

**Diaz-Greco, Gilma M. (COE)**

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**From:** Ethics (COE)  
**Sent:** Tuesday, January 14, 2014 5:18 PM  
**To:** Copeland, Morris (JAC)  
**Cc:** Diaz-Greco, Gilma M. (COE)  
**Subject:** INQ - Morris Copeland, Director, Miami-Dade County Juvenile Services Department (Outside Employment)  
**Attachments:** IACP JJ Institute faculty invitation\_Copeland.pdf

Director Copeland:

You have inquired regarding whether your participation as a paid consultant at the IACP Law Enforcement Leadership Institute on Juvenile Justice in Seattle during September 2014 would be considered part of your regular duties as department director or outside employment.

The answer to this question would depend on whether it was an authorized use of your County time by the person to whom you report and whether or not you receive personal compensation for your participation.

If you are to receive and accept compensation for your participation, which is indicated by the correspondence, then it is outside employment. You would need to request and receive authorization from your supervisor for this work and to fill out and file the County form on outside employment required by Section 2-11.1(k)(2) of the Code, as well as to utilize your available annual leave time to attend. Because it serves an educational purpose, I do not see it as prohibited outside employment under Miami-Dade Code Section 2-11.1(j)

If you decline to accept the compensation, and attend as a volunteer participant rather than a paid consultant, then it may be an authorized use of your time if it is approved by your supervising authority. If it is not approved, you may not participate. However, even if approved, if the IACP is a county vendor or consultant then you could not accept the paid travel, hotel, meals or other such incidentals pursuant to Section 2-11.1(w) unless that prohibition is waived by the Board of County Commissioners. If it is approved and the IACP is not a county vendor or contractor, and you accept the travel and lodging expenses, then you should still report such acceptance as a gift pursuant to Section 2-11.1(e)(4) on the appropriate gift disclosure form.

If you have any further questions, please feel free to call me at 305-579-2594.

Sincerely,

Joseph M. Centorino  
Executive Director and General Counsel  
Miami-Dade Commission on Ethics and Public Trust

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**From:** Copeland, Morris (JAC)  
**Sent:** Tuesday, January 14, 2014 4:44 PM  
**To:** Ethics (COE)  
**Subject:** FW: IACP Law Enforcement Leadership on Juvenile Justice -- faculty invitation

Good afternoon,

Please see the attached email from the International Associations of Chiefs of Police (IACP) requesting my participation as a paid consultant responsible for development and presentation of the training curriculum. I am requesting an ethics

opinion to determine if this is considered part of my regular duties as department director or outside employment. If you need additional information please contact me.

Thanks

**Morris Copeland, CPM**  
**Director**  
**Miami-Dade County Juvenile Services Department**  
275 N.W. 2<sup>nd</sup> Street, 2<sup>nd</sup> Floor  
Miami, Florida 33128  
(305) 755-6202 Phone (305) 755-6146 Fax  
[www.miamidade.gov/jsd/](http://www.miamidade.gov/jsd/)

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 *please consider the environment - do you really need to print this email?*

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**From:** Kate Rhudy [mailto:[rhudy@theiacp.org](mailto:rhudy@theiacp.org)]  
**Sent:** Wednesday, January 08, 2014 3:12 PM  
**To:** Copeland, Morris (JAC)  
**Cc:** Madison, Gloria M. (JAC); Aviva Kurash  
**Subject:** IACP Law Enforcement Leadership on Juvenile Justice -- faculty invitation

Morris:

Happy New Year. I hope your 2014 is off to a great start!

I'm writing to follow up on our conversation on December 19 regarding the possibility of your joining us as a member of the faculty for our IACP Law Enforcement Leadership Institute on Juvenile Justice. As you requested, I am sending a letter of invitation to be part of our faculty. A signed version is attached, and the text of the letter is below for your convenience.

Please do not hesitate to let us know if there is further information we can provide at this stage. We look forward to continuing to work together.

Best wishes,  
Kate

**Kate Rhudy**  
Project Manager  
Advancing Law Enforcement's Leadership Role in Juvenile Justice  
**International Association of Chiefs of Police**  
44 Canal Center Plaza, Suite 200, Alexandria, VA 22314  
Direct: 703-647-6827 | Toll free: 800-THE-IACP, x.827  
[rhudy@theiacp.org](mailto:rhudy@theiacp.org) | [www.theiacp.org](http://www.theiacp.org) | [www.theiacpconference.org](http://www.theiacpconference.org)  
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*IACP: Serving the Leaders of Today, Developing the Leaders of Tomorrow*



January 8, 2014

Morris Copeland  
Director  
Miami-Dade County Juvenile Services Department  
275 NW 1st Street  
Miami, Florida 33128

Dear Director Copeland,

Thank you for your continued support as an advisor to the International Association of Chiefs of Police and MacArthur Foundation's *Law Enforcement's Leadership Role in the Advancement of Promising Practices in Juvenile Justice Project*. Your experience in developing juvenile justice services in Miami-Dade County and your dynamic understanding of how to involve law enforcement in the process has been an invaluable asset to our project. We would like to invite you to serve as a member of our faculty for IACP's pilot Law Enforcement Leadership Institute on Juvenile Justice.

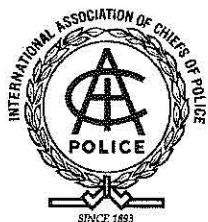
The Leadership Institute, scheduled for September 15 - 19, 2014 in Seattle, Washington, will be a highly interactive, 3.5-day training program for approximately 30 law enforcement executives from across the country. The institute will offer these executives the tools to improve their agencies' response to juvenile offenders and at-risk youth and to engage in effective collaboration on juvenile justice reform in their communities. We invite you to serve as faculty for the Leadership Institute by presenting training modules and facilitating exercises and discussion. We are striving to build a team of faculty that work together and remain on-site throughout the week, arriving in Seattle in time to take part in a faculty preparation day on Monday, September 15 and facilitate the training September 16 - 19.

In addition, as member of the faculty, we would like to have you assist in developing the training curriculum. Your time commitment on curriculum development would be commensurate with your availability and the needs of the project. The IACP will compensate you for both the Leadership Institute event and curriculum development work at a consultant rate of \$650.00 per day in addition to covering the costs of your travel, lodging, and per diem expenses.

We look forward to learning of your interest and availability in partnering with the IACP on this initiative.

Sincerely,

Kate Rhudy  
Project Manager



**International Association of  
Chiefs of Police**

44 Canal Center Plaza, Suite 200  
Alexandria, VA 22314-2357  
Phone: 703-836-6767; 1-800-THE  
IACP  
Fax: 703-836-4543  
Web: [www.theiacp.org](http://www.theiacp.org)

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Alexandria, VA

January 8, 2014

Morris Copeland  
Director  
Miami-Dade County Juvenile Services Department  
275 NW 1st Street  
Miami, Florida 33128

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Kate Rhudy  
Project Manager