

**Meyers, Robert (COE)**

JNO 10-148

**From:** Meyers, Robert (COE)  
**Sent:** Wednesday, August 11, 2010 2:35 PM  
**To:** Espinosa-Anderson, Olga (SWM)  
**Subject:** RE: Training

Olga:

Thank you for your question. The answer to your question depends on your department's policy on accepting gifts. If you follow County policy and the County Conflict of Interest and Code of Ethics Ordinance, then attending the free seminar and accepting lunch provided by the company would be permitted. However, some departments have adopted a stricter policy and will not allow employees to accept any gifts at all from a potential vendor. If that is the case in your department, then the lunch would be considered a gift and it should not be accepted.

If you have any further questions, please do not hesitate to contact me at your convenience.

Sincerely,

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

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**From:** Espinosa-Anderson, Olga (SWM)  
**Sent:** Tuesday, August 10, 2010 5:25 PM  
**To:** Meyers, Robert (COE)  
**Subject:** FW: Training

Hi Mr. Meyers,

We need your help. One of our employees suggested our department take advantage of the free seminars outlined in the attached flyer. I checked and Avery is not a County vendor, but isn't the free lunch considered a gift – making it inappropriate for us to participate in something like this? Please advise. Thanks.

Olga Espinosa-Anderson, Division Director, CPPB  
 Procurement and Contracts Management Division  
 Miami-Dade County Department of Solid Waste Management  
 Office: (305) 514-6730  
 Fax: (305) 514-6882  
[oe1@miamidade.gov](mailto:oe1@miamidade.gov)

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**From:** Sifontes, Michelle (SWM)  
**Sent:** Tuesday, August 10, 2010 4:36 PM  
**To:** Colbourne, Yvette (SWM)  
**Cc:** Espinosa-Anderson, Olga (SWM); Daniel, Aneisha D. (SWM)  
**Subject:** FW: Training

Please see the informational flyer provided. I am concerned that this may be a solicitation for Avery products. I am going to forward this to Olga who will also get input from Aneisha.

8/11/2010

There is also the concern regarding the "free lunch" We will let you know what the recommendation is.

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**From:** Griffin, James (SWM)  
**Sent:** Tuesday, August 10, 2010 7:45 AM  
**To:** Minus, Yolanda (SWM); Sifontes, Michelle (SWM)  
**Subject:** FW: Training

FYI

**James Z. Griffin**  
Training Specialist 3  
**Human Resources Division**  
**Department of Solid Waste Management**  
2525 N.W. 62nd Street Miami, FL. 33147  
Ph: (305) 514-6640  
Fax: (305) 514-6876  
[J0909@miamidade.gov](mailto:J0909@miamidade.gov)  
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**From:** Kim Koger [<mailto:kkoger@thehighlandsgroup.com>]  
**Sent:** Monday, August 09, 2010 1:44 PM  
**To:** Griffin, James (SWM)  
**Subject:** RE: Training

Hi James,

Thank you so much for your interest in our Avery seminars. I just left you a vmail and I am following up with the current list of seminar topics. Please call me when you have a moment and I will explain in more detail.

Look forward to hearing from you!

*Kim*

Kim Koger  
The Highlands Group  
cell: 305-322-1884  
fax: 954-517-9975  
[kkoger@thehighlandsgroup.com](mailto:kkoger@thehighlandsgroup.com)

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8/11/2010

**From:** Griffin, James (SWM) [mailto:J0909@miamidade.gov]  
**Sent:** Thursday, August 05, 2010 5:34 PM  
**To:** Kim Koger  
**Cc:** Minus, Yolanda (SWM); Sifontes, Michelle (SWM)  
**Subject:** Training

Ms. Koger,

My name is James Z. Griffin, Training Specialist with the Miami-Dade County Department of Solid Waste Management here in Miami, Florida. You were referred to us by one of our employees (Gwendolyn McMillan) that attended one of your sessions entitled "***Business Solution for Greater Productivity***" which by the way, she raved about the quality of the training. I previously left you a voice mail, but I'm now following up with this e-mail. Please contact me at your earliest convenience in order for me to get details on how we can get you to conduct similar type training for our Solid Waste staff. All the pertinent information to reach me is listed below and I look forward to speaking with you soon.

Regards,

**James Z. Griffin**  
Training Specialist 3  
**Human Resources Division**  
**Department of Solid Waste Management**  
2525 N.W. 62nd Street Miami, FL. 33147  
Ph: (305) 514-6640  
Fax: (305) 514-6876  
[J0909@miamidade.gov](mailto:J0909@miamidade.gov)  
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