



Denver Board of Ethics

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**DENVER BOARD OF ETHICS
MINUTES
MEETING OF October 16, 2019**

Chair Joseph Michaels called the meeting of the Denver Board of Ethics to order at 8:08 a.m. in Conference Room 2 D 4 of the Wellington Webb Municipal Office Building. Present were Board Members Sylvia Smith and Dianne Criswell, Andrew Armatas and Jane Feldman. Also in attendance were Executive Director Lori Weiser and Assistant City Attorney Jordan Humphreys.

1. The Minutes of the Board's September 11, 2019 meeting were moved, seconded and approved.
2. Jane Feldman, recently appointed to the Board by City Council, introduced herself to all present.
3. Garry Hinderleiter, from the Office of Human Resources, spoke to the Board members about the 2019 performance goals for the Executive Director and summarized the performance review process.
4. Presiding Judge of the Denver County Court arrived to deliver the Oath of Office and swear Jane Feldman in to service.
5. Lisa Calderon, Chief of Staff for Councilwoman Candi CdeBaca, discussed with the Board her request for an advisory opinion and waiver with respect to hiring and supervision of an immediate family member.
6. Michelle Tenorio, Manager of Workforce Development, DEDO, discussed with the Board her request for an advisory opinion regarding outside employment.
7. At 9:25 a.m., a motion was approved to move into executive session to discuss confidential personnel matters.
8. At 9:30, Chris Longshore and Justin Wolfe presented the Board with the results of the Employee Engagement Survey with respect to the questions that were related to ethical issues and answered questions posed by the members present.

Executive Director
Lori Weiser

Board Members
Joseph Michaels – Chair
Dianne Criswell – Vice Chair
Andrew S. Armatas
Sylvia Smith
Jane Feldman

9. At 9:55 a.m., a motion was approved to move into executive session to consider three pending complaints.
10. The Board came out of executive session at 10:40 a.m., and at 10:41 a.m., a motion was approved to adjourn the meeting.

NOTE: Copies of decisions in the cases mentioned above or any other cases may be obtained by contacting the Board's Executive Director, Lori Weiser—lori.weiser@denvergov.org.

Approved by the Board of Ethics on November 20, 2019.