



**CASE  
CLOSED**

Date: 6/19/19

**Miami-Dade Commission on Ethics & Public Trust**

**Investigative Report**

**Investigator:** Sylvia Batista  
**Complainant:** Anonymous

**Case No.:** PI19-05  
**Subject/**  
**Case Name:** Allison McComb  
**Deputy Supervisor of Elections**

**Date Opened:** 02/21/19

**Date Submitted:**

**Allegation(s):**

On or about 02/21/19 the COE received an anonymous letter regarding Allison McComb (McComb), Deputy Supervisor of Elections, Poll Worker Recruitment & Training at the County Elections Department. McComb has been at her position with Elections for 2-1/2 years. McComb runs the poll worker recruitment program which requires that she reach out to groups of people in order to bring in as many poll workers as possible.

The letter alleged that McComb is absent from her office most of the day and provided specific dates when McComb was allegedly working at the Voter Information Center (the VIC) located at the SPCC, and additional dates when McComb allegedly did not appear at work at all. The anonymous letter noted that Elections Director, Christina White (White), was out during the same time period.

The anonymous letter further alleged that McComb may be engaged in outside employment when she is out in the field trying to recruit poll workers at Florida International University (FIU) and Miami Dade College (MDC). McComb's previous employment involved reaching out to students with resume assistance and professional development.

The anonymous letter was also sent to the County's Inspector General (OIG).

**Relevant Law:**

The COE's issue is related to a possible violation of the Conflict of Interest and Code of Ethics Ordinance, Section 2-11.1(k) *Prohibition on outside employment by County personnel and disclosure requirements.*

No person included in the terms defined in Subsections (b)(5) [departmental personnel] and (6) [employees] shall receive any compensation for his or her services as an officer or employee of the County, from any source other than the County, except as may be permitted by Section 2-11 of the Code of Ethics.

### **Document Review:**

02/27/19 – Research Florida Department of State Division of Corporations – McComb does not appear as having formed a corporation or fictitious name in the State of Florida.

02/27/19 – **Linked In** database search reveals that McComb previously worked at FIU as an Adjunct Instructor, and an Associate Director at the University Graduate School.

McComb also worked at UCLA as an Instructor, Academic Success in the Undergraduate Experience and Instructor, Practicum in Higher Education/Peer Mentoring. During the years that McComb was at UCLA, she volunteered as an Editorial Board Member, Character Clearinghouse where she worked in editing and reviewing content, worked with managing group on organizing a new website as well as projects related to sharing resources on character and character development for college students.

The description of McComb's experience includes recruitment, training, facilitating and connecting programs, people and resources. Her experience under her present position with Elections, is listed as a consultant for Allison McComb Consulting. Part of McComb's position with Elections is creating the department's first Poll Worker Recruitment Campaign with MDC.

02/28/19 – E-mail from Christina White to all Election staff dated 09/28/17 where she offers them the opportunity to work with McComb and co-worker, Patrick Morris, Assistant Deputy Supervisor of Elections, Poll & Training, who will provide internal professional development support in the form of resume review and mock interviewing. White informed all staff that McComb and Morris volunteered to provide the assistance as a complement to the Resume Writing and Interviewing Made Easy courses available through eLearning.

### **Investigation:**

#### **Interviews/Contacts**

#### **02/27/19 – Christina White, Director, Elections –**

White was told about the allegations made anonymously by letter regarding McComb. White said that McComb is one of her direct reports and no information had reached her regarding McComb's absence from the office to date. White said that McComb is charged with running the Poll Workers Recruitment Program. Recruiting poll workers is her main function at Elections. During the week of January 14-18 she was in and out. McComb may have worked at the VIC part of the week, but not the entire week. The VIC is located at the lobby of the SPCC. It stands for Voter Information Center and is an Elections office. White said that she was out on



February 5<sup>th</sup> and 6<sup>th</sup> of this year.

White said she would be happy to talk to McComb about the matter. McComb is a full-time Division Director. Her job is to recruit poll workers for Elections. Colleges and universities are a good source of poll workers. McComb comes from academia so she feels comfortable in that environment. White said that to her knowledge McComb is not engaging in outside employment.

**02/28/19 – Allison McComb, Deputy Supervisor, Elections –**

McComb was notified by Linked In of this investigator's review of her professional information. McComb said that she has not been engaged in outside employment since prior to commencing employment in Elections. Her prior employment involved professional development which includes help with drafting resumes. McComb said that she often attends BCC meetings regarding recruiting and training therefore she is often at the SPCC building. The meetings are ad hoc, and not committee meetings. White has not spoken to her about our conversation.

McComb said that White has offered to all Elections staff professional development opportunities where she and Patrick Morris will be made available as a complement to Resume Writing and Interviewing Made Easy courses. McComb agreed to provide this investigator with a copy of the e-mail from White to all Elections staff members.

**03/13/19 - Patrick Morris, Assistant Deputy Supervisor, Elections –**

Patrick Morris (Morris) was contacted and informed of the subject inquiry. Morris explained that McComb reports directly to the Director, Christina White. Morris said that he and McComb were responsible for recruiting poll workers. They kept a data base of the poll workers reflecting their pay and other information.

Morris was McComb's assistant deputy until this past Monday. He is back in a training capacity in the same division. Morris said that he and McComb worked a lot together. McComb has a more strategic role and gravitates more to the administrative side with White, and he towards the daily operational questions. They are job basis employees.

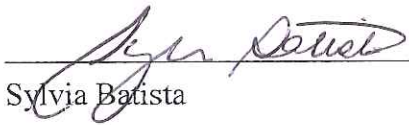
Morris said that he cannot tell whether McComb was absent when she should have been present. He does not watch her time. There are days when she is not there, but sometimes the Deputies work from home with a lap top. He does not. Some people have been given the opportunity to take work home. Other deputies like McComb, the "systems" people and the deputies over each area have their own group, supervisor and line staff. They have areas of responsibility that sometimes overlap.

Morris explained that his office was next to McCombs. Because he is an early morning person he could not tell whether she did not work a full day. McComb is not an early morning person, but he never knows what she may be doing when working from home. He does not know whether the deputies adhere to a specific schedule. They do have training sites where they would go to train poll workers.

Morris said that they work many hours. At the senior level there have been extremely late days where one of her deputies is working at home in morning and then comes into work in the afternoon. They are 24/7 basically.

**Conclusion(s):**

After discussion with the Ethics Advocate, it was determined that this matter would be closed with no further action since none of the allegations in the anonymous letter have been corroborated.

  
Sylvia Batista  
COE Investigator

Date: 7/22/19

Approved by:

  
Michael Murawski, Advocate

Date: 7/22/19

  
Jose Arrojo, Executive Director

Date: 8/19/19