

**Meyers, Robert (COE)**

INQ 09-97

**From:** Castillo, Hilda (DP&Z)  
**Sent:** Thursday, June 18, 2009 4:12 PM  
**To:** Meyers, Robert (COE)  
**Subject:** RE: Ethics Opinion

**Sensitivity:** Confidential

Thank you Mr. Meyers, your response confirms the reservations that I had when the Bake Sale idea was presented to me. It had been suggested that the bake sale be done here and although my heart goes out to Ms. Mapp, I just did not feel comfortable with the concept of it being during County time and in a County building, completely associating the Department with the fundraiser.

I will pass this information along to my peers -- We can continue our efforts to assist , however to do so privately as her friends and not as Miami-Dade County employees.

Thank you,

**Hilda Castillo, PHR, Sr. Human Resources Manager**  
**Miami-Dade County Department of Planning and Zoning**  
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**From:** Meyers, Robert (COE)  
**Sent:** Thursday, June 18, 2009 3:51 PM  
**To:** Castillo, Hilda (DP&Z)  
**Subject:** RE: Ethics Opinion  
**Sensitivity:** Confidential

Ms. Castillo:

Thank you for your question. I have to admit that I am somewhat uncomfortable about the concept of a County department holding a fundraiser to directly benefit an employee. I realize this employee is in dire need, but it might be more appropriate for the bake sale to be organized privately by her co-workers. If the Department sponsors the bake sale, the potential exists that other employees with less worthy causes may expect bake sales for them when they are facing difficult times. If it is handled privately and word is spread that the proceeds from the bake sale will directly benefit Ms. Map, that should serve the purpose you are trying to achieve and it takes the Department out of the fundraising business.

I would also like your thoughts on the time of the bake sale and the location. Were you planning to hold it on County time in a County building?

Please feel free to supply with additional information if you believe I do not have a thorough understanding of the issues.

Thanks,

Robert Meyers, Executive Director  
Miami-Dade Commission on Ethics and Public Trust

**From:** Castillo, Hilda (DP&Z)  
**Sent:** Wednesday, June 17, 2009 11:49 AM  
**To:** Meyers, Robert (COE)  
**Subject:** Ethics Opinion  
**Importance:** High  
**Sensitivity:** Confidential

Good Morning,

This is a request for assistance obtaining an opinion on behalf of the Department of Planning and Zoning staff. The situation is as follows:

One of our peers, Ms. Michelle Map is experiencing an extremely difficult time emotionally and financially due to her grandson's illness and the need for very delicate and costly surgery. Michelle obtained temporary custody of the child and brought him to the United States for treatment, therefore she is the sole person responsible for his care and the financial obligations resulting from his treatment. As her friends and co-workers department staff has done a collection in order to assist Michelle. This was just amongst the department via word of mouth with no obligations. It has now been suggested that we do a bake sale in order to raise funds on her behalf. We would like to know if a Department Bake Sale is permissible for this cause.

As always, thank you for your assistance,

**Hilda Castillo, PHR, Sr. Human Resources Manager**  
**Miami-Dade County Department of Planning and Zoning**  
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