaign Finance Regulation are attached (Attachments F & G) with all proposed changes/corrections, both administrative and substantive. Listed below are the more substantive changes for your consideration.

CODE OF ETHICS

SECTION 2-43 CONFLICTS OF INTEREST

(a) General Rule.

(8) a business entity or nonprofit entity for which the city official or employee serves as an officer or director or in any other policy making position; other than non-profit boards to which the official or employee is appointed by the City Council or city management as a non-voting member to represent the best interests of the city; or

{Note this change stems from complaints filed in the past year, and the change attempts to mitigate the possibility of similar complains. a better solution would require the Council and City Manager refrain from making these type appointments, which inherently create potential conflicts of interest.}

SECTION 2-45 GIFTS

(b) Special Applications. Subsection (a)(2) does not include:

(12) lodging, transportation, or entertainment that the official or employee accepts as a guest and, if the donee is required by law to report those items, reported by the donee in accordance with that law, up to \$500 from a single source in a calendar year.

{ERB recommends elimination of the Section 2-45(b)(12) exception. The Mayor's Commission on Integrity and Trust in City Government recommended a \$0 – 10 gift limit}

If deletion not selected, the following provisions on valuation is proposed in the alternative:

Tickets to a sporting or entertainment event are valued at the fair market value of the ticket, or in the case of a ticket without a face value, at the highest cost of a ticket with a face value for the event.

The value of tickets for skyboxes or other private luxury boxes with no face value or an artificially low face value is deemed to be the price of the highest individually priced ticket for the event.

Attachment C (Cont.)

{Note: Tracks the U.S. House and Senate Ethics Rules and prior interpretations regarding valuation of entertainment events by COSA Ethics Review Board. Also provides answer to frequently asked question about valuation of gifts of entertainment.}

The value of private air transportation is deemed to be the price of purchase of a same-day first-class ticket to the same or comparable destination.

SECTION 2-59 PERSONS SEEKING DISCRETIONARY CONTRACTS

(b) Political Contributions. {Add the following}

Political contributions made in the preceding 24 months to any individual who is a former councilmember must be disclosed, unless

(1) the contributions were made in connection with a campaign or officeholder account not associated with city office; and

(2) the former officeholder has terminated the campaign treasurer appointment and filed the final campaign finance report with the Office of the City Clerk; and

(3) the former member is not serving in city office at the time the contract was in the solicitation process or under consideration for approval by the city.

SECTION 2-85 ETHICS PANELS AND THE ETHICS REVIEW BOARD

~~(a) Assignment to an Ethics Panel. The chairperson of the Ethics Review Board may appoint a panel to conduct a preliminary review of an ethics complaint or request for advisory opinion. The panel may present its recommendations for consideration by the board in its entirety. The chair may also designate a panel with the power to render decisions on complaints or issue advisory opinions on behalf of the Board. Panels appointed to dispose of complaints or issue advisory opinions must act in accordance with the Open Meetings Act. A complaint received by the Ethics Review Board from the Ethics Compliance Officer shall be promptly assigned to an Ethics Panel consisting of three (3) or more members of the Board, who shall have full power to investigate and dispose of the complaint. Each Ethics Panel shall be constituted according to procedures established by the Board. Any member of an assigned Ethics Panel who recuses himself or herself shall be replaced by another member of the Board according to established procedures if that is necessary to ensure that the Panel has at least three (3) members. The identity of the members of the Ethics Panel shall be revealed to the person charged in the complaint who, for good cause, may request the recusal of any member of the panel.~~

Attachment C (Cont.)

- (b) ~~Notice of Charges. Review by Ethics Review Board. The Ethics Review Board will meet to review the complaint, responses, replies to responses and any other information it has requested be provided to assist in consideration of the complaint.~~ The ~~board~~ Ethics Panel shall consider whether the facts of the case establish a violation of any provision in the ethics laws, regardless of which provisions, if any, were identified in the complaint as having been allegedly violated. If the board finds that the complaint fails to allege a violation of the Ethics Code when assuming all facts set forth in the complaint to be true, the board may dismiss the complaint without further proceedings.

{This change reflects the evolution of functions within the Ethics Review Board and the restrictions imposed by the Open Meetings Act on ERB Panels. Section (b) is being divided into two sections, so the formatting will need to be corrected.}

Attachment D

**Registered Lobbyists as of December 13, 2008
City of San Antonio**

ALLEN BOONE HUMPHRIES ROBINSON, LLP.

3200 SOUTHWEST FREEWAY, SUITE 2600
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Agent of ALLEN BOONE HUMPHRIES ROBINSON, LLP.

STEPHEN ROBINSON
ALLEN BOONE HUMPHRIES ROBINSON, LLP
3200 SOUTHWEST FREEWAY, SUITE 2600
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ARLANDIS RUSH

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Nature of Business: LAW OFFICE
Registered: 11/8/2007

AT&T - EXTERNAL AFFAIRS

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JERRY FUENTES
175 E. HOUSTON, RM6H60
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Agent of AT&T - EXTERNAL AFFAIRS

BALTAZAR R. SERNA, JR.

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BOBBY PEREZ

600 NAVARRO SUITE 500
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Nature of Business: ATTORNEYS AT LAW
Registered: 6/1/2005

Attachment D (Cont.)

BRACEWELL & GUILIANI LLP

160 SOUTH ST. MARY'S STREET, SUITE 800
SAN ANTONIO TX 78205-
Telephone: (210) 226-1166
Nature of Business: LEGAL AND GOVERNMENTAL ISSUES
Registered: 2/18/2009

JOSEPH KRIER
TX 78205
Telephone: 2102261166
Nature of Business:
Registered: 2/18/2009
Agent of BRACEWELL & GUILIANI LLP

PATTI LARSEN
TX 78205
Telephone: 2102261166
Nature of Business:
Registered: 2/18/2009
Agent of BRACEWELL & GUILIANI LLP

BROWN & ORTIZ , P.C.

112 E. PECAN, SUITE 1360
SAN ANTONIO TX 78205-
Telephone: (210) 299-3704
Nature of Business: LAW FIRM
Registered: 11/18/2004

KENNETH BROWN
112 PECAN, STE. 1360
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Registered: 2/10/2004
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PATRICK CHRISTENSEN
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Attachment D (Cont.)

CALVERT INTERNATIONAL CONSULTING

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Nature of Business: ZONING REQUEST
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CASTRO & KILLEN, P.C.

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CHARLES P. EDENS

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DEVIN BUCK BENSON

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Nature of Business: ATTORNEYS & COUNSELORS
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DRENNER & GOLDEN STUART WOLFF, LLP

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Attachment D (Cont.)

FLINT HILLS RESOURCES LP

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CRAIG BROWN
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THE FRANCIS LAW FIRM, P.C.

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Attachment D (Cont.)

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LAWRENCE GILL
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JOHN T. MONTFORD

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KAUFMAN & KILLEN, INC.

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Attachment D (Cont.)

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mitsuko RAMOS
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SAN ANTONIO TX 78205
Telephone: (210) 227-2000
Nature of Business: Agent Of The Registrant
Registered: 7/18/2008
Agent of KAUFMAN & KILLEN, INC.

JOHN REYNOLDS
KAUFMAN & ASSOCIATES, INC.
100 W. HOUSTON, SUITE 1250
SAN ANTONIO TX 78205
Telephone: (210) 227-2000
Nature of Business: Agent Of The Registrant
Registered: 4/27/2006
Agent of KAUFMAN & KILLEN, INC.

M. EDWARD LOPEZ

PO BOX 691262
SAN ANTONIO TX 78269-
Telephone: (210) 697-8658
Nature of Business: LEGISLATIVE/REGULATORY CONSULTING
Registered: 11/19/2007

MARTIN & DROUGHT, P.C.

300 CONVENT ST., #2500
SAN ANTONIO TX 78205-
Telephone: (210) 220-1339
Nature of Business: LEGAL SERVICES
Registered: 1/6/2003

FRANK BURNEY
MARTIN & DROUGHT, P.C.
300 CONVENT, 25TH FLOOR
SAN ANTONIO TX 78205-
Telephone: (210) 220-1339
Nature of Business: Agent Of The Registrant
Registered: 1/1/2004
Agent of MARTIN & DROUGHT, P.C.

Attachment D (Cont.)

PAPE-DAWSON ENGINEERS, INC.

555 EAST RAMSEY
SAN ANTONIO TX 78216-
Telephone: (210) 375-9000
Nature of Business: CIVIL ENGINEERING
Registered: 4/5/2002

RUBEN CERVANTES
PAPE-DAWSON ENGINEERS, INC.
555 EAST RAMSEY
SAN ANTONIO TX 78216
Telephone: (210) 375-9000
Nature of Business: Agent Of The Registrant(lobbyist)
Registered: 1/11/2005
Agent of PAPE-DAWSON ENGINEERS, INC.

SAM DAWSON
PAPE-DAWSON ENGINEERS, INC.
555 EAST RAMSEY
SAN ANTONIO TX 78216
Telephone: (210) 375-9000
Nature of Business: Agent Of The Registrant(lobbyist)
Registered: 1/11/2005
Agent of PAPE-DAWSON ENGINEERS, INC.

DENNIS RION
PAPE-DAWSON ENGINEERS, INC.
555 EAST RAMSEY
SAN ANTONIO TX 78216
Telephone: (210) 375-9000
Nature of Business: Agent Of The Registrant(lobbyist)
Registered: 1/11/2005
Agent of PAPE-DAWSON ENGINEERS, INC.

PULMAN, BRESNAHAN, PULLEN & CAPPUCCIO, LLP

2161 NW MILITARY HIGHWAY, SUITE 400
SAN ANTONIO TX 78213-
Telephone: (210) 222-9494
Nature of Business: ATTORNEYS & COUNSELORS
Registered: 1/31/2007

THE JONES LAW FIRM

PO BOX 6068
SAN ANTONIO TX 78209-
Telephone: (210) 822-7759
Nature of Business: ATTORNEYS
Registered: 5/23/2007

TUGGY ROSENTHAL PAUERSTEIN SANDOLOSKI AGATHER LLP

755 EAST MULBERRY, SUITE 200
SAN ANTONIO TX 78212-
Telephone: (210) 225-5000
Nature of Business: ATTORNEYS AT LAW
Registered: 3/19/2008

BLAKELY FERNANDEZ
TUGGY ROSENTHAL PAUERSTEIN SANDOLOSKI AGATHER LLP
755 EAST MULBERRY, SUITE 200
SAN ANTONIO TX 78212
Telephone: (210) 225-5000
Nature of Business: Attorney At Law
Registered: 3/19/2008
Agent of TUGGY ROSENTHAL PAUERSTEIN SANDOLOSKI AGATHER LLP

Attachment D (Cont.)

MELISSA KILLEN
TUGGY ROSENTHAL PAUERSTEIN SANDOLOSKI AGATHER LLP
755 EAST MULBERRY, SUITE 200
SAN ANTONIO TX 78212
Telephone: (210) 225-5000
Nature of Business: Attorney At Law
Registered: 8/23/2005
Agent of TUGGY ROSENTHAL PAUERSTEIN SANDOLOSKI AGATHER LLP

TIM TUGGEY
TUGGY ROSENTHAL PAUERSTEIN SANDOLOSKI AGATHER LLP
755 EAST MULBERRY, SUITE 200
SAN ANTONIO TX 78212
Telephone: (210) 225-5000
Nature of Business: Attorney At Law
Registered: 3/19/2008
Agent of TUGGY ROSENTHAL PAUERSTEIN SANDOLOSKI AGATHER LLP

ZACHRY INC.

P. O. BOX 240130
SAN ANTONIO TX 78224-0130
Telephone: (210) 258-2662
Nature of Business: CONSTRUCTION SERVICES AND PROJECT DEVELOPMENT
Registered: 4/30/1999

KEN OLESON
ZACHRY, INC.
P.O. BOX 240130
SAN ANTONIO TX 78224-0130
Telephone: (210) 258-2662
Nature of Business: Agent To The Registrant
Registered: 1/15/2002
Agent of ZACHRY INC.

TARA SNOWDEN
ZACHRY, INC.
P.O. BOX 240130
SAN ANTONIO TX 78224-0130
Telephone: (210) 258-2662
Nature of Business: Agent Of The Registrant
Registered: 1/15/2009
Agent of ZACHRY INC.

VICTORIA WADDY
ZACHRY, INC.
P.O. BOX 240130
SAN ANTONIO TX 78224-0130
Telephone: (210) 258-2662
Nature of Business: Agent To The Registrant
Registered: 1/15/2002
Agent of ZACHRY INC.

HENRY BARTELL ZACHRY, JR.
ZACHRY, INC.
P.O. BOX 240130
SAN ANTONIO TX 78224-0130
Telephone: (210) 258-2662
Nature of Business: Agent Of The Registrant
Registered: 1/15/2002
Agent of ZACHRY INC.

Attachment E

2008 Ethics & Campaign Finance Training

- Twice
monthly: Mandatory New Employee Orientation Ethics Presentation
- 1-22-08: Lobbyist Workshop on City Ethics Code
- 2-11-08: Joint City/County Commission on Elderly Affairs Ethics Presentation
- 3-17-08: Ethics Workshop for Council Aides
- 4-12-08: Municipal Leadership Institute – Ethics, Open Meetings, Parliamentary Training
for Newly Appointed City Boards and Commissions Members
- 4-18-09: Office of the City Attorney Continuing Legal Education Workshop on Ethics for
Municipal Attorneys
- 4-29-08: Municipal Leadership Institute – Ethics, Open Meetings, Parliamentary Training
for Newly Appointed City Boards and Commissions Members
- 7-2-08: Candidate Workshop – Presentation on City Ethics Code, Municipal Campaign
Finance Regulations and Texas Election Code
- 8-22-08: Ethics Workshop for the Housing and Neighborhood Services Department
- 9-25-08: Ethics Workshop for Council Aides
- 10-18-08: Municipal Leadership Institute – Ethics, Open Meetings, Parliamentary Training
for Newly Appointed City Boards and Commissions Members
- 10-23-08: Municipal Leadership Institute – Ethics, Open Meetings, Parliamentary Training
for Newly Appointed City Boards and Commissions Members