



**Denver Board Of Ethics**

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**DENVER BOARD OF ETHICS  
MINUTES  
MEETING OF AUGUST 14, 2019**

Chair Julia Hoffmeier called the meeting of the Denver Board of Ethics to order at 8:02 am in Conference Room 2 D 4 of the Wellington Webb Municipal Office Building. Also present were Board Members Sylvia Smith, Dianne Criswell and Joseph Michaels. Board member Andrew Armatas participated by telephone conference call. Also in attendance were Executive Director Michael Henry and Assistant City Attorneys Lori Weiser and Jordan Humphreys.

1. Budget Analyst Jessica Skibo explained to the Board that City Council will be asked in a few months to approve a supplemental appropriation for the Board of Ethics for approximately \$50,000 to cover double salaries for retiring Executive Director Michael Henry and incoming Executive Director Lori Weiser and also for unused sick and vacation time for the outgoing Director, which had not been part of the Board's 2019 budget.
2. Jordan Humphreys introduced himself to the Board. He is the newly-assigned Assistant City Attorney who will give legal advice to the Board in the future and the Board members welcomed him. He primarily works with the Department of Human Services.
3. Police Lieutenant Michelle Folmar discussed with the Board her request for an advisory opinion regarding outside employment.
4. Emily Freeman, Program Administrator of the Environmental Management System of the Denver Department of Public Health and Environment, discussed with the Board her request for an advisory opinion about serving on a state commission. Her supervisor, Paul Bedard, also took part in the discussion.
5. The minutes of the Board's June 19, 2019 meeting were moved, seconded and approved.
6. The Board discussed the fact that Mayor Hancock has asked all city employees who have worked for the city for more than 3 years to take a 30-minute online Ethics

**Executive Director**  
L. Michael Henry

**Board Members**  
Julia C. Hoffmeier – Chair  
Joseph Michaels – Vice Chair  
Dianne Criswell  
Andrew S. Armatas  
Sylvia Smith

- Refresher Course by August 30, 2019. This is a project that the Board of Ethics has been working on for several years. David Jones of the Office of Human Resources told the Board that approximately 4400 employees have completed the course so far.
7. Chair Julia Hoffmeier gave parting remarks to the Board in preparation for her resignation which will take effect on September 1, 2019 due to her increased workload and responsibilities. The other Board members and the Executive Director all expressed thanks to her for her work on the Board.
  8. Executive Director Michael Henry, who will retire from the city government on August 30, 2019 welcomed incoming Executive Director Lori Weiser and the Board members all did the same.
  9. Michael Henry expressed thanks for all of the fine service from all of the Board of Ethics members and Chairs that he has worked for and with during the last almost 19 years.
  10. The Board went into executive session to consider three pending complaints.
  11. The meeting was adjourned at 9:45 am.
  12. The Board then went to Room 2 H 14 for its annual Ethics Forum to discuss ethics issues with city employees and members of the public.

Respectfully submitted,

A handwritten signature in black ink that reads "Michael Henry". The signature is written in a cursive, flowing style.

Michael Henry  
Executive Director

NOTE: Copies of decisions in the cases mentioned above or any other cases may be obtained by contacting the Board's Executive Director, Michael Henry – [michael.henry@denvergov.org](mailto:michael.henry@denvergov.org).