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Miami-Dade County Commission on Ethics and Public Trust

Memo

To: File

From: Karl Ross, ethics investigator

Date: Nov. 18, 2011

Re: K11-123 Albert Mora Outside Employment

Investigative Summary: In response to information provided to this office concerning alleged unauthorized outside employment by Albert Mora, it was determined that Mora, a tennis facilities manager for the City of Miami, did in fact have authorization for his part-time employment at the Arthur Snyder Tennis Center in North Miami and Founder's Park in Aventura. Mora provided copies of Outside Employment Request Forms for the years 2008, 2010 and 2011. He explained that he did not re-submit a request form for 2009 because he thought the form he submitted after joining the city's Parks Department in late 2008 was still in effect. (It should be noted that only the 2010 form was signed by the Parks Director Ernest Burkeen.) Burkeen was advised by COE as to the nature of the investigation.

What the COE investigation did uncover was that Mora had not submitted for any of the years between 2008 and the present a corresponding financial disclosure, or source of income statement. Mora advised that he was not aware of this obligation, and that he did not recall receiving any such reminder from city personnel. COE contacted City Clerk Priscilla Thompson who advised that regular reminders are sent to departmental directors and that it is up to directors to notify their employees of this obligation. She provided a copy of a memo issued by her office to that effect. The clerk further stated by email that: "I am unable to certify whether Mr. Mora received such reminders as it is the responsibility of the Director of the employing department to share this information with employees." Burkeen subsequently advised COE that he was unaware of this requirement as it relates to staff.

After being notified by COE of the financial disclosure requirement, Mora promptly submitted the required disclosures for the calendar years 2008, 2009 and 2010. Mora further advised that he was going to be the subject of an upcoming training session for his office in which he would "be made an example of" so that co-workers could learn from his experience and come into compliance with the outside employment reporting requirements.

Conclusion: The investigation found that, while Mora did appear to have prior approval for his outside employment dating back to 2008, he had not submitted the corresponding financial disclosures until he was notified by COE. Upon receiving instruction from this agency, Mora took immediate action and sought to gain compliance with the county's ethics code and has provided evidence to this effect. It was further determined that he was not properly notified of this requirement.

Accordingly, it has been determined in consultation with the Ethics Advocate that this matter should be closed and no further action is required at this time.