

**PALM BEACH COUNTY  
BOARD OF COUNTY COMMISSIONERS**

**BOARD APPOINTMENT SUMMARY**

**Meeting Date:** March 14, 2023  
**Department:** Equal Opportunity  
**Submitted By:** Office of Equal Opportunity  
**Advisory Board Name:** Fair Housing/Equal Employment Board

**I. EXECUTIVE BRIEF**

**Motion and Title:** Staff recommends motion to approve: Appointment of one (1) at-large member to the Fair Housing/Equal Employment (FH/EE) Board for a three year term effective on March 14, 2023 through September 30, 2026.

<u>Nominee</u>	<u>Seat No.</u>	<u>Requirement</u>	<u>Nominated By</u>	<u>Term</u>
Michael Gore	8	PBC Resident	Commissioner Barnett Commissioner Bernard	3/14/23-9/30/26

**Summary:** The FH/EE board is comprised of nine (9) members, consisting of seven (7) district appointments and two (2) at-large members. Following the resignation of at-large appointee Eric Malkin, Michael Gore submitted an application and nominations were requested in a January 5, 2023 memo to the Board of County Commissioners. The FH/EE board serves as a quasi-judicial body empowered to hear and decide upon the merits of employment and housing discrimination complaints investigated by the Office of Equal Opportunity. Five (5) of the board's nine (9) seats are currently filled with a diversity count of Caucasian: 3 (60%), African American: 2 (40%) and Hispanic: 0 (0%). The gender ratio (female: male) is: 0:5. This nominee is a Caucasian male. Countywide (DO)

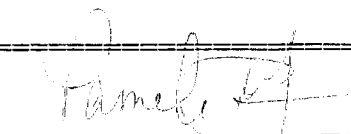
**Background and Justification:**

The Board of County Commissioners enacted Ordinances 95-31 and Ordinance 90-1, as codified in Sections 2-261 through 2-313 of the Palm Beach County Code and Sections 15-36 through 15-64, respectively, establishing the FH/EE Board. The Ordinances require that the appointees should be a PBC resident and reflect, to the greatest extent possible representation from the protected groups identified in the Ordinances and who have experience and interest in equal opportunities. Pursuant to PPM CW-O-023 regarding board appointments, staff requested the Mayor and members of the Board of County Commissioners submit nominees to fill this at-large vacancy. The board meets quarterly.

**Attachments:**

1. Memorandum of January 5, 2023 to BCC
2. Board Appointment Information Form and Code of Ethics
3. Current Membership Listing of FH/EE Board

**Recommended by:**



15 February 2023

**Department Director**

**Date**

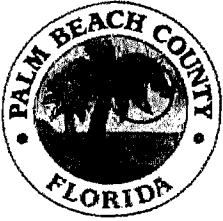
**Legal Sufficiency:**



February 21, 2023

**Assistant County Attorney**

**Date**



MEMORANDUM

DATE: 5 January 2023
TO: Gregg K. Weiss, Mayor and Members of the Board of County Commissioners
FROM: Pamela Guerrier, Director Office of Equal Opportunity
RE: Palm Beach County Fair Housing / Equal Employment Board At-Large Appointment

23 FEB 17 PM 1:46
OFFICE OF EQUAL OPPORTUNITY

Office of Equal Opportunity
301 N. Olive Avenue, 10th Floor
West Palm Beach, FL 33401
(561) 355-4884
Fax: (561) 355-4932
www.pbcgov.com/equalopportunity

Palm Beach County Board of County Commissioners

- Gregg K. Weiss, Mayor
Maria Sachs, Vice Mayor
Maria G. Marino
Dave Kerner
Marcy Woodward
Sara Baxter
Mack Bernard

County Administrator

Verdenia C. Baker

Eric S. Malkin was an at-large appointee who resigned his seat December 2020. Although his term expired September 30, 2021, we did not receive any applications to fill this vacancy until now. We received an application from Michael Gore to fill this at-large vacancy.

The Board of County Commissioners enacted Ordinances 95-31 and Ordinance 90-1, as codified in Sections 2-261 through 2-313 of the Palm Beach County Code and Sections 15-36 through 15-64, respectively, establishing the Fair Housing/Equal Employment Board (FH/EE). This board serves as a quasi-judicial body empowered to hear and decide upon the merits of employment and housing discrimination complaints investigated by the Office of Equal Opportunity. The board meets quarterly. The Board currently consists of 5 members and there are four (4) vacancies. The current makeup of the Board is Caucasian: 3 (60%), African American: 2 (40%) and Hispanic: 0 (0%). The gender ratio (female: male) is: 0:5.

This appointment will be for three (3) years. The Ordinances require that the appointees should reflect, to the greatest extent possible, representation from the protected groups identified in the Ordinances and who have experience and interest in equal opportunities. Pursuant to PPM CW-O-023 regarding board appointments, if you would like to nominate Mr. Gore for appointment, please complete Section III of his application and return the signed application to our office by January 25, 2023. Alternatively, you may provide me with contact information for additional candidate(s) to be considered. If you have additional candidate(s), please submit their contact information to this office by January 25, 2023. It is our intention to have this matter submitted for consideration at the March 14, 2023 meeting of the Board of County Commissioners. The roster of the current members of the FH/EE Board is enclosed for your information.

If there are any questions concerning this request, or if additional information is needed, please contact me at 355-2558.

cc: Reginald Duren, Assistant County Administrator
David Ottey, Chief Assistant County Attorney

"An Equal Opportunity Affirmative Action Employer"

**PALM BEACH COUNTY  
BOARD OF COUNTY COMMISSIONERS  
BOARDS/COMMITTEES APPLICATION**

The information provided on this form will be used in considering your nomination. Please **COMPLETE SECTION II IN FULL**. Answer "none" or "not applicable" where appropriate. Please attach a biography or résumé to this form.

**Section I (Department):** (Please Print)

Board Name: Fair Housing / Equal Employment Advisory  Not Advisory   
 At Large Appointment or  District Appointment /District #:  
 Term of Appointment: Three (3) Years. From: \_\_\_\_\_ To: 30 September 2026  
 Seat Requirement: PBC Resident Seat #: 8  
 \*Reappointment or  New Appointment  
 or  to complete the term of \_\_\_\_\_ Due to:  resignation  other  
 Completion of term to expire on: \_\_\_\_\_

\*When a person is being considered for reappointment, the number of previous disclosed voting conflicts during the previous term shall be considered by the Board of County Commissioners: \_\_\_\_\_

**Section II (Applicant):** (Please Print)

**APPLICANT, UNLESS EXEMPTED, MUST BE A COUNTY RESIDENT**

Name: Cone Michael James  
 Last First Middle  
 Occupation/Affiliation: Attorney/Shareholder at Jones Foster, P.A.  
 Owner  Employee  Officer   
 Business Name: Jones Foster PA  
 Business Address: 505 S. Flagler Drive, Ste. 1100,  
 City & State: L. Palm Beach, FL 33401 Zip Code: 33401  
 Residence Address: 254 Pilgrim Road  
 City & State: L. Palm Beach, FL Zip Code: 33401  
 Home Phone: ( ) Business Phone: ( ) Ext. \_\_\_\_\_  
 Cell Phone: (561) 662-1795 Fax: ( ) \_\_\_\_\_  
 Email Address: Mgore@jonesfoster.com  
 Mailing Address Preference:  Business  Residence  
 Have you ever been convicted of a felony: Yes \_\_\_\_\_ No   
 If Yes, state the court, nature of offense, disposition of case and date: \_\_\_\_\_

Minority Identification Code:  Male  Female  
 Native-American  Hispanic-American  Asian-American  African-American  Caucasian

**Section II Continued:**

**CONTRACTUAL RELATIONSHIPS:** Pursuant to Article XIII, Sec. 2-443 of the Palm Beach County Code of Ethics, advisory board members are prohibited from entering into any contract or other transaction for goods or services with Palm Beach County. Exceptions to this prohibition include awards made under sealed competitive bids, certain emergency and sole source purchases, and transactions that do not exceed \$500 per year in aggregate. These exemptions are described in the Code. This prohibition does not apply when the advisory board member's board provides no regulation, oversight, management, or policy-setting recommendations regarding the subject contract or transaction and the contract or transaction is disclosed at a public meeting of the Board of County Commissioners. To determine compliance with this provision, it is necessary that you, as a board member applicant, identify all contractual relationships between Palm Beach County government and you as an individual, directly or indirectly, or your employer or business. This information should be provided in the space below. If there are no contracts or transactions to report, please verify that none exist. Staff will review this information and determine if you are eligible to serve or if you may be eligible for an exception or waiver pursuant to the code.

<u>Contract/Transaction No.</u>	<u>Department/Division</u>	<u>Description of Services</u>	<u>Term</u>
<u>Example: (R#XX-XX/PO XX)</u>	<u>Parks &amp; Recreation</u>	<u>General Maintenance</u>	<u>10/01/00-09/30/2100</u>
_____	_____	_____	_____
_____	(Attach Additional Sheet(s), if necessary) OR		
NONE	<input checked="" type="checkbox"/>	NOT APPLICABLE/ (Governmental Entity)	<input type="checkbox"/>

**ETHICS TRAINING:** All board members are required to read and complete training on Article XIII, the Palm Beach County Code of Ethics, and read the State Guide to the Sunshine Amendment, Article XIII, and the training requirement can be found on the web at: <http://www.palmbeachcountyethics.com/training.htm>. Ethics training is on-going, and pursuant to PPM CW-P-80 is required before appointment, and upon reappointment.

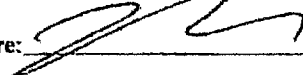
By signing below I acknowledge that I have read, understand, and agree to abide by Article XIII, the Palm Beach County Code of Ethics, and I have received the required Ethics training (in the manner checked below):

By watching the training program on the Web, DVD or VHS on 11-2-2022

By attending a live presentation given on \_\_\_\_\_, 20\_\_\_\_

**AND**

By signing below I acknowledge that I have read, understand and agree to abide by the Guide to the Sunshine Amendment & State of Florida Code of Ethics:

\*Applicant's Signature:  Printed Name: Michael Gore Date: 1-3-23

Any questions and/or concerns regarding Article XIII, the Palm Beach County Code of Ethics, please visit the Commission on Ethics website [www.palmbeachcountyethics.com](http://www.palmbeachcountyethics.com) or contact us via email at [ethics@palmbeachcountyethics.com](mailto:ethics@palmbeachcountyethics.com) or (561) 233-0724.

Return this FORM to:  
Pamela Guerrier, Director  
Palm Beach County Office of Equal Opportunity  
[Pguerrie@pbcgov.org](mailto:Pguerrie@pbcgov.org) or 301 North Olive Avenue, WPB, FL 3340133401

**Section III (Commissioner, if applicable):**

Appointment to be made at BCC Meeting on: \_\_\_\_\_

Commissioner's Signature:  Date: 3/1/2023

**Section II Continued:**

**CONTRACTUAL RELATIONSHIPS:** Pursuant to Article XIII, Sec. 2-443 of the Palm Beach County Code of Ethics, advisory board members are prohibited from entering into any contract or other transaction for goods or services with Palm Beach County. Exceptions to this prohibition include awards made under sealed competitive bids, certain emergency and sole source purchases, and transactions that do not exceed \$500 per year in aggregate. These exemptions are described in the Code. This prohibition does not apply when the advisory board member's board provides no regulation, oversight, management, or policy-setting recommendations regarding the subject contract or transaction and the contract or transaction is disclosed at a public meeting of the Board of County Commissioners. **To determine compliance with this provision, it is necessary that you, as a board member applicant, identify all contractual relationships between Palm Beach County government and you as an individual, directly or indirectly, or your employer or business.** This information should be provided in the space below. If there are no contracts or transactions to report, please verify that none exist. Staff will review this information and determine if you are eligible to serve or if you may be eligible for an exception or waiver pursuant to the code.

<u>Contract/Transaction No.</u>	<u>Department/Division</u>	<u>Description of Services</u>	<u>Term</u>
<u>Example: (R#XX-XX/PO XX)</u>	<u>Parks &amp; Recreation</u>	<u>General Maintenance</u>	<u>10/01/00-09/30/2100</u>

(Attach Additional Sheet(s), if necessary)  
OR

NONE  NOT APPLICABLE/ (Governmental Entity)

**ETHICS TRAINING:** All board members are required to read and complete training on Article XIII, the Palm Beach County Code of Ethics, and read the State Guide to the Sunshine Amendment, **Article XIII**, and the training requirement can be found on the web at: <http://www.palmbeachcountyethics.com/training.htm>. Ethics training is on-going, and pursuant to PPM CW-P-80 is required before appointment, and upon reappointment.

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By watching the training program on the Web, DVD or VHS on 11-2 2022  
 By attending a live presentation given on \_\_\_\_\_, 20\_\_\_\_

**AND**

By signing below I acknowledge that I have read, understand and agree to abide by the Guide to the Sunshine Amendment & State of Florida Code of Ethics:

\*Applicant's Signature: [Signature] Printed Name: Michael Gore Date: 1-3-23

Any questions and/or concerns regarding Article XIII, the Palm Beach County Code of Ethics, please visit the Commission on Ethics website [www.palmbeachcountyethics.com](http://www.palmbeachcountyethics.com) or contact us via email at [ethics@palmbeachcountyethics.com](mailto:ethics@palmbeachcountyethics.com) or (561) 233-0724.

**Return this FORM to:**  
 Pamela Guerrier, Director  
 Palm Beach County Office of Equal Opportunity  
[Pguerrie@pbcgov.org](mailto:Pguerrie@pbcgov.org) or 301 North Olive Avenue, WPB, FL 3340133401

**Section III (Commissioner, if applicable)**

Appointment to be made at BCC Meeting on \_\_\_\_\_

Commissioner's Signature: [Signature] Date: \_\_\_\_\_

Pursuant to Florida's Public Records Law, this document may be reviewed and photocopied by members of the public

Revised 01/14/2014



**PALM BEACH COUNTY  
BOARD OF COUNTY COMMISSIONERS  
FAIR HOUSING/EQUAL EMPLOYMENT BOARD**

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**I. AUTHORITY :**

Ordinance No. 90-1 adopted January 31, 1990, as amended by Ordinance No. 95-31 adopted on August 15, 1995; as amended by Ordinance No. 95-42 adopted October 17, 1995; as amended by Ordinance 07-042, adopted December 18, 2007; amended by Ordinance 2014-019, adopted July 22, 2014.

**II. APPOINTING BODY :**

Board of County Commissioners

**III. COMPOSITION, QUALIFICATIONS, TERMS & REMOVAL :**

This Board shall be comprised of nine citizens of Palm Beach County: seven appointed as District appointments; and two at-large by the Board of County Commissioners on the basis of community representation, integrity, experience and interest in the area of equal opportunities. Members serve for terms of three years with a limit of three consecutive three-year terms. Terms begin on October 1 and end September 30. Members must be residents of Palm Beach County at the time of appointment and while serving on the Board. Appointments should reflect, to the greatest extent possible, the racial, gender and ethnic make-up of the community. Vacancies shall be filled in the same manner as the original appointments for the remainder of the vacant term.

**EXTENDED COMPOSITION :**

**IV. MEETINGS :**

The Board shall meet on a regular basis and as necessary to conduct Administrative Hearings. Notice of time and place of the meeting shall be given to all board members and all parties scheduled to be heard, and shall be made public. The chairperson may call an unscheduled meeting upon not less than 24 hours notice. A meeting may also be called by the Director upon the request of three members of the board.

**V. FUNCTIONS :**

To promote and encourage fair treatment and equal opportunity in housing, public accommodation and employment for all persons regardless of race, sex, color, religion, national origin, disability, familial status, sexual orientation, age, marital status, or gender identity or expression; to promote and encourage mutual understanding and respect among such persons and to endeavor to eliminate discrimination against and antagonism for all persons; to cooperate with governmental and non-governmental agencies and organizations having like or kindred functions; to make such investigations and studies in the field of fair housing, public accommodation and employment; to assist various groups, agencies, of the communities to cooperate in educational programs and campaigns devoted to elimination of discrimination in housing, places of public accommodation and employment; to aid in permitting the County to benefit from the fullest realization of its housing, public accommodation and employment resources; to recommend to the BCC the acceptance of certain grants and contracts from foundations and other sources for the purpose of carrying out purposes of these ordinances; to recommend to the BCC methods for elimination of discrimination and intergroup tensions.

\* indicates a member having an action pending

VI. LIAISON INFORMATION :

LIAISON DEPARTMENT

Office of Equal Opportunity

CONTACT PERSON

Pamela Guerrier

ADDRESS

301 N Olive Ave Fl 10th  
West Palm Beach FL 33401  
Phone # 561-355-2558

\* *indicates a member having an action pending*



FAIR HOUSING/EQUAL EMPLOYMENT BOARD

SEAT ID	CURRENT MEMBER	ROLE TYPE	RACE CODE	GENDER	BUSINESS / HOME PHONE	SEAT REQUIREMENT	APPOINT DATE	REAPPOINT DATE	EXPIRE DATE
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Appointed By : District 1

1	Keith Ahronheim kahronheim@gmail.com  180 Old Meadow Way Palm Beach Gardens FL 33418	Member	CA	M	561-656-0284	Resident of Palm Beach County	12/15/2020		09/30/2023
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NOMINATED BY :District 1 Commissioner

Appointed By : District 2

2	Henry Pawski hjpawski911@gmail.com  3160 Lake Osborne Dr Unit 208 Lake Worth FL 33461	Member	CA	M	973-479-7166	Resident of Palm Beach County	07/12/2022		09/30/2025
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NOMINATED BY :District 2 Commissioner

Appointed By : District 3

3	Jeffery M. Garber jgarber@caseyciklin.com Ciklin Lubitz & O'Connell 515 N Flagler Dr Ste 2000 West Palm Beach FL 33401	Member	CA	M	-	Resident of Palm Beach County	11/16/2010	10/01/2020	09/30/2023
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NOMINATED BY :District 3 Commissioner

Appointed By : District 4

4	Vacant	Member				Resident of Palm Beach County			09/30/2025
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NOMINATED BY :District 4 Commissioner

\* indicates a member having an action pending



**Appointed By : District 5**

5 Vacant Member Resident of Palm Beach County

**NOMINATED BY :District 5 Commissioner**

**Appointed By : District 6**

6 Vacant Member Resident of Palm Beach County 09/30/2023

**NOMINATED BY :District 6 Commissioner**

**Appointed By : District 7**

7 Johnnie Ray Thicklin Member AA M -- Resident of Palm Beach County 02/06/2018 10/19/2021 09/30/2024  
manofpurpose2000@gmail.com  
4235 Waverly Dr  
West Palm Beach FL 33407

**NOMINATED BY :District 7 Commissioner**

**Appointed By : At-Large/Palm Beach County Board of County Commissioners**

8 Vacant Member Resident of Palm Beach County /

**NOMINATED BY :**

\* indicates a member having an action pending

Appointed By : At-Large/Palm Beach County Board of County Commissioners

9 Jefferson Grant Member AA M 909-563-8315 Resident of Palm Beach County 05/15/2018 07/14/2020 09/30/2023  
jefferson.grant@gmail.com

1223 Pine Sage Cir  
West Palm Beach FL 33409

**NOMINATED BY :**

\* indicates a member having an action pending

**Appointed By : District 5**

5 Vacant Member Resident of Palm Beach County

**NOMINATED BY :District 5 Commissioner**

**Appointed By : District 6**

6 Vacant Member Resident of Palm Beach County 09/30/2023

**NOMINATED BY :District 6 Commissioner**

**Appointed By : District 7**

7 Johnnie Ray Thicklin Member AA M -- Resident of Palm Beach County 02/06/2018 10/19/2021 09/30/2024  
manofpurpose2000@gmail.com

4235 Waverly Dr  
West Palm Beach FL 33407

**NOMINATED BY :District 7 Commissioner**

**Appointed By : At-Large/Palm Beach County Board of County Commissioners**

8 Vacant Member Resident of Palm Beach County /

**NOMINATED BY :**

\* indicates a member having an action pending

**Appointed By : At-Large/Palm Beach County Board of County Commissioners**

9 Jefferson Grant Member AA M 909-563-8315 Resident of Palm Beach County 05/15/2018 07/14/2020 09/30/2023  
jefferson.grant@gmail.com

1223 Pine Sage Cir  
West Palm Beach FL 33409

**NOMINATED BY :**

\* indicates a member having an action pending