THE COUNCIL OF THE CITY OF NEW YORK

Hon. Melissa Mark-Viverito Speaker of the Council

Hon. Alan Maisel Chair, Committee on Standards and Ethics



Report on the Mayor's 2017 Preliminary Budget and the Fiscal 2016 Preliminary Mayor's Management Report

Conflicts of Interest Board

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Tanisha Edwards, Chief Counsel

Finance Division Latonia McKinney, Director

Table of Contents

Conflicts of Interest Board	.1
Fiscal 2017 Preliminary Budget Highlights	.1
Financial Summary	.2
Contract Budget	.2
Revenue Budget	.3
Areas of Interest	.3
Appendix A: Budget Actions in the November and the Preliminary Plans	.4
Appendix B: Conflicts of Interest Board Annual Report of 2015	.4

Conflicts of Interest Board

The Conflicts of Interest Board (COIB or Board) was created in 1990 by Chapter 68 of the City Charter, which, together with the Lobbyist Gift Law enacted in 2006 as Sections 3-224 through 3-228 of the New York City Administrative Code, vests COIB with four primary responsibilities: (1) training and educating City officials and employees about Chapter 68's ethical requirements and the City's Lobbyist Gift Law; (2) interpreting Chapter 68 and the Lobbyist Gift Law through issuance of formal advisory opinions, promulgation of rules, and responses to requests for advice and guidance from current and former public servants and lobbyists; (3) prosecuting violators of Chapter 68 and the Lobbyist Gift Law in administrative proceedings; and (4) administering and enforcing the City's Annual Disclosure Law contained in Section 12-110 of the New York City Administrative Code. This is accomplished through the training and education of City employees regarding ethical standards, and through the issuance of advisory opinions to prospective, current, and former City employees. COIB processes complaints concerning alleged violations of the provisions of Chapter 68, and receives and reviews the financial disclosure statements from approximately 8,500 New York City employees, elected officials, and candidates for office, who are required to file annual reports of their financial affairs and outside positions and interests, as well as those of their spouses or domestic partner and dependent children.

This report provides a review of COIB's Preliminary Budget for Fiscal 2017. The first section of this report presents highlights of COIB's \$2.3 million Fiscal 2017 Preliminary Budget, as well as COIB's revenue and contract budget.

Finally, the included appendices highlight the budget actions in the November and Preliminary Plans, and their Annual Report for 2015, which highlights COIB's new initiatives, and provides performance measures for services and programs provided by COIB.

Fiscal 2017 Preliminary Budget Highlights

The City's Fiscal 2017 Preliminary Budget is \$82.1 billion, which is \$3.6 billion more than the Fiscal 2016 Adopted Budget of \$78.5 billion.

COIB's Fiscal 2017 Preliminary Budget totals \$2.3 million, which reflects a 3.1 percent increase from the Fiscal 2016 Adopted Budget.

COIB Expense Budget						
	2014	2015	2016	Prelimin	ary Plan	*Difference
Dollars in Thousands	Actual	Actual	Adopted	2016	2017	2016 - 2017
Personal Services	\$1,902	\$2,041	\$2,074	\$2,087	\$2,143	\$69
Other Than Personal Services	152	152	163	163	156	(7)
TOTAL	\$2,054	\$2,193	\$2,237	\$2,250	\$2,299	\$62

*The difference of Fiscal 2016 Adopted Budget compared to Fiscal 2017 Preliminary Budget.

Budget Highlights

The November Plan added approximately \$12,500 and \$16,000 to COIB's Fiscal 2016 Adopted Budget and Fiscal 2017 Preliminary Budget, respectively. This funding increase stems primarily from collective bargaining costs. There are no actions in the Fiscal 2017 Preliminary Budget that impact COIB's Fiscal 2017 Preliminary Budget, or its current budget.

COIB does not have performance indicators in the Preliminary Mayor's Management Report.

Financial Summary

COIB Financial Summary						
Dollars in Thousands						
	2014	2015	2016	Prelimi	nary Plan	*Difference
	Actual	Actual	Adopted	2016	2017	2016 - 2017
Spending						
Personal Services	\$1,902	\$2,041	\$2,074	\$2,087	\$2,143	\$69
Other Than Personal Services	152	152	163	163	156	(7)
TOTAL	\$2,054	\$2,193	\$2,237	\$2 <i>,</i> 250	\$2,299	\$62
Personal Services						
Additional Gross Pay	\$10	\$44	\$7	\$7	\$7	\$0
Full-Time Salaried - Civilian	1,892	1,997	2,067	2,080	2,135	68
SUBTOTAL	\$1,902	\$2,041	\$2,074	\$2,087	\$2,142	\$68
Other Than Personal Services						
Contractual Services	\$22	\$45	\$30	\$32	\$30	\$0
Other Services & Charges	70	73	82	83	76	(\$6)
Property & Equipment	38	15	23	27	23	\$0
Supplies & Materials	22	19	28	21	28	\$0
SUBTOTAL	\$152	\$152	\$163	\$163	\$157	(\$6)
TOTAL	\$2,054	\$2,193	\$2,237	\$2 <i>,</i> 250	\$2,299	\$62
Funding						
City Funds	\$2,054	\$2,193	\$2,237	\$2,250	\$2,299	\$62
TOTAL	\$2,054	\$2,193	\$2,237	\$2 <i>,</i> 250	\$2,299	\$62
Budgeted Headcount						
Full-Time Positions - Civilian	20	22	22	22	22	0

*The difference of Fiscal 2016 Adopted Budget compared to Fiscal 2017 Preliminary Budget.

Contract Budget

The Fiscal 2017 Preliminary Contract Budget consists of 7 contracts, totaling \$29.6 million. The Fiscal 2017 Preliminary Contract Budget remains unchanged since the Fiscal 2016 Adopted Budget.

COIB Fiscal 2017 Preliminary Contract Budget Dollars in Thousands				
Category	Fiscal 2016 Adopted	Number of Contracts	Fiscal 2017 Preliminary	Number of Contracts
Cleaning Services	\$600	1	\$600	1
Data Processing Equipment Maintenance	20,703	1	20,703	1
Maintenance and Repairs - General	1,000	1	1,000	1
Office Equipment Maintenance	4,300	3	4,300	3
Prof. Services - Other	3,000	1	3,000	1
TOTAL	\$29,603	7	\$29,603	7

COIB's Contract Budget for Fiscal 2017 totals \$29.6 million, which accounts for less than one percent of COIB's total operating budget. As indicated in the chart above, COIB's Contract Budget provides funding for cleaning services, data processing equipment, office equipment and the maintenance of the facility in which the agency is housed. Contracts for data processing equipment and their maintenance comprise nearly \$20.7 million, or 70 percent, of the agency's contract spending.

Revenue Budget

COIB Miscellaneous Revenue Budge Dollars in Thousands	et Overview					
	2014	2015	2016	Prelimir	ary Plan	*Difference
Revenue Sources	Actual	Actual	Adopted	2016	2017	2016 - 2017
Late Filing Fees	\$124	\$180	\$99	\$99	\$99	\$0
TOTAL	\$124	\$180	\$99	\$99	\$99	\$0

*The difference of Fiscal 2016 Adopted Budget compared to Fiscal 2017 Preliminary Budget.

COIB generates a small amount of revenue from the collection of late filing fees of financial disclosure forms. The Fiscal 2017 Preliminary Plan projects late filing fees totaling \$99,000 in both Fiscal 2016 and 2017. However, the actuals in recent years have been significantly higher and this information is reflected in the chart above.

Areas of Interest

Budget Protection

COIB continues to advocate for the enactment of a Charter amendment providing it with an independent budget. Such protection has been one of the Board's highest legislative priorities for many years. COIB has the power to sanction violations of the law by the very public officials who set its budget and could serve to undermine the Board's independence in the eyes of the public and of public servants. This could be rectified through a Charter amendment removing the Board's budget from the discretion of the public officials who are subject to the Board's jurisdiction.

COIB is required to provide ethics training to all public servants every two years. Those public servants most at risk of conflicts of interest (such as elected officials, agency heads and their deputies, as well as those without access to a computer, among others) must receive live training, which is, according to COIB, the most effective form of training.

Appendix A: Budget Actions in the November and the Preliminary Plans

		FY 2016			FY 2017	
Dollars in Thousands	City	Non-City	Total	City	Non-City	Total
COIB Budget as of the Adopted 2016 Budget	\$2,237	\$0	\$2,237	\$2,283	\$0	\$2,283
Other Adjustments						
Collective Bargaining	\$13	\$0	\$13	\$16	\$0	\$16
TOTAL	\$13	\$0	\$13	\$16	\$0	\$16
COIB Budget as of the Preliminary 2017 Budget	\$2,237	\$0	\$2,237	\$2,299	\$0	\$2,299

Appendix B: Conflicts of Interest Board Annual Report of 2015

COIB's Annual Report for 2015, which highlights COIB's new initiatives, and provides performance measures for services and programs provided by COIB.

CITY OF NEW YORK CONFLICTS OF INTEREST BOARD ANNUAL REPORT





Richard Briffault Chair

Fernando Bohorquez Anthony Crowell Andrew Irving Erika Thomas-Yuille *Members*

> Mark Davies Executive Director

2 Lafayette Street, Suite 1010 New York, New York 10007

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The New York City Conflicts of Interest Board's Annual Report is designed and produced in-house at 2 Lafayette Street, Suite 1010, New York, New York 10007.

TABLE OF CONTENTS

Intro	duction	n	5
1.	Mem	bers and Staff of the Conflicts of Interest Board	5
2.	Train	ing and Education	6
3.	Requ	ests for Guidance and Advice	11
4.	Enfo	rcement	13
5.	Annı	al Disclosure	20
6.	Prop	osed Amendments to Chapter 68	26
7.	Adm	inistration and Information Technology	27
Exhil	bits an	d Appendices	28
Exhil	bit 1:	Conflicts of Interest Board: 1993, 2001, 2014, 2015	29
Exhil	oit 2:	COIB Members, Staff, and Former Members: 2015	32
Exhil	oit 3:	Training and Education Classes on Chapter 68	34
Exhil	oit 4:	COIB Training Classes by Agency	35
Exhil	oit 5:	Recipients of Oliensis & Pierpoint Awards	36
Exhil	oit 6:	Legal Advice Summary: 1993 to 2015	37
Exhil	oit 7:	Written Requests for Advice on Chapter 68	38
Exhił	oit 8:	Written Responses to Requests for Advice on Chapter 68	39

Page

Exhibit 9:	Chapter 68 Enforcement Cases	40
Exhibit 10:	Enforcement Summary: 2006 to 2015	41
Exhibit 11:	Enforcement Fines Imposed: 1990 to 2015	42
Exhibit 12:	Annual Disclosure Reports	96
	pinions and Enforcement Cases of the Board – and Indexes	97
	alative Index to Advisory Opinions by Charter Chapter 68 on – 1990-2015	98
	lative Index to Advisory Opinions by Subject – 2015	105
Chapt	ter 68 Enforcement Case Summaries (2015)	112

INTRODUCTION

This Annual Report for 2015 summarizes the work, and highlights the accomplishments, of the New York City Conflicts of Interest Board ("COIB" or "the Board"), which is charged with administering, interpreting, and enforcing the City's Conflicts of Interest Law. Found in Chapter 68 of the City Charter (<u>http://on.nyc.gov/1aZtHKB</u>), that law is applicable to the more than 300,000 current public servants of the City of New York and all former City officers and employees.

The COIB was created in 1990 by Chapter 68 of the revised City Charter, which, together with the Lobbyist Gift Law enacted in 2006 as Sections 3-224 through 3-228 of the New York City Administrative Code, vests in the Board four broad responsibilities: (1) training and educating City officials and employees about Chapter 68's ethical requirements and the City's Lobbyist Gift Law; (2) interpreting Chapter 68 and the Lobbyist Gift Law through issuance of formal advisory opinions, promulgation of rules, and responses to requests for advice and guidance from current and former public servants and lobbyists; (3) prosecuting violators of Chapter 68 and the Lobbyist Gift Law in administrative proceedings; and (4) administering and enforcing the City's Annual Disclosure Law contained in Section 12-110 of the New York City Administrative Code (http://on.nyc.gov/lbb0NVe).

This Report reviews the Board's accomplishments during 2015, as summarized in Exhibit 1 to this Report, under each of the following headings: (1) members and staff of the Board; (2) training and education; (3) requests for guidance and advice; (4) enforcement; (5) annual disclosure; (6) the amendments to Chapter 68 proposed by the Board; and (7) administration and information technology.

1. <u>MEMBERS AND STAFF OF THE CONFLICTS OF</u> <u>INTEREST BOARD</u>

The Board's full complement is five members. Appointed by the Mayor with the advice and consent of the City Council, each member serves a six-year term and is eligible for reappointment to one additional six-year term (City Charter \S 2602(a) and (b)). Under the City Charter, the members must be selected on the basis of their "independence, integrity, civic commitment and high ethical standards" (City Charter § 2602(c)).

Richard Briffault, Joseph P. Chamberlain Professor of Legislation at Columbia Law School, was appointed to the Board in March 2014 and serves as its Chair.

Fernando A. Bohorquez, Jr., a partner at Baker & Hostetler LLP, was also appointed to the Board in March 2014.

Anthony Crowell, Dean and President of New York Law School, was appointed to the Board in April 2013.

Andrew Irving, Area Senior Vice President and Area Counsel of Gallagher Fiduciary Advisors, LLC, was appointed to the Board in March 2005 and reappointed in April 2013.

Erika Thomas-Yuille was appointed to the Board in March 2012.

A list of the present and former members of the Board may be found in Exhibit 2 to this Report.

The Board's staff of 22 is divided into six units: Training and Education, Legal Advice, Enforcement, Annual Disclosure, Administration, and Information Technology. The staff, also listed in Exhibit 2, has been headed by the Executive Director, Mark Davies, who served in that capacity from 1994 until his retirement at the end of 2015.

2. TRAINING AND EDUCATION

The Board's Training and Education Unit carries out the mandate of Section 2603(b)(1) of the Conflicts of Interest Law that the Board "shall develop educational materials regarding the conflicts of interest provisions ... and shall develop and administer an on-going program for the education of public servants regarding the provisions of this chapter." That responsibility was greatly magnified by the 2010 Charter amendment, now embodied in Section 2603(b)(2)(b), that "each public servant *shall undergo training* provided by the board in the provisions of this chapter" (emphasis added). It is the four-person Training Unit that shoulders this huge responsibility.

Training Sessions

In 2015, the Unit conducted 855 classes, the highest number ever and a 42% increase over 2014, as reflected in Exhibit 3 to this Report. The Unit also undertook several training initiatives.

During 2015, the Unit trained the entire staffs of several agencies, including the Administration for Children's Services, Board of Elections, Bronx District Attorney's Office, City Commission on Human Rights, City Council, Civilian Complaint Review Board, Comptroller's Office, Financial Information Services Agency, Mayor's Office of Criminal Justice, New York City Employees' Retirement System, Office of Administrative Trials & Hearings, Office of Payroll Administration, School Construction Authority, Taxi & Limousine Commission, Teachers' Retirement System, and Technology Development Corporation. Training at the Department of Education continued, with a total of 241 classes. In all, as summarized in Exhibit 4 to this Report, during 2015 the Unit presented classes at 45 City agencies and offices, reaching approximately 31,954 City employees.¹

The Board's classes are interactive and engaging, explaining the basis and requirements of the law in plain language and informing public servants how they can get answers regarding their specific situations. The sessions, often tailored to the specific agency or specific employees, include games, exercises, and ample opportunities for questions. The feedback received from class participants continues to be overwhelmingly positive and usually quite enthusiastic.

In addition to these training sessions, the Unit, together with the Board's attorneys, conducted 47 Continuing Legal Education ("CLE") classes, a requirement for attorneys in New York State. CLE courses were taught in various formats and in many agencies throughout the year, including a general two-hour course for City attorneys of various agencies; several shorter "Special Topics" classes; one class for new lawyers at the Law Department, continuing a model begun in 2004; two classes for new assistant district attorneys in Brooklyn, four in the Bronx, and two in Manhattan. The Unit also continued to cooperate with the Department of Citywide Administrative Services ("DCAS") to offer Citywide CLE classes in Chapter 68, both general and specialized, at the Citywide Training Center.

¹ While impressive, that number falls far below the 300,000 public servants that the 2010 Charter amendment mandates receive training every two years.

Board attorneys and the Training and Education Unit also continued to write materials on Chapter 68 for publication, including a monthly column, "Ask the City Ethicist," and the Board's newsletter, *The Ethical Times*. Internet and e-mail have permitted virtually cost-free Citywide distribution of the newsletter to general counsels and agency heads, and several agencies have reported that they electronically distribute the newsletter to their entire staff.

The Impact of the Mandatory Training Requirement

As noted above, in November 2010, the voters of New York City overwhelmingly approved a change to the City Charter making ethics training *mandatory* for all public servants of the City. While the Conflicts of Interest Law had always mandated that the Board *offer* training, there was no reciprocal mandate for public servants to *undergo* training; Chapter 68 training was largely optional. Now, all 300,000 public servants of the City *must* receive such training every two years.

One way to help meet the mandate of this amendment is to leverage the Board's own ability to train public servants by training those in City agencies whose responsibilities include ethics training of their colleagues. This longstanding Board program is called "Train the Trainer." In support of the "Train the Trainer" program, the Training and Education Unit in 2015 hosted an "Ethics Liaison Meet-Up," a late-afternoon informal gathering of ethics officials of various city agencies, where Board staff led a relaxed, interactive examination of the aspects of Chapter 68 that are more complex and relevant to agency Ethics staff. The Training Unit also continued its Train the Trainer program established many years ago at the Parks Department, refreshing the content and training a new group of trainers, who began to teach classes at Parks in 2014.

It is anticipated that the great majority of public servants will eventually be trained by some computer-based method, similar to the way many large organizations handle other types of mandatory training. The Department of Information Technology and Telecommunication ("DoITT") has recommended a partnership with DCAS, which is developing a platform for Citywide e-learning. The Board eagerly awaits the time when that platform is ready for use. In the meantime, three agencies have implemented their own electronic training systems for their employees: the New York City Housing Authority, the Department of Buildings, and the Department of Environmental Protection. The Training Unit served as the Chapter 68 content consultant for these three systems.

Website, Publications, and Media Outreach

The Internet remains an essential tool for Chapter 68 outreach. In 2015 the Board's website (<u>http://nyc.gov/ethics</u>) had 137,000 page views and 42,800 visits. The site includes frequently asked questions (FAQs), legal publications, plain language publications, interactive exercises, and an ever-growing list of links. In 2015 the Training Unit implemented many of the changes that resulted from its 2014 study of the website's usability and looks forward to making additional changes in 2016.

The Board continues to post new publications on its website. All Board publications, including the texts of Chapter 68, the Board's Rules, the Annual Disclosure Law, and the Lobbyist Gift Law can be found there. Copies of the statutes can be found at: <u>http://on.nyc.gov/1KaauBK</u>. COIB plain language materials can be found at: <u>http://on.nyc.gov/1UKxdKa</u>. Recent articles by Board attorneys and installments of "Ask the City Ethicist" have also added to the publications available online.

The Training Unit continued production on a series of short videos entitled "Ethics Express: Conflicts of Interest Explained in Five Minutes or Less." These short episodes use a "talking heads" format to present an aspect of Chapter 68. Four episodes were filmed in 2015.

The Board's monthly Ethics contest, the Public Service Puzzler, also continued. Each month, the Training Unit emails contest information (the Puzzler) to City employees, inviting them to compete for Board-related token prizes and a mention in *The Ethical Times*. Contests have included crosswords, competitions for best pun or best cartoon caption, and word scrambles, among others.

2015 saw a breakout into wonkish notoriety of the Training Unit's Twitter feed, "The COIB Daily Dose." A sub-brand of the Training Unit, the feed seeks to drive engagement with social media-savvy stakeholders. It has garnered much praise by City social media users and the local media for its use of humor to engage with the public on the topic of ethics and conflicts of interest.

<u>Seminar</u>

The Board's Twenty-first Annual Seminar on Ethics in New York City Government, held at New York Law School on May 20, 2015, was a great success. More than 250 public servants attended, representing approximately 50 City agencies. The Oliensis Award for Ethics in City Government was presented to Allen Fitzer, the dedicated Ethics Officer of the Comptroller's Office, whose service has spanned three administrations. The Pierpoint Award for Outstanding Service to the Board was presented to the Board's former Enforcement Director, Carolyn Lisa Miller. A list of past recipients of these awards may be found in Exhibit 5 to this Report.

The Board welcomes nominations for both awards, to be conferred at its Twenty-second Annual Seminar on Ethics in New York City Government, which will again be held at New York Law School, in May 2016.

For the second year in a row, the Seminar was offered at no charge for public servants. The Board thanks New York Law School for its support and generosity.

International Visitors and Government Ethics Associations

In 2015, Training Director Alex Kipp, Executive Director Mark Davies, and Enforcement Director Michele Weinstat attended the annual conference of the Council on Governmental Ethics Laws ("COGEL"), the premier government ethics organization in North America. COGEL conferences have provided the Board with a number of ideas for new initiatives, including the Board's game show, an interactive ethics quiz, and electronic filing of annual disclosure reports. This year, Mr. Davies was the recipient of the 2015 COGEL Award for his many meaningful and positive contributions to the field of government ethics. Mr. Kipp comoderated the "Local Agency Round Table" session, a yearly affair that seeks to give agencies that work on the municipal level a chance to exchange wisdom and resources.

Executive Director Mark Davies continues to serve as the Co-Chair of the Government Ethics and Professional Responsibility Committee of the New York State Bar Association's Municipal Law Section and concluded his term as Chair of the Section in June 2015. He also serves as Co-Chair of the Board of Directors of Global Integrity, an independent provider of information on governance and corruption trends around the world, and as an advisor to the American Law Institute's Principles of Government Ethics Project. Assistant Counsel Amber Gonzalez co-chairs the Law School Committee of the Municipal Law Section of the State Bar. Deputy Director of Enforcement Bre Injeski serves as a member of the Professional Ethics Committee of the New York City Bar Association. Assistant Counsel Jeff Tremblay became the editor of a new municipal ethics book to be published in 2016 by the New York State Bar Association.

The Board receives numerous requests, both from municipalities around the State and from foreign countries, to assist them in developing and improving their ethics laws. Resources permitting, Board staff members respond to those requests, whenever possible by e-mail, although occasionally in person. In 2015, Board staff met with officials from the counties of Georgia and Holland, the Provincial Governments of Guizhou and Fujian, and the City of Shenzhen in the People's Republic of China. Mr. Davies and Deputy Executive Director and General Counsel Wayne Hawley led a discussion of gifts at the ethics office of the United Nations.

Time permitting, Board staff also occasionally assists other jurisdictions seeking to revise their ethics laws. For example, Mr. Davies reviewed proposed revisions of Westchester County's ethics code at the request of the Westchester County Board of Legislators, as well as proposed revisions to ethics codes of the City of Johnstown and the Town of Huntington at the request of their counsel. He also continued to answer questions by phone and e-mail from municipal attorneys and reporters on matters of government ethics and served on municipal ethics panels at the annual meeting of the New York State Bar Association's Municipal Law Section and guest lectured by WebEx at an Albany Law School government ethics course.

3. <u>REQUESTS FOR GUIDANCE AND ADVICE</u>

The Legal Advice Unit oversees the Board's responsibility under City Charter § 2603(c)(1) to "render advisory opinions with respect to the matters covered by" Chapter 68 "on the request of a public servant or a supervisory official of a public servant." Complying with written advice obtained from the Board affords public servants a safe harbor against future enforcement action: Section 2603(c)(2) provides that a public servant who requests and obtains such advice with respect to proposed future conduct or action "shall not be subject to penalties or sanctions by virtue of acting or failing to act due to a reasonable reliance on the opinion, unless material facts were omitted or misstated in the request for an opinion." Accordingly, the Board annually receives and responds to hundreds of written, and thousands of telephonic, requests for advice.

Previous annual reports noted the significant increase in the quality and quantity of the advisory work of the Board and its Legal Advice Unit over the past

several years; 2015 was no exception. Exhibits 1 and 6 to this Report summarize the Unit's work in 2015 and prior years.

In 2015 the Board received 492 written requests for advice, as detailed in Exhibit 7 to the Report. Recognizing that delayed advice is very often useless advice, the Board is committed to responding promptly to all new requests for advice. Thus, as reflected in Exhibit 6, in 2015 the Board's median response time to written requests for advice was 30 days.

As shown in Exhibit 8 to this Report, in 2015 the Board responded in writing to 437 requests for its advice, consisting of 57 Board letters and orders reflecting Board action, 157 staff advice letters, and 223 waiver letters signed by the Chair on behalf of the Board.² At year end the number of pending advice requests awaiting written response was 170.

In 2015 Board staff also answered 3,827 telephone requests for advice, the second highest annual total on record. Telephone advice provides the first line of defense against violations of the Conflicts of Interest Law and thus remains one of the Board's highest priorities. Such calls, however, consume an enormous amount of staff time, sometimes hours a day, and therefore limit attorney time available for handling other matters.

The Board continues to distribute its formal advisory opinions to public servants and the public and to make them available on Lexis and Westlaw. Working with the Enforcement and Training and Education Units, the Legal Advice Unit has developed a large e-mail distribution list, so that new advisory opinions and other important Board documents are e-mailed to a large network of people, including the legal staffs of all City agencies. Working in cooperation with New York Law School's Center for New York City Law, the Board makes its advisory opinions available on-line, free of charge, in full-text searchable form (<u>www.CityAdmin.org</u>). Indices to all of the Board's public advisory opinions since 1990 are annexed to this Report.

² Under Section 2604(e) of the City Charter, the Board may grant waivers permitting public servants to hold positions or take action "otherwise prohibited" by Chapter 68, upon the written approval of the head of the agency or agencies involved and a finding by the Board that the proposed position or action "would not be in conflict with the purposes and interests of the city." By resolution, as authorized by City Charter § 2602(g), the Board has delegated to the Chair the authority to grant such waivers in routine cases.

In order to help meet its mandate to advise public servants in a timely manner about the requirements of the Conflicts of Interest Law, the Legal Advice Unit has relied on the services of part-time volunteers and student interns. Over the past year, one volunteer law school graduate, two law student interns, and one college intern worked part-time for the Legal Advice Unit. These individuals, listed in Exhibit 2 to this Report, contributed meaningfully to the Board's output.

The Board's appreciation for the Legal Advice Unit's substantial output, an excellent result achieved under considerable pressure, goes to Deputy Executive Director and General Counsel Wayne Hawley and the superb Legal Advice staff, including Deputy General Counsel Ethan Carrier, Associate Counsel Jessie Beller, and Assistant Counsel Amber Gonzalez.

4. <u>ENFORCEMENT</u>

A vigorous enforcement program is at the heart of the Board's efforts to preserve and promote public confidence in City government, protect the integrity of government decision-making, and enhance government efficiency. Public servants at all levels occasionally violate the Conflicts of Interest Law, either intentionally or inadvertently. Board enforcement actions send a clear message that Conflicts of Interest Law violations will be exposed and violators punished.

The Board's enforcement powers include the authority to receive complaints, direct the New York City Department of Investigation ("DOI") to investigate matters within the Board's jurisdiction, create a public record of Conflicts of Interest Law violations, and impose fines on violators. With the exception of imposing fines, which only the Board itself may do, these functions are discharged by the Board's Enforcement Unit. The Unit reviews complaints of possible violations of the Conflicts of Interest Law, initiates investigations conducted by DOI, brings civil charges in administrative proceedings for violations of the law, and negotiates settlements on the Board's behalf. In 2015, the Enforcement Unit opened a record 544 new enforcement cases, closed 484 cases, and found violations in 83 cases. Those 83 public findings of violations included 76 dispositions imposing a fine (74 settlements and two cases in which the Board issued Findings of Fact, Conclusions of Law, and Order, following a hearing before the New York City Office of Administrative Trials and Hearings ("OATH")) and seven public warning letters. Data on enforcement cases from 1996 through 2015 can be found in Exhibit 9 to this Report and more detailed information about the Board's enforcement activity from 2006 through 2015 can be found in Exhibit 10 to this Report.

An integral part of the Board's enforcement power is its ability to obtain monetary penalties and the disgorgement of ill-gotten gains, the latter a power given to the Board by the City's voters in November 2010. In 2015, the Enforcement Unit, under the leadership of former Director Carolyn Lisa Miller and current Director Michele Weinstat, collected \$121,844 in fines from violators. In addition, as discussed further below, the Enforcement Unit worked in cooperation with City agencies to jointly resolve cases involving Chapter 68 violations. In 2015, those cases resulted in agency fines, forfeiture of annual leave and suspensions valued at \$180,548, a 45% increase over 2014.

As reflected in Exhibit 11 to this Report, from 1990, when the Board gained enforcement authority, through 2015, Board fines and disgorgement penalties have totaled \$1,617,003. During that same period, fines paid to agencies, restitution, loan repayments, forfeiture of accrued leave, and suspensions without pay in Board cases have accounted for an additional \$1,709,500. But penalties alone cannot fully reflect the time and cost savings to the City when investigations by DOI and enforcement actions by the Board put a stop to the waste of City resources by City employees who abuse City time and resources for their own gain.

A vital component of the Board's enforcement program is carried out by DOI. The City Charter provides for investigations of possible violations of the Conflicts of Interest Law by DOI and also requires DOI to report the results of all its investigations involving violations of the Conflicts of Interest Law to the Board so that the Board may determine whether a violation has occurred. Consistent with these dual mandates, in 2015, the Board referred 71 cases to DOI for investigation and DOI provided the Board with 175 investigative reports, as reflected in Exhibit 10. To more expeditiously address possible Chapter 68 violations involving NYPD employees, the Board, in December 2015, also entered into a Memorandum of Understanding ("MOU") with the New York City Police Department ("NYPD") to allow its Internal Affairs Bureau ("IAB") to conduct confidential Chapter 68 investigations on behalf of the Board. The Board also relies on the public, City employees and officials, and the media to bring possible violations to the Board's attention and encourages anyone with information about a possible violation of Chapter 68 to use the "File a Complaint" function on the homepage of the Board's website (http://www.nyc.gov/html/conflicts/html/contact/file_complaint.shtml).

Enforcement Actions

In 2015, the Board concluded enforcement actions involving a wide range of conduct, from the Speaker of the New York City Council accepting a valuable gift from a lobbyist to the dozens of employees at different City agencies who misused City resources – including City computers, e-mail accounts, telephones, and vehicles – not for a City purpose but to advance their own private interests. A description of every enforcement disposition issued in 2015 can be found in the Appendix to this Report (Chapter 68 Enforcement Case Summaries (2015)), but the following brief survey highlights the extent and success of the Board's efforts:

Adjudicated Cases

The vast majority of enforcement actions are resolved by negotiated settlements. However, if a settlement is not possible, the Enforcement Unit will proceed expeditiously to a hearing; in 2015, the Board issued Findings of Facts, Conclusions of Law, and Orders in two cases following full trials at OATH.

In the first action, the Board imposed a \$6,000 fine on a New York City Housing Authority ("NYCHA") employee who, while working as a supervisor of caretakers, intermittently supervised his wife's work as a NYCHA caretaker for fourteen years. The Board found that the NYCHA employee, by supervising the work performed for the City by a member of his household, violated the Conflicts of Interest Law provision that bars public servants from using their City positions to benefit an associate. The Board held that "where a public servant supervises an associated person, no explicit showing of a benefit to that associated party need be made, because superiors will inevitably take actions to benefit their subordinates, if only in refraining from taking negative personnel actions." The Board also found that the NYCHA employee, by residing with a subordinate, violated the Charter provision that bars public servants from having a financial relationship with a superior or a subordinate employee.³

In the second adjudicated case, the Board fined the former Executive Director of Gouverneur Healthcare Services, a New York City Health and Hospital Corporation ("HHC") facility, \$3,000 for authorizing a 10% increase in his annual compensation in August 2008. The Board also fined the Executive Director \$3,000

³ COIB v. Edwin Martinez, COIB Case No. 2013-673 (2015), adopting OATH Index No. 656/15 (2014).

for soliciting employment from two NYU Medical School executives while he was responsible for managing the contract between his HHC facility and NYU Medical School and for using his HHC email account to do so.⁴

Settlements: Significant Cases

In a case of first impression involving gifts from lobbyists, the Board concluded settlements with the Speaker of the New York City Council for accepting a valuable gift from a registered lobbyist and with the lobbyist for giving the gift. The lobbyist and employees at his firm provided free consulting services and expended resources valued at \$3,796.44 to aid the Councilmember in her efforts to become Speaker. Since the process by which the Council chooses a Speaker is not an "election" under the Election Law, volunteer efforts in furtherance of the Councilmember's campaign for Speaker, as well as her use of lobby ist resources, were gifts subject to the City's Conflicts of Interest Law and Lobbyist Gift Law. Under the Conflicts of Interest Law, a public servant may not accept a gift of \$50 or more from anyone doing or seeking to do business with the City, which includes lobbyists. The Lobbyist Gift Law prohibits NYC-registered lobbyists from offering or giving a gift of any value to a public servant. Pursuant to their respective settlement agreements, the Speaker acknowledged that her acceptance of the lobbyist's services and expenditures violated the Conflicts of Interest Law's valuable gift rule and agreed to pay a \$7,000 fine to the Board and to pay the lobbyist \$3,796.44 for the services rendered. The lobbyist acknowledged violating the lobbyist gift rule and agreed to pay a \$4,000 fine.⁵

In another significant case, the Queens Republican Commissioner of the New York City Board of Elections ("BOE") paid a \$10,000 fine for using his position to twice promote his daughter's domestic partner to higher positions in the BOE Queens borough office, thereby indirectly benefitting the Commissioner's daughter financially with each promotion.⁶

The Board also fined two former NYPD Captains for violating the valuable gift rule while working in the NYPD Office of Information Technology, Communications Division. The Captains—one a Commanding Officer, the other an Executive Officer—had each accepted \$784.97 worth of meals and

⁴ COIB v. Hagler, COIB Case No. 2013-866 (2015), adopting OATH Index. No. 581/15 (2015).

⁵ COIB v. Mark-Viverito, COIB Case No. 2014-903 (2015); COIB v. Levenson, COIB Case No. 2014-903a (2015).

⁶ COIB v. Michel, COIB Case No.2014-317 (2015).

entertainment from Black Box Network Systems, which had a multi-milliondollar contract to update the NYPD telecommunications system. The Commanding Officer also misused his position by soliciting a charitable contribution to his designated charity from Black Box, which donated \$500. The Board fined the Executive Officer \$5,000 and the Commanding Officer \$7,500 for their respective violations.⁷

The former Senior Director for Human Resources at the Central Office of the New York City Health and Hospitals Corporation agreed to pay a \$12,000 fine to the Board for using her HHC position in numerous ways to benefit her daughter. First, the Senior Director created a volunteer internship position in Human Resources at the HHC Central Office for her daughter and directed her subordinates to supervise the work of her daughter during the internship. Second, the Senior Director contacted Human Resources staffers at HHC hospitals to see if they knew of any positions for her daughter. Third, she supervised, promoted, and authorized raises for her daughter's domestic partner, thus providing a benefit to her daughter. The City's Conflicts of Interest Law prohibits City employees from using their City positions to obtain a personal benefit for themselves or for their close family members, such as a parent, child, sibling, spouse, or domestic partner.⁸

Settlements: Three-Way Settlements

The Board's Enforcement Unit continued to enhance its effectiveness in 2015 by strengthening its coordination with disciplinary counsel at City agencies in cases where Board action would overlap with agency disciplinary charges. Through the so-called "referral back" process, by which the Board refers an alleged violation of the Conflicts of Interest Law to an agency if related disciplinary charges are pending at the agency (City Charter § 2603(e)(2)(d)), the Board resolved Chapter 68 violations simultaneously with related disciplinary charges brought by the respondent's agency. In 2015, the Board referred 68 such cases to agencies, including the Administration for Children's Services, the Comptroller's Office, the Department of Correction, the Department of Design and Construction, the Department of Health and Mental Hygiene, the Department of Homeless Services, the Department of Housing Preservation and Development, the

⁷ COIB v. Duval, COIB Case No. 2014-908b (2015); COIB v. Roy, COIB Case No. 2014-908c (2015).

⁸ COIB v. Velez, COIB Case No. 2014-663 (2015).

Department of Parks and Recreation, the Department of Records and Information Services, the Department of Sanitation, the Fire Department, the New York City Housing Authority, the Human Resources Administration, and the Law Department.

Settlements reached in conjunction with City agencies frequently result in penalties of loss of annual leave days, suspension without pay, fines paid to the agency and/or the Board, and resignation. In one such case, the Board reached a three-way settlement with the New York City Human Resources Administration ("HRA") and a Supervising Special Officer, resulting in his serving an unpaid suspension of forty-five calendar days, valued at approximately \$5,434, for soliciting and receiving loans from three of his subordinates and one of his HRA clients. The City's Conflicts of Interest Law prohibits public servants from using their City positions to obtain a personal benefit, which would include soliciting loans from their subordinates and clients, and from entering into a financial relationship (such as a loan) with their superior or subordinate.⁹

Settlements: Former City Employees

The Board's authority to prosecute public servants for violations that occurred while they were public servants continues even after they leave City service. For example, a former Councilmember paid a \$9,000 fine for two violations of the City's Conflicts of Interest Law. Starting in 2003, the Councilmember rented an apartment from a developer and property manager of multiple affordable housing developments sponsored by the New York City Department of Housing Preservation and Development ("HPD"); for some of the HPD-sponsored developments, Council approval was sought for designation as a Urban Development Action Area Project ("UDAAP"), which designation, among other things, would exempt the property from real estate taxes on the assessed value of the buildings for up to twenty years. The former Councilmember, without disclosing his financial relationship with the developer, voted in favor of the UDAAP resolutions for three of the developer's projects in 2003 and 2006. In addition, in 2008, the Council Member asked the developer for a larger apartment and then selected an apartment designed for a tenant earning less than what his family earned. The City's Conflicts of Interest Law prohibits public servants from using their positions to obtain a personal benefit, which would include

⁹ COIB v. Cruz, COIB Case No. 2014-903 (2015).

soliciting an apartment from a firm or individual with a matter pending, or expected to be pending, before the public servant's agency.¹⁰

The Board also prosecutes cases against former public servants for violations that occur after they leave City service. In 2015, the Board brought multiple enforcement actions against former public servants for violating the Charter's "post-employment provisions," which prohibit former public servants from communicating for compensation with their former City agencies within one year after leaving City service, from working on the same particular matters that they worked on personally and substantially while public servants, and from disclosing or using confidential information gained from public service that is not otherwise available to the public. In one such case, the Board fined a former First Deputy Press Secretary for the New York City Mayor's Office \$2,000 for communicating within her first year of leaving City service with her former City agency on two occasions on behalf of her new private sector employer – once by attending a meeting hosted by a Deputy Mayor at City Hall and once by giving a Deputy Mayor a tour of her private employer's offices.¹¹

Summaries of all of the Board's public enforcement actions from 1990 to the present are available on the Enforcement page of the Board's website. Each settlement and order is available in full-text searchable form on the website for the Center for New York City Law at New York Law School (<u>www.CityAdmin.org</u>).

In addition to public sanctions, the Board may, where appropriate, choose to educate public servants privately about the implications of Chapter 68 on their past conduct. These confidential warnings – of which the Board sent 71 such letters in 2015 – carry no findings of fact or violation by the Board, but instead serve as a formal reminder of the importance of strict compliance with the Conflicts of Interest Law.

For all their hard work, the Board thanks Michele Weinstat, Director of Enforcement; Bre Injeski, Deputy Director of Enforcement; Jeff Tremblay, Assistant Counsel for Enforcement; Ethan Berkow, Assistant Counsel for Enforcement; and Maritza Fernandez, Litigation Coordinator. The Board also thanks Carolyn Lisa Miller for her service as Director of Enforcement until April 2015. Finally, the Board extends its sincere thanks to the DOI Commissioner, the

¹⁰ COIB v. Dilan, COIB Case No. 2011-201 (2015).

¹¹ COIB v. Wood, COIB Case No. 2014-495 (2015).

Special Commissioner of Investigation for the New York City School District ("SCI"), the Deputy Commissioner of NYPD's Internal Affairs Bureau, and their entire staffs for their investigating and reporting on complaints of violations of the Conflicts of Interest Law.

5. <u>ANNUAL DISCLOSURE</u>

Under Section 2603(d) of Chapter 68, the Board receives "[a]ll financial disclosure statements required to be filed by [City] public servants, pursuant to state or local law...." Under the Annual Disclosure Law, set forth in Section 12-110 of the New York City Administrative Code (<u>http://on.nyc.gov/1bb0NVe</u>), over 9,000 City public servants were required to file an annual disclosure report for calendar year 2014 with the Board.¹²

Filing and Review of Annual Disclosure Reports

City employees continue to show an excellent compliance rate in filing their mandated annual disclosure reports. As detailed in Exhibit 12 to this Report, the overall rate of compliance with the Annual Disclosure Law has exceeded 98% over the past six years. This superb record must be attributed in large part to the excellent work of the Annual Disclosure Unit: Julia Davis, Director of Annual Disclosure and Special Counsel; Joanne Giura-Else, Deputy Director of Annual Disclosure; Holli Hellman, Associate Electronic Financial Disclosure Project Manager and Supervising Annual Disclosure Analyst; Oni John, Annual Disclosure Analyst; and Veronica Martinez Garcia, Assistant to the Unit..

During this year's annual four-week filing period, the Annual Disclosure Unit responded to 1,700 callers requesting assistance with filing, representing a 10.7% increase over the 2014 filing period.

Upon the conclusion of the filing period, the Unit reviewed filed reports for completeness and possible conflicts of interest. During 2015 the Unit conducted 8,592 reviews of the 2014 reports filed by non-terminating public servants. The Unit reviewed these annual disclosure reports to ensure that requisite waivers had been obtained for second jobs requiring them. It also reviewed Board waiver letters, issued pursuant to City Charter § 2604(e), granting permission for second

¹² Reports are filed in the year following the year to which they pertain. Thus, 2014 reports, covering calendar year 2014, were filed in 2015.

jobs, to insure that these jobs were properly reported on the filer's annual disclosure report.

Reviews conducted during the year resulted in 71 letters sent to filers.¹³ Fifty-two of those letters advised the filers that it was necessary to obtain agency head permission and then a Board order or waiver pursuant to City Charter § 2604(a) or (e) in order to retain their second, non-City business or position.¹⁴ Of the remaining 19 letters, ten asked that the filer confirm that his or her City position did not involve dealing with the employer of the filer's spouse; six asked filers to confirm that they were not in a superior-subordinate position with a City colleague at both their City agency and second job; two directed filers to obtain requisite permission from their City agency for the filer's volunteer position (City Charter § 2604(c)(6); and one advised the filer to seek advice from the Board. At year's end, 21 filers had requested waivers, 14 of which had been issued; 20 filers provided explanations or additional information concerning the Board's inquiry; two confirmed their City position did not involve their spouse's employer; six confirmed that they were not in a supervisor-subordinate relationship with a City colleague at both their City agency and second job; two resigned their second job; and one filer sought advice from the Board.

The reviews also resulted in one matter being referred to the Board's Enforcement Unit for the filer's failure to obtain a Board waiver for a second job reported again after having previously been advised to obtain the waiver.

Reviews also resulted in the Annual Disclosure Unit contacting 145 filers concerning the need to amend their reports, the majority of whom needed to disclose either second positions for which they had obtained permission or relatives in City service. As a result of the outreach, 115 filers amended their reports and 16 provided explanations as to why no amendment was required.

As a result of the recently added question requiring disclosure of relatives in City service, the Unit's review of filed reports has expanded to determine whether a conflict of interest existed where a filer and his or her relative work in the same City agency. The Unit reviewed 218 reports and contacted 26 agency ethics liaisons to inquire whether any of 735 pairs of relatives were in superior-

¹³ The number of letters is nearly identical to the 74 letters sent in 2014 concerning 2013 reports.
 ¹⁴ Therefore, 52 of the requests received by the Advice Unit this year directly resulted from the Annual Disclosure Unit's review of disclosure reports.

subordinate positions. By year's end, 24 liaisons had reported that there was no supervisory relationship for 185 pairs of relatives.

The Annual Disclosure Unit receives requests for the certification of compliance that departing City employees have complied with their obligations under the annual disclosure law. Pursuant to Section 12-110 (b)(3)(b) of the Administrative Code, departing employees must obtain such a certification before they can receive their final paychecks and/or any lump sum payments. In 2015, 596 certifications were issued. Finally, the Unit continued its annual disclosure liaison trainings with eleven trainings in 2015, an increase of more than 50% over the number of trainings conducted in 2014.

Policymaking Boards and Commissions

As amended by Local Law 58 of 2012 and to conform to state law, for the second year uncompensated members of City policymaking boards and commissions were required to file a short paper annual disclosure form. Eighteen policymaking boards and commissions participated in the 2015 filing period, representing 170 required filers, 15 of whom sat on multiple boards or commissions. By year's end the Unit obtained 100% compliance.

Public Authorities Accountability Act

The Public Authorities Accountability Act ("PAAA") requires directors, officers, and employees of certain City-affiliated entities to file annual disclosure reports with the Board. Thirty-one PAAA entities -- including one entity filing for the first time -- participated in the 2015 filing period.¹⁵ These entities represented 386 filers. Of those 386 filers, 192 individuals had previously submitted annual disclosure reports pursuant to their City positions and thus were not required to file a PAAA annual disclosure report; 25 of those 192 filers were required to file by virtue of service with more than one PAAA entity. The remaining 194 individuals were required to file a short 2014 paper PAAA report; of those 194 filers, three were required to file by virtue of service with more than one PAAA report; of those 194 filers, three were required to file by virtue of service with more than one PAAA report; of those 194 filers, three were required to file by virtue of service with more than one PAAA report; of those 194 filers, three were required to file by virtue of service with more than one PAAA report; of those 194 filers, three were required to file by virtue of service with more than one PAAA report; of those 194 filers, three were required to file by virtue of service with more than one PAAA entity. At year's end there were seven non-filers.

¹⁵ The number of PAAA entities filing in 2015 was lower than the number filing in 2014 because of mergers of several PAAA entities.

Annual Disclosure Appeals

Pursuant to Section 12-110 (c) of the Administrative Code, an employee may appeal his or her agency's determination that the employee is required to file a report. During 2015, the Board issued the following appeal order:

On March 24, 2015, the Board found that two DCAS employees with the civil service and office titles of Assistant Architect/Director of Roofs and Scaffolds and Landscape Architect II/Project Manager, respectively, were required to file annual disclosure reports because they have contracting responsibilities during the reporting year. The order and decision may be found on the Board's website at:

http://www.nyc.gov/html/conflicts/downloads/pdf2/fd%20docs/coib_fd_ord er_2015-01.pdf.

Annual Disclosure Enforcement

Section 12-110(g) of the City's Annual Disclosure Law empowers the Board to impose fines of up to \$10,000 for the non-filing or late filing of an annual disclosure report. During 2015, the Board collected \$28,530 in late filing fines, reflecting \$24,030 from 2014 late filers and \$4,500 from 2013 late filers. Since the Board assumed responsibility for annual disclosure in 1990, the Board has collected \$649,978 in annual disclosure fines.

In February, the Attorney General's Office unsealed a criminal indictment charging Councilmember Ruben Wills with making false statements in his annual disclosure reports: <u>http://www.ag.ny.gov/press-release/ag-schneiderman-comptroller-dinapoli-announce-indictment-nyc-council-member-ruben</u>. The indictment generated a large number of news articles, including the following representative sampling:

NYTimes: <u>http://www.nytimes.com/2015/02/04/nyregion/new-york-city-</u> councilman-arrested-on-corruption-charges.html?_r=0

Daily News: <u>http://www.nydailynews.com/new-york/nyc-crime/city-councilman-ruben-wills-arrested-article-1.2101682</u>

New York Post: <u>http://nypost.com/2015/02/03/city-councilman-ruben-wills-arrested-again/</u>

Wall Street Journal: <u>http://blogs.wsj.com/metropolis/2015/02/03/nyc-council-member-ruben-wills-arrested-on-false-disclosure-charges/</u>

Crains NY:

http://www.crainsnewyork.com/article/20150204/BLOGS04/150209939/councilmans-felony-was-ok-for-other-pols

NY1: <u>http://www.ny1.com/nyc/all-boroughs/news/2015/02/3/queens-councilman-faces-new-round-of-criminal-charges.html</u>

Public Inspection of Annual Disclosure Reports

Section 12-110(e) of the City's Annual Disclosure Law provides that certain information contained in annual disclosure reports shall be made available for public inspection. In 2015, there were 1,778 requests to inspect filed reports. 1,193 of these requests were from the media,¹⁶ which resulted in numerous news articles and reports, of which a representative sampling organized by subject matter follows.

Mayor de Blasio's net worth, especially compared to that of Mayor Bloomberg:

A June 4, 2015, Capital New York article discussed the Mayor's net worth: <u>http://www.capitalnewyork.com/article/city-</u> <u>hall/2015/06/8569457/de-blasio-disclosures-show-rental-income-</u> <u>three-mortgages?news-image</u>.

A June 5, 2015, Daily News article noted the Mayor's lack of wealth in comparison to former Mayor Bloomberg: <u>http://www.nydailynews.com/new-york/mayor-de-blasio-assets-</u> <u>meager-retirement-fund-report-article-1.1819224</u>

A June 4, 2015, AP article that discussed the Mayor's wealth and also compared him to former Mayor Bloomberg ran in various news outlets, such as WFUV: <u>http://www.wfuv.org/content/de-blasio-other-electeds-release-public-disclosure-forms;</u> and Yahoo Finance:

¹⁶ Of the 1,193 responses to requests from the media, 1,051 were emailed directly to reporters pursuant to an Annual Disclosure Unit initiative permitting reporters to register with the Board. Reporters from established publications may receive reports by email to their work email address after they have registered with the Board.

http://finance.yahoo.com/news/nyc-mayor-other-officials-release-172612171.html.

Release of the Annual Disclosure Reports of the members of the City Council, the borough presidents, and the district attorneys on July 1, 2015, resulted in the following representative articles:

A July 1, 2015, Capital New York article compared the disclosures of the five borough presidents: <u>http://www.capitalnewyork.com/article/city-</u> <u>hall/2015/07/8571356/disclosures-show-borough-presidents-finances</u>.

A July 2, 2015, Daily News article focused on the debt of numerous Councilmembers: <u>http://www.nydailynews.com/city-pols-buried-10g-credit-card-debt-article-</u>

<u>1.2278879?utm_content=bufferaaf8c&utm_medium=social&utm_sou</u> <u>rce=twitter.com&utm_campaign=NYDNPolitics+Twitter</u>

Release of Reports of Appointed Public Servants on August 20, 2015, resulted in a number of articles on August 26, 2015, focusing on the salary of a former City Hall staffer who sought to secure New York City as the host city for the 2016 Democratic National Convention; a representative sampling includes the following:

Politico NY: <u>http://www.capitalnewyork.com/article/city-hall/2015/08/8575132/de-blasio-aide-paid-six-figures-nyc-company-convention-bid-work</u> (also picked up by smaller publications, e.g., <u>http://jpupdates.com/2015/08/27/mayor-de-blasios-aide-earned-big-bucks-on-failed-brooklyn-dnc-bid/</u>)

Daily News: <u>http://www.nydailynews.com/news/politics/de-blasio-aide-six-figures-heading-nyc-dnc-attempt-article-1.2337233</u>

New York Post: <u>http://nypost.com/2015/08/26/taxpayers-paid-for-de-blasio-aides-bid-to-land-dnc/</u>

Articles about the filing, or lack thereof, by candidates for City office included:

A July 28, 2015, The Wall Street Journal article noted that the two candidates for Staten Island District Attorney filed their annual disclosure reports late and that candidates for public office have often filed late. SI Live also reported on this story: <u>http://www.silive.com/news/index.ssf/2015/07/mcmahon_illuzzi_file_</u>

disclosur.html

An October 31, 2015, editorial in the New York Daily News commented on the Bronx District Attorney candidate's failure to have filed an annual disclosure report:

http://www.nydailynews.com/opinion/editorial-law-article-1.2418422.

Miscellaneous:

The December report of the Quadrennial Commission, which studied possible raises for elected City officials, mentioned, and criticized, the fact that annual disclosure reports are not on line:

http://www.google.com/url?sa=t&rct=j&q=&esrc=s&frm=1&source= web&cd=2&cad=rja&uact=8&ved=0ahUKEwitz6y4xJrKAhVI_WM KHfcwBekQFggiMAE&url=http%3A%2F%2Fwww1.nyc.gov%2Fas sets%2Fquadrennial%2Fdownloads%2Fpdf%2F2015-Quadrennial-Commission-

<u>Report.pdf&usg=AFQjCNHK_x3yKcmWJU67KgLSpkhUwSaELg</u> (at page 67 of the report).

A December 21, 2015, article in Newsday discussing the report noted that Citizens Union urged that the reports be available on line: <u>http://www.newsday.com/news/new-york/panel-boost-pay-for-nyc-officials-by-12-and-more-1.11250822</u>,

6. PROPOSED AMENDMENTS TO CHAPTER 68

The Board had a busy and successful year providing advice to City employees, enforcing violations of the City's ethics law, administering annual disclosure, and training City employees. However, Chapter 68 of the New York City Charter has gone largely unchanged since it was first enacted 25 years ago, and some changes are needed. Indeed, City Charter § 2603(j) requires that, at least once every five years, the Board "shall review the provisions of this chapter and shall recommend to the council . . . such changes or additions as it may consider appropriate or desirable." The Board did so in August 2009, when it issued a comprehensive report proposing extensive amendments to the Conflicts of Interest Law. A handful of those proposals were enacted in 2010 upon recommendation of the Charter Revision Commission.¹⁷ But the Board's other proposals have not been considered.

In particular, one of the Board's highest legislative priorities for many years has been a Charter amendment providing the Board with an independent budget. Virtually alone among City agencies, the Board has the power to sanction violations of the law by the very public officials who set its budget. The Board believes that is in itself an unseemly conflict that can only undermine the Board's independence in the eyes of the public and of public servants. That situation should be rectified through a Charter amendment removing the Board's budget from the discretion of the public officials who are subject to the Board's jurisdiction.

7. ADMINISTRATION AND INFORMATION TECHNOLOGY

The Board thanks its Director of Administration, Varuni Bhagwant, and Administrative Coordinator, Iris Wright, for their continued perseverance in the face of increasing administrative burdens. The Board also thanks its Director of Information Technology, Derick Yu, who single-handedly keeps the Board's computer and other technology resources running. He has provided the Board with the technical expertise necessary to implement changes to the Board's electronic financial disclosure application and develop the Board's case management software and has supervised the implementation of upgrades to the Board's IT infrastructure, including the imminent replacement of the agency's phone system with Voice Over Internet Protocol, an innovation that will save the Board tens of thousands of dollars annually.

¹⁷ In 2010, the Charter Revision Commission recommended, and the voters approved, three of the Board's proposals: mandating that every City public servant obtain training in the Conflicts of Interest Law, increasing from \$10,000 to \$25,000 the maximum civil fine for a violation of Chapter 68, and empowering the Board to order a public servant to disgorge to the City any gain or benefit he or she received as a result of a violation of Chapter 68. Those provisions are now part of Chapter 68, in Sections 2603(b), 2606(b), and 2606(b-1) of the Charter.

EXHIBITS

AND

APPENDICES

CONFLICTS OF INTEREST BOARD: 1993, 2001, 2014, 2015 **EXHIBIT 1**

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Agencywide	1993	2001	2014	2015
Adopted Budget (Fiscal Year)	\$1,132,000 (FY94)	\$1,698,669 (FY02)	\$2,117,472 (FY15)	\$2,237,114 (FY16)
Staff (budgeted)	26	233/5	22	22
Legal Advice	1993	2001		2015
Staff	6% ($4%$ attorneys)	4 (3 attorneys)	3 attorneys ¹	4 attorneys
Telephone requests for advice	N/A	1,650	4,353	3,827
Written requests for advice	321	539	597	492
Issued opinions, letters,				
waivers, orders	266	501	480	437
Opinions, etc. per attorney	53	167	160	146
Pending requests at year end	151	40	174	170
Median time to respond to				
requests	N/A	N/A	28 days	30 days
Enforcement	1993	2001	2014	2015
Staff	1/2	5 (4 attorneys)	5 (4 attorneys)	5 (4 attorneys)
New complaints received	29	124	488	544
Cases closed	38	152	524	484
Dispositions imposing fines	1	6	78	76
Public warning letters	0	2	17	7
Fines imposed	\$500	\$20,450	\$184,405	\$121,844
Referrals to DOI	19	49	55	71
Reports from DOI	N/A	43	181	175

¹ The Deputy General Counsel line was vacant for eight months in 2014, and the new Deputy General Counsel had to spend much of his time disposing of enforcement cases.

Training and Education	1993	2001	2014	2015
Staff	_	43/5	4	4
Training sessions	10	190 24 agencies; CLE	599 43 agencies; Brown Bag Lunches; Ethics Liaison Meet-up; multiple CLE offerings; training for all employees of 11 agencies; new presentation for Citywide seminar	855 45 agencies; Ethics Liaison Meetup; multiple CLE offerings; training for all employees at 17 agencies; new sessions for Citywide seminar, with added integration between Training & other units
Dept. of Education training	None	116 training sessions; BOE leaflet, booklet, videotape	320 classes taught; new handbook for Therapists	241 classes taught
Publications	6 Poster, Chapter 68, Plain Language Guide, Annual Reports	Over 50 Ethics & Financial Disclosure Laws & Rules; leaflets; <i>Myth of</i> <i>the Month</i> (CHIEF LEADER); Plain Language Guide; Board of Ed pamphlet; outlines for attorneys; <i>CityLaw</i> , <i>NY Law Journal</i> , <i>NYS</i> <i>Bar Ass'n</i> articles; chapters for ABA, NYSBA, & international ethics books; Annual Reports; poster; newsletter	Over 50 Continued monthly column in <i>The Chief</i>	Over 50
Ethics newsletter	None	Ethical Times (Quarterly)	Ethical Times (Monthly), Public Service Puzzler (Monthly)	Ethical Times (Monthly), Public Service Puzzler (Monthly)

Training and Education (cont'd)	1993	2001	2014	2015
Videotapes	None	3 half-hour training films; 2 PSA's	"Ethics Express: Conflicts of Interest in Five Minutes or Less" five clips posted.	"Ethics Express": 4 clips shot, one posted, 3 for posting in 2016
Electronic training	None	Computer game show; Crosswalks appearances	Development with DCAS on hold until they find the appropriate vendor; Training Twitter feed begun.	Development with DCAS slated for 2016. Twitter feed ("The COIB Daily Dose") innovations. Computer game show format given a refresher
Annual Disclosure	1993	2001	2014	2015
Staff	12	5	S	Ś
6-year compliance rate	%66	98.6%	98.5%	98.5%
Fines collected	\$36,051	\$31,700	\$28,530	\$28,530
Reports reviewed for	All (12,000)	400	8,592	8,592
completeness (mandated by Charter & NYS law)				
Reports reviewed for conflicts (mandated by law)	350	38	8,592	8,592
Filing by City-affiliated entities (e.g., not-for- profits and public authorities) under PAAA	0	0	31 PAAA entities filed	31 PAAA entities filed
Electronic filing	None	In development	With limited exceptions (PAAA filers, uncompensated members of policymaking boards and commissions, candidates, and assessors), all filers file electronically	With limited exceptions (PAAA filers, uncompensated members of policymaking boards and commissions, candidates, and assessors), all filers file electronically

EXHIBIT 2 COIB MEMBERS, STAFF, AND FORMER MEMBERS 2015

Members

Richard Briffault, Chair Fernando Bohorquez Anthony Crowell Andrew Irving Erika Thomas-Yuille

Staff

Executive Mark Davies, Executive Director Legal Advice Wayne G. Hawley, Deputy Executive Director & General Counsel Ethan Carrier, Deputy General Counsel Jessie Beller, Associate Counsel Amber Gonzalez, Assistant Counsel Enforcement Carolyn Lisa Miller, Director of Enforcement (until April 2015) Michele L. Weinstat, Director of Enforcement (commencing May 2015) Bre Injeski, Deputy Director of Enforcement Jeffrey Tremblay, Assistant Counsel Evan Berkow, Assistant Counsel Maritza Fernandez, Litigation Coordinator Annual Disclosure Julia Davis, Director of Annual Disclosure & Special Counsel Joanne Giura-Else, Deputy Director of Annual Disclosure Holli R. Hellman, Associate Electronic Financial Disclosure Project Manager and Supervising Annual Disclosure Analyst Veronica Martinez Garcia, Administrative Assistant Oni, John, Annual Disclosure Analyst Training and Education Alex Kipp, Director of Training and Education Philip Weitzman, Senior Trainer Rob Casimir, Trainer Samantha Quinn Haisley, Trainer (until June 2015) Claire Wiseman, Trainer (commencing June 2015) Administrative Varuni Bhagwant, Director of Administration Iris Wright, Administrative Coordinator Information Technology Derick Yu, Director of Information Technology

Interns and Volunteers

Volunteer Law Graduate Pamela Rockmore

Law School Interns

Niyata Sangani Laura Rion

College Interns Christine Nelson

Former Members of the Board

Merrill E. Clarke, Jr., Chair	1989
Beryl Jones	1989-1995
Robert J. McGuire	1989-1994
Sheldon Oliensis, Chair	1990-1998
Shirley Adelson Siegel	1990-1998
Benjamin Gim	1990-1994
Benito Romano, Acting Chair (1998-2002)	1994-2004
Jane W. Parver	1994-2006
Bruce A. Green	1995-2005
Angela Mariana Freyre	2002-2011
Steven B. Rosenfeld, Chair	2002-2012
Kevin J. Frawley	2006-2009
Monica Blum	2004-2013
Burton Lehman	2009-2014
Nicholas Scoppetta, Chair	2012-2014

EXHIBIT 3 TDAINING AND EDUCATION CLASSES ON CHAPTER 68	INVITATION OF THE STOCK STATION CHARGES ON CHERICAL
-----------------------------------------------------------	-----------------------------------------------------

DOE Classes	Other Agency Classes	Total Classes ¹ 90
01	53	63
23	69	92
221	156	377
116	74	190
119	167	286
43	139	182
119	169	288
80	162	242
43	151	194
75	341	416
51	484	535
33	253	286
6	270	279
21	297	318
34	307	341
18	524	542
320	279	599
614	241	855

These totals do not include classes conducted by agency training/legal staff under COIB's "Train the Trainer" program nor briefings set up and conducted exclusively by DOI.

² As a result of mandated layoffs, the Board had no Training and Education Unit and therefore no training and education classes from May 15 to October 15,

^{2003.}

³ From December 2005 to September 2006, the Training and Education Unit had an effective staff of one, as the Senior Trainer position was vacant from December 2005 to mid-July 2006, and the new trainer then needed to be trained before he could begin teaching classes.

For five months during 2009 the Unit had a staff of only one.

⁵ For eight months during 2010 the Unit had a staff of only one.

⁶ The Unit's compliment was expanded from two to four in July 2012. ⁷ One training position was effectively vacant from June to August and for the $\mathbf{M}_{\mathbf{M}}$ h of December in 2015.

COIB TRAINING CLASSES BY AGENCY EXHIBIT 4

Agencies that held one or two classes are not separately listed. Agencies that held ten or more classes are in hold. Agencies that held three to nine classes are in italics.

						_					_				_									_	_							_		
2015 ⁴	ACS	Bd. Of Elections	City Council	Comptroller	DCAS	DDC	DOB	DOE	DOF	DOHMH	DOT	FISA	HRA	OATH	SCA	TLC	TRS	311	BxD.4	CCHR	Community Boards	D.INY	IOD	DollT	LVR/	האוני	NICERS	UTPD CITY	OP.4	Parks	Agencies Unlding One or	Two Classes: 13	5	1 otal Classes: 855
2014	City Council	Community	Boards	Comptroller	DDC	DOE	DOF	DOHMH	DolTT	DOT	HRA	Parks	COIB	W-Fd	DC:IS	DEP	DOB	DOC	DSNI	EDC	FDNY	Mayor's Office	Mayor's Office	is. Domestic	1 Iolence	VICHA OF12	OEM Public Advocate	SBS			Agencies Dataine One or	Two Classes: 17	č	Total Classes: 599
2013	ACS	City Council	BOE	BoERS	DA (M)	DCAS	DDC	DFTA	DIIS	DOB	DOE	DOF	DolTT	DOT	HRA	SCA	TRS	Parks	Community	Boards	D.I - B.r	DEP	HIVHOO	DSNY	D1CD	EDC	HDC	NOCS	OEM OPJ	~	Agencies	Two Classes: 13		Total Classes: 542
2012 ³	ACS	City Council	Comptroller	DCAS	DOE	DOHMH	DOT	HRA	NYCERS	TLC	Borough	President (AI)	Community	Boards	DDC	DEP	DOB	DOF	DoITT	DSN1	EDC	FDNY	FISA	OLR	Police Pension	Richmond City.	apillo s. Fra				Agencies Holding	Classes: 17	į	Total Classes: 341
2011	Buildings	City Council	DCAS	DDC	DOE	DOF	0ATH 0	SCA	Community	Bourds	DOHMH	DolTT	DICD	EDC	FDN	HRA	Manhattan BP	N/OCS	NICERS	Not-for-profits	Receiving	Discretionary	Grants	OEM	SBS						Agencies Holding	Classes: 16	1	Total Classes: 318
20102	Buildings	City Council	DCAS	DOF	DOT	HRA	Not-for-profits	Receiving	Discretionary	Grants	Broux Borough	President	Community	Boards	DDC	HIVHOD	DolTT	DPR	FDNY	HHC	HPD										Agencies Holding	Classes: 20		Total Classes: 279
20091	Buildings	City Council	DCAS	DolTT	Education	FISA	NYCHA	TLC	CCIIR	CCRB	Community	Boards	DC-I	DDC	IIIVHOO	DOF	DOT	DPR	DSNY	DICD	EDC	FDNY	HRJ	NICERS	HIFO	SBS					Agencies Holding	One or 1wo Classes: 24		Total Classes: 286
2008	Buildings	DCAS	DDC	Education	0.ATII/ECB	llealth	Sanitation	TLC	ACS	-tging	City Council	Communit'	Boards	Correction	DoITT	EDC	Finance	Fire Dept.	Law	MOCS	N) CERS	NICHA									Agencies Holding	One or 1wo Classes: 23		Total Classes: 535

¹ For five months during 2009 the Unit had a staff of one. ² For eight months during 2010 the Unit had a staff of one. ³ The Training Unit's compliment was expanded from two to four in July 2012. ⁴ One Training Unit position was effectively vacant from June to August 2015 and for the month of December 2015.

EXHIBIT 5 RECIPIENTS OF OLIENSIS & PIERPOINT AWARDS

Sheldon Oliensis Ethics in City Government Award

- 2015 Allen Fitzer (Comptroller's Office)
- 2014 Rose Gill Hearn (Department of Investigation)
- 2013 Samantha Biletsky (Department of Education)
- 2012 Marla Simpson (Mayor's Office of Contract Services)
- 2010 Daisy Lee Sprauve, Rose Tessler, Jonathan Wangel (Department of Health and Mental Hygiene)
- 2009 Ricardo Morales (New York City Housing Authority)
- 2007 Department of Buildings
- 2005 The Center for New York City Law at New York Law School
- 2004 Saphora Lefrak (City Council)
- 2003 Department of Investigation
- 2002 Department of Environmental Protection
- 2001 Department of Transportation
- 1999 Sheldon Oliensis (Conflicts of Interest Board)

Powell Pierpoint Award for Outstanding Service to the Conflicts of Interest Board

- 2015 Carolyn Lisa Miller
- 2014 Burton Lehman
- 2013 Steven Rosenfeld and Monica Blum
- 2012 Wayne Hawley
- 2011 Angela Mariana Freyre
- 2009 Mark Davies
- 2008 Robert Weinstein
- 2007 Jane Parver
- 2006 Bruce Green
- 2005 Benito Romano
- 2003 Andrea Berger
- 1999 Shirley Adelson Siegel

EXHBIT 6 LEGAL ADVICE SUMMARY: 1993 TO 2015

	1993	2009	2010	2011	2012	2013	2014	2015
		(Increase v. 2008)	(Increase v. 2009)	(Increase v. 2010)	(Increase v. 2011)	(Increase v. 2012)	(Increase v. 2013)	(Increase v. 2014)
Staff	5 attorneys	4 attorneys	4 attorneys	4 attorneys	4 attorneys	4 attorneys	3 attorneys	4 attorneys
Telephone requests	N/A	3277	3246	3310	3213	3536	4,353	3,827
for advice		(-14%)	(-1%)	(+2%)		(+10%)	(+23%)	(-12%)
Written requests	321	557 (-11%)	599 (+8%)	582 (-3%)	581	552 (-5%)	597 (+8%)	492 (-18%)
for advice								
Issued opinions,								
letters, waivers,	266	484 (-16%)	523 (+8%)	523	471 (-10%)	559 (+19%)	480 (-14%)	437 (-9%)
orders								
Opinions, etc. per								
attorney	53	121 (-16%)	131 (+8%)	131	118 (-10%)	140 (+19%)	160 (+14%)	146 (-8%)
Pending written								
requests at year	151	138 (-14%)	162 (+17%)	166 (+2%)	221 (+33%)	107 (-52%)	174 (+63%)	170 (-2%)
end								
Median time to								
respond to	N/A	24 days	24 days	29 days	28 days	22 days	28 days	30 days
requests								

EXHIBIT 7 WRITTEN REQUESTS FOR ADVICE ON CHAPTER 68

Requests Received	359 364	496	461 535	539	691	559	535	515	568	613	624	557	599	582	581	552	597	492
<u>Year</u>	1996 1997	1998	1999 2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015

EXHIBIT 8 WRITTEN RESPONSES TO REQUESTS FOR ADVICE ON CHAPTER 68

Total	286	329	420	463	472	501	505	535	470	543	415	605	574	484	523	523	471	559	480	437
Board Letters, <u>Orders, Opinions</u>	25	24	45	28	52	46	26	83	61	79	79	06	95	83	81	85	70	67	49	57
Waivers/ (b)(2) Letters	49	116	111	152	179	148	147	165	157	223	158	246	226	231	234	250	246	282	210	223
Staff Letters	212	189	264	283	241	307	332	287	252	241	178	269	253	170	208	188	155	210	221	157
Year	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015

EXHIBIT 9 CHAPTER 68 ENFORCEMENT CASES

	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
New Complaints	50	64	63	81	148	124	221	346	307	370
Cases Closed	32	54	76	83	117	152	179	243	266	234
Dispositions	-	2	6	4	10	6	9	Э	9	11
Public Warning Letters	-	0	0	0	2	2	0	0	0	-

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
New Complaints	330	466	510	445	526	441	437	506	488	544
Cases Closed	557	426	508	476	523	507	446	508	524	484
Dispositions	21	62	136	98	74	66	68	67	78	76
Imposing Fines										
Public Warning	9	26	16	23	37	19	14	29	17	7
Letters										

40

ENFORCEMENT SUMMARY: 2006 to 2015 EXHIBIT 10

	2006 (Increase v.	2007 (Increase v.	2008 (Increase v.	2009 (Increase v.	2010 (Increase v.	2011 (Increase v.	2012 (Increase v.	2013 (Increase v.	2014 (Increase v.	2015 (Increase v.
	2005)	2010)	2007)	2008)	2009)	2010)	2011)	2012)	2013)	2014)
Staff	4 (2 attorneys ¹)	5 (4 attorneys)	5 (4 attorneys ²)	5 (4 attorneys ³)	5 (4 attorneys)	5 (4 attorneys ⁴)	5 (4 attorneys ⁵)	5 (4 attorneys ⁶)	5 (4 attorneys ⁷)	5 (4 attorneys*)
New complaints received	330	466 (+41%)	510 (+9%)	445 (-13%)	526 (+18%)	441 (-16%)	437 (-0.1%)	506 (+14%)	488 (- 4%)	544 (+11%)
Cases closed	557	426 (-24%)	508 (+19%)	476 (-6%)	523 (+10%)	507 (-3%)	446 (-12%)	508 (+16%)	524 (+3%)	484 (-8%)
Dispositions imposing fines	21	62 (+195%)	136 (+119%)	98 (-28%)	74 (-24%)	66 (=11%)	89 (+35%)	67 (-25%)	78 (+16%)	76 (-3%)
Public warning letters	6	26 (+333%)	16 (-38%)	23 (+44%)	37 (+61%)	(%64-)61	14 (-26%)	29 (+101%)	17 (-41%)	7 (-59%)
Fines imposed	\$30,460	\$87,300	\$155.600	\$161.076	\$145.850	\$145.769	\$198.876	\$131.750	\$184.405	\$121.844
Referrals to DOI	171	115 (-33%)	112 (-3%)	74 (-34%)	77 (+4%)	64 (-17%)	67 (+5%)	75 (+12%)	56 (-25%)	71 (+27%)
Reports from DOI	225	282 (+25%)	310 (+10%)	187 (-40%)	259 (+39%)	169 (-35%)	204 (+21%)	193 (-5%)	182 (-6%)	175 (-4%)

¹ The Enforcement Unit had only two attorneys for several months in 2006.

² The Enforcement Unit had one attorney on leave for several months in 2008.

³ The Enforcement Unit had one attorney on leave for several months in 2009.

⁴ The Enforcement Unit lacked one attorney for 3½ months in 2011.
⁵ The Enforcement Unit lacked one attorney for 7½ months in 2013.
⁶ The Enforcement Unit lacked one attorney for two months in 2014.
⁷ The Enforcement Unit lacked one attorney for five months in 2014.

Suspensian Value	Contraction of the local distance of the loc	and the second se	an all the line							p.						\$588.00			\$3,143.00	\$598.00	and the second se						\$4,275.00
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Other Penalty Value		and the second se	and a set of		53,796.44																A State of the state of the						
Other Penalty			and the second second	Pay lobbyist for	value of gift												12 month General	Probationary	Evaluation Period		のないのである		Reassigned from	Investigator Level II	to Investigator Level	plus one year	probation.
Approv Fine			A State State																								
Explanation of COIR Fine	3015	CTU2	DECEMBER																		NOVEMBER.						
COIR Fine		ALL STREET STREET	Law and the second		\$7,000	\$4,000	\$1,000	\$1,000	\$500	\$4,000	\$1,000	\$3,000	\$500	\$750	\$3,500						at the fight of	\$6,000					
3-Way Settlement							×	×	×	×	×	×	×	×		×			X	×	ない、大ななしていない						×
Δεσητυ		A DECEMBER OF	STATE STATE		Council	Lobbyist	FDNY	FDNY	FDNY	FDNY	FDNY	FDNY	FDNY	DOF	DHS	нмноа			NYCHA	ACS	Section of the	HHC					CCRB
Сако Мато			すたときませんであっ		Mark-Viverito	Levenson	Brosi	Cartafalsa	Chilson	Curatolo	Duffy	McLaughlin	Meyers	Haimoff	Davis Moten	Hsu		0.00	Scott	Evans	Contraction of the other of the other	Hagler					Sazonov
			June and		2013-903	12/22/2015 2013-903a		12/22/2015 2015-061b	12/22/2015 2015-061c	12/22/2015 2015-061d	12/22/2015 2015-061e	12/22/2015 2015-061h	2015-061i	2015-542	2015-269						E. San Surter						
Ote		and the second se	and a strange of the		12/22/2015 2013-903	12/22/2015	12/22/2015 2015-061a	12/22/2015	12/22/2015	12/22/2015	12/22/2015	12/22/2015	12/22/2015 2015-061	12/22/2015 2015-542	12/22/2015 2015-269	12/22/2015 2015-228			12/22/2015 2015-625	12/22/2015 2015-311	A. C. S.	11/30/2015 2013-866					11/30/2015 2015-621

Suspension Value		Sale - Sal				\$1.600.00	\$5,538.00	\$31,547.00		Contraction of	\$417.92	\$1,715.00	\$329.64			a dalat			Γ						\$1,177.75
Suspi Va		contra a late						l s		a state of															
Suspension Days	「なっていた」	「「「「」」の「」」」				2	45	96		the second states	2	7	3			のないのないの									10
Other Penalty Value	and a start of	a formation of the second								State and a state of the															
Other Penalty	and a short from the for	A CAR A CAR A CAR	soliciting any private	premises; complete	a COIB training	sesion within one				Sunday States and						South Strength Bark	Complete an	c1 600 braining section	101222 9111101				Resign and never	return to HRA emolovment	
Agency Fine	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	A State of the second								State State State State						A STATE OF A STATE OF A		C 100	\$1,500				_		
Explanation of COIB Fine	2015	DECEMBER								OCTOBER						SEFTEMBER									
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3-Way Settlement		日本の湯の湯				~		×		and a state of the	×	×	×			a kata a		,	. ×					~	. ×
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Case No.		at after an app				005.2100	2015-248		<u>ه</u>	のないの								101 A 035	2014-453	9/25/2015 2015-190d	9/25/2015 2015-190b	2015-190		0/75/7015 2015-405	2015-432
Date		the second second				005.2100 2100/20/11	11/23/2015 2015-248	11/23/2015 2015-182	11/23/2015 2015-190e	States States	10/21/2015 2015-312	10/21/2015 2015-587	10/21/2015 2015-587a	10/21/2015 2015-190a	10/21/2015 2015-434	いいのでのである			9/25/2015 2014-453	9/25/2015	9/25/2015	9/25/2015 2015-190		0/75/2015	9/25/2015/2015-432

			3-Way		Explanation of		Cutors Barrier	Other Penalty	Suspension	Suspension
Date Case No.	o. case name	Agency	Settlement	CUIB FINE	CUIB FIRE	Agency Hine	Attenar John	Value	sten	Alle
A WAY I WAY I WAY			A State of State		2015	and the second	ACTIVITY OF LOT	の方法のないという		Party Contraction
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9/9/2015 2015-113	Gaskin	ACS	×						8	\$2,335.00
	And Post of the second party and	and an are the	and the second second second	the fund was and a	ANGUST	- Participation	and the second se	and the second share	a states a	and the state
8/19/2015 2013-480	Марр	DOP		\$1,900						
8/19/2015 2014-317	Michel	BOE		\$10,000						
8/19/2015 2015-182a	Wong	SCA	×						10	\$3,575.00
a with says a with a large	Construction of the second	and the stand of the	P.S. S.	小川川市大学	BUX		「「「「「「「」」」	のないので、	のないないのないない	State State State
7/14/2015 2014-904	Drew	ПРD	×	\$500		\$1,250				
7/10/2015 2015-099	Bourne	DDC	×	\$1,000			Indefinite probation			
7/10/2015 2015-188	J. Brewster	DCAS	×			\$500				
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							Resign and never return to City			
6/25/2015 2015-102	Judd	HRA	×				employment		30	\$4,692.00
6/25/2015 2014-891	Bukhgalter	ПРО	×	\$2,000		\$2,000				
6/25/2015 2013-594	A. Greene	Bronx BP		\$3,500						
Hund & Farmer	and the state of the second se	No. of the local division of the local divis	and the second se	Contraction of the second	MAY	and a state of	Belleville and a state	のないのないのないの	and an and a set	のなんである
5/21/2015 2015-066	Dunbar	DCAS	×						Ē	\$388.40
5/21/2015 2013-648	Gray	EDC		\$1,250						
5/21/2015 2015-150	Jung	DEP	×						30	\$5,515.73
5/21/2015 2013-784a	Salvati	DSNY	×						30	\$8,349.00
5/21/2015 2015-358	Dixon	DEP	×						2	\$749.63
5/21/2015 2015-001	Rene	DOHMH	×	\$1,500		\$1,500				
5/21/2015 2014-184	Jones	NYCHA		\$2,200					ľ	
5/21/2015 2015-159	King	ACS	×	Call Proventier		A STREET			5	\$1,351.00
and the state of the second	250	ALC: NOT THE REAL PROPERTY OF	いのとなると言語		HUN	and the second second	「日本にある」と	and the second second	State and a state	Alles an and
4/21/2015 2014-908b	Duval	Odyn		\$7,500						

Suspension	Value		the state of the state														and the second	\$1,009.00	\$4,385.00				\$5,434.00				
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Other Penaity Suspension	Value	To the New York of Street St	and the second						-								あるとうないのである								の日になるのである		
	Other Penalty		South Statistic Section 1							Retire from HRA and	never return to City	employment					あっていたいのでもの		12 month probation						のないのであるというのでのとう		
	Agency Fine																								Section of the second		
Explanation of	COIB Fine	2015	pecentgen			Oue to showing af	financial hardship,	\$3,000 fine was forgiven					52,000 penalty + \$1,192 value of	membership	53,192 received		MARCH								FEBRUARY		
	COIB Fine		Court Law and	\$5,000	\$1,750			\$3,000	\$1,000						\$3,192	\$6,000	Service and and			\$750	\$12,000	\$1,000	-	\$500	and the second second		\$2,000
YeW-E	Settlement		「「「「「「」」」								,	×		12			Strandburdenesses	×	X	×			×		「「「「「」」」		
	Agency		「「「「「「」」	NYPD	NYCHA			HRA	Parks			HHA		1000	M CB 2	NYCHA	and a strategy of the	ACS	NYCHA	DSNY	HHC	FDNY	HRA	DOE	ad a strategy was a strategy	Mayor's	Office
State of the second second	Саѕе Мате		and the second second second	Ray	Lanzot			Das	Badillo			Chase			Sweeney	Martinez	のないのである	Ellis	Colon	Middleton	Velez	Annette	Cruz	Murray	「大大学」の「日本のないのないの		Wood
South States	Case No.	The second second	a set we set	4/21/2015 2014-908c	2014-164			2014-134	2015-070			2U14-6102			2013-374	2013-673	Martin and and and	2015-011	2015-051	2014-431	2014-663	2014-241	2014-903	2014-565	「「「「「「「」」」		2/26/2015 2014-495
Contraction of the second	Date	The second second	Contration and	4/21/2015	4/21/2015 2014-164			4/21/2015 2014-134	4/21/2015 2015-070			<10-4/2012 c102/12/6			4/21/2015 2013-374	4/21/2015 2013-673	an all the charter	3/24/2015 2015-011	3/24/2015 2015-051	3/24/2015 2014-431	3/24/2015 2014-663	3/24/2015 2014-241	3/24/2015 2014-903	3/24/2015 2014-565	and a state of the		2/26/2015

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Suspension Davs			and the state	50						25								行政の教育の時間に	24				の一日の	and the second of the second			
Other Penaity Suspension Value Davs		and the second second	and the second second					\$66,594.00				-						Ballimont Distance			_		State Said	Sand States			
Other Penalty			And a substantion of the second	One year probation		Demoted, resulting	in \$66,594 annual	salary reduction		18 month probation	Resigned from BOE		50 days annual leave	forfeited	Placed by DOE in	Absent Teacher	Reserve	Same and a low of					and the second second	and the second second		-	
Arency Fine	Lange Lange	Called Street	and all a set of the															Section of the					「日本の	二、二日の日の			\$750
Explanation of COIB Fine		2015	DECEMBER															AMUARY					2014	CHECENNEED			
COIB Fine			A State of the state of the		\$500				\$1,250			\$2,000					\$1,500	the state of the state of the	\$4,650	\$9,000	\$4,500	\$1,000	The second	H. A.	\$800	\$2,250	
3-Way Settlement			a second of the second	×				0000		X		×		×			×	のないであるのである	×		×	×	Contraction of the other	Tunn - Annu			×
APPDCV			Sound they	HRA	ннс			HHC	DOE	NYCHA	BOE	DOT		DHS			DOE	Barden and a second	DORIS	Council	DOE	DOE	Constant of the other	and the Alice of the	NYCERS	DOE	DHS
Case Name		ALSON NOT	- HALL BAR AND	Roman	Martin			Wanek	Butz	Fonseca	Bougiamas	Restagno		Eddie			Giles	はい、「「ないの」の	Akuesson	Dilan	Neering	Perdomo	「「「「「「」」」		Harish	Kwon	Reid
Case No.			and and and a lot	2/26/2015 2013-632	2/26/2015 2010-621a			2/26/2015 2010-621	2/26/2015 2014-894	2/26/2015 2014-518	2014-6			2/26/2015 2014-839				「東京のほうれた					Burden Vice				12/9/2014 2014-751a
Date			and the second se	2/26/2015	2/26/2015			2/26/2015	2/26/2015	2/26/2015	2/26/2015 2014-6	2/26/2015 2014-517		2/26/2015			2/26/2015 2014-312	The second states	1/22/2015 2014-488	1/22/2015 2011-201	1/22/2015 2014-201	1/22/2015 2014-361	a control	A construction of	12/17/2014 2014-414	12/17/2014 2014-307	12/9/2014

Suspension Value	and the second s	All and a second se	and the second s									\$4,952.00		the same and and								\$3,164.00				laudes where and
Suspension Days		12 13 13 13 13 13 13 13 13 13 13 13 13 13	and a state of the state of the									15									ないというないのである	0E				「「「「「「「「」」」」
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Other Penalty		The second second second						Resign from DOHMH				90 days probation		and the second se												and the second design of the second
Agency Fine			State of the state					4						1.2 million and a second				\$250	\$1,100		121111111					ALS SUBJERSHARES
Explanation of COIB Fine	2015	DECEMBER	NOVEMBER	Due to showing of	financial hardship, \$10,000 fine was forgiven					2,500 fine + 8,160	value of benefit			OCTOBER							SEPTEMBER					AUGUST
COIB Fine		Barrister of	A COSCILLATION		\$10,000	\$4,500	\$1,000		\$5,500		S10.660 value of 1		\$7,500	Considering and	\$1,500	\$10,000	\$2,000	\$500	\$250	\$2,500	And the second se		\$4,000	\$6,000	\$500	Contraction of the owner of the
3-Way Settlement	and the second		and a second second					×				×		The share the start				×	×		and a second	×	×	x		Charles and a lot a lot a
Agency	a subscription	Sector Sector	の日本の		HRA	KCHC	HHC	ронмн	BOE		M CB 7	DPR	TIC	1 not contraction of the	BOE	BOE	DOE	НРО	ронмн	ACS		HRA	ННС	ННС	DOE	Strategy Streets
Case Name	New Street St		and the second se		Parker	Ellis	Amato	Buenaventura	Dent		Lamilton	Williams	Oberman	And the state of t	Ribustello	Araujo	Shin	Thomas	Ross	Rogers	and the second second	Marris	Maldonado	LaRosa	Osei-Boateng	いいかいのないのであるのない
Case No.	and the second second	States of	H Watter									Т	Γ	and a				2014-561			のないのであったの		9/22/2014 2012-518a			The second second second
Date	L. San Marke		Stratics war		11/21/2014 2013-605	11/21/2014 2013-853	11/21/2014 2009-376	11/21/2014 2014-479	11/21/2014 2014-061		« A CE . E 10 C A 10 C / 1 C / 1 L	11/21/2014 2014-768a	11/6/2014 2013-609	State Same	10/29/2014 2014-059	10/24/2014 2013-426	10/24/2014 2014-201a	10/24/2014 2014-561	10/24/2014 2013-913	10/24/2014 2013-817	at for a property	9/22/2014 2014-280	9/22/2014	9/22/2014 2012-518	9/22/2014 2013-815	Line Coloring and Date

Dute Gate No. Gate No. <thgat no.<="" th=""> <thgate no.<="" th=""> <thgat< th=""><th>and a second second</th><th>The second second</th><th></th><th>South and the second</th><th>3-Way</th><th>10000000000000000000000000000000000000</th><th>Explanation of</th><th>ALL HAVE NOT THE REAL OF</th><th></th><th>Other Penalty Suspension</th><th>Suspension</th><th>Suspension</th></thgat<></thgate></thgat>	and a second second	The second second		South and the second	3-Way	10000000000000000000000000000000000000	Explanation of	ALL HAVE NOT THE REAL OF		Other Penalty Suspension	Suspension	Suspension
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IndiantNumberDOCEXS1,600NNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNNN	8/28/2017	4 2013-358	Paul	DOE	×	\$2,400						
Item Content. k 1 1 45 5 45 6 45 5 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45 45	8/28/201	4 2013-439	Judin	DOE	×	\$1,600						
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Ruiz HPD X \$1,250 S1,250 S1,250 S1,250 S1 S1,250 S1 S1,250 S1 S1,250 S1 S1,250 S1 S1,250 S1 S1,250	8/27/2014	4 2014-188a	Mas	ОЧН	×	\$1,000		\$1,000				
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BediakoDOHMHX\$1,500\$1,500011Image: Section of the section o	8/20/2014	1 2014-449	Meloy	DEP	×						30	\$5,228.00
Collins DA Respondent did not appear at the trial, so the Board fine Respondent did not Collins DA \$10,000 collected Collins DA \$10,000 collected DiBerardino DSNY X \$4,000 DiBerardino DSNY X \$4,000 Preaded guilty in Jenkins OEM NYS Criminal Ct. to Welfare Fraud, judgment 23,900.00	8/20/2014	1 2014-174	Bediako	HMHOO	×	\$1,500		\$1,500				
Collins DA \$10,000 Collected Resign from DSNY Pleaded guilty in DiBerardino DSNY X \$4,000 Resign from DSNY NYS Criminal Ct. to Jenkins DEM \$25,000 Ine was forgiven NYS Criminal Ct. to 30							Beenondant did not			2		
Collins DA so the Board fine Collins DA \$10,000 DiBerardino DSNY X S10,000 collected Resign from DSNY NYS Criminal Ct. to Jenkins OEM \$23,900.00 Jenkins OEM \$23,900.00												
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DiBerardino DSNY X \$4,000 Resign from DSNY A Image: Second Se	8/19/2014	1 2013-258	Collins	DA		\$10,000	rias not yet been collected					
Due to showing of Pleaded guilty in NYS Criminal Ct. to Jenkins OEM \$25,000 fine was forgiven 30	8/6/2014	1 2014-321	DiBerardino	DSNY	×	\$4,000			Resign from DSNY			
Due to showing of financial hardship, NYS Criminal Ct. to Jenkins OEM \$25,000 fine was forgiven \$23,900.00 30									Pleaded guilty in			
Jenkins OEM 525,000 fine was forgiven judgment 523,900.00 30							Due to showing of		NYS Criminal Ct. to			
Jenetrics OEM 525,000 fine was forgiven judgment 523,900.00 30			3				rinancial narosnip,		weirare Fraud,	_		
	8/6/2014	12013-607	Jenkins	DEM		\$25,000	fine was forgiven		judgment	\$23,900.00		\$2,700.00

2	ys Value	A CONTRACTOR OF THE OWNER	Solution of the second second	and the second second				13 \$4,202.00	al a la ser a se a la l			-						4 \$755.00	10 \$2,001.00	-					
Suspension	Days		11000	C. C. Carlow Sel			0		いたちのろ				_			_									
Other Penalty	Value	「日本の日本の	のないのないのである	NUMBER OF			\$4,781.00		the stand and should be						33									V	
	Other Penalty	Contraction of the other		and the second s		Demoted, resulting in 4,781 annual	salary reduction		at the state of the state													Forfeit half of	remaining annual	leave and retire	from Comptroller's \$4,852 Office
	Agency Fine	and the second second	and the second se	STALL STALL								3.0					\$6,000			\$500					\$4,852
Explanation of	COIB Fine	2015	DECEMBER	tury .					JUNE			Respondent did not	annear at the trial	so the Board fine	has not yet been	\$6,000 collected									Ļ
	COIB Fine	and the second s	STREET.		\$5,000				Contraction of the other	\$1,500	\$1,500					\$6,000				\$500	\$1,300				
3-Way	Settlement	Contraction of the second		A sub- and a			×	×	Contraction of the second								×	×	×	×					
No. of Street, or other	Agency	THE PARTY NOT	the second second	目が表示の	DOF		нмноа	DOHMH	and the second	DSNY	DSNY					HRA	DOE	Law Dept.	DCAS	ACS	NYCHA				Compt.
No. of Concentration of Street, St	Case Name	and the second se	N. S.	ALL STREET STREET	Rabinowitz		Nealy	Rosal	and a state of the second	Malloy	Nichilo					Oni	Schlansky	Darwin	Sainbert	Moore	Washington				Martinez
No. of Concession, Name	Case No.	のないない	C. LEGISSIER	and a lot and	2013-279		2013-829	2013-474	No. of Concession, Name	1						2013-299	2014-067	2014-165	2014-200	2013-460	2013-001				2014-240
a harmonia ha	Date	and	VILEY Se	and a state	7/22/2014 2013-279		7/1/2014 2013-829	7/1/2014 2013-474	SUNDARY'S	6/26/2014 2014-038a	6/26/2014 2014-038					6/26/2014 2013-299	6/25/2014 2014-067	6/25/2014 2014-165	6/23/2014 2014-200	6/23/2014 2013-460	6/23/2014 2013-001				6/18/2014 2014-240

				Yew-c					CURE LENGIN	nospension	uotsuadsne
Date C	Case No.	Case Name	Agency	Settlement	COIB Fine	COIB Fine	Agency Fine	Other Penalty	Value	Days	Value
	Contraction of the	a barn a constant		and the second second	ALL STREET	2015				and the second	
and the second second		and produced the set of a	a settle new of	an additional	and the second	pecenter			and a water of	and the line of	an we don't all
								Reimburse Agency			
								ror repair to rtamages on City		5	
6/18/2014 2014-261	4-261	Joseph	DHS	×	\$500			vehicle	\$2,503.00		
6/18/2014 2014-286	4-286	Shapiro	NYCHA		\$1,250						
e(((-2013-2013-2013-2013-2013-2013-2013-2013		Caseidu	EDNV		¢760		¢7ED	6 days annual leave	00 808 VV		
6/2/2014 2013-222		Del Re	FDNY	< ×	\$5,500		\$1.500	וחוובווכח	00'0C0'T¢		
The second s	8	二、二、二、二、二、二、二、二、二、二、二、二、二、二、二、二、二、二、二、	Street Street Street	and the second	1 (Carlor	MAN	Same States	のないないのであるというないであるという	Contract of the owner owner owner owner owner	and the second second	a second second second
5/12/2014 2013-870	3-870	Vazquez	ACS	×						9	\$1,821.00
5/12/2014 2012-836b	i —	Fraraccio	NYCHA		\$1,200						
5/12/2014 2013-863	3-863	Akinboye	ронмн	×	\$500		\$3,500				
5/12/2014 2012-687		Ortiz-Melendez	HRA	×						2	\$950.00
5/12/2014 2013-424		Phifer	DOE	×	\$2,500						
V County and	al state	and the second second	「「「「「	and the substants	Service Contraction	ABRIL		Children of Anti-	State State State State		
						Fine would have					
						been substantially			1		
-						higher but for				95	
002-1105 0102/82/9		Hederman	DOF		¢1 000	showing of financial			are a c		
4/28/2014 2013-669		Cotto	ACS	×	\$625		\$625				
								Restitution and 10			
					·	- 10		days annual leave			
4/28/2014 2013-644		Rao	DEP	×			\$775	\$775 forfeited	\$4,423.00		
OCO CENCIAENCENEN		A descent of the			111						

in Suspension Value		and the state of the							State of the state						5 \$1,472.00	12 \$4,466.00	5 \$995.00	のないのないのである	10 \$2,300.00		and a state of the second			and the second se	
Suspension Days	A REAL	and a set							and a constant									B. Canadaria			B. C. S.			The second second	
Other Penalty Value		and the second							のないのであるので			\$1,565.00						and a state of the			State State of State	\$575,00		and the second se	
Other Penalty		and the second							「「「「「「」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」	Restitution and 5	days annual leave	orfeited						「「「「「「「」」」」」		Retire from DSNY	State of the state of the	Restitution		and the same should be	
Agency Fine		and the second second							States and states			\$3,090 forfeited						and the state of the		465	and a second a second	-			
Explanation of COIB Fine	2015	DECEMBER	Due to showing of	financial hardship,	fine was reduced	01 UUC,21¢ MOT \$2.500			MARCH									FEBRUARY			ANUARY			2013	And a second sec
COIB Fine		alan and				\$2,500 \$2,500	\$1,000	\$5,000	The second second				\$2,400	\$2,000				Contraction of the other of the		\$1,500	and in the second	\$1,000	\$4,500	a shere of	
3-Way Settlement	and the second second	Lawrence and							A she la the philippe and			×			×	×	×		×	×	のないのである		×	Contraction of the second	
Agency		South States of the second				DOE	DOE	ACS	Construction of the second			DEP	НРО	DOE	ACS	HRA	ACS	Sector Sector	Compt.	DSNY	A CONTRACTOR OF THE OWNER OF THE	DHS	DOE		THE OWNER WHEN THE PARTY NAMED
Case Name	State of the state					Hinds	Casal	Salce	Contraction of Street,			Saint-Louis	Simpson	Green	Lebron	lvey	Brown		Yndigoyen	Dixon	同時には、「「	Zima	Kwait	and the second second	
Case No.	and the state of the	the part of				2012-827	2013-307	2011-387	a contractor			2013-622	2013-623	2013-072	2014-017	2013-534	2013-711	a state da tal	2/3/2014 2013-816	2/3/2014 2013-782a	a state of the second		2013-557		and the second se
Date	のないのである	W-and Dublin				4/24/2014 2012-827	4/24/2014 2013-307	4/15/2014 2011-387	the barrent of			3/31/2014 2013-622	3/27/2014 2013-623	3/27/2014 2013-072	3/27/2014 2014-017	3/20/2014 2013-534	3/4/2014 2013-711	a state and a state	2/3/2014	2/3/2014	All All All All All	1/30/2014 2013-627	1/30/2014 2013-557		

Case No.	Case Name	Agency	3-Way Settlement	COIB Fine	Explanation of COIB Fine	Agency Fine	Other Penalty	Uther Penalty Value	Days	Value
	のないの	1			2015	and a start	A NUMBER OF STREET			and the second second
のであるという	「「「「「「」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」	The second s			DECEMBER	and the second se	and a state	Part of Contraction	And a state of the second	Mill The Tax manual
		_					Resign from DOHMH			
							& never return to	21		
			,			-	DUHMH			
12/30/2013 2013-656	Bansi	HMHDU	×				VIIauskoidura			
12/30/2013 2013-661	Diaz	DOHMH	×	\$1,000		\$1,000				
							Reassigned, resulting in 34,275			
							annual salary			
12/26/2013 2013-462	Antonetty	ACS	×				reduction	\$34,275.00		
12/26/2013 2013-296	Hasberry	DOE	×	\$1,250						
12/23/2013 2013-198	Bazile	NYCHA		\$3,000						
12/23/2013 2013-468	Tapia	Compt.	×						20	\$4,480.00
12/23/2013 2013-097	Castro	DOE	×	\$6,000						
12/3/2013 2013-414	Dalton	DOHMH	×	\$1,000						
							18 months			
12/2/2013 2013-277	James	NYCHA	×				probation		15	\$3,180.00
T. Dela Store	and a subscription of the	Contraction of the second s	State of the state	A share the state of the	NOVEMBER	al and a second second	and the second second	a marine	Survey and a design	North Street of Street of Street
11/26/2013 2013-196	Матит	DOE		\$3,000						
「「「「「」」	a la mana a la mana	のなのないないない	In the second second		DETOBER	Statistical Statistics	all the later of a later	a name of the other	Conceptation of the	A Case of Party and Long
10/29/2013 2013-044a	Greene	DOE		\$1,500					-2	
							Demoted, resulting in 5.475 annual		-	
10/29/2013 2012-836	Mignogna	NYCHA					salary reduction	\$5,475.00		
10/29/2013 2012-836a	Cavero	NYCHA		\$1,600						,
10/29/2013 2012-836c	Augustyn	NYCHA		\$1,000						
10/29/2013 2012-836d	Santaniello	NYCHA		\$900						
10/24/2013 2013-384	Torres	DOE					Terminated		_	
10/2/013 2013-177	Deviden	Dag	×	\$8,000			Resign from DDC			

Date Case No.	Case Name	Agency	3-Way Settlement	COIB Fine	Explanation of COIB Fine	Agency Fine	Other Penalty	Other Penalty Suspension Value Days	Suspension Days	Suspension Value
Street Stre	A Support of the supp		and the second second	No. 188 March 1	2015	Super-	and the second se	A State of the sta	and the second	South State State State
Martin and Strend Strends	Lough Handar	No. of Concession, Name			DECEMBER	and and and	and all the fair	and some of the		のないないという
10/2/2013 2013-177a	Shah	DDC	×	\$2,500			Indefinite probation			
10/1/2013 2013-444	Veras	Bx B.P.	×						30	\$5,066.00
10/1/2013 2012-831	Reissig	NYCHA	×	\$2,300						
10/1/2013 2013-004	Mosley	Compt.		\$2,500						
and the second second second second	「日本の日本の日本の日本の	のないのないのである	のできたのであった	S. S	SEPTEMBER	のないのないのである	the second s	State And Shines	のないのであっていたので	The Mart Charles
9/3/2013 2012-469	Enright	OdH		\$5,000						
And the second se	observation of the state of the	S. S	の二日間の日間の	and the second second	MIGUST	Charles and the second	The second second second	のないのであるとない	South States of the second	「「「「「「「」」」
8/29/2013 2013-306	Giwa	SCA	×						30	\$10,400.00
8/26/2013 2013-380	Compton	Одн		\$1,000						
8/13/2013 2012-493	Hila	DSNY	×						39	\$10,718.84
8/12/2013 2011-145	Gonzalez	Bx CB 9		\$7,500						
8/1/2013 2013-253	Trambitskaya	ACS		\$1,000						
8/1/2013 2013-158	Mohamed	Compt.	×						5	\$942.00
いいたいないのであったいろ	al succession with the second	のないのないないの	のないのないのである	Substanting a	INNE NAME	のないのである	が行きため、外方になっ	State States	のないのですという	a state of the sta
6/27/2013 2012-880b	Woods	DOHMH	×	\$1,250						
6/26/2013 2013-111	Madu	DEP	×	\$5,000						
6/24/2013 2013-044	Rodriguez	DOE		\$2,500						
6/24/2013 2012-238	Bracone	DSNY		\$2,000						
6/24/2013 2012-238a	Torres	DSNY		\$2,000						
「「「「「「「「」」」」	and the lot of the second second	「ないのの」というのでの	Shadow I have been	and a survey and	MAY AND A DOWN	いたいとうないとうないとう	「「「「「「「」」」」	日本をあるのというとう	のないのであるというである	ののないないないの
5/20/2013 2013-124	Choden	DOHMH	×	\$750		\$750				
5/16/2013 2012-338	Marrero	DEP	×	\$2,000						
日本のないないのののではなか	and the state of the state of	State State	and the second second	「「「「」」	APRIL	Sector Sector	and the second second	「「「「「「」」」	「日本のないので	and the second second
4/29/2013 2012-458	Jones	NYCHA	×	\$1,250			One year probation		S	\$1,393.61
4/29/2013 2012-365	Reyes	DOC		\$4,500						

800 in restitution & 15 days annual leave forfeited = 3,038
X
DEP

		APAA-C		EXplandition U			Anenar renany	Uther Penaity Suspension	unisuadene
Case Name	e Agency	Settlement	COIB Fine	COIB Fine	Agency Fine	Other Penalty	Value	Days	Value
Contraction of the second	Church and a	And the state		2015			and the second second	E. Support	Calo Maria Calenda
State and	Same Production	A STANDARD AND	San and a state of the state of	DECEMBER	a low set as a low		Var Var	and the second second	and a state of the
						Resign from DHS &			
Muniz	SHQ	×				never return to City		30	\$6,622.00
Romeo	NYCHA		\$1,000						
Findley	HRA		\$1,400						
Purvis	HRA	×						60	\$9,972.00
Rodriguez	HRA	×						2	\$280.00
ののないののない	alapha and a survey	のないであるのである	and provide a	JANUARY		The second s	and the state of the	and water and	のないのであるという
Cohen	DOE		\$7,500						
Baptiste	₿OE		\$6,500						
Stevenson-Hull	HRA							8	\$1,076.00
				2		Resign from DCAS &			
						never return to City			
						employment; forfeit			
						annual leave in the			
Blackman	DCAS	×				amount of 1,000	\$1,000.00		
						13 days annual leave			
Patel	DDC	×				forfeited	\$2,591.29	30	\$5,980.00
Chavez-Downes	s DHS	×			\$3,750				
A STATE	のないのであるとない	のないのである	and the second second	2012	のであるというという	「「「「「「「」」」」	のないないという	A the second second	and the second se
the subscript	a have and and an	Mac	P. State and	DECEMBER	Statement of the second	The second second	March States and	のないのであってい	Age wanter
Divittorio	DOE	×	\$1,000						
Rodriguez	HHC		\$1,750						

xrtps Respondent Appead S1,000 S2,500 Appead S2,500 Appead Appead S2,500 Appead Appead S2,500 Appead Appead Appead <td< th=""><th>Case Name</th><th>e Agency</th><th>3-Way Settlement</th><th>COIB Fine</th><th>Explanation of COIB Fine</th><th>Agency Fine</th><th>Other Penalty</th><th>Other Penalty Value</th><th>Suspension Days</th><th>Suspension Value</th></td<>	Case Name	e Agency	3-Way Settlement	COIB Fine	Explanation of COIB Fine	Agency Fine	Other Penalty	Other Penalty Value	Suspension Days	Suspension Value
Respondent did not Respondent did not apper at the trial, so the Board fine so the Board fine so the Board fine bue to showing of fina wais forgiven Resign & never X \$3,000 collected Resign & never X \$5,000 Inavial lardshp, fina wais forgiven X \$3,750 Inavial lardshp, fina wais forgiven X \$1,750 Englownent S3,000 S3,00 S3,000 S3,000 S3,00 Englownent S3,000 S3,00 Englownent S3,000 S3,00 Englownent S3,000 S3,000 Englownent S3,000 Englownent S3,000		-	No. of Contraction	No. and and	2015 Derievensie					
Respondent did nat appear at the trial, so the Board fine his not Board fine his not extra the trial, so the Board fine his not extra the trial, so the Board fine his not extra the trial, so the Board fine his not extra the trial, x Respondent did nat his not extra the trial, so the Board fine his not extra the his not ext	No. of Street, or Stre	語のである	一日 二日	100 m (100 m (100 m)	Charleson and	A COLUMN A CARD OF A CARD		A NOT THE PARTY OF	and the second se	a feet of the second se
appear at the trial, so the Board fine has not extracted appear at the trial, so the Board fine has been been by and ship, x appear at the trial, has been been financial hardship, x appear at the trial, has been been financial hardship, x x \$9,500 (inervise) Board fine has been been financial hardship, x Resign & never fersion & contract x \$1,500 (ine was forgiven x Apply and the trace of s3,000 (ine was forgiven x 30 x \$1,750 (inervise) Apply been fit teceived s3,000 (ine was forgiven x 30 x \$1,750 (inervise) Apply (inervise) 30 x \$1,750 (inervise) Apply (inervise) 30 x \$1,750 (inervise) Apply (inervise) 1 x \$1,750 (inervise) Apply (inervise) 1 x \$1,000 (ine was forgiven x 1 1					Respondent did not					
has not yet been ss,000 collected S9,000 collected S7,500 collected Name S7,500 fine was forgiven X S1,750 X S2,500 X S2,500 <	_				appear at the trial, so the Board fine					
S9,000 collected 59,000 collected Namcial hardship, s7,500 Due to showing of financial hardship, financial hardship, x Resign & never fecture to boilt return to boilt 30 X \$5,000 Employment 20 X \$1,750 Employment 20 X \$1,750 Employment 20 X \$1,750 Employment 20 X \$1,750 Employment 20 X \$2,929 benefit received 20 \$3,000 \$3,292 benefit received 20 \$3,000 \$3,290 Employment 1 S,3,000 \$3,000 \$3,290 1 S,3,000 \$3,000 \$3,000 1 X \$1,000 \$1,000 1					has not yet been					
Imancial hardship, Due to showing of financial hardship, S37,500 fine was forgiven Hesign & never 90 X S37,500 fine was forgiven Freum to DoITT 30 X S1,750 more showing of financial hardship, 90 X S1,750 more showing of employment 30 X S1,750 more showing of financial hardship, 90 X S1,750 more showing of financial hardship, 90 X S2,000 S3,000 S3,000 S3,000 X S2,000 S3,000 S3,000 S3,000 X S2,000 S3,000 S3,000 S3,000 X S2,000 S2,000 S2,000 S3,000	B			\$9,000	collected					
Due to showing of financial hardship, x Besign & never s5,000 Resign & never return to DolTT 30 x \$3,500 employment 20 x \$1,750 employment 20 x \$1,500 employment 20 x \$1,500 employment 20 x \$3,7929 benefit received 9 \$3,7920 benefit received 9 9 \$3,7920 benefit received 9 9 x \$3,7920 benefit received 9 9 x \$3,7920 benefit received 9 9 9 x \$3,7920 benefit received 9 9 9 9 x \$3,7920 \$ \$ 9 9 9 9									3	
x \$7,500 Intranctal hardship, s3,500 Resign & never 8 x \$3,500 financtal hardship, return to DolTT 30 x \$1,750 employment 30 x \$1,750 employment 30 x \$1,500 employment 30 x \$1,500 employment 30 x \$15,000 fine + 30 x \$2,329 S9 value of 90 \$3,000 \$3,300 \$2,530 9 9 x \$2,500 financial hardship, 9 9 x \$2,500 financial hardship, 9 9 9 x \$2,500 financial hardship, 9 9 9 9 x \$2,500 financial hardship, 9 9 9 9 x \$2,500 financial hardship, 9 9 9 9 9					Due to showing of					
S7,500 Inever Resign & mever Resign & mever X \$5,000 Employment 30 X \$1,750 Employment 30 X \$1,750 Employment 20 X \$1,750 Employment 20 X \$15,000 fine + 20 20 X \$3,97,929 benefit received 20 \$3,000 \$3,900 \$3,900 15,000 fine + 20 X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X <t< td=""><td></td><td></td><td></td><td></td><td>financial hardship,</td><td></td><td></td><td></td><td></td><td></td></t<>					financial hardship,					
x 55,000 Resign & never Never Network Network Network Not No	ACS			\$7,500	fine was forgiven		100 M 100 M		1	
X S5,000 return to DoITT 30 X \$1,750 employment 30 X \$1,750 imployment 20 X X X X 20 X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X X							Resign & never			
x S5,000 employment 30 x \$1,750 $12,000$ fine + 20 x 31,225 value of $23,222$ value of 20 32,329,29 value of $32,329,29$ value of $32,329,29$ value of 20 $32,320$ $53,000$ $53,000$ $53,000$ 10 10 $32,500$ $53,000$ $52,500$ 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10							return to DolTT			
x s1,750 20 x \$1,750 x x x x ACMEMER x		E	×	\$5,000			employment		30	\$7,144.78
x \$1,750 \$47,929 \$3,000 \$3,000 \$2,500 \$2,500 \$2,500 \$2,500 \$2,500 \$2,500 \$2,500 \$2,500	HRA		×						20	\$3,780.00
\$47,929 \$3,000 \$2,500 \$2,500 \$2,500 \$2,500 \$2,500 \$2,500 \$2,500 \$2,500 \$2,500 \$2,500 \$2,000	Parks	s	×	\$1,750						
\$47,929 \$3,000 \$2,500 \$2,500 \$2,500 \$2,500 \$2,500 \$2,000	They Number	のないのの	The second second	A COLUMN TWO IS NOT	NOVEMBER	A STATE AND A STATE OF	Conception and and a second	and the second second	and a state of	Angelerication and
\$47,929 \$3,000 \$5,000 \$5,000 \$1,000 \$2,500	_									
\$47,929 \$3,000 \$5,000 \$2,500 \$2,500 \$1,000 \$2,500 \$2,500					32,929.29 value of					
\$3,000 \$2,500 \$2,500 \$1,000 \$1,000 \$2,500	DOE			\$47,929	benefit received					
52,500 5500 51,000 51,000 52,500 52,500	HRA	-		\$3,000						
\$500 \$1,000 \$2,500 \$2,500	DOE	E		\$2,500			1100			
\$1,000 \$2,500 \$2,500 \$4,000	DOE			\$500						
\$1,000 \$2,500 \$2,500	State and	のためのない	and the second second	a start water	OCTOBER	A CONTRACTOR OF A CONTRACTOR A	のないのであるのであるのでの	ないないないと語言の	Contraction of the second	Manager Part and Sale
\$2,500	SCA	4		\$1,000						
\$2,500	-									
\$2,500					Due to showing of					
	DOE	ų		\$2.500	financial hardship, fine was foreiven					
	DD			\$4 000						

Suspension Value	「「「「「「」」	date we we he			\$3,363.94	\$3,790.00			a la stranda de la contractiona						T	C4 686 35							\$1,316.45	\$3,000.88	Sugar Section	\$11,478.00		\$1,256.00	\$3.530.00
Suspension Days	のないない	Same and a second			2	15			a subsection of the							2							£	10	State of the state	60		2	06
Other Penalty Value		South States and States							「「「「「」」」」																A CONTRACTOR OF				
Other Penalty	South States and States	「「「「「「」」					Resign & never	employment		Resign & never	return to DOE	employment						No longer use any	affiliation in	publications other	than DOHMH				Contract Contraction				
Agency Fine		and the second se																							「「「「「「「」」				
Explanation of COIB Fine	2015	DECEMBER							SEPTEMBER				7,500 fine +	1,696.82 value of co 107 hanafit received											AUGUST				
COIB Fine		the states	\$4,000	\$7,500					15 Contraction of the					¢0 107							\$6,000	\$3,500					\$4,000	\$1,250	
3-Way Settlement		and when and			×	×		×	Sound Statistics						,						×		×	×	Constant and a start	×	×	×	
Agency		State State State	DOE	EDC	HRA	DEP		HRA	のためのないのである		0.00	DOE		ANSO		НИНОО					DOHMH	DOE	Compt.	Compt.	and the second second	Parks	DOE	ACS	4 2014
Case Name	a state water and	States of the second	Scanterbury	Lim	Jimenez	Dance		Ojudun	日本の主要はいうない			Thompson		Taulor	Aarinello	Williame	CHIRINAA				Hayes	Passarella	Perez	tnnamorato	日本になるのないないです	Baksh	O'Mahoney	Gonzalez	
Case No.		a standard	2012-328	2012-364	2012-581	2012-486		10/3/2012 2012-316	and a starter		_	2009-845	_	501.1100 0100/5/0			100-3404				9/4/2012 2012-399	9/4/2012 2011-531	9/4/2012 2012-492a	9/4/2012 2012-492	「日本」の			8/22/2012 2011-055	
Date	A STORAGE	Section of the section	10/17/2012 2012-328	10/17/2012 2012-364	10/4/2012 2012-581	10/3/2012 2012-486		10/3/2012	A DAN DAN DAN			9/12/2012 2009-845		0/5/2012	0100/010	C10C/0/0	and to be				9/4/2012	9/4/2012	9/4/2012	9/4/2012	And the second	8/22/2012 2012-021	8/22/2012 2011-720	8/22/2012	

Date C.	Case No.	Case Name	Agency	Settlement	COIB Fine	COIB Fine	Agency Fine	Other Penalty	Value	Days	Value
のないないであるので	and the second	and the second second	No. No. and			2015	A PART AND	A PART AND AND AND	Some Property of	These and	
ALL CARD	and a set	ALL INVERTIGATION .	a same and	A Designation of the second se	a the state of	DECEMBER	and a survey of the	A long a long of the	Harris and and a second	and the main and	and they are
8/22/2012 2012-115	12-115	Washington	HRA	×						5	\$758.00
8/8/2012 2010-479	10-479	Thornton	DOE		\$3,500						
and the second second	a little but	and and the second	A Carton and	Contraction of	「日本のない」	JULY	the first section is section.	の日本ののののないないない	and the state of the		
								Resign & never return to HRA			
7/31/2012 2012-230	12-230	Hope, K.	HRA	×				employment			
7/31/2012 2011-622b	1-622b	Charbonier	NYCHA	×				One year probation		2	\$812.00
7/31/2012 2011-622e	1-622e	Shepard	NYCHA	×				One year probation		5	\$1,421.00
2011- 7/25/2012 825+8727	11- i+8727	Balkcom	DFTA	×				9 month probation		45	\$4,757.12
7/25/2012 2012-204		Murph	HRA	×						80	\$1,085.97
7/25/2012 2012-114	12-114	Tomkins	HRA	×						2	\$1,244.00
7/23/2012 2012-339	12-339	Cortez	ACS	×						12	\$3,861.00
7/23/2012 2012-246		Paci	DEP	×				4 days annual leave forfeited	\$1,573.60	1	\$393.40
7/23/2012 2010-541	0-541	Rodriguez	HHC		\$1,250						
ALC: NOT ALC: NOT	自己的原因的		The second second		More and a series	JUNE,	the second and	のことのないのないの	La the the the line		Number of Street, Stre
6/28/2012 2011-429a		Glover, M.	HRA	×						10	\$1,584.00
6/28/2012 2011-429	1-429	Glover, B.	HRA							30	\$4,307.00
6/26/2012 2012-095	2-095	Gome2	HRA	×	\$3,750						
			2					Demoted, resulting			
								in 39,003 annual			
6/26/2012 2009-598	9-598	Shepherd	DOE					salary reduction	\$39,003.00		
6/26/2012 2010-762		Strauss	DOE	×	\$2,500						
6/26/2012 2010-335a	0-335a	McCrorey	Parks		\$250						
4365-0102/20102/92/9		14(1)			0.00						

spension Suspension Days Value		A REAL PROPERTY AND A REAL PROPERTY A REAL PRO															20 \$2,252.11			
Other Penalty Suspension Value Days	ALL	and the second																		
Fine Other Penalty	A CONTRACT OF A CALLER	·····································							Resign from DOE &	Resign from DOE & return plano	Resign from DOE & return plano	Resign from DOE & return piano Resign & never return to DolTT	Resign from DOE & return plano Resign & never return to DolTT employment	Resign from DOE & return plano Resign & never return to DolTT employment	Resign from DOE & return plano Resign & never return to DoITT employment	Resign from DOE & return plano Resign & never return to DoITT employment	Resign from DOE & return plano Resign & never return to DoITT employment	Resign from DOE & return plano Resign & never return to DolTT employment	Resign from DOE & return plano Resign & never return to DoITT employment	Resign from DOE & return plano Resign & never return to DolTT employment
Explanation of Agency Fine COIB Fine	2015	DECEMBER		Respondent did not appear at the trial, so the Board fine	has not yet been collected	Due to showing of linancial hardship,	\$250 fine was forgiven													
E COIB Fine	A DASSALLAN	190	\$750	Res apj	\$500 collected	Du	\$250 fine	\$6,500	¢1 000	\$1,000	\$1,000 \$1,000	\$1,000	\$1,000	\$1,000 \$1,000 \$1,500	\$1,000 \$1,000 \$1,500	\$1,000 \$1,000 \$1,500	\$1,000 \$1,000 \$1,500	\$1,000 \$1,000 \$1,500 \$1,750	\$1,000 \$1,000 \$1,500 \$1,500	\$1,000 \$1,000 \$1,500 \$1,750
3-Way Settlement	Contraction of the		_		1.231								×	× ×	×××	××××	×××××	×××××	×××××	×××××
Agency	Sale in the second	and and the second	Parks		Parks		Parks	City Planning	300	DOE	DOE	DOE	00E 00E 0oiTT	00E 00iT 00iT	DOE DOE Doitt DOE DOE					
Case Name	のないないの	a state of the state of the	James		III		Simms	Stewart	bioblose	Neblett	Neblett Mercado	Neblett Mercado	Neblett Mercado Mayo	Neblett Mercado Mayo Silver	Neblett Mercado Mayo Silver Bennett	Neblett Mercado Mayo Silver Bennett Borrero	Neblett Mercado Mayo Silver Bennett Fhomas	Neblett Mercado Mayo Silver Bennett Borrero Thomas Tirado	Neblett Mercado Mayo Silver Banreta Thomas Tirado Hope	Neblett Mercado Mayo Silver Bennett Benrero Thomas Tirado Gamble Gamble
Case No.	Mary Solaria	ちちち ちちちちち	6/26/2012 2010-335c		6/26/2012 2010-335d		6/26/2012 2010-335e	2012-162	1040 04E	2010-015	2010-015 2011-478	2010-015 2011-478								
Date	のないのないの	and a stand and a stand	6/26/2012		6/26/2012		6/26/2012	6/25/2012 2012-162	C100/11/2	6/11/2012 2010-015	6/11/2012 2010-015 6/11/2012 2011-478	6/11/2012 6/11/2012	6/11/2012 6/11/2012 6/6/2012	6/11/2012 6/11/2012 6/6/2012 6/6/2012	6/11/2012 6/11/2012 6/6/2012 6/6/2012 6/6/2012	6/11/2012 6/11/2012 6/6/2012 6/6/2012 6/4/2012 6/4/2012	6/11/2012 6/11/2012 6/6/2012 6/6/2012 6/4/2012 6/4/2012 6/4/2012	6/11/2012 201 6/11/2012 201 6/6/2012 201 6/6/2012 201 6/4/2012 201 6/4/2012 201 6/4/2012 201 6/4/2012 201	6/11/2012 6/11/2012 6/6/2012 6/6/2012 6/4/2012 6/4/2012 6/4/2012 6/4/2012	6/11/2012 6/11/2012 6/11/2012 6/6/2012 6/6/2012 6/4/2012 6/4/2012 6/4/2012 6/4/2012 6/4/2012

				Aew-E					Au	auspension	Innenadenc
Date	Case No.	Case Name	Agency	Settlement	COIB Fine	COIB Fine	Agency Fine	Other Penalty	Value	Days	Value
	Salar Shells		The second	Contraction of Contraction	A STATE OF	2015	Para Marine and	Contraction of the second	and the second second	and the little of	and a state
a gay a	and the second	and the second states	Colorar activity	all other line	A DESCRIPTION OF THE PARTY OF T	BECENBER	A North March 1000	and a contraction	San a series of	A Number of Contract	あるのであっている
1/30/2012	4/30/2012 2011-445	Shapiro	DOE	×	\$2,000						
1/30/2012	4/30/2012 2010-836	Cannell-Cowell	DOE	×	\$4,500						
1/25/2012	4/25/2012 2011-591	Nelson	DOE		\$3,500						
1/24/2012	4/24/2012 2011-480	Stark	DOF		\$22,000						
/23/2012	4/23/2012 2011-302	Trezevantte	DOE	×	\$1,250						
								Demoted, resulting			
								in 8,000 salary reduction + 7,900 in			
1/16/2012	4/16/2012 2011-868	Perotti	DOF	×				loan repayment	\$15,900.00	-	
1000	A A A A A A A A A A A A A A A A A A A	Contraction of the second	The second second	Superior States and	State States	MARCH	a Charles the state	and the strength of the	and Distributed and		South States of the states
1/26/2012	3/26/2012 2011-544	Fabrikant	DOE		\$2,500						
1/21/2012	3/21/2012 2012-041	Gibson	ронмн	×			\$1,500				
		1		;				24 days annual leave			
7102/21/	57/-1107/21/c	EQWARDS		×				Torreitea	77.652,16	17	U4'65C'#¢
/12/2012	3/12/2012 2011-456	Wiltshire	ACS		53,000						
(10(/(1/	101-0100 0100/01/6	Conso	нмноо					Resign & never return to City			
4024/44/	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	Agino						employment			
								20 days annual leave forfeited and resign			
								& never return to			
- 10 1001	110 L101			3				City employment			
7102/0/5	+rn-zrnz zrnz/o/c	Mark	нмнол	×			54,000		74,494.20	70	74,434.20
3/5/2012	3/5/2012 2011-765	Pawar	NYPD		\$1,000						
3/5/2012	3/5/2012 2011-627	Singleton	ронмн	×			\$2,000			,	
3/5/2012	3/5/2012 2011-727	Dumeng	ACS	×						-	\$1,000.00
3/5/2012	3/5/2012 2011-734	Vasouez	ACS	×						15	\$4,369,00

Suspension	value	ALL STREET	in the second	\$3,926.67	\$1,172.20					\$5,300.00	\$1,743.00			\$25,046.10	\$16,697.47	\$24,425.57	and the second second	and the second										あるないのです。
	uays	and all of	and the second second	30	4					ΘĒ	2	States and a second		90	60	90		Sally Shared										A DESCRIPTION OF THE PARTY OF T
Other Penalty Suspension	Value	and the second the	Para and the second way					- 415	-		_	attend providing					South States	ALL STREET									-	and the state of t
:	Other Penalty		the state of the state									and a second second					State of the second second	and the second of the										And a start of the
88	Agency Hine	And a second second	States States							\$4,500		in the second					and the second se	1 and a more harden					\$2,440	\$700				The section of the se
Explanation of	COIB Fine	2015	DECEMBER			Respondent did not	appear at the trial,	so the Board fine	57,500 collected			IANUARY					2011	DECEMBER										MONICO RECE
	COIB Fine	A STATE OF	The second second				10		\$7,500			「「「「「「「「」」」	\$2,500			-	のであったいとき	9	\$2,500	\$1,500	\$12,500	\$1,000			\$6,500	\$2,500	\$10,000	A STATE OF A
3-Way	Settlement		Sol Constant	×	×					×	×	Second to the second	-	×	×	×	and a second	South a state				×	×	×				that was in the second
Contraction of the	Agency		Contraction of the	ACS	ACS				DOE	Parks	DDC	And the states of the	DoiTT	DSNY	DSNY	DSNY		State States	DOB	FDNY	FDNY	ронмн	нмноа	HRA	DOE	DOC	Bx B.P.	ないのようにしたがある
	Case Name	and the second	and the second second	Hines	Harris				Zackria	Vazgryn	Taylor-Williamson		Luga	James	Gilbert	Maurice		Contraction of the second	Maldonado	LaBella	Zerillo	Burgos	Williams	Akinoye	Raab	Glanz	Carrion	Although the standard and a
	Case No.	State of the state	In Longer						2/7/2012 2010-609		2/6/2012 2011-768	12			1/26/2012 2007-269a	1/26/2012 2007-269b	のないのである	and a line	Γ									Land Statement
	Date	N'A SULLAND	and a longer	2/21/2012 2011-664	2/8/2012 2011-547				2/7/2012	2/6/2012 2011-473	2/6/2012	March Street Street	1/31/2012 2010-842a	1/26/2012 2007-269	1/26/2012	1/26/2012	A STATE OF A STATE	Same and a second second	12/20/2011 2010-548	12/20/2011 2010-285a	12/20/2011 2010-285	12/15/2011 2011-726	12/15/2011 2011-663	12/8/2011 2011-443	12/6/2011 2011-368	12/5/2011 2010-831	12/1/2011 2009-159	In the bubble Pressource

Date	Case No.	Case Name	Agency	3-Way Settlement	COIB Fine	COI8 Fine	Agency Fine	Other Penalty	Value	buspension Days	Value
「「「「「	and the second			All Prints and and and		2015				and the second se	H. C. C.
10-11-12	and the second second	A subscription of the second second	and an internation	New Call and		DECEMBER	out other and and	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	and the second se	all and a state	and the second
/14/2011	11/14/2011 2011-392	Robertson	OATH	×				4 days annual leave forfeited	\$596.00		
「日日は	STONE STONE STONE	E.S. C. M. C. S. C. S.	Contraction of the second	The state of the state	S.C. State	SEPTEMBER	は「日本のない」ののいろの	のないであったのが同	and the second second		のないのである
/28/2011	9/28/2011 2010-258a	Garvin	ACS	×				5 days annual leave forfeited	\$706.30	10	\$1,412.60
								Demoted, resulting in 8% salary			
/19/2011	9/19/2011 2011-361	Udeh	ронмн	×	\$2,000			reduction			
/19/2011	9/19/2011 2011-427	Capellan	DOE		\$2,000						
								Resign & never			
1102/61/	9/19/2011 2011-003	Vielle	DOHMH	×				return to DUHMH employment			
Standard Stand	State State	Solution and a lot of the	A CONTRACTOR OF	のないのであるのである	「「「「「「」」」」	AUGUST	South of the second second	State State State	Contraction of the local distance	「「「「「「」」	Contraction of the local district
/29/2011	8/29/2011 2011-360	Marandi	DEP	×	\$1,269			Restitution	\$1,268.97		
Statistics.	a partient of	のないのないのである	and a state where	「「「「「「「」」」		ZIUL	and the second of	a later and the second		S and a state of the	The Ashington
						uguoum					
						respondent did					
						appear at the trial,					
					-	the Board fine has					
						not yet been					
1102/57/	//25/2011 2009-700	McNair	HRA		\$7,500 0	57,500 collected					
/25/2011	7/25/2011 2009-181	Markowitz	Bk B.P.		\$20,000						
/25/2011	7/25/2011 2011-343	Godfrey	DOHMH		\$1,000						
7/6/2011	7/6/2011 2008-880	Julien	DOT		\$2,000						
「「「「「	N. R. L. R. L.	and the state of the state of the state	and a second	Contraction of the	and share	JUNE	and the state of the	Advantation and	and the second second	And a state of the	Statistical and
							<u>m</u> 2	3 days annual leave forfaited 2, 131, 03			
/30/2011	6/30/2011 2010-723	Pizarro	ронмн	×	\$600			restitution	\$1,098.98		
1100/02/	6/30/2013 2010-276	Kellu-Frais	DDF		C1 250						

Date	Case No.	Case Name	Arencv	3-Way Settlement	COIB Fine	Explanation of COIB Fine	Agency Fine	Other Penalty	Other Penalty Value	Suspension Days	Suspension Value
				Contraction of the		2015			AND ADDRESS		
Contra de	and the second second	a state and a state	and the second	「「「「「「」」」」		DECEMBER	a water and	and a relation of the second	and the set of the	A NUMBER OF STREET, ST	Contraction of the
0/2011	6/30/2011 2010-430	Mitchell	HRA	×						2	\$799.61
30/2011	6/30/2011 2010-063	Naidu-Walton	ОЧН	×	\$2,500						
30/2011	6/30/2011 2009-434	Hedrington	HRA		\$1,000						
30/2011	6/30/2011 2009-434a	Barthelemy	HRA		\$1,250	-					
1102/67	6/29/2011 2011-189	Olsen	DOE	×	\$4,000						
28/2011	6/28/2011 2011-084	Smolkin	DOE	×			\$5,000	\$5,000 Restitution	\$764.03		
28/2011	6/28/2011 2010-406	Garcia	HRA	×						10	\$2,033.60
28/2011	6/28/2011 2010-830	Lee	BIC	×						30	\$3,403.00
28/2011	6/28/2011 2011-156	Andrews	NYCHA		\$2,000						
27/2011	6/27/2011 2011-015	Ruiz	NYCHA	×						40	\$7,616.00
						Due to showing of financial hardshin.					
						fine was reduced					
1100/20	CRC.010C+110C/2C/9	Racy	VaH		from \$500 \$500	from \$5,000 to \$500					
					-	Due to showing of	-0.1				
		-				anancial hardship,		Dartistica	COAR OF		
	9CT-0107 TT07//7/9	pelle	MMM			TILLE WAS TOTEIVEL		addition and the second former	20.5455		
1102/22	6/23/2011 2011-230	Terracciano	DEP	×				o uays allinual leave forfeited	\$1,371.00		
のないのの	のなななのでの	日本にないたいのというです。	al and the set	Charles and	a the second of the	. MAY	Bar Barrenser	and the Subley	Contraction of	and the second second	and the second
						Due to showing of financial hardship,		Demoted &			
						fine was reduced from \$7.500 to		transferred, resulting in 20%			
5/2011	5/25/2011 2011-187	Shaffer	DFTA	×	\$1,000 \$1,000	\$1,000		salary reduction			

Date	Case No.	Case Name	Agency	3-Way Settlement	COIB Fine	COIB Fine	Agency Fine	Other Penalty	Uther Penalty Value	Suspension Days	Value
			State Party			2015					and the second second
and they have	a la sur al	and a state of the state of the	H	Contractions.	Take top	DECEMBER	arte	and the second	and the second	Carlandian and	star in the second
5/19/2011 2010-873	2010-873	Arowolo	NYCHA	×				One year probation		10	\$3,013.00
5/9/2011	5/9/2011 2010-329	Barrington	DCAS	×				Restitution	\$277.28	20	\$2,423.00
5/9/2011	5/9/2011 2009-807	Solamon	ĐOE		\$1,000						
5/4/2011	5/4/2011 2010-842	Jordan	ШeO					Transferred, resulting in 15,000 salary reduction	\$15,000.00		
5/2/2011	5/2/2011 2010-573	Lowe	ACS	×						30	\$3,352.00
in the second	and the second	Contraction and a series of	all a later a deriver	Country Provide	And the second	APRIL	The state of the second	Contraction - Million Contra	and the state of the state of the	and a state of the second	and the second se
1/21/2011	4/21/2011 2010-335	Diggs	Parks		\$1,250						
4/7/2011	4/7/2011 2009-553	Grant	DOE		\$300		-				
4/5/2011	4/5/2011 2009-467	Tatum	DOE		\$20,000						
4/4/2011	4/4/2011 2011-002	Gintv	DEP	×				Demoted & one vear probation		30	\$3.772.00
Stand P	a statistical second	Support and	and all and a lot	September 1 September	and the second second	MARCH	and a lot of a lot	and the second second	いたえのうろう	and the Original	And the second second
						Respondent did not					
						appear at the trial,					
						so the Board fine					
						has not yet been					
1102/67/	656-0107 TTD7/67/5	Paige	FUNY		22,500	52,500 collected					
//24/2011	3/24/2011 2009-436	Szot	BOE		\$3,250		\$2,500				
3/21/2011	3/21/2011 2008-963a	Concepcion	ACS		\$3,000						
3/10/2011 2009-651	2009-651	Tabaei	ННС		\$3,500						
								Resign & never			
3/9/2011	3/9/2011 2010-165	Walker	DOE	×				return ta DOE emnlovment			
1100/2/2	3/7/2011 2008-503	Armstead	DOC		\$4 000						

Date	Case No.	Case Name	Agency	3-Way Settlement	COIB Fine	Explanation of COIB Fine	Agency Fine	Other Penalty	Other Penalty Value	Suspension Days	Suspension Value
Sec.	a between	A DESCRIPTION OF A DESC				2015	のないの	「「「「「「「」」」」	「「「「「「」」		
Contraction of the	All and a second	a lot a lot sold li	the second second second	and the state of the	Not a subscription of the	DECEMBER	and the second	and the states in	「日本のない」を	A COM NO SU	and the second
/2011 2	3/7/2011 2008-747	James	нмноа		\$1,500						
a lake	Augusta All	A REPORT OF THE REPORT OF	日本の日本の	1	Contraction of the second	FEBRUARY	Sol operations	All and the state of the	Superside States	「「ないない」とないない	のあるのではたので
/20112	2/15/2011 2010-657	Lumpkins-Moses	DOE	×			\$7,500			-	
/20112	2/9/2011 2010-492	Hall	НЯА	×						30	\$3,695.00
/20112	2/9/2011 2010-278	Wright	HRA	×						.09	\$6,972.00
/20112	2/7/2011 2009-849a	Scissura	88P		\$1,100						
/20112	2/7/2011 2009-849	Markowitz	BBP		\$2,000						
/20112	2/2/2011 2010-540	Cadet	DOE							01	\$848.40
/20112	2/2/2011 2010-742	Padilla	ннс		\$2,000						
						Due to showing of financial hardship,					
/2011 2	2/1/2011 2006-773	Koonce	ПРD		\$1,500	\$1,500 fine was forgiven					
/2011 2	2/1/2011 2010-521	Graham	ACS	×				One year probation		45	\$9,079.00
/20112	2/1/2011 2010-442	Peruggia	FDNY	×	\$12,500						
142.00	Participation of the second	Contraction of the second	Contraction of	and the second second	Sterning and	JANUARY	Station of the second second	a state and the	うちちちちちちちちちち	のないのないのない	Country and Address
/20112	1/31/2011 2010-874	Mark	нмнод	×			\$4,000 f	20 days annual leave \$4,000 forfeited	\$4,494.20	20	\$4,494.20
1100			ниноо	,				Transferred to		- Cr	67 303 Q6
1 + + 1 - 2	reantry		1 MARIOO	A CONTRACTOR OF A CONTRACT OF	Contraction of the local dist	1000			and the second se		
	and the second second	Contraction of the second		and the state of the	MAN STATISTICS	2010	State of the state	A STATE OF THE PARTY OF	and the second second	A CONTRACTOR	
10000	010	all a state of the	201	and a state	044.000	CCC WORK	The state of the s		and the second	A Charles La	A Long of the long of the
	nta-ntn7 ntn7//7/71	141220			nnn'er¢						
/2010	12/22/2010 2010-126	Acevedo	НРО	×				Resign			
/2010	12/22/2010 2010-242	Karìm	NYCHA	×						15	\$3,082.00
/2010	12/21/2010 2010-014	Crispiano	SCA		\$1,500						
			100	;							

Suspension Value		and the second second	an line all a					And the second second second	A REPAIR AND A REAL	\$2,490.00	\$8,464.44											\$571.00		「「「「「「「」」」		\$2,060.00				State Bark
	class	のであるのである	Samala					and the second	「「「「「「「」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」	20	60											m				6				And a state of the
Uther Penaity Suspension	20104	いいのないとない						And the second second second	あるとうないないののののの															States of the second						The state of the s
Other Boostley		のないないないないで	and the second second			Resign & never	return to DOHMH		「「「「「「」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」											Resign & never	return to City		Terminated	「「「「「「「」」」						the most of the stand
Amandu Eine	אפנוורא נוווב	CONTRACTOR OF						The second s	Little Catholical															Les Manuel als we						S. C. Landon and S. C. Landon
		2015	DECEMBER						NOVEMBER			Annougn	respondent did	appear at the trial,	the Board fine has	not yet been	\$2,000 collected							OCTOBER						SEPTEMBER
COID Fias		の日本の	about the second	\$1,500	\$1,500			dire intra-scalable	No. of Street, or other		,		ha	IG	1		\$2,000	\$6,000	\$20,000					Participation of	\$2,000		\$1,500	\$2,250	\$2,000	0
Approximated	Manamac	the state of the	Same Ser and	×	×		>	ATTACK ADVANCED	「大人」とこのなったの	×	×										×	×		Automore and a second		×				and the second second
	Anash	and the second se	S UN CONSIGNATION	DOE	DOE		HWHOU		and the second the	HRA	НРО						ронмн	NYCHA	NYCHA		HRA	ACS	DOE	「「「ないない」」「「	НРД	FDNY	HRA	DSNY	DCAS	Land A Marine
Care Namo		and the hard of	and the shine at	Halpern	Nussbaum		Contraction of the second seco		このないで、ころうちの	Woods	Orah					1	McNeil	Mitchell	Fischetti		Mendez	Bradley	Bollera	Contraction and the second	Jones	Aung	Agbaje	Kayola	Currie	The Street of the second second
Case No.	Labe NU.	And and a second second	「「「「「「」」」	2010-234b	2010-234c		2010.768	not other	and the second	2010-296	2010-661						2009-307	2008-397	2010-035		2010-338			Supplicite and	2008-602	2009-465		2010-491	2010-051	ALL STORES
	nate	and the second	A STATE OF A STATE	12/20/2010 2010-234b	12/20/2010 2010-234c		892.0106 0106/06/01	12/20/2021	「「「「「「「」」」」	11/18/2010 2010-296	11/18/2010 2010-661						11/8/2010 2009-307	11/8/2010 2008-397	11/8/2010 2010-035		11/1/20102010-338	11/1/2010 2010-558	11/1/2010 2010-446	all a set that a set	10/20/2010 2008-602	10/19/2010 2009-465	10/14/2010 2009-514	10/4/2010 2010-491	10/4/2010 2010-051	Set and a set of the

Date Case No. 9/30/2010 2010-345	Case Name									
		Agency	Settlement	COIB Fine	COIB Fine	Agency Fine	Other Penalty	Value	Days	Value
100	The Party is a second second	· · · · · · · · · · · · · · · · · · ·	のないという	の日本の上が	2015	AND SALES			and the second second	A DESCRIPTION OF THE OWNER OWNER OF THE OWNER OWNER OF THE OWNER OWN
	separation and a	al and have	Service States and	A North Contraction	DECEMPER		A low of the state	and the second se	and a line of	alone when a
	Griffen-Cruz	HRA	×						10	\$1,161.00
							Retire & never			
							return to DSNY			
9/23/2010 2010-433	Coward	DSNY	×				employment or City			
							136 hours of annual			
							leave forfeited;			
							resign & never	0		
			2				return to City			
9/1/2010 2008-756	Jahn	HMHOD	×				employment	\$5,303.48	22	\$6,005.34
Statistical and	ののないないないのない	のないないないの	「大学などのない」	国際になるの	AUGUST	In the second second	Carlo and Carlo and	All Subscription	and the second second	No. of Concession, Name
					In setting the					
					amount of the fine,					
					the Board took into					
					rancidaration that					
					respondent was					
					suspended by his					
					agency for 30 days,					
	2.34				valued at approx.					
	Chabot	NYCHA		2900	5900 53,890				30	53,890.00
8/26/2010 2009-466	Holder	DOE	×	\$2,400						
8/26/2010 2010-245	Speranza	DEP	×						80	\$1,495.00
8/23/2010 2010-299	King	DOT		\$1,000						
8/23/2010 2010-424	Simpkins	HMHOD	×			\$2,500				
8/23/2010 2010-432	Oates	DOHMH	×				Resign		19	\$2,371.00
8/9/2010 2009-686	Romano	NYCHA	×	\$1,750						
Constant Phone	いたちのころのないないないないであ	W- Walter	Contractor and a for	1 and the solution	JULY A PARTY OF	Contraction and the second	「「「「「「「」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」	Internation and international	Salar Strategical Constraints	ころうちのころのころの
7/19/2010 2010-315	Clare	DEP	×				Restitution	\$2,938.88		

The second se	No. of Concession, Name	THE REPORT OF THE PARTY OF	Contraction of the local division of the loc	3-Way	State Laster For	Explanation of		No. of the second s	Other Penalty Suspension	Suspension	Suspension
Date	Case No.	Case Name	Agency	Settlement	COIB Fine	COIB Fine	Agency Fine	Other Penalty	Value	Days	Value
「「「「「「「」」」	「「「「「「「」」」」	The second s		のころのころの		2015	Sector New York	and the second second	A State of the		LL AL
「「「「「「」」	A THE AT AN		a la	Contraction of the state	A Constant	DECEMBER	all a strate have	A CONTRACTOR OF A CONTRACTOR O	an sal water	The sum of the sum	And a state of the state
and the second se	A NUMBER OF TAXABLE PARTY.		A REAL PROPERTY AND A REAL					Criminal restitution,			
			- 17				4	resign & never			
							_	return to DEP			
								employment or City			
								tor 5 years			
7/13/2010	7/13/2010 2010-097	Simmons	ронмн	×						~	\$1,083.00
7/12/2010	7/12/2010 2009-815	Beers	DEP	×						30	\$4,884.00
7/12/2010	7/12/2010 2010-005	Duncan	DCAS		\$1,750						
7/6/2010	7/6/2010 2008-547	Reid	800		\$2,000						
Al near liter	and the second second	the literal spectra with	and the second second second	and a superior	のなんののからん	JUNE	and a second second	alle hand and a she was	and the shape of	Comparison and	「日本のないのない」
6/29/2010	6/29/2010/2009-598b	Williams	DOE							75	\$7,515.00
6/29/2010	6/29/2010 2008-759	Macaluso	Parks		\$2,500						
6/29/2010	6/29/2010 2009-398	Rubin	DOF		\$2,500						
6/29/2010	6/29/2010 2009-265	Ingram	HRA							10	\$1,357.00
6/3/2010	6/3/2010 2007-773a	Gill	нмноа		\$950						
6/2/2010	6/2/2010 2006-772	Kolowski	нмноо	×	\$1,500						
6/2/2010	6/2/2010 2006-772a	Fisher	нмноа	×	\$1,500						
6/2/2010	6/2/2010 2010-103	McKinney	Parks	×	\$800			Restitution	\$801.95	-	
State State	「日本のないない」	and the second se	the second states	a not a sub a strength	The survey of the Se	MAY	「日本のない」	Standa Managaran	Contract Section of	ないのである。この	Wilsons Putter
5/19/2010	5/19/2010 2009-687	Siyanbola	HRA	×			5	Resign			
5/19/2010	5/19/2010 2009-814	Jamal	DEP	×	\$250					m	\$903.00
5/11/2010	5/11/2010 2009-486	Aponte	NYCHA	×						57	\$612.00
						Due to showing of					
						financial hardship,					
5/11/2010	5/11/2010 2009-099	Tieku	ACS		\$7,500	\$7,500 fine was forgiven					
5/11/2010	5/11/2010 2009-403	Roberts	HRA		\$7,500		-				
5/4/2010	5/4/2010 2010 212	Etiopoulos	DSNY	×						9	\$1,567.02

ACTIVITIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINIES INCLINI
ABRIL ABRIL Due to showing of financial hardship, fine was forgiven
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\$1,500 fine was forgiven \$1,250 \$1,250 \$1,000 \$1,000 \$1,500 \$1,500 \$1,500 \$1,500 \$1,500 \$1,500 \$1,500 \$1,500 \$1,500 \$1,500 \$1,500
\$2,500 \$1,750 \$1,750
THE R. P. LEWIS CO., NAMES AND ADDRESS OF TAXABLE PARTY OF TAXABLE PARTY.
a second and a second
\$6,000
\$3,500

Suspension Value	SHE SHE	N. 40. 10				\$6,747.00		ないないの						a transfer of the	Tank at her				
	Sale of	a start						A COLORADO					_	Station of the					
Suspension Days	Service a					30		1						Child of Acad	So want of the				
Other Penalty Value	The state of the state	The second second						のであるとなったので						「あっているのである」	A ST STATE OF ST			14.11.5	
Other Penalty	ALL AND A	Phasedor Constant						Selling Supervision of the second						and the second second	advant in the second				
Agency Fine	A COMPANY	Second Street Store						の行きないない						A the strate of the second	and the second				
Explanation of COIB Fine	2015	DECEMBER	In setting the amount of the fine, the Board took into	consideration that respondent was	suspended by mis agency for 30 days,	valued at approx. \$6,747		JANUARY	Due to showing of	rinancial narasmp, fine was reduced	fram \$3,000 to \$500			2009	DECEMBER	Due to showing of	financial hardship, fine was reduced	from \$3,000 to	\$1,000
COIB Fine	South States					valued \$5,000 \$6,747	\$2,500				fram \$500 \$500	\$2,500	\$5,000	Carlo and a surger of the surg	1				\$1,000 \$1,000
3-Way Settlement	A STATE OF A STATE OF A											×		ALC: NOT OF	and an one for				
Agency		and the second second				DOE	City Council	Contraction of the second			ACS	Parks	NYC-TV	a subscription of	and south				ACS
Case Name		and the second second				Dziekanowski	Keaney	and a local state			Avinger	Rosa	Wierson	三十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十	+ + +				Wright
Case No.		in a sub-				2/1/2010 2007-155	2/1/2010 6+A22990	「日日本のうろう」			2009-312		1/6/2010 2009-226a	and the second	A A A A A A A A A A A A A A A A A A A				2009-351
Date	and the second se	and and a set				2/1/2010	2/1/2010	のないのである			1/28/2010 2009-312	1/11/2010 2009-062	1/6/2010	Sad a she was	Strate Bar				12/22/2009 2009-351

spension Suspension Days Value	A STATE OF A	soll blackson and					5 \$1,136.00	9 \$2,412.00	9 \$2,412.00								
Other Penalty Suspension Value Days	and the second se	Line a selen un					\$1,500.00										
Other Penalty	and the second se	The second of the second					Loan repayment										
Agency Fine	A DE LA D	State of the second								\$3,000	\$750						
Explanation of COIB Fine	2015	DECEMBER	Due to showing of financial hardship, fine was reduced	fram \$1,500 ta \$750	Due to showing of financial hardship,	52,000 fine was forgiven			9			Respondent did not	appear at the trial,	so the Board fine	has not yet been		
COIB Fine		Later And	8	from \$750 \$750		\$2,000									\$10.000	\$1,250	d l
3-Way Settlement		Land State As					×	×	×	×	×						
Agency		and the of the		ACS		DOE	FDNY	DSNY	DSNY	DOF	DOE				HRA	ACS	
Case Name	二 二 二 二 二 二 二 二 二 二 二 二 二 二 二 二 二 二 二	An one of the second second		Gray		Mateo	Paige	Jack	Coward	Racicot	Hicks				Smart	Bryant	
Case No.	法のない	a strategy and		2008-948		2008-805	2009-391	2008-923a	2008-923	2009-046	2009-085				2008-861	2008-792	
Date	State State State	States and a state of a		12/22/2009 2008-948		12/22/2009 2008-805	12/16/2009 2009-391	12/15/2009 2008-923a	12/15/2009 2008-923	12/14/2009 2009-046	12/14/2009 2009-085				12/8/2006 000/8/21	12/2/2009 2008-792	

and	Ldse NU.	Case Name	Адепсү	Settlement	COIB Fine	COIB Fine	Agency Fine	Other Penalty		Days	Value
A CORON A TOWN	States and	a los eles eles a	and the second second	. Marken		2015			Contraction of the second s		のないのである
and the second	and the state	and the state of the	The second second	ないのないない		DECEMBER	States and	and the second second	and the shirts	A STATE OF A STATE	Margare Saw The
						Due to showing of financial shardship,	1-1-1				
						the Board accepted					
						the penalty imposed by the					
						agency of \$1.586,					
						instead of the Board fine of					
12/2/2009 2009-082	2009-082	Winfrey	HRA	×		\$3,000				10	\$1,586.00
12/1/2009 2008-911	2008-911	Pettinato	DOE	×	\$6,000		\$1,500				
のないので、	ですないの目的	and the second second	「「「「「「「」」	「「「「「「	The second second	NOVEMBER	South Maria	the state and the	のないとうちょうないない	「「「「「「」」	College States
11/24/2009 2008-271	2008-271	Cuffy	НРО		\$1,500						
11/23/2009 2006-045	2006-045	Williams	HRA		\$1,500						
11/23/2009 2008-390	2008-390	R. Brewster	HRA		\$3,000						
State State State	A STATISTICS	のないないないのない	Hart Barting	ALTER MALLE	March 200	OCTOBER	「「「「「「「」」」	あれたのないないので	の日日のうちの日本ののか	「「「「「「「」」」	Contraction of the local division of the loc
10/26/2009 2007-588	2007-588	Fox	DOE		\$1,000						
10/21/2009 2004-220	2004-220	Perez	ННС		\$12,500						
10/21/2009 2009-416	2009-416	Mason-Bell	DOE		\$1,250						
10/20/2009 2009-140	2009-140	Brown	DOE	×	\$1,500		\$1,300				
						Due to showing of					
10/20/2009 2009-024	2009-024	Beza	HRA		\$7,500	57,500 fine was forgiven			2		
10/19/2009 2009-479	2009-479	Anthony	ронмн	×			\$1,400				
10/15/2009 2008-531	2008-531	Maslin	DOE		\$1,000						
10/15/2009 2009-576	2009-576	King	HRA	×						60	\$6,100.33
Real Designment State	Serie allerand	「「「「「「」」	the second of the second	State of the second second	Sand Been	SEPTEMBER	and the second second	all and a lot of the lot of the	Salar Shere and a state	and the state of the state	and the state of the
9/29/2009 2007-626	2007-626	Eisenberg	DOE		\$1,000			2			

Susnension	Value	the second second	the output	\$761 SO	\$1,420.08			\$219.94	\$4,695.00		\$1,644.00	\$1,412.46			\$2,999.00	and a stand														
1		State State State	の一日の日の日の	~	9			2	15		15	-			15	and the states							_		_					-
N Susor	ä	No. of Street, or other	ALL ALL	05				91			_				8	S. A. S.		_						19.	_					_
Other Penalty Suspension	Value	「「「「「「「」」」	The second	\$761.50				\$329.91							\$1,994.00	「「ないろう」」														
	Other Penalty	State Charles and	Survey and a survey of the	5 days annual leave			3 days annual leave	forfeited						10 days annual leave	forfeited	and a second second														
Contraction of the	Agency Fine															a transmission of the														
Erolanation of	COIB Fine	2015	DECEMBER													AUGUST	Due to showing of	financial hardship,	after respondent	paid \$500, the	Board forgave the	remainder of the	\$500 \$2,500 fine	Due to showing of	financial hardship,	after respondent	paid \$900, the	Board forgave the	remainder of the	
And the second se	COIB Fine	States and	The second second			\$1,000				\$1,000			\$1,500			desite and a set of the						Ī	\$500							
3-Wav	Settlement	Contraction of the local distance	The second	×	×			×	×		×	×			×	Concession of														
	Agency	A State of the second	Statistics and	HMHOD	ACS	DHS		ронмн	NYCHA	HRA	DOT	DOHMH	EDC		DCAS	a barren bren a						1000	DOE							
	Case Name	のないのであった	「「「「「「」」」	Pittman	McNeil	Proctor		Patrick	DeSanctis	Kundu	Baksh	Ayinde	Sirefman		Campbell	the standard and the stand							Cora							
and a second sec	Case No.	「「「「「「「」」」	a la bara -	2009-482	2009-224	2008-274		2009-481	2009-144	2008-303	2008-802		2007-847		2009-122	areas a stand							2008-872							
	Date	And the summer of the summer o	ことのないたいとうであった	9/29/2009 2009-482	9/29/2009 2009-224	9/29/2009 2008-274		9/9/2009 2009-481	9/29/2009 2009-144	9/29/2009 2008-303	9/29/2009 2008-802	9/29/2009 2009-480	9/29/2009 2007-847		9/8/2009 2009-122	All and a state of the state							8/27/2009 2008-872							

Other Penalty Suspension Suspension Value Days Value	The second second	16 \$2,491.55		10 \$1,433.00									-		-	3 \$586.00	10 \$1,325.00			44 \$10,164.00	6 \$1,597.00			5 5 51,274.00	-	
Other Peni Value	and the second se					10 I.					a k															
Other Penalty	and the second					and the second second second																Demoted &	reassigned			
Agency Fine	Contraction of					のからのないの				3								\$1,500								
Explanation of COIB Fine 2015	DECEMBER					זחת			In setting the	amount of the fine,	the Board took into	consideration that	respondent was	suspended by nis	agency ior 5 udys,	valued at approx. \$586										
COIB Fine			\$1,250		23 500		\$15,000	\$1,000								51.000 5586		\$2,000	\$1,450				\$2,500		\$2,000	
3-Way Settlement	and the second second	×		×		and a second second											×	×		×	×		×	×		,
Agency	and the second	ACS	DOE	OCME	нмноа		DOE	NYCHA								NYCHA	HRA	NYCHA	DOF	NYCHA	DOHMH		ECB	ронмн	ACS	
Case Name		Calvin	Knowles	Purvis	Dorsinville		Green	Byrne								Samuels	Spann	Hall	Keeney	Vazquez	Miller		Edwards	Sheiner	Belenky	
Case No.			2008-582	2009-498	2007-218; 2008-530	Me Leo Torra										2008-910	2009-399	2008-348	2007-565	2009-241			2008-131			000 000
Date	The second second	8/27/2009 2008-729	8/27/2009 2008-582	8/27/2009 2009-498	2007-218;	in the second se	7/28/2009 2008-881	7/28/2009 2008-825								7/28/2009 2008-910	7/23/2009 2009-399	7/20/2009 2008-348	7/13/2009 2007-565	7/13/2009 2009-241	7/9/2009 2009-227		7/9/2009 2008-131	7/8/2009 2009-177	2/7/2009 2009-279	000 0000 0000 07 C

Case No.	Case Name	Agency	3-Way Settlement	COIB Fine	Explanation of COIB Fine	Agency Fine	Other Penalty	Uther Penalty Value	Other Penalty Suspension Value Days	suspension Value
100	A State of State and State	Bat Marine and			2015	These all and	the second second	National States	and the little	「「「「「「「」」」
34	a spin the second second	and the little of	and the second se		DECEMBER	A THE ADA	二十二日二日 二十二日 二十二日	A CONTRACT OF	にいいのの時間の	A State of the
٣	Fenves	DEP					12 days annual leave forfeited	\$6,290.00		\$6,290.00
100	のないのないのないの	「「「「「」」」」」」」	の日本のないのの	「日本のないの」	JUNE	二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十	A State of the state of the	and the state of the line	All and a set of the	and stand to
6/9/2009 2008-962a	Lucks	DOE		\$1,500						
٢	Constantino	HHC		\$1,000						
Ē	Hahn	DOE		\$600						
ľ	Gabrielsen	ронмн	×		3 H L				7	\$1,492.00
「「「「「「」」」」」	and the relation of the	a barren hata anti-	Santa state	南山田辺山辺山	MAY	Alteriological and	のないないないないのである	Sanctary Service	State of the state	Sectors allowing the
5/6/2009 2008-237a	Core	DOE	×						30	\$7,904.00
5/5/2009 2008-922	Guerrero	DSNY	×						15	\$3,822.00
	O'Brien	DOE		\$20,000						
5/4/2009 2008-527 F	Richardson	NYCHA		\$1,500						
	Purdie	HRA	×	\$400					11	\$1,671.00
5/4/2009 2008-236	Tharasavat	DEP		\$6,000						
5/4/2009 2008-744	Medal	HRA					Criminal restitution	\$41,035.00		
5/4/2009 2008-635	Davey	ACS		\$2,750						
5/4/2009 2005-612	Abiodun	HRA	×		1003 1000 1000 1000				13	\$1,466.00
時間の	in the selected of	South States	「「「「「「」」」」	のたちのという	APRIL	and a state of the	のないのないとうないの	San Strate Contraction	A AL MARKED AS	in the second second
4/16/2009 2008-823	Winfield	OPA		\$2,000						
4/13/2009 2007-565a	Horowitz	AU-OATH		\$750						
4/8/2009 2009-063	Pottinger	ронмн	×						S	\$817.00
4/8/2009 2008-688	Chen	City Planning		\$500						
4/7/2009 2008-478	Ribowsky	OCME		\$3,250						
4/6/2009 2008-192	Forsythe	DCAS		\$4,000						
4/6/2009/2008-301	Smith	Parks		\$1,200						

Case Name	Agency	3-Way Settlement	COIB Fine	Explanation of COIB Fine 2015	Agency Fine	Other Penalty	Other Penalty Suspension Value Days	Suspension Days	Suspension Value
120	and the second second	and the second	Contraction of the local distance of the loc	DECEMBER	The state but a	「「「「「」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」	and the second	The second	and the second second
				Due to showing of financial hardship, fine was reduced from 53 000 to					
	DOE		\$1,000	\$1,000 \$1,000					
	НМНОД	×				10 days annual leave forfeited	\$2,069.70	'n	\$1,034.85
	НМНОД	×				3 days annual leave forfeited	\$338.31	m	
Buccigrossi	NYPD		\$2,000						
	ACS		\$500						
al the state	and an overlap of the second	all support the second	Harris and a state	JANUARY	のないないのであっていう	anshine and bud	Contraction of the other	Nichols and	「日本」の「日本」
Brenner	Parks				\$11,000				
Dodson	000		\$2,500						
Santana	FDNY		\$1,000						
ALX.	Section Sectio	State and a lot of		2008	The second second	のないないのであった	She and a straight	A State State	「日本のの
and a	the decision of the second second second	A State of the state	「「「「「」」	DECEMBER	ale and a set	「「「「「「」」」」」」	A Street with	のないのである	State of the second second
	NYCHA	×						20	\$2,882.00
				Respondent did not appear at the trial,					
	DOE		\$7,500	so the board time has not yet been \$7.500 colfected					
Wiltshire	ACS	×				Restitution	\$290.80	30	\$3,495.00
	OCME		\$2,500						
Bradley	Parks		\$600						
	DLAC		0100						

Caro No.	ourch over	Among	April-C		Explanation of	A second films	Other Beach.	Other Penalty	Suspension	Suspension
Lease Mu.		AGULY	luainanac		2015	אפרוונא דוווב			cápo	Aller
and and a second	And the second se	and a second second	The Article of	Contraction of the local distance	DECEMBER	and the second second	a support of the second	and the first of	A State of State of State of State	the second second
12/15/2008 2007-813	Miraglia	NYCHA		\$2,000						
12/15/2008 2007-686	Alfred	DOE	×	\$1,000						
12/10/2008 2007-479	Valvo	DOE		\$800						
AP OF A PARTY	のないないのであるというないである	and the particular	State States	No. of Concession, Name	NOVEMBER		「「「「「「」」」	Service of the service of	and the state	And the street of
11/24/2008 2008-376	Rosado	DOE	×	\$3,000						
11/24/2008 2007-431	Ballard	DOE		53,000						
11/24/2008 2008-706	Bryk	DOC	×	\$1,800					-	
11/17/2008 2008-077	Pittari	Parks		\$1,000						
					Respondent did not					
	-				appear at the trial,					
					so the Board fine					
					has not yet been					
11/5/2008 2005-132	Okanome	ACS		\$7,000	\$7,000 collected					
11/5/2008 2007-627	Ramsami	NYCERS		\$750						
2.1 27.6 16.6	of work of the second	Automotion and a second	Section of the sectio	Contraction of the local distance	OCTOBER				のないというという	and the second second
10/30/2008 2008-331	Elliott	DOE	×			\$1,000			10	
10/30/2008 2007-442	Bourbeau	DOE	×	\$3,000		R	Resign			
10/29/2008 2008-296	Salgado	DSNY	×						44	\$11,020.00
10/29/2008 2008-122	Geddes	DSNY	×	\$250					m	\$561.00
10/28/2008 2008-352	Ng-A-Qui	нинод	×						9	\$1,563.00
					Due to showing of					
					financial hardship,					
					fine was reduced					
10/27/2008 2007-261	Soto	HRA		\$1,500	from \$3,500 to \$1,500 \$1,500					

Suspension Value	and the second second	and the second second	\$1,003.76	\$1,499.50			「「ない」のないで、「ない」のないで、										\$1,496.00	\$550.00	\$623.00								「ころうろうろうろう	
Suspension Days	and the second second	and and and and an	8	10			A and a strange										80	5	5								うち ちちちちちちちちちちちちちちちちちちちちちちちちちちちちちちちちちち ちちちち	
Other Penalty Suspension Value Days	All and a second se			\$770.00			* 2	6				eta.				\$37,000.00											the second second	
Other Penalty	and a second second	Service and a service of the service		7 days annual leave forfeited			and the first of the second								Terminal leave	forfeited											「「「「「「」」」」」	
Agency Fine		A low to want					and the second of																				A new Address of the	
Explanation of COIB Fine	2015	BECEMBER					SEPTEMBER	In setting the	amount of the fine,	the Board took into	consideration that	respondent	forfeited terminal	leave valued at	approximately	\$5,000 \$37,000											AUGUST	
COIB Fine	The second	Contraction of the second			\$500	\$750	Station Station S			58. ⁶						\$5,000				\$2,000	\$2,500	\$11,500	\$1,500	\$1,250	\$1,250	\$1,500	diversity of	\$1,500
3-Way Settlement	「「「「「」」		×	×			And a state of the second										×	×	×								Constant and the	×
Agency	The second second	あったいない	ниноа	SHO	DOE	D08										NYPD	нино	нино	DOHMH	EDC	DOE	EDC	ACS	DOE	DOE	DSNY	「「「「「「」」」	DOE
Case Name	「「「「「「「」」」	ada and a state	Adkins	Proctor	Grandt	Tsarsis	South States and States									Byrne	Nash-Daniel	Miller	Wardsworth	Greco	Gray	Mir	Siegel	Solo	Militano	Carmenaty	いろう のいちにないますの	Heaney
Case No.	Carolan al	and a second and a		2008-256			ale and the second									2005-243	2008-472	2008-536	2008-585	2008-423	2007-777	2008-421	2007-672		9/16/2008 2008-396a	9/11/2008 2007-436h	and the second second	2007-827
Date	State State		10/22/2008 2008-543	10/21/2008 2008-256	10/20/2008 2008-609	10/20/2008 2008-624	all and the state									9/29/2008 2005-243	9/24/2008 2008-472	9/24/2008 2008-536	9/24/2008 2008-585	9/23/2008 2008-423	9/22/2008 2007-777	9/22/2008 2008-421	9/17/2008 2007-672	9/16/2008 2008-396	9/16/2008	9/11/2008	and a state of the state	8/25/2008 2007-827

Case No.	Case Name	Agency	3-Way Settlement	COIB Fine	Explanation of COIB Fine	Agency Fine	Other Penalty	Other Penalty Value	Suspension Days	Suspension Value
	二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十	のないのである	A STATE AND	が出たいである	2015	State of the state	のないとうのであると		a second and	の一方の
105	of the source restored and	and a second		Association and all	DECEMBER	No. of Concession, Name	a stand and a set	a solution of the second	and the set of the local set	and the second second
7/15/2008 2007-436w	Hayden	DSNY)×						5	\$1,189.33
	Jaquen	DSNY	X						S	\$1,252.30
7/15/2008 2007-436y k	Kane.	DSNY	×						S	\$1,217.85
7/15/2008 2007-436z	Keane	DSNY	×						S	\$1,206.57
7/15/2008 2007-436aa	Kopczynski	DSNY	×						4	\$1,223.81
7/15/2008 2007-436bb L	Lagalante	DSNY	×						'n	\$1,206.57
7/15/2008 2007-436cc	Lampasona	DSNY	×						2	\$959.70
7/15/2008 2007-436dd L	La Rocca	DSNY	×						15	\$3,705.30
7/15/2008 2007-436ee L	La Sall e	DSNY		\$1,500						
7/15/2008 2007-436ff	MacDonald	DSNY	×						15	\$3,705.30
7/15/2008 2007-436gg N	Mann, A.	DSNY	×						15	\$3,757.05
7/15/2008 2007-436hh	Mann, C.	DSNY	×						5	\$1,189.33
7/15/2008 2007-436ii N	Mastrocco	DSNY	×						15	\$3,808.68
7/15/2008 2007-436jj N	McDermott	DSNY	×						5	\$829.31
7/15/2008 2007-436kk	McMahon	DSNY	×						5	\$1,172.09
7/15/2008 2007-436II N	Morales, A.	DSNY	×						2	\$1,252.30
6mm	7/15/2008 2007-436mm Morales, J.	DSNY	×						15	\$3,705.30
7/15/2008 2007-436nn	Moscarelli	DSNY	×						5	\$1,217.85
7/15/2008 2007-43600 P	Prendergrast	DSNY	×						15	\$2,587.50
7/15/2008 2007-436pp	Puhi	DSNY	×						5	\$1,206.57
7/15/2008 2007-436qq R	Ruocco	DSNY	×						5	\$1,269.55
7/15/2008 2007-436rr S	Smith, M.	DSNY	×						5	\$1,217.85
7/15/2008 2007-436tt S	Sterbenz	DSNY .	×						5	\$2,217.85
7/15/2008 2007-436uu	Taylor	DSNY	×						4	\$1,189.33
7/15/2008 2007-436w 1	Torres	ANSO	×						5	\$1,206.57

and a subscription
Due to showing of financial hardship
fine was reduced
57,100
and allow when we

5	Alue	Constant States of the other	S. Charles	21 \$3,872.00	10 \$1,046.00				5 \$1,795.00	のであるのであるという				5 \$892.00	and the state of the state								15 \$2,205.97	15 \$1,952.00	and the second state				
٤Ľ	sken	State of the local	a subserve							「ある」を					のないの	_									al marks				+++
Other Penalty	Value	ALL DE LE	a subscripted						_	Same and and				_	- State State										Allow A served				
	Uther Penalty	all and the second	and the second second we							and the second second					State State State										alegates al a rate and				
1	Agency Fine	and a service a service of	and the second second		\$1,279			\$1,500		and interest on					の日本の日本の日本の					\$1,500									
Explanation of		2015	DECEMBER							C. The second second					Structure and										State of the state of the state				
		ALL STATIST	State of the state			\$1,000	\$300	\$1,500	\$500	APRIL	\$1,000	\$2,000	\$2,000	\$1,500	MABCH	\$3,000	\$3,000	\$1,250	\$750	\$3,000	\$4,500	\$1,250	\$500	\$1,000	FEBRUARY	\$1,500	\$1,500	\$1,500 \$5,000	\$1,500 \$5,000 \$1,500
3-Way	Juanzalitac	States - States	and and the second	×	x	×	×	×	×					×	With the second second					×		×	×	×	R	×	×	x	×××
	Agency	and the second se	Sold Support	ACS	ACS	DOE	DOE	DOE	HRA	いたいないです	DEP	OCME	Qdн	NYCHA	Part of the Part o	DOC	DOC	NYPD	DOP	DOE	DCAS	DO€	HRA	HRA	ALL DISCOUNTS IN	DOE	DOE	DOE	DOE DOE
	Case Name	A STATE OF STATE	a late of later of the	Edwards	Mouzon	Błundo	Jahnson	Zigelman	Childs	Second Second Second	Rider	Shaler	Mizrahi	Deschamps	A Contraction of the second	lee	Gwiazdzinski	Murano	Saigbovo	Aldorasì	Amar	Namnum	Osindero	Namyotova	A Local State State	Moran	Guarino	Guarino Sender	Guarino Sender Dia2
	Lase No.	Calify Al	A STANLEY STATE	5/22/2008 2007-433a	5/22/2008 2007-570	5/20/2008 2007-636	5/9/2008 2006-617	5/8/2008 2008-037	5/1/2008 2006-775	Cale South Cale	4/30/2008 2003-373k	4/29/2008 2007-873	4/29/2008 2005-236	4/29/2008 2007-744	Stationers and	3/20/2008 2003-373a	3/20/2008 2003-373k	3/6/2008 2004-530	3/5/2008 2007-058	3/5/2008 2007-157	3/4/2008 2003-550	3/3/2008 2007-723	3/3/2008 2005-665	3/3/2008 2007-825	and the second second	2/7/2008 2001-566d	2/7/2008 2001-566c	2/7/2008 2001-566c 2/7/2008 2001-566b	2/7/2008 2001-566c 2/7/2008 2001-566b 2/7/2008 2001-566a
	nate	State States	Letadde an	5/22/2008	5/22/2008	5/20/2008	5/9/2008	5/8/2008	5/1/2005	中に通過中大地	4/30/2008	4/29/2008	4/29/2008	4/29/2005	State of the state of the	3/20/2006	3/20/2008	3/6/2008	3/5/2008	3/5/2008	3/4/2008	3/3/2005	3/3/2006	3/3/2008		2/7/2008	2/7/2005	2/7/2008	2/7/2008 2/7/2006 2/7/2006

			3-Way		Explanation of			Other Penalty Suspension	Suspension	noisnagsuc
Case No.	Case Name	Agency	Settlement	COIB Fine	COIB Fine	Agency Fine	Other Penalty	Value	Days	Value
「「「「「「「「「」」」」	「ないないないないのの		御殿の子前がの夜	「「「「「」」」	2015	の一般のないの	and the second second	Statistical and	「「ない」のである	「「「「「「「「」」」
Contraction of the second		Contraction of the second second		a subscription of the	pecember		The article	A STATE AND A STATE AND A		and the second se
the second s	and the second second second		N	JANULARY	and the state of t	the sele ist.	and the second second	Ben and a state	and the second	and an other start
1/28/2008 2004-610	Riccardi	DOT		\$1,500						
1/23/2008 2006-350	Schlein	CCSC		\$15,000						
のないのであってい	「「「「「「」」」」	and the second second		なるのと言いていた	2007	「日本のないのである」	Contraction of the	San Property and	「日本のない」	and the street of
A NOT COLORING			B	DECEMBER	Contraction of the second		L'AN ARTICLE AND	No. of the second	the second s	and the second
12/17/2007 2006-632	Blenman	ACS		\$2,000						
12/17/2007 2006-233	Osagie	DOP	×	\$5,000						
					Due to showing of financial hardship, fine was reduced					
12/4/2007 2004-188	Pratt	IIO		\$500	from \$4,750 to \$500 \$500		Restitution	\$3,961.00		
のの町町町町の	のないないないのないない	の一方の一方の一方の	Charles of No.	NOVEMBER		Contraction of	のないのでのないの	N.	Contrast of the	のないでするのである
							Resign as Principal & reinstated as teacher w/pay reduction; must			
11/29/2007 2007-519	Tamayo	DOE	×	\$100			resign from DOE by 8/31/08	\$900.00		\$52,649.00
11/29/2007 2006-562b	McLeod	NVCHA	×						5	\$1,105.62
11/27/2007 2006-618	Half	DHS		\$1,500						
11/27/2007 2004-517	Williams	City Planning		\$4,000						

Suspension Value	5.00 May 2003		二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十				ある日日の				\$4,550.00	\$1.971.69			Sector Services							\$896.00	and a state of the		Sold States	
	のないですの		中にあって			+	大学の		_		30	21			Test Band						_	S	and Kingels		and allow	
Suspension Days	The second		Summer Ser				「日本の日本								Contraction of								大小川の水の方	100000000	THE REAL	
Other Penalty Value	and the second second	Contraction of the local division of the loc	Contraction of the	1			and a comparison of								「「「「「「「」」」		~						「「「ないのない」とないである		and the second second	
Other Penalty		All and a second second	a state of the state of the state of				「「「「「「」」」					Plus reassignment & probation			The Control of the second								大学上の日子信をです		ないたちにないない	
Agency Fine			A NAVAL COLORAD				ALCOND. ACCOUNTS								and a second of								Participation of the		の正式のないという	
Explanation of COIB Fine	2015	tering .	DECEMBER	Respondent did not appear at the trial,	has not yet been	\$4,000 collected	ころうちんのないので								and the state of the second	Respondent did not	appear at the trial,	so the Board line	55,000 collected				小学のないないないのである		「「「「「」」」	
COIB Fine			A STATE AND			\$4,000	OCTOBER	\$2,000	\$1,000	\$2,000		\$2,000	\$1,000	\$1,000	SERTEMBER				\$5,000	\$3,250	\$700		AUGUST	\$500	JUL	\$2,000
3-Way Settlement		Constant and the	and a star way				the local sector of the lo				×	×			SEI								「日本の一下の一日の日本の		学校のための	
Agency		Station Station of the station of the	Anterna Constant			DOC	ないの時間になって	Bk CB 17	City Council	FDNY		НМНОО	Γ	Bk CB 17	and the state of the state				HRA	DOE	OdH	ACS	alatic services	NYCHA	States and a state of the	City Council
Case Name		Contraction of the local division of the loc	こうちゃう たち のないの			Norwood	なないで、ためのない	S. Fraser	Speiller	Basite	Tulce	Lastinue	Larson	Russell	Support of the second second				Allen	Margotin	Davis	Graham	「日本のないののののの	Lucido	Constant and a second	Gennaro
Case No.		alon and a state	alternation beaution			2005-365	Toto Party State	2006-423	2003-785a	2007-138	2007-039	2003-200	2007-441	10/2/2007 2006-423a	Sec. Salate		22		2006-411	2004-246	2006-551	9/4/2007 2007-016	Statistical and	2007-362	ないので、日本	
Date	A STATISTICS IN CONTRACTOR	and the second se	North States			11/5/2007 2005-365	A State of the sta	10/29/2007 2006-423	10/29/2007 2003-785a	10/29/2007 2007-138	10/26/2007 2007-039	005-2005 2002/9/01	10/2/2007 2007-441	10/2/2007	and a state of the second				9/26/2007 2006-411	9/18/2007 2004-246	9/12/2007 2006-551	9/4/2007	a share and the second	8/30/2007 2007-362	Salar Salar	7/31/2007 2003-785

Date	Case No.	Case Name	Адепсү	3-Way Settlement	COIB Fine	Explanation of COIB Fine	Agency Fine	Other Penalty	Other Penalty Suspension Value Days	Suspension Days	Suspension Value
and the second second	San San San	A STATE OF STATE	and the second second		のないの	2015	and the second second		のないでは、「ないので	State of the state	and the second se
Hard and a start	And a state of	A STATE A CONTRACTOR	2 Langer days	P. D. Contraction of the	Name of Street	DECEMBER	and the second se	and and so the first	and have been a	Street network	the contraction
7/23/2007	7/23/2007 2003-152a	Bergman	8k CB 2		\$1,000				_	-	
7/18/2007 1999-026	1999-026	Pentangelo	DOT		\$1,500						
7/16/2007 2006-706	2006-706	Carlson	DOE	×	\$500		\$4,821				
7/12/2007 2006-461	2006-461	Greenidge	HRA		\$500						
7/11/2007 2006-098	2006-098	Barreto	DOE	×	\$2,500						
7/11/2007 2005-244	2005-244	Ctair	FDNY		\$6,500						
7/10/2007 2007-056	2007-056	Glover	HRA	×						30	\$7,742.00
「日本」というないました	the second spin	Contraction of the second second	The New York and the	and a second and	JUNE	and the second second	and the support of the	「「「「「「「「」」」」	Party and and and	「「「「ないのの」」「「あい」	and the second in the second
6/29/2007 2005-200	2005-200	Cetera	ppc	×	\$2,000						
6/5/2007	6/5/2007 2005-442	Sanders	City Council		\$1,000						
6/4/2007	6/4/2007 2005-467	Mazer	TLC		\$2,000						
in the second	NULLAN COLOR	のないので、	ALC: SEEDER AND	30	DECEMBER	Astronal and the	and the state	「「「「「「」」」	and and and and an	Shirt Constraints	のないないないの
5/31/2007 2006-383	2006-383	lanniello	DOE	×	\$1,000						
5/31/2007 2006-684	2006-684	Cooper	вое	×	\$2,500		\$2,500				
5/31/2007	5/31/2007 2006-684a	Reilly	DOE	×	\$750		\$750				
5/31/2007 2006-460	2006-460	Amoafo-Danquah	DHS	×	\$3,000					S	\$1,273.25
5/30/2007 2007-053	2007-053	Cammarata	HHC		\$1,500						
5/30/2007 2002-678	2002-678	Murphy	DOT		\$750						
5/30/2007 2004-556	2004-556	Cagadoc	HHC		\$500						
5/2/2007	5/2/2007 2005-690	Cantwell	SCA		\$1,500						
「「「「「「「「」」	いちない あいちょう ないない	Man Salar and a second	- destroyation	advice parameters	APRIL	「「「「「「」」」	in story and a spectrum	بالم بعيرة مسموار وم	のないのないのである	about the set	Same and
4/30/2007 2006-068	2006-068	Henry	ACS		\$1,000						
4/30/2007	4/30/2007 2005-739a	Oquendo	DOE		\$500						
4/25/2007 2004-570	2004-570	Matos	DOE	×	\$1,000						
4/17/2007	4/17/2007 2006-562a	Wade	NYCHA		\$500						
「「「「「「「」」」」	「「「「「「「」」」	「「ないないない」	South States and States	Name of Street of St	MARCH	のないのである	America Strates	「日日の日の日の日の日の日の日の日の日の日の日の日の日の日の日の日の日の日の	A STATE OF A STATE	and a lot of the lot of the	のないのないないとう
3/28/2007 2006-554	2006-554	Bassy	HRA		\$500						

Date Case No.	Case Name	APPLICA	3-Way Settlement	COIB Fine	COLB Fine	Arency Fine	Other Penalty	Urner Penaity Value	Days	Value
			States and a state of		2015					
State State State State	and the second second second	and the second second	A Contraction of the	Constant of the	DECEMBER	A STATE OF	and the second se	South and a second	and a set of the set	and a second second
3/27/2007 2006-349	Vale	NYCHA		\$2,250						
3/27/2007 2005-240	Sahm	DDC		\$1,250						
and and a provide the state	のないのないのないの		E	EEBRUARY .	「「「「「「「」」」	Stratistical States	「「ないない」のないの	a subscription of the second	and the second	加加をいたのでいた
2/28/2007 2005-505	Martino-Fisher	Qns CB 13		\$1,000						
2/28/2007 2003-752	Kessock	TRS		\$500						
2/28/2007 2006-519	Lepkowski	DOC		\$500						
2/28/2007 2002-503	Maith	ронмн		\$500						
2/5/2007 2002-458	Aquino	NYCHA		\$500						
2/5/2007 2006-064	Tarazona	NYCHA		\$2,000						
2/5/2007 2001-494	Russo	DSNY	×	\$2,000						
中国市市の日本日本の日本の	のないないというないのである	のないのである	AL	-IANUARY	and the second s	Construction of	AND STATES OF A DESCRIPTION	のないとうないのである	L'autoritation	No. of Concession, No. of Concession, No.
1/29/2007 2005-031	Marchuk	DOE		\$750						
1/29/2007 2006-635	Bayer	DDC	×	\$1,000		3	Retire from DDC		18	\$1,000.00
1/24/2007 2005-178	Davis	DOE	×	\$1,000						
1/24/2007 2005-098	Rosenfeld	NYCERS		\$500						
1/5/2007 2004-697	Della Monica	DOE		\$1,500						
1/3/2007 2004-712	McHugh	DOT		\$2,000						
ALL ROAD ALL ROAD ALL ROAD	the state of the second	and Subserver	And the second	Sector Sec	2006	Law and the		Section of the section of	日本のないとうない	a contraction of the
のないであるという	and the second second	the second and and	1	DECEMBER	「「「「「「」」	a - which is the sum	11-10-15 二日の二日	the second second	A STATE OF A	a new to the second
12/19/2006 2005-685	Diaz	DOE		\$500						
12/15/2006 2002-140	Fenster	вусв		\$500						
12/11/2006 2006-562b	Jefferson	NYCHA	×						25	\$3,085.00
12/11/2006 2006-562	Nelson	NYCHA	×						25	\$4,262.00
an approximation of the second	「日本のない」のないので、	Stand Shines	N	NOVEMBER		-A.	matter and the section	1	and the second second	and the said
11/10/2006 2003-655	Sorkin	FDNY		\$500						
11/10/2006 2005-271a	Parlante	DEP	×	\$460						
11/10/2006 2005-271	Marchesi	DEP	×	\$750						

Date Case No.	No. Саsе Name	Agency	3-way Settlement	COIB Fine	COIB Fine	Agency Fine	Other Penalty	Value	uner renaity suspension Value Days	Value
	のであるというというので	Contraction of the local division of the loc		A Contraction of the	2015	North Manufactory	のないでいたいである	The state of the s	and the second second	ないというであると
Concert States	The second second second	Carlot and and	THE LOUGH		DECEMBER		and the second second	and the second se		ないようという
and the second of the second o	A second s	Contraction of	A State and a state	AUGUST	Contraction and and	10 3 4 4 5 3 4 3 4 3 4 3 4 3 4 3 4 3 4 3 4	and the second second	Constant of the second	And the second	Alternation of the
8/24/2006 2004-324a	4a Neira	DDC		\$4,500						
8/24/2006 2006-048	8 Tyner	HRA	×						45	\$6,224.00
「「「「「「「「」」」」	and the second second	the second second	Section of the sectio	NIX	State Capacity State	a harden and	のないないないの	Bench Market and	「「「「「「「」」」	10-10-10-10-10-10-10-10-10-10-10-10-10-1
7/28/2006 2004-700a	0a L. Golubchick	DOE		\$4,000						
7/28/2006 2004-700	0 J. Golubchick	DOE		\$1,000						
「二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二	にいるないないないので	Constant and a	のないのないのないのである	JUNE	のないのであるのであるのである	のないのないのないので	のとうないのであるというない	S. Large Line Line Line Line Line Line Line Lin	ななないですな	一方面にはない
6/30/2006 2003-097	7 Kerik	DOC		\$10,000			5,000 FD & 206,000 Criminal	\$211,000.00		
6/20/2006 2004-159	9 Gayal	ННС		\$2,500						
6/6/2006 2005-155	5 Okowitz	HRA	×	\$1,250						
the at so when the	「「「「「「「」」」」		「「「「「「「」」」	MAY	State of the state of the state	ないのではないです。	のなどはたいないない	のないでのないない	and the second second	
5/10/2006 2003-423a	3a Coppola	DOE		\$500				A CONTRACT OF		
いいというないないのであってい	「「「「「「「」」」」	a Manual and and	and the second	APRIL	のないないというという	の方法の代記です	「「「「「「」」の「」」	「「「「「「「」」	「「「「「「「「」」」	のないの時間のないの
4/3/2006 2005-590	0 Whitlow	DOE	×			\$1,818				
「「「「「「」」」	のないので、「ないのない」ので、	S. Hallow Street Street	E.	EEBRUARY	のないのでのないの	のないであるのである	のないないのないない	and the second second	「ないないないない	「二」になってい
2/23/2006 2005-238	8 Valsamedis	FDNY	×			1	10 days annual leave forfeited	\$2,253.50	50	\$11,267,50
2/15/2006 2005-146	6 Vance	SQ		\$1,500		4.2	Annual leave forfeited	\$1,122.00		
2/3/2006 2002-716		DOE	×	\$2,500		\$1,500				
	and the second se	and the second second	Canada Canada	and the second	2005	Contraction of the local distance	Charles of the state of the sta	and the second with	and a state of the	ないないのであるの
のないのないのないのである	「「「「「「「」」」」	The state water	ON	NOVEMBER.	North Concession of the other	State of the state of the	「日本のある」の「日本	Constant and	「「「「「「	and a star a star a star
11/16/2005 2004-214	4 Guttman	DOE		\$2,800						
11/16/2005 2004-418	8 Trica	FDNY		\$4,000						
The Art of the state of the state of the	Standard and and an an and an an and an	「二日二日二日二日二日二日二日二日二日二日二日二日二日二日二日二日二日二日二日	Della Valence and a day	C THE REAL PROPERTY OF THE PARTY OF THE PART	AND ACCOUNTS OF THE OWNER OWNE	日下ち、あるというとう	「二、二、二、二、二、二、二、二、二、二、二、二、二、二、二、二、二、二、二、	All and the second second second	「「「「「「「」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」	「「「「「」」」」

Suspension Value	and a state of the state of the	and and the		the state of the state of the	\$3,000.00		the state of the		なながいないないない			市町市市町町町町			のないのであるの			a little and the second second	a lot a la mart		のないのないのである
Suspension Days	Harden San S	S. M. C. Law Color		Shi Alabada S	25		La Residence	-	and the second second			い 「「「「「」」」			the production of			Party and the state of the stat	an installed		「「「「「「「「「」」」」」」」
Other Penalty Value	all and a state	Contraction of the		No. of Concession, Name			and the second second		ale the first of the	\$1,000.00		のないのであるとなるの		\$1,600.00	日本の日本の	\$3,915.00		Carlor + Strate	「「「「」」		CULTURE CONTROL OF STREET
Other Penalty							Salar Sanara Salar		And the second second second	Annual leave forfeited		「「「「「「「「」」」		Annual leave forfeited	and the spectrum of	Annual leave forfeited		のののないのであるのののの	and the second second		ののないで、「「「「「「「」」」
Agency Fine	and and the second	and the second second		No. A al Contraction			and the second second		Support of the second			Contra Contract			Contraction of the second			Cubic Contraction	and when and		「ない」」は四日の日日は
Explanation of COIB Fine	2015	DECEMBER	to the Board as part of Serra's plea of guilty to grand larceny and violation of the sourcest complicts of interest complicts of interest				のないのです。		大学大学のないないない			のないないないないないのである			「「「「「」」」			2004	a strange as a second		ののないのないのであるのないない
COIB Fine	and the second	三十二十二	e to	JUNE	\$3,000	\$4,000	MAY	\$4,000	MARCH	\$500	\$1,000	FEBRUARY	\$1,000	\$1,750	VANUARY	\$2,000	\$3,000	and the second	DECEMBER	\$3,500	OCTIMER
3-way Settlement	State State State	a suble la suble		Contraction of the local distance	×		の一方のないのの		A. C. State of the	×		E			Bushing and the Martin Martin			Street of the state	1961		の日本のないないの
Agency		the second second		and a subscription of	DDC	DOE	AL SALL DECK	DOE	「「「「「「「」」」	HRA	DOE	「「ないない」のであるので	DOE	HRA .	Sector Sector Sector	soa	HRA	and the particular	and the second	OEM	のないのないのである
Case Name	E Martin Contraction	and the second se	Serra		Carroll	Romano	State of the state of the state	Hoffman	のないのであるのである	Asemota	Powery	がったのでいるのないない	Genao	Vasque2		Thomas	Bonamarte		and the second	Berkowitz	のうちから、「二日ののうちの」
Case No.	and the second second	Contraction of the second	~729-2000 20002/EC/12	1.73	2005-151	6/7/2005 2004-082a	the second in the second	2004-082	のでのないので	2003-788	2004-466	が可比認能問題		2/28/2005 2004-321a	のないののないないので	2003-127	2002-782		The second second	2004-180	二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二
Date	and the second second	State of the state	2002/62/7	a statement of	6/22/2005 2005-151	6/7/2005	のういいので、	5/25/2005 2004-082	のないないの	3/29/2005 2003-788	3/29/2005 2004-466	はないないないない	2/28/2005 2004-515	2/28/2005	A line of the services	1/31/2005 2003-127	1/31/2005 2002-782	のないであるとしたの	and the second states	12/21/2004 2004-180	「「二」の「二」の「二」の「二」

Value	「「「「「「「」」」	and the second second			and managed and		And the second		No. 1 and a march of the		And the second se	le maria a porte	\$2,500.00	国家の問題ないた		いたろうなんできた		and the second se	二十二 二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二			and a sublement of the		Contraction of the local division of the loc
Days	a have build a	and a strend of			「ころいろれた		「「「「「」」		antina antina		「日本の	and a set	30	四日の見たいの		「日本にないたいないない		AND DESCRIPTION OF	Salar Salar	1		Salar Caller		and the state
Value Days	「「「「「「」」」	No. of Street,			Contraction of the second		Latte Shine 1		Salar Salar Salar	\$1,300.00	是此的情况??	and a second		のないないないないない		「「「「「「「」」」	\$5,000.00	1	1		\$4,000.00	and the second second		a training the state
Other Penalty	のないので、	all and the marked and			and the second se		all and a set of the		And the second se	\$5,000 Restitution	and the second	Manual Contraction of the		ののないないないのである		のないないのであるとないのである	for violation of Reg. C-110	and the second second	and the second second		Annual leave forfeited	「「「「「「」」」		
Agency Fine	A CONTRACTOR OF A CONTRACTOR A			\$450	のないないというないで		ないのないのないない		the second s	\$5,000	のないのないでの	a state in the second		a she want that want		のないないのであるのである	for vic \$2,500 C-110	Contract and a	and the second			「「「「「「」」		「「「「「「「」」」」
COIB Fine	2015	RECEMBER			のないのであるというという		のないのでの		State of the state		2003	No. of States of States		·····································		al here under the state		2002	Transa Antonia Inc.			のないないのないない		「「「「「「」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」
COIB Fine	State of the state	B	\$500	\$450	JUNE	\$2,000	MARCH	\$1,000	FERUARY	\$1,000	Station Station	APRIL.	\$1,000	MARCH	\$1,500	JANUARY			ANE	\$500	\$4,000	JUNE	\$500	MARCH
Settlement	A CALLER AND	A STATE OF STATES		×			「「「「「「「」」」		H		の一日の一日の一日の	State of the second	×	Contraction of the second		A STATISTICS AND A		のないのないのでいたの	Charles - Carlo	×		ないないのであるの		M. S. Sold Species Cheel
Agency	の一方のないの		DOC	DOE	States and a state of the state	NYCHA	「「「「「「」」」」	DORIS	ないのないので	DOE	のでのないない	and the second se	DOE	「「「「「「「「」」」	DOE	ないないのであるので	DOE	and the second second	State and a	DCA	DOE	and a state of the second	DFTA	のないであるというないのである
Case Name	State Building	Alter and a state	W. Fraser	McKen	Allowing the second second	Campbell	and the line on Lot	Anderson	「「「「「「「」」」	Fleishman	のないのであるという		Arriaga	A standard and	Adams	のないのないのである	Mumford	Structure suggest	and the strength	Cottes	Bfake-Reid	のなるのでのである	Silverman	「「「「「「「」」」」」
Case No.	the star a fr	1. 18 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	10/30/2004 2002-770	10/21/2004 2004-305	and a stand of the second	6/22/2004 2003-359	「「「「「「」」」	3/5/2004 2001-618	The state of the s	2/25/2004 2002-528		A CONTRACTOR OF THE OWNER OWNE	4/3/2003 2002-304	The Second	3/25/2003 2002-088	「大学のない」のない	1/7/2003 2002-463	Service of the	A Designation of the	7/1/2002 2001-593	7/18/2002 2002-188	「二」「二」	6/21/2002 2000-456	The Stand String to B
Date	North North	and a set of	10/30/200	10/21/200	and the second second	6/22/200	語を行きることで	3/5/200	用いたななない	2/25/200	And the second se	though the second	4/3/200	のなないないであっ	3/25/200	Hall Ball Ball	1/7/200	and the second	and the second second	7/1/200	7/18/200	South States	6/21/200	Chine Chines

Suspension Value		and the second second		「「「「「「「「」」」			and the second states in the	and the second second		「「「「「「」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」」		State States of the			1 - Low Scott State State		A DESTRUCTION OF THE OWNER OWNER OF THE OWNER OWN
Suspension Days				日間になるのでし			South State and State			State of States		「花田がちます			and the second second		Contraction of the second seco
Other Penalty Suspension Value Days		and the second second	\$2,433.00	South and the second			Survey and and	Constant of the second		「大学はいろうろう		のないのないないの			「「「「「」」	63 768 AM	00.00/,24
Other Penalty	a state of the sta	and the short of the	Restitution	「「「「「「「」」」			the state of the second second	a state and a state of a		のないないのである		「「「ない」」というないないです。	5 days annual leave forfeited		And the state of the state of the	Demotion to non- supervisory position with paycut of 1,268; 30 days annual leave	nnc'7 = Dallauol
Agency Fine		Contraction of the other of the		のないのないのである			and the second	State State State		「「「「「「」」」」		and the second second		\$4,000	and an and the second second		
Explanation of COIB Fine	2015	DECEMBER	The fine was forgiven if by 3/1/04, respondent had fully paid restitution for outstanding loan amount.	California and a subset			2001	Contraction of the second		「「「「「「「」」」		and a subscription of the			「「「「「「「」」」		
COIB Fine	and the life	Number of Street		FEBRUARY	\$2,500	\$800	のないの	DECEMBER	\$1,000	NOVEMBER	\$700	SEPTEMBER			AUGUST		
3-Way Settlement	and the second	ALL NO POR		Butterstein			Contraction of the	D	×	N	×	3	×	×	South States of the States of the		
Agency	and the second	a state of	AC SA	のためのないないないの	NYPD	NYCHA	and the second second	a stand and	рот	And a state of the state	ACS	いたいであるの目的で	DOC	BOE	and the burner of		100
Case Name	and all the second	it as a second second	Smith	Contraction of the	Kerik	Loughran		and the second second	King	のないのであるというとうないの	Hill-Grier	「「「「「「「「」」」」」	Jones	Denizac	Construction of		Moran
Case No.	「日本の	Sold Share	2000-192	and the second se	2001-569	2000-407	NOT Subsection	in the state of the	1998-508	Automotion and	2000-581	Solding Lands	1998-437	2000-533	address of the	503 CO1	105-6651
Date	The State of	のないのである	3/27/2002 2000-192	日本のないないない	2/27/2002 2001-569	2/22/2002 2000-407			12/13/2001 1998-508	「日本のないのである」	11/13/2001 2000-581	のないのであるというで	9/30/2001 1998-437	9/25/2001 2000-533	Canal Sugar		105-6661 1007/51/8

Agency	3-Way Settlement 0	COIB Fine	Explanation of COIB Fine	Agency Fine	Other Penalty	Other Penalty Valuo	Suspension Days	Suspension Value
	殿		2015					
100	and a set of the	•	DECEMBER		A STATE AND A STATE OF	and the good with	Sound and the first	All and
-		\$4,000						
16.83	Structure and M	JUNE	and the second	「日本のとある」の	A NUMBER OF STREET, STREET, ST	Contra and the second	Lagrander and	「ころいろうちちちちちちちちちちちちちちちちちちちちちちちちちちちちちちちちちちち
		\$2,000						
×		\$1,500						
-862	M. S. Stranger	MAY	Lot and Devision in the lot	「「「「「「「」」」	Support Support	Contraction of the local	al and a start of the	の一日の一日の
-		\$1,000			11 - 12 - 1 - 12			
195	AM BACK STORE STORE	MARCH	and the second second	a property of	and a stand of the second	the hand and the	三次の時間に	State School State
	_	\$1,500						
	FEBR	FEBRUARY	Spinter and a	and the second se	Mary and a start	Martin Station	A Long of the lot of	Contraction of the second
		\$2,250						
	and the state of the	1225	2000	The second second second	and the second	The best of the second of the	and the second	a support of the support
	Da	DCTOBER	the second s	and have been	weather that and	Contraction of the second	Solution of the second	ALCONTRACTOR OF
		\$8,500						
		\$6,500						
12	A REAL AND AND	AUGUST	Salarana ala	San Sun Special	South Street Street Street Street	「「「「「「「」」」」	「いろう」、「「」	and publication to the
51		\$1,500						
		\$500						
1.5	UL all a lot and	JUL	二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十	and the balance	and the second second	「「「ないの」のないのである	「「「「「「」」」	a solution of the second
		\$250						
1462	Supervision Manual M	MAY	A Condition and a loss	The second second	いいいのころもなという	a supervision of the	A STATE OF STATE	all show a walk
		\$1,000						
148	M. Comments	APRIL	Samo Same	ちんなとうないろう	のないのないというのである	「ないない」のないない	States a	South States
- 21		\$5,000	Law III and and					
	W	MARCH		and the state of t	のないないないない	市場のおいろの	ALL SALES AND D	a the second of
	×	\$625						
ļ								

Date C	Case No.	Case Name	Agency	Settlement	COIB Fine	COIB Fine	Agency Fine	Other Penalty	Value	utner Penaity Suspension Value Days	Value
のないのであるのである	State of the	「日本のないのである」				2015	No. of Concession, Name	Contraction of the second			
A COLORED AND A COLORED	Non-State		State State State State	and the second se	State and a state of the	DECEMBER				States of the states	and the second second
「たいろうないない」	「日本の	and a strate when and the	the second second	AL STATISTICS AND	JANUARY	All a start was a few	and the second	Same and the second	and a state of a	1. Standard	No. Statestick
1/6/2000 1997-237d	D7-237d	Rene	DOE	×		- A de la deserverte de la	\$2,500	10 L			
	State of the second	Strate Constant	Construction of the second	Law and a state of the	all all the training	1999	「日本のない」	State of the second sec	a bell and a bell a bell a	Contraction of the	Style Room
Mailton of the second	三十二十二	· 12 - 42 - 14 - 10 - 10 - 10 - 10 - 10 - 10 - 10	二十二 二十二日二十二日	N	NOVEMBER	二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二	でのないないないです。	「「「「「「「」」」」	Non- of the owner of the owner	a Carlos and	and the second
11/23/1999 1994-082	14-082	Davila	CHR		\$500						
11/22/1999 1999-334	9-334	McGann	DOB	×	\$3,000						
and a day of here	and a second	A RECEIPTION OF A COMPANY OF A COMPANY	「ある」となってい	South States of	JUNE	「「「「「「」」」」	a spectral production of the	のないないないないのである	South State State	and the second se	al hand a state of the
6/29/1999 1998-190		Sass	MPBO		\$20,000						
and and a surface	and the second	and a second second	are a crea	ON	NOVEMBER	中国の日本の日	いたちのない	an appropriate the second	Low Andrews	a far a state of the	「あっている」
2/3/1999 1997-247	17-247	Ludewig	NYFD	×	\$7,500						
a manufacture of the second	Science		a sur a sur a sur	a hard a state of the state of	the Number	1998	and the second second	a state of the second se	and the second se	A DESCRIPTION OF THE PARTY OF T	and a state of the
No. 1 and a lot of the	Contractions	The state of the state	のないのである	0	DCTOBER	のないないのであるのである	A STATE OF THE STA	the second se	and the second	Contraction of the second	and the second se
10/9/1998 1997-247	17-247	Morello	NYFD		\$6,000		4 5	Annual leave forfeited & resign	\$93,105.00		
Section and the	a water in	の法法がないたい	Contraction in the	SE	SEPTEMBER	application and and	E REPORTED AND	all - a children book	なるとなったのである	Statistical and statistical in	「日本のないない」
9/17/1998 1994-351	14-351	Katsorhis	Sheriff		\$84,000						
and a state of the	ないである	a la se la s	のないないないない	State Street Street Street	AULY	Support Rolling Street	の日の日本の日本	「二」の「日日日」の「日日」	and a had been the day	Contraction of the	「「「「「「「「」」」
7/14/1998 1997-394	17-394	Weinstein	НОП	×	\$1,250			Annual leave forfeited	\$3,750.00		
「二十二日の日の日の日の日の日」	the second of	のないないないないない	のないのでの	のないないのです	BUNE	小いいのないないで	「日日の一日日の一日の	いいのないのないという	三十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二十二	Charles and a second	のなどのないにな
6/22/1998 1996-404	6-404	Fodera	DCAS		\$3,000			for late FD filing	\$100.00		
6/22/1998 1995-045	15-045	Wills	CHR		\$1,500						
6/15/1998 1998-102	18-102	Hahn	DOB	×	\$1,000						

Suspension Value	No. of Street,	an training				at a set of the set of the set	「あいる」の「「「			a lot of the second second		all a state of the second	and the property in the		and the second second			State of the second second	at - which als		
Suspension Days	の時に、山田の	All Contraction				「「「「「「」」」」	all a state			「「「「「「」」」			and and a second		の方法の行うない			and a support	日本のないのない		
Other Penalty Value	Caller Provide and	Contraction of the second					Statutes 112			South States		A	The second second		「日間を見ている」			No. Contraction	No Charles		and the second dates
Other Penalty	A STATE OF A					South State of the second s	and the share all		8	「「「「「「「「」」」」			An address a second		and the my and				Contraction of the second		and the state of the
Agency Fine		Strate and Street					and the second se			al several factors of			a set a second		Stranger and a stranger				Section of Section		and and the line
Explanation of COIB Fine	2015	DECEMBER	Due to showing of financial hardship, fine was reduced to	\$200		1997	DECEMBER			AINE		1996	APRIL	A STATE OF STATE OF STATE	MARCH	Due to showing of financial hardship,	fine was reduced from \$1,000 to	1995	August		1994
COIB Fine		A STATISTICS		\$200 \$200	\$100	and the second	The second second	\$1,000	\$1,000	のないのでの	\$100	の一日の日の二	a ware a later	\$7,500	のないないないないない		0000	61	NAME OF ACTION OF	\$5,000	Sector Sector
3-Way Settlement	State of the second	a straight and a straight a				Statute with the	and the second		×	Support States		State State State State	ないというのである		addition of the			A COLUMN AND A	A Succession		and the state of the
APPLO	State of the second	Station and		M CB 11	NYFD	and a second	A STATES	ADA	BOE	「「「「「「「」」」	Art Commission		all and and	Compt.	のないないのであるとう			UCT NOT NOT NOT NOT NOT NOT NOT NOT NOT NO	1	Mayor's Office	Contraction of the local division of the loc
Case Name		A MARINE AND AND A		Harvey	Cioffi	and	Contraction and and and and and and and and and an	N. Ross	M. Ross	「日本の日日の人」ののためで	Quennell		and the state of the	Holtzman	「なないないないないない			SUIPHI	and the second se	Baer	The stand and a series of
Case No.	the second second	Assessment of				ALC: NOT ALC: NOT	a state of			A lot had and a state of the		and the second se	Sec. Martine		の日本のはあいます			000-+661	ALL STREET	8/4/1995 1993-282a	
Date		and the second second		5/22/1998 1997-368	5/8/1998 1997-247	and the second second		12/22/1997 1997-076	12/10/1997 1997-225	のないのかののの	6/17/1997 1997-060	Much and and	And	4/3/1996 1993-121	miles and the Ball		0000	006-4661 0661 /0/6	Sales and sales	8/4/1995	Charles and and

COIB Fine Agency Fine Other Penalty 2015 PECEWBER FEBRUARY IANUARY 1993 APRIL	The survey of the				Yew-t		Explanation of			Uther Fenalty	Other Penalty Suspension	puspension
2015 PECENNERA PERTURANY ERBRUARY FEBRUARY ANUMARY MCAUIIfé 0ffice 2,500 193 APNI, APNI,	Date	Case No.	Case Name	Agency			COIB Fine	Agency Fine	Other Penalty	Value	skeg	Value
PECCANERA FERRILARY Bryson FERRILARY Bryson youthary McAuliffe Mayor's McAuliffe Office S2,500 193 ArMI, ArMI,	and the second second	のないないの	and the second of the	ALCON AND A	のないのである	Sala and a sala a s	2015	Same Walter	a the state of the state of the	All	「「「「「「」」	のないのであるのである
Bryson PVB SS00 Bryson PVB SS00 McAuliffe Mayor's LMNUMAY McAuliffe 0ffice \$2,500 McAuliffe 0ffice 1993 ArMI, ArMI,	のためのないの	A LANGE	and the second second		and the second second	1	NECEMBER	and the second				Name and a street of the
Bryson PVB S500 McAulifie Mayor's McAulifie 00files S2,500 Office S2,500 McAulifie McAulifie Mayor's McAulifie Mayor's McAulifie Mayor's McAulifie Mayor's McAulifie Mayor's	A Report of the second second	and the	二 二二 二 二 二 二 二 二 二 二 二 二 二 二 二 二 二 二 二	and the second second	and an and the second	ALC: NO. OF	EBRUARY	The second second	energial in his	「「「「「「「」」」	and a subset of	and the particular way was
International and the state of	2/11/1994	1993-282	Bryson	PVB		\$500						
McAulife Mayor's S2,500 McAulife Office 52,500 1993 APRIL	Think States	the solution of the second	のないのないないないのである	and a strange of the	a party statement in	Laboration and and	ANUARY	Standard and all	いいたいないないないないです	のないのないないので	山田市にいたいないないで	al Lorenter (L.)
1993 APRIL	1/24/1994	1991-214	McAuliffe	Mayor's Office		\$2,500						
Ubinas CSD 1 APRIL	and the second second	and the second		and the second second	and a second second		1993	a fact that a fact the set	and the second	and the second second	and the second second	and the second se
Ubinas CSD 1	Same and	apply the for	where a life a sumball a start and	A.C. Marthal	あるとうというという	and Party and	-TILLA	a manual and the second	Course and and	and the second second	and the second second	のであるという
	4/27/1995	1991-223	Ubinas	CSD 1								
\$139,601	TOTALS					\$1,617,003		\$139,601		\$698,533.67		\$871,366.09

ANNUAL DISCLOSURE REPORTS **EXHIBIT 12**

Current Non- Payers for R.Y. <u>Act.Inact.</u>	52	92	69	73	85	98	469	
Cur No Pay for J	0	0	0	0	-	6	10	
Current Non-Filers for R.Y. <u>Act.Inact.³</u>	54	60	63	83	110	71	441	
CL For Act.	0	0	0	0	0	6	6	
Amount of Fines Paid <u>for R.Y.</u>	\$20,550	\$17,250	\$15,250	\$24,500	\$18,280	\$24,030	\$119,860 ⁴	
Number of Fines Paid <u>for R.Y.</u>	61	51	44	63	44	72	335	
Number of Fines Waived <u>for R.Y.</u>	67	67	71	126	95	16	517	
Compliance Rate <u>for R.Y.²</u>	98.7%	98.8%	0%66	98.1%	98.1%	98.6%	98.5%	
Reports Filed <u>for R. Y.</u>	7,763	8,099	8,131	8,615	8,860	9,147	50,615	
Number of Reports Required <u>for R.Y.</u>	7,921	8,249	8,240	8,804	9,044	9,283	51,541	
Reporting Year ¹ ("R.Y.")	2009*	2010*	2011*	2012*	2013*	2014	TOTALS	

The reporting year is the year to which the annual disclosure report pertains; the report is submitted the following calendar year.
 Includes those individuals who have appealed their agency's determination that they were required filers.
 "Act." indicates active City employees; "inact." indicates inactive City employees.
 The total amount of fines collected since the Board assumed responsibility for annual disclosure in 1990 is \$649,978.
 "The numbers reported in this chart have been updated to reflect activity since the 2014 annual report.

ADVISORY OPINIONS & ENFORCEMENT CASES OF THE BOARD

SUMMARIES AND INDEXES

A link to the full text of the Board's advisory opinions and enforcement cases may be found on the Board's website at <u>http://nyc.gov/ethics</u>.

CUMULATIVE INDEX TO ADVISORY OPINIONS BY CHARTER CHAPTER 68 SECTION 1990-2015

<u>CHARTER §</u>		<u>OP</u>	INION #		
2601(1)	03-5	04-1	09-3	09-4	
2601(2)	90-2 03-1	91-3 08-5	91-12 09-3	93-11 09-6	01-2 10-1
2601(3)	90-7 96-1	90-8	91-14	93-11	93-19
2601(4)	91-8 92-38 01-3 08-5	92-13 93-12 03-6 09-5	92-17 93-18 05-2 12-2	92-32 94-5 08-1	92-36 00-2 08-4
2601(5)	90-4 92-4 00-2 07-2 09-1 13-1	90-5 92-7 01-3 07-4 09-2	90-6 92-14 02-1 08-2 09-7	91-3 93-21 03-7 08-3 11-1	91-15 98-1 04-2 08-6 12-1
2601(6)	91-3	94-18	03-7	07-4	12-1
2601(8)	90-1 93-7 02-1 12-1	90-2 94-27 03-6 13-1	90-3 95-11 03-7	92-5 98-2 05-3	92-7 00-4 07-4
2601(9)	03-1	09-3	09-6		
2601(10)	03-1	09-2			
2601(11)	90-1 93-1 94-6 99-6	91-2 93-3 94-10 05-2	92-11 93-5 94-13 07-2	92-16 93-17 95-26 09-7	92-31 94-1 98-5
2601(12)	90-2 93-3 94-1 95-26 03-2 07-4	92-7 93-7 94-6 98-7 03-7 09-2	92-22 93-17 94-8 99-6 05-2 09-7	92-31 93-22 94-18 01-03 06-1 12-1	92-34 93-29 95-18 02-1 07-2

2601(15)	91-8 92-38 09-5	92-5 93-12 12-2	92-17 94-5	92-32 08-4	92-36 08-5
2601(16)	90-1 92-9 94-10 95-21 02-1 09-7	91-2 93-7 94-13 97-3 03-2 12-1	92-5 93-17 94-18 98-2 03-7	92-6 93-22 95-10 98-3 07-2	92-7 94-3 95-18 98-5 07-4
2601(17)	93-8 12-2	93-12	95-23	00-2	08-4
2601(18)	91-14 92-30 93-22 98-8	92-5 93-5 93-29 99-6	92-6 93-7 94-6 01-3	92-7 93-16 98-5 07-2	92-9 93-17 98-7 09-2
2601(19)	90-7 93-10 (Revise 98-7 09-6	91-2 ed) 03-5 10-1	91-3 93-29 04-1	91-12 94-6 09-3	93-7 98-5 09-4
2601(20)	91-12 01-3	93-7 08-5	94-6 09-2	98-5	98-7
2603	07-2				
2603(a)	09-7				
2603(c)	90-2	92-19			
2603(c)(2)	11-2				
2603(c)(3)	92-6 08-3	92-9 12-1	02-1	03-7	07-4
2603(j)	03-1				
2604(a)	91-2	92-7	92-22		
2604(a)(1)	90-1	91-14	98-8		
2604(a)(1)(a)	91-2 93-3	91-3 93-7	92-5 93-10 (Revise	92-31	93-2 93-17

	95-8 98-5 06-1 08-2	95-12 98-7 07-1 09-2	95-18 01-3 07-2 10-1	95-26 02-1 07-1	96-4 03-2 07-4
2604(a)(1)(b)	90-2 92-30 93-10 (Revise 94-1 94-13 94-26 95-11 95-25 98-3 00-1 09-2	91-7 92-34 94-3 94-16 94-27 95-15 95-26 98-5 01-3 09-4	92-6 92-35 93-16 94-8 94-18 95-3 95-16 96-2 98-7 03-6 09-7	92-9 93-4 93-20 94-10 94-20 95-8 95-17 97-3 99-2 03-7 12-1	92-11 93-27 94-11 94-25 95-10 95-21 98-2 99-6 05-2 12-5
2604(a)(3)	92-5 93-7 94-8 95-26 07-4	92-6 93-22 94-11 97-3 12-1	92-9 93-27 94-13 98-2	92-11 94-1 94-20 98-3	92-35 94-3 95-21 02-01
2604(a)(4)	92-5 93-7 94-8 95-26 07-4	92-6 93-22 94-11 97-3 12-1	92-9 93-27 94-13 98-2	92-11 94-1 94-20 98-3	92-35 94-3 95-21 02-1
2604(a)(5)(a)	02-1	07-4			
2604(a)(5)(b)	91-14				
2604(b)(1)(a)	92-22 09-2	94-28 (Revise	ed)	05-3	08-3
2604(b)(1)(b)	91-3 99-1 10-1	93-2 03-2	93-3 04-1	95-18 05-3	96-4 08-2
2604(b)(2)	90-2 91-3 91-10 92-8 92-34 93-12 93-21	90-4 91-4 91-11 92-20 92-36 93-15 93-24	90-5 91-5 91-16 92-25 93-1 93-16 93-25	90-7 91-6 91-18 92-28 93-5 93-17 93-26	91-1 91-7 92-7 92-30 93-9 93-19 93-28

	93-31	93-32	94-1	94-8	94-11
	94-13	94-14	94-16	94-24	94-25
	94-26	94-29	95-2	95-3	95-7
	95-9	95-11	95-12	95-16	95-17
	95-19	95-20	95-22	95-24	95-25
	95-26	95-27	95-28	95-29	96-2
	96-5	98-2	98-5	98-6	98-7
	98 -8	98-10	98-12	98-13	98-14
	99-2	99-4	99-5	99-6	00-3
	01-2	01-3	02-01	03-1	03-3
	03-4	03-6	03-7	04-2	04-3
	05-1	05-2	06-2	06-3	06-5
	07-2	07-4	08-3	08-6	09-1
	09-2	09-3	09-7	10-1	12-1
	12-5	13-1	13-2		
	12-5	19-1	13-2		
2604(b)(3)	90-4	90-5	90-6	90-9	91-1
	91-4	91-5	91-6	91-7	91-11
	91-15	91-16	91-18	92-3	92-4
	92-6	92-7	92-10	92-12	92-14
	92-23	92-25	92-28	92-30	92-31
	92-33	92-36	93-1	93-4	93-9
	93-10 (Revise		93-12	93-14	93-16
	93-19	93-21	93-23	93-24	93-25
	93-26	93-28	93-31	93-32	94-1
7	94-2	94-6	94-8	94-9	94-11
	94-12	94-13	94-16	94-17	94-20
	94-24	94-25	94-26	94-27	
	94-28 (Revise		94-29	95-3	95-5
	95-9	95-11	95-12	95-14	95-16
	95-17	95-19	95-20	95-21	95-22
	95-24	95-25	95-26	95-27	95-28
	95-29	96-2	97-2	97-3	98-1
	99-29 98-2	98-3	98-5	98-7	98-8
	98-10	98-12	98-13	99-2	99-4
	99-5	99-6	00-3	00-4	01-1
	01-2	01-3	02-1	03-1	03-2
	03-3	03-4	03-6	03-7	03-2
	04-3	05-2	05-3	06-2	06-3
	04-3 06-4	03-2 06-5	07-2	07-4	08-2
	08-3	08-6	07-2	07-4	09-3
		11-1			
	09-7		11-2	12-1	12-3
	12-5	13-1			S
2604(b)(4)	91-11	92-30	92-34	92-36	
	93-10 (Revise		93-16	93-24	93-25
	93-26	93-28	93-31	93-32	94 - 1
	/J=+U	// 20	/J J 1	, u u, u	211

	94-2 94-16 95-3 95-19 96-2 98-7 99-4 02-1 07-4	94-6 94-20 95-9 95-20 97-3 98-8 99-5 03-6 11-1	94-8 94-25 95-12 95-21 98-1 98-10 99-6 03-7 12-1	94-11 94-26 95-16 95-26 98-3 98-13 01-2 05-1 12-5	94-13 94-29 95-17 95-29 98-5 99-2 01-3 05-2
2604(b)(5)	90-3 94-4 99-4 06-3 10-2	92-19 94-9 00-1 06-4 11-2	92-33 94-23 00-4 06-5 12-3	93-10 (Revise 95-28 03-4 07-3 12-4	d) 96-3 06-2 09-4 13-1
2604(b)(6)	91-7 92-36 95-6 96-5 01-3 08-1	92-7 93-10 (Revise 95-8 98-2 03-6 08-5	92-26 (Revise d) 95-9 98-9 05-2 11-1	d) 93-32 95-15 98-10 06-1 12-5	92-28 94-24 96-4 00-1 07-2
2604(b)(7)	90-7 93-10 (Revise 01-3	91-7 ed) 08-5	92-18 93-23	92-28 95-8	98-10
2604(b)(8)	91-7				
2604(b)(9)	93-24 03-1	95-13 03-6	95-24 12-5	01-1 13-1	01-2
2604(b)(11)	93-24 03-6	95-13 12-5	01-1 13-1	01-2	03-1
2604(b)(12)	91-12 01-1 09-6	92-25 01-2 12-5	93-6 03-1	93-24 03-5	95-13 03-6
2604(b)(13)	92-34 99-6 06-5	93-25 00-4 09-4	95-28 05-1 10-2	99-4 06-3 12-3	99-5 06-4
2604(b)(14)	92-28 04-3 13-1	98-12 06-3	01-3 08-3	03-6 09-3	04-2 12-5

2604(b)(15)	91-12	91-17	93-20	03-1	03-5
2604(c)	93-10 (Revise	:d)			
2604(c)(1)	90-6	91-10			
2604(c)(5)	98-4				
2604(c)(6)	92-22 94-18 98-8 07-2	92-24 94-25 99-1 12-1	93-9 94-26 00-1	93-26 95-7 01-3	94-13 95-12 05-2
2604(c)(6)(a)	92-25				
2604(c)(6)(b)	09-2				
2604(c)(7)	91-18				
2604(d)	89-1	90-8	92-37	93-13	
2604(d)(1)	92-37	93-8	93-18	93-31	95-4
2604(d)(1)(ii)	92-16	92-37			
2604(d)(2)	90-8 92-36 93-10 (Revise 93-30 95-1 97-1 07-1 09-5	91-8 92-37 ed) 93-31 95-4 98-11 08-1 12-2	91-19 92-38 93-11 94-7 95-8 99-1 08-4	92-17 93-8 93-12 94-15 96-1 99-3 09-3	92-32 93-18 94-22 96-6 00-2 09-4
2604(d)(3)	92-13	94-19	94-21	98-11	99-1
2604(d)(4)	90-8 93-8 93-30 94-21 96-1 08-4	92-2 93-10 (Revise 93-31 94-22 96-6 09-4	92-36 d) 94-5 95-1 97-1 12-2	92-37 93-11 94-7 95-4 99-1	92-38 93-12 94-19 95-23 00-2
2604(d)(5)	92-38 95-4	93-8 96-6	93-11 00-2	93-30 08-4	94-5 09-4

2604(d)(6)	93-12 95-1 00-2	93-13 97-1 05-2	93-31 99-1 08-4	94-7 99-3 12-2	94-21 99-6
2604(d)(7)	93-11	08-4			
2604(e)	90-2 92-17 93-4 93-22 94-6 94-19 95-16 98-5 99-2 00-1 05-2 09-2 12-5	91-8 92-30 93-5 93-26 94-8 94-22 95-17 98-7 99-3 00-2 06-1 09-4	92-5 92-31 93-7 93-27 94-11 95-1 95-26 98-8 99-4 01-3 07-1 10-2	92-6 92-34 93-18 93-30 94-15 95-3 96-1 98-9 99-5 03-6 07-2 11-1	92-9 92-37 93-20 94-1 94-16 95-15 96-2 99-1 99-6 05-1 08-4 12-2
2605	94-28 (Revis	sed)	09-2		
2606(b)	01-02	11-2	13-1		
2606(b-1)	13-1				
2606(d)	01-2	02-1	04-2	12-5	
2607	09-6				
2700	03-3				
2800	91-3 08-2	03-2	03-3	04-1	
2800(d)(7)	91-12				
2800(c)(9)	92-27				
2800(f)	91-12	92-27	04-3		
2800(g)	04-3				

CUMULATIVE INDEX TO ADVISORY OPINIONS BY SUBJECT 1990-2015

SUBJECT	<u>OPINION #</u>				
Advisory Board	90-9	92-1	98-8		
Agency Charging Fees	94-14				
Agency Heads	90-2 92-15	90-9 98-6	91-13 00-3	92-8	92-12
Agency Served	93-19	95-8			
Appearance Before City					
Agency	90-8 92-32 93-12 93-32 94-21 95-15	91-8 92-36 93-13 94-5 94-22 96-4	91-19 92-37 93-18 94-7 94-24 98-9	92-13 92-38 93-28 94-15 95-1	92-17 93-11 93-31 94-19 95-6
Appearance of Impropriety	90-3 91-4 91-16 92-10 92-23 93-15 94-28 (Re 95-17	90-4 91-5 91-18 92-14 92-25 93-22 vised) 98-6	90-5 91-7 92-3 92-15 92-28 94-2 95-7 00-3	90-8 91-10 92-4 92-17 92-33 94-17 95-10	91-1 91-15 92-6 92-21 93-14 95-11
Appearance on Matter Involving Public Servant's City Agency	96-5				
Awards - see Gifts					
Blind Trust	94-18	94-25	94-26		
Brooklyn Public Library	97-1				

Business Dealings with the City	90-1 91-14 92-11 92-26 (Re 92-33 93-22	90-2 92-5 92-22 vised) 92-34 93-27	90-3 92-6 92-24 92-28 93-9 94-6	91-4 92-7 92-25 92-30 93-16 94-9	91-10 92-9 92-31 93-20 94-13
	94-16 95-16	94-20 95-17	94-29 95-21	95-3 96-2	95-15 98-2
Campaign-Related Activities	12-5				
Charitable Fundraising – see	Fundraising				
Charter Schools	00-01	05-2			
City Planning Commissioners	07-2				
City Position, Use of	90-6 91-15 92-12 93-23 94-28 (Re 97-2	90-9 91-16 92-33 93-25 vvised) 98-1	91-1 91-18 92-35 94-2 95-2 08-3	91-5 92-3 93-9 94-12 95-5 09-7	91-10 92-10 93-14 94-17 95-14 11-1
City Vehicles, Use of	09-1				
Commercial Discounts	06-4				
Community Boards	91-3 93-2 96-4 04-3	91-9 93-3 98-9 05-3	91-12 93-21 03-2 08-2	92-27 95-18 03-3 10-1	92-31 95-27 04-1
Community Education Councils	06-1	07-1	10-1		
Community School Boards	90-7	98-10	01-02		
Consulting	91-9 93-24	91-16 95-15	92-2 98-7	93-12	93-19
Contracts	91-2	91-15	92-2		

Cooperative Corporations	92-7 95-25	94-25	94-27	95-11	95-22
Council Discretionary Funding	09-2				
Dual City Employment	95-26				
Elected Officials	90-3 92-10 93-21	90-4 92-22 95-20	90-5 92-23 98-14	90-6 93-6 99-1	91-10 93-15
Endorsements	98-6	00-03			
Ex Officio	99-1				
Expert Witness	91-9	96-6			
Family Relationships	90-1 91-15 94-3	90-4 92-4 94-13	90-5 92-14 94-20	90-6 93-21 98-1	91-2 93-28
FOIL	91-19				
Franchises	90-4	90-5			
Frequent Flyer Miles	06-5				
Fundraising	91-10 93-15 98-14	92-15 93-26 01-01	92-25 94-29 01-02	92-29 95-7 03-4	93-6 95-27 08-6
Gifts	91-20 94-4 95-28 06-4 12-4	92-21 94-9 96-3 06-5	92-27 94-12 00-04 07-3	92-29 94-23 06-2 10-2	92-33 94-29 06-3 11-2
Gifts between City Employees	13-1				
Gifts – Sporting Events	12-4				
Gifts-Travel	90-3	92-10	92-19	92-23	11-2
Honoraria	91-4	91-6	94-29		

Labor Union Conventions	06-3				
Lectures	91-6				
Letterhead	90-9	13-2			
Letters of Reference	13-2				
Lobbyists	07-3				
Local Development Corporation	93-1	93-3	93-13	94-7	
Mayor	90-4				
Ministerial Matters	92-32	92-36	94-5	95-6	
Moonlighting	90-2 92-6 93-4 94-8 95-17 98-4 99-5	91-7 92-28 93-5 94-16 95-19 98-5 99-6	91-9 92-30 93-24 95-6 95-20 98-7 00-1	91-13 92-34 93-25 95-9 95-22 99-2 01-3	91-16 92-36 94-1 95-16 96-2 99-4 06-1
Municipal Bonds, NYC	09-7				
Not-For-Profit Organizations	91-10 92-22 92-34 93-14 94-15 95-2 98-14	91-16 92-24 92-37 93-15 94-18 95-5 99-1	92-8 92-25 93-1 93-26 94-19 95-7	92-14 92-28 93-4 94-6 94-25 95-12	92-15 92-31 93-9 94-13 94-26 98-8
Orders - see Waivers/Orders					
Outside Practice of Law	91-7	93-23	95-17	01-3	08-5
Ownership Interests	90-1 92-7 92-30 93-27 94-10 94-26	91-2 92-9 92-35 93-32 94-11 95-10	91-3 92-11 93-7 94-1 94-13 95-12	92-5 92-26 (Revised) 93-16 94-3 94-20 95-18	92-6 93-22 94-8 94-25 95-21

	97-3 07-4	98-2 09-7	98-3 12-1	02-01	03-7
Particular Matter	92-37	93-8	95-23		
Pension Funds	09-3				
Personnel Order 88/5	91-12	92-25			
Police Officers	97-2	98-4			
Political Activities	91-12 93-24 12-5	91-17 95-13	92-25 95-24	93-6 03-5	93-20 03-6
Political Fundraising	01-1	01-2	03-1	09-6	
Political Endorsements	09-5				
Post-Employment Restrictions	89-1 92-13 92-38 93-18 94-15 95-4 98-11 08-1	90-8 92-16 93-8 93-30 94-19 95-23 99-1 08-4	91-8 92-17 93-11 93-31 94-21 96-1 99-3 09-5	91-19 92-32 93-12 94-5 94-22 96-6 00-2 12-2	92-2 92-37 93-13 94-7 95-1 97-1 07-1

Practice of Law – see Outside Practice of Law

Prizes - see Gifts

Prohibited Interests	90-1 92-5 92-26 (Re 93-3 93-22 94-3 94-13 95-10	90-2 92-6 vised) 93-4 93-27 94-5 94-16 95-12	91-2 92-7 92-30 93-7 93-29 94-8 94-20 95-18	91-3 92-9 92-35 93-9 93-32 94-10 94-25 95-21	91-15 92-11 93-1 93-16 94-1 94-11 94-26 96-2
		95-12 03-2	95-18	95-21	96-2

Public Benefit Corporation 93-17

Public Servants	91-14 94-6	93-10 (Re 09-4	vised)	93-29	93-32
Real Property	93-16				
Raffle Prizes	12-3				
Recusal	90-4 92-5 92-20 92-30 93-19 94-18	90-5 92-6 92-25 93-1 93-31 94-24	91-3 92-8 92-26 (Rev 93-4 94-6 96-2	91-11 92-9 vised) 93-7 94-11 98-1	91-15 92-18 92-28 93-17 94-17
Receipt of Prizes and Awards	– see Gifts				
Regular Employees	93-10 (Rev	vised)	95-8		
Renting Property to Public Assistance Recipients	95-29	98-13			
Salary Supplements	05-1				
Sale of Products	98-12				
Savings Clubs	04-2				
School Boards	93-2				
Separation from City Service	98-11				
Sole Proprietorship	98-7				
Subcontractors	99-2				
Superior-Subordinate Relationship	98-12	04-2	04-3		
Tax Assessors	93-16				
Teaching	90-2 96-2	91-5 99-4	93-20 99-5	94-16 99-6	95-3
Temporary Employment	98-5				
Term Limits	08-3				

Tickets	00-4	06-2					
Travel – see Gifts, Travel							
Uncompensated Appearances	98-10						
Use of City Position – see City Position, Use of							
Use of City Vehicles - see City Vehicles, Use of							
Volunteer Activities	98-10						
Voting & Chairing Meetings	08-2						
Waivers/Orders	90-2 92-17 93-27 94-8 94-20 95-17 99-2 06-1	91-8 92-37 93-30 94-11 94-22 96-1 99-4 07-1	92-6 93-18 94-1 94-15 95-1 96-2 99-5 08-4	92-9 93-20 94-3 94-16 95-3 98-8 99-6 12-2	92-13 93-22 94-6 94-19 95-16 98-9 00-2		
Water Board	09-6						

CHAPTER 68 ENFORCEMENT CASE SUMMARIES 2015

Note: Some of the following summaries include more than one case, and some cases appear in more than one category.

MOONLIGHTING WITH A FIRM ENGAGED IN BUSINESS DEALINGS WITH THE CITY

• Relevant Charter Sections: City Charter §§ 2604(a)(1)(a), 2604(a)(1)(b)¹

The Board and the New York City Administration for Children's Services ("ACS") concluded a joint settlement with the Acting Executive Director for the Case Review and Support Unit at ACS, who agreed to pay a 3,500 fine–2,000 to the Board and 1,500 to ACS– for multiple violations of the City's conflicts of interest law. The Acting Executive Director accepted a free meal for herself and her ACS staff from a day care provider as a "thank you" for helping the provider be reinstated at ACS. The City's conflicts of interest law prohibits public servants from accepting a gratuity in any amount from a person whose interests may be affected by the public servant's official action. Separately, the Acting Executive Director held a prohibited position at the Young Adult Institute ("YAI"), a firm engaged in business dealings with multiple City agencies. In furtherance of her work for YAI, the Acting Executive Director wrote two reports for YAI during her City work hours and subsequently used an ACS fax machine to send those reports to YAI. The matter was a joint settlement with ACS. *COIB v. Crawley*, COIB Case No. 2014-935 (Sept. 25, 2015).

A Community Coordinator for the New York City Human Resources Administration ("HRA") agreed to resign her position and not challenge a prior thirty-day unpaid suspension, valued at approximately \$4,692, imposed for numerous conflicts of interest law violations in addition to other conduct that violated HRA's Rules and Procedures. The Community Coordinator: (1) had a position with a private childcare business that accepted payments from HRA on behalf of clients whose children attended the daycare; (2) used her HRA computer and email account to send and receive emails relating to the childcare business and her private rental properties; (3) asked her subordinate to fill out an affidavit unrelated to the subordinate's HRA job duties as a personal favor to the Community Coordinator; (4) without authorization or a City purpose, used the Welfare Management System ("WMS") to access the confidential public

¹ City Charter § 2604(a)(1)(a) states: "Except as provided in paragraph three below, no public servant shall have an interest in a firm which such public servant knows is engaged in business dealings with the agency served by such public servant; provided, however, that, subject to paragraph one of subdivision b of this section, an appointed member of a community board shall not be prohibited from having an interest in a firm which may be affected by an action on a matter before the community or borough board."

City Charter § 2604(a)(1)(b) states: "Except as provided in paragraph three below, no regular employee shall have an interest in a firm which such regular employee knows is engaged in business dealings with the City, except if such interest is in a firm whose shares are publicly traded, as defined by rule of the Board."

assistance case records of her two brothers, her sister, her son, and her grandson to determine the status of their Medicaid benefits cases; (5) used WMS to improperly recertify her grandson's Medicaid benefits, even though the required recertification documentation had not been submitted; and (6) had an HRA coworker use WMS to improperly recertify her daughter's and her brother's Medicaid benefits, even though they had not submitted the proper recertification documentation. The matter was a joint settlement with HRA. *COIB v. Judd*, COIB Case No. 2015-102 (2015).

The Board issued a public warning letter to a now-former physical therapist for the New York City Department of Education ("DOE") for (1) moonlighting for a private physical therapy company that did business with DOE and (2) performing work for another physical therapy company during his DOE workday. The physical therapist was terminated by DOE for this conduct. The City's conflicts of interest law prohibits City employees from having a second job with a firm that has business dealings with any City agency, regardless of whether the firm is for-profit or not-for-profit. *COIB v. Roberto*, COIB Case No. 2014-638 (2015).

A Sanitation Worker for the New York City Department of Sanitation ("DSNY") agreed to pay a \$750 fine to the Board for having prohibited moonlighting positions with three different firms with City business dealings. The City's conflicts of interest law prohibits City employees from having a second job with a firm, whether for-profit or not-for-profit, with business dealings with any City agency. This matter was a joint settlement with DSNY. *COIB v. Middleton*, COIB Case No. 2014-431 (2015).

A Computer Systems Manager for the New York City Department of Records and Information Services ("DORIS") paid the Board a \$4,650 fine for doing business with the Office of the Public Administrator of New York County (a City agency) as an independent consultant. The City's conflicts of interest law prohibits City workers from engaging in business dealings with any City agency. The amount of the fine represents the total amount the Computer Systems Manager received as a result of the prohibited business dealings. This matter was a joint settlement with DORIS. *COIB v. Akuesson*, COIB Case No. 2014-488 (2015).

MISUSE OF CITY TIME

- **Relevant Charter Sections:** City Charter § 2604(b)(2)
- Relevant Board Rules: Board Rules § 1-13(a)²

A Supervisor Engineer Level C for the New York City School Construction Authority ("SCA") accepted a three-month suspension without pay, valued at \$31,547, for using City office resources, during his City work hours, to perform work related to businesses that his wife owned and operated. Over an approximate nine-month period, the Engineer used his SCA computer to

² City Charter § 2604(b)(2) states: "No public servant shall engage in any business, transaction or private employment, or have any financial or other private interest, direct or indirect, which is in conflict with the proper discharge of his or her official duties."

Board Rules § 1-13(a) states in relevant part: "it shall be a violation of City Charter § 2604(b)(2) for any public servant to pursue personal and private activities during times when the public servant is required to perform services for the City."

create, access, modify, and/or store over 80 files related to his wife's two engineering firms and used an SCA printer to print documents for those businesses. This matter was a joint resolution with SCA, which had brought related disciplinary charges. *COIB v. M. Lee*, COIB Case No. 2015-182 (2015).

A Tax Auditor II for the New York City Department of Finance ("DOF") paid a \$750 fine for using his City computer to perform work for his private eBay-based business, sometimes while he was being paid to work for the City. This matter was a joint settlement with DOF. *COIB v. Haimoff*, COIB Case No. 2014-542 (2015).

A Caseworker for the New York City Human Resources Administration ("HRA") misused a City computer, email account, and internet access to perform work for his outside real estate business, sometimes on City time. The Caseworker previously accepted a forty-five day suspension, valued at \$5,538, to resolve related HRA disciplinary charges that also included charges that do not implicate Chapter 68. The Board accepted the agency penalty as sufficient to resolve the Chapter 68 violations. *COIB v. Rosario*, COIB Case No. 2015-248 (2015).

The Board and the New York City Administration for Children's Services ("ACS") concluded a joint settlement with the Acting Executive Director for the Case Review and Support Unit at ACS, who agreed to pay a \$3,500 fine-\$2,000 to the Board and \$1,500 to ACS-for multiple violations of the City's conflicts of interest law. The Acting Executive Director accepted a free meal for herself and her ACS staff from a day care provider as a "thank you" for helping the provider be reinstated at ACS. The City's conflicts of interest law prohibits public servants from accepting a gratuity in any amount from a person whose interests may be affected by the public servant's official action. Separately, the Acting Executive Director held a prohibited position at the Young Adult Institute ("YAI"), a firm engaged in business dealings with multiple City agencies. In furtherance of her work for YAI, the Acting Executive Director wrote two reports for YAI during her City work hours and subsequently used an ACS fax machine to send those reports to YAI. The matter was a joint settlement with ACS. *COIB v. Crawley*, COIB Case No. 2014-935 (Sept. 25, 2015).

An Engineer Level B for the New York City School Construction Authority ("SCA") was suspended for ten days without pay, valued at \$3,575, for using a City computer, during his City work hours, to do work related to his private engineering firm. Over an approximate ten-month period, the Engineer created, accessed, modified, and/or stored 30 files related to his outside engineering firm on his SCA computer. This matter was a joint resolution with the SCA of related disciplinary charges. *COIB v. Wong*, COIB Case No. 2015-182a (2015).

The Board fined a Supervising Electrician at the New York City Housing Authority ("NYCHA") \$1,750 for leaving during his NYCHA workday to tend to his private electrical business. Specifically, he would travel to the business every morning to collect the mail and sweep the sidewalk. The Supervising Electrician also used NYCHA resources to print copies of a bid form for his electrical business. The City's conflicts of interest law prohibits public servants from using City time or City resources for any non-City purpose. *COIB v. Lanzot*, COIB Case No. 2014-164 (2015).

A Custodian for the New York City Department of Citywide Administrative Services ("DCAS") was suspended for 3 days for acting as a witness in a marriage ceremony for compensation during his workday. The City's conflicts of interest law prohibits City employees form pursuing "personal and private activities during times when the public servant is required to perform services for the City." This matter was a joint settlement with DCAS. The suspension was penalty for this and other misconduct that did not violate the conflicts of interest law; COIB accepted this penalty as sufficient. *COIB v. Dunbar*, COIB Case No. 2015-066 (2015).

The Board issued a public warning letter to a now-former physical therapist for the New York City Department of Education ("DOE") for (1) moonlighting for a private physical therapy company that did business with DOE and (2) performing work for another physical therapy company during his DOE workday. The physical therapist was terminated by DOE for this conduct. The City's conflicts of interest law prohibits City employees from having a second job with a firm that has business dealings with any City agency, regardless of whether the firm is for-profit or not-for-profit. *COIB v. Roberto*, COIB Case No. 2014-638 (2015).

The Board issued a public warning letter to a Substance Abuse Prevention & Intervention Specialist at the New York City Department of Education for using City time and resources to promote and sell trips to tour college campuses, run by his private company, to students at his school and their parents. The City's conflicts of interest law prohibits City employees from pursuing "personal and private activities during times when the public servant is required to perform services for the City" and from using "City letterhead, personnel, equipment, resources, or supplies for any non-City purpose." The conflicts of interest law also prohibits City employees who work in schools from using their positions to find private, paying clients among parents of students attending the school where they work. *COIB v. Abney*, COIB Case No. 2014-315 (2015).

MISUSE OF CITY RESOURCES

- Relevant Charter Sections: City Charter § 2604(b)(2)
- Relevant Board Rules: Board Rules § 1-13(b)³

A Supervisor Engineer Level C for the New York City School Construction Authority ("SCA") accepted a three-month suspension without pay, valued at \$31,547, for using City office resources, during his City work hours, to perform work related to businesses that his wife owned and operated. Over an approximate nine-month period, the Engineer used his SCA computer to create, access, modify, and/or store over 80 files related to his wife's two engineering firms and used an SCA printer to print documents for those businesses. This matter was a joint resolution with SCA, which had brought related disciplinary charges. *COIB v. Lee*, COIB Case No. 2015-182 (2015).

³ City Charter § 2604(b)(2) states: "No public servant shall engage in any business, transaction or private employment, or have any financial or other private interest, direct or indirect, which is in conflict with the proper discharge of his or her official duties."

Board Rules § 1-13(b) states in relevant part: "it shall be a violation of City Charter § 2604(b)(2) for any public servant to use City letterhead, personnel, equipment, resources, or supplies for any non-City purpose."

A City Research Scientist II for the New York City Department of Health and Mental Hygiene ("DOHMH") accepted a two-day suspension, valued at \$588, for, over the course of one year, using her DOHMH email account to send 50 emails on behalf of a professional services organization for which she serves as unpaid president. This matter was a joint settlement with DOHMH of related disciplinary charges. *COIB v. Hsu*, COIB Case No. 2015-228 (2015).

A Tax Auditor II for the New York City Department of Finance ("DOF") paid a \$750 fine for using his City computer to perform work for his private eBay-based business, sometimes while he was being paid to work for the City. This matter was a joint settlement with DOF. *COIB v. Haimoff*, COIB Case No. 2014-542 (2015).

A Caseworker for the New York City Human Resources Administration ("HRA") misused a City computer, email account, and internet access to perform work for his outside real estate business, sometimes on City time. The Caseworker previously accepted a forty-five day suspension, valued at \$5,538, to resolve related HRA disciplinary charges that also included charges that do not implicate Chapter 68. The Board accepted the agency penalty as sufficient to resolve the Chapter 68 violations. *COIB v. Rosario*, COIB Case No. 2015-248 (2015).

After a full trial, the Board fined the former Executive Director of Gouverneur Healthcare Services ("Gouverneur"), a New York City Health and Hospital Corporation ("HHC") facility, \$3,000 for indirectly supervising his brother's employment at Gouverneur for nine years and authorizing a 10% increase in his annual compensation in August 2008. The Board also fined the Executive Director \$3,000 for soliciting employment from two NYU Medical School executives while he was responsible for managing the contract between his HHC facility and NYU Medical School and for using his HHC email account to do so. *COIB v. Hagler*, COIB Case No. 2013-866 (December 2, 2015), *adopting* OATH Index. No. 581/15 (June 17, 2015).

An Employee Assistance Program Specialist at the New York City Office of Labor Relations ("OLR") paid a \$150 fine for submitting a letter printed on OLR letterhead to her private residence's management company in relation to a personal dispute regarding a rental surcharge. In the letter, she invoked her City position by stating that she worked for the "Mayor's Office" and by signing the letter with her City title and agency name. *COIB v. Amnawah*, COIB Case No. 2015-434 (Oct. 21, 2015).

The Board issued a public warning letter to a Deputy Chief Financial Officer at Harlem Hospital Center, a New York City Health and Hospitals Corporation ("HHC") facility, for receiving 50 emails related to his 2014 campaign for New York State Assembly. Forty-nine of the emails were sent from the email account associated with the Deputy Chief's campaign committee and appeared to be email blasts; one email, which contained a draft campaign speech, was sent by the Deputy Chief to himself from his private email account. *COIB v. Tulloch*, COIB Case No. 2015-303 (Oct. 21, 2015).

The Board and the New York City Administration for Children's Services ("ACS") concluded a joint settlement with the Acting Executive Director for the Case Review and Support Unit at ACS, who agreed to pay a \$3,500 fine-\$2,000 to the Board and \$1,500 to ACS-for multiple violations of the City's conflicts of interest law. The Acting Executive Director accepted a free meal for herself and her ACS staff from a day care provider as a "thank you" for

helping the provider be reinstated at ACS. The City's conflicts of interest law prohibits public servants from accepting a gratuity in any amount from a person whose interests may be affected by the public servant's official action. Separately, the Acting Executive Director held a prohibited position at the Young Adult Institute ("YAI"), a firm engaged in business dealings with multiple City agencies. In furtherance of her work for YAI, the Acting Executive Director wrote two reports during her City work hours and subsequently used an ACS fax machine to send those reports to YAI. The matter was a joint settlement with ACS. *COIB v. Crawley*, COIB Case No. 2014-935 (Sept. 25, 2015).

An Assistant Commissioner of Human Resources and Labor Relations at the New York City Department of Probation ("DOP") paid a \$1,900 fine for misusing her DOP identification and badge to attempt to expedite the City's renewal of a permit. The Assistant Commissioner displayed her DOP identification and badge (both City resources) to multiple New York City Department of Consumer Affairs ("DCA") employees to attempt to bypass the line at DCA Citywide Licensing Center for the purpose of expediting DCA's renewal of a permit for her friend. *COIB v. S. Mapp*, COIB Case No. 2013-480 (2015).

An Engineer Level B for the New York City School Construction Authority ("SCA") was suspended for ten days without pay, valued at \$3,575, for using a City computer, during his City work hours, to do work related to his private engineering firm. Over an approximate ten-month period, the Engineer created, accessed, modified, and/or stored 30 files related to his outside engineering firm on his SCA computer. This matter was a joint resolution with the SCA of related disciplinary charges. *COIB v. Wong*, COIB Case No. 2015-182a (2015).

The Deputy Bronx Borough President was fined \$3,500 for referencing her title in a robocall message she made for use by the 2013 campaign to re-elect the incumbent Bronx Borough President. In the message, which was transmitted to 36,609 telephone numbers in the Bronx, the Deputy Borough President identified herself by her City title and urged people to vote for the incumbent Bronx Borough President. The City's conflicts of interest law prohibits a public servant from using or attempting to use his or her position as a public servant for personal benefit, which would include referencing one's City position to benefit a political campaign from which the public servant stands to gain financially. The conflicts of interest law also prohibits a public servant from using City resources, such as the public servant's City title, for any non-City purpose, such as supporting a candidate in a political campaign. *COIB v. A. Greene*, COIB Case No. 2013-594 (2015).

A Community Coordinator for the New York City Human Resources Administration ("HRA") agreed to resign her position and not challenge a prior thirty-day unpaid suspension, valued at approximately \$4,692, imposed for numerous conflicts of interest law violations in addition to other conduct that violated HRA's Rules and Procedures. The Community Coordinator: (1) had a position with a private childcare business that accepted payments from HRA on behalf of clients whose children attended the daycare; (2) used her HRA computer and email account to send and receive emails relating to the childcare business and her private rental properties; (3) asked her subordinate to fill out an affidavit unrelated to the subordinate's HRA job duties as a personal favor to the Community Coordinator; (4) without authorization or a City purpose, used the Welfare Management System ("WMS") to access the confidential public

assistance case records of her two brothers, her sister, her son, and her grandson to determine the status of their Medicaid benefits cases; (5) used WMS to improperly recertify her grandson's Medicaid benefits, even though the required recertification documentation had not been submitted; and (6) had an HRA coworker use WMS to improperly recertify her daughter's and her brother's Medicaid benefits, even though they had not submitted the proper recertification documentation. The matter was a joint settlement with HRA. *COIB v. Judd*, COIB Case No. 2015-102 (2015).

A Sanitation Worker was suspended for 30 work days for allowing people to load construction debris—known as "trade waste"—into his assigned Sanitation truck, which is explicitly prohibited by New York City Department of Sanitation ("DSNY") policy. The Sanitation Worker accepted a thirty workday suspension without pay, which has a value of \$8,349 to DSNY, as a penalty. This matter was a joint settlement with DSNY. *COIB v. Salvati*, COIB Case No. 2013-784a (2015).

A New York City Department of Environmental Protection ("DEP") Public Health Sanitarian was suspended for 30 days for using her agency-issued "Non-Revenue" E-ZPass for toll-free passage across the RFK Bridge to Wards Island on 18 dates when she was not working. By doing so, the employee avoided paying approximately \$55 for tolls. This matter was a joint settlement with DEP. *COIB v. Jung*, COIB Case No. 2015-150 (2015).

An Administrative Staff Analyst for the New York City Department of Health and Mental Hygiene ("DOHMH") paid a \$3,000 fine, split evenly between the Board and DOHMH, for driving his DOHMH vehicle to Maryland without a City purpose or authorization from DOHMH. This matter was a joint settlement with DOHMH. *COIB v. Rene*, COIB Case No. 2015-001 (2015).

A Civil Engineer for the New York City Department of Environmental Protection ("DEP") was suspended for two days, valued at approximately \$750, for, during his lunch break, using the laptop and wireless internet access provided to him for his City job to check the private email account associated with his outside position as an adjunct professor. The Civil Engineer had previously been warned by the Board not to use City resources to perform work for his outside employment. This matter was a joint settlement with DEP. *COIB v. Dixon*, COIB Case No. 2014-358 (2015).

The Board issued a public warning letter to a Network Engineer at the New York City Department of Education (DOE) for using City resources—namely his DOE computer, a DOE network closet, and the DOE network—to attempt to mine the digital currency Bitcoin. The Network Engineer maintained that he did not successfully mine Bitcoin. *COIB v. Chapoteau*, COIB Case No. 2014-676 (2015).

An Architect II for the New York City Human Resources Administration (HRA) agreed to resign her City position for, among other conduct that does not implicate the City's conflicts of interest law, directing her subordinate to accompany her offsite during work hours to cut out a template of a kitchen counter for the Architect II's private residence. The Architect also used her HRA email account to send and receive twelve emails concerning her private tenant's rent payments and used her HRA computer to create, edit, and/or save two documents concerning her rental property. *COIB v. Chase*, COIB Case No. 2014-615 (2015).

A Supervising Housing Groundskeeper for the New York City Housing Authority ("NYCHA") agreed to be suspended for 20 work days, valued at approximately \$4,385, for altering, or allowing to be altered, a NYCHA parking sticker and giving that altered parking sticker to someone who did not work for NYCHA to enable that person to park in the NYCHA employees' parking lot. This matter was a joint settlement with NYCHA. *COIB v. F. Colon*, COIB Case No. 2015-051 (2015).

The Board issued a public warning letter to a Substance Abuse Prevention & Intervention Specialist at the New York City Department of Education for using City time and resources to promote and sell trips to tour college campuses, run by his private company, to students at his school and their parents. The City's conflicts of interest law prohibits City employees from pursuing "personal and private activities during times when the public servant is required to perform services for the City" and from using "City letterhead, personnel, equipment, resources, or supplies for any non-City purpose." The conflicts of interest law also prohibits City employees who work in schools from using their positions to find private, paying clients among parents of students attending the school where they work. *COIB v. Abney*, COIB Case No. 2014-315 (2015).

While working for the City's Board of Elections ("BOE"), a supervisor in the BOE Queens Borough Office hired a subordinate BOE employee to work for his private consulting company. The supervisor also used his BOE email account for purposes related to that company and to another company he owns that markets data services to political campaigns. The City's conflicts of interest law prohibits using City resources for any non-City purpose and also prohibits financial relationships between superior and subordinate City employees. The Commissioners of Election voted to suspend the supervisor without pay pending a disciplinary hearing concerning this conduct, and the supervisor resigned to resolve the pending disciplinary action. The Board accepted the related disciplinary action taken by BOE as sufficient penalty for the Chapter 68 violations. *COIB v. Bougiamas*, COIB Case No. 2014-667 (2015).

A Principal for the New York City Department of Education agreed to pay a \$1,000 fine for: (1) accepting a free ticket to attend a college basketball event from a DOE vendor, the value of which exceeded the \$50 limit on gifts public servants may accept from a City vendor; and (2) using his DOE procurement card, which is intended to be used only for DOE-related expenses, to purchase \$134.49 in personal food items at the event. The Principal repaid the cost of the food to DOE when asked to do so by DOE. *COIB v. Perdomo*, COIB Case No. 2014-361 (2015).

AIDING OR INDUCING A VIOLATION OF THE CONFLICTS OF INTEREST LAW

- **Relevant Charter Sections:** City Charter § 2604(b)(2)
- Relevant Board Rules: Board Rules § 1-13(d)⁴

In September 2014, a New York City Department of Education ("DOE") teacher solicited a loan from his supervisor, a DOE assistant principal, which the assistant principal did not provide. The teacher had previously been advised in a public warning letter issued by the Board in December 2012 that for a public servant to accept a loan from one's City superior or subordinate would violate the City's conflicts of interest law. Thus, by soliciting this prohibited loan in September 2014, the teacher requested that his supervisor, the assistant principal would violate the conflicts of interest law, which itself is a violation of the conflicts of interest law, which prohibits a public servant to violate the law. The teacher paid a \$1,250 fine to the Board. *COIB v. Butz*, COIB Case No. 2014-894 (2015).

MISUSE OF CITY POSITION

• Relevant Charter Sections: City Charter §§ 2604(b)(2), 2604(b)(3)⁵

A New York City firefighter paid a \$4,000 fine for accepting 52 free tickets to Super Bowl XLVIII from the National Football League (NFL) and for helping his child get an internship with the NFL. The NFL held Super Bowl XLVIII at MetLife Stadium in New Jersey on February 2, 2014. In the week leading up to the game, the NFL hosted a public event for fans in New York City called "Super Bowl Boulevard." The event required street closures along Broadway between 34th and 47th Streets and for FDNY to set up a command tent to provide public safety. The firefighter was the NFL's contact person at his firehouse and received the tickets the night before the game because the NFL needed to distribute tickets last-minute. The Firefighter attended the game and distributed the other tickets. By accepting free tickets to the Super Bowl XLVIII from the NFL, the firefighter accepted a valuable gift from an organization that is engaged in business dealings with the City in violation of the Valuable Gift Rule. Separately, the Firefighter misused his position to help his child get a summer internship with the NFL by

⁴ City Charter § 2604(b)(2) states: "No public servant shall engage in any business, transaction or private employment, or have any financial or other private interest, direct or indirect, which is in conflict with the proper discharge of his or her official duties."

Board Rules § 1-13(d)(1) states: "It shall be a violation of City Charter § 2604(b)(2) for any public servant to intentionally or knowingly solicit, request, command, importune, aid, induce or cause another public servant to engage in conduct that violates any provision of City Charter § 2604."

City Charter § 2604(b)(2) states: "No public servant shall engage in any business, transaction or private employment, or have any financial or other private interest, direct or indirect, which is in conflict with the proper discharge of his or her official duties."

City Charter § 2604(b)(3) states: "No public servant shall use or attempt to use his or her position as a public servant to obtain any financial gain, contract, license, privilege or other private or personal advantage, direct or indirect, for the public servant or any person or firm associated with the public servant."

speaking to one of his NFL contacts about his child interning there. COIB v. Curatolo, COIB Case No. 2015-061d (2015).

A Child Protective Specialist II for the New York City Administration for Children's Services ("ACS") agreed to be suspended for 3 workdays, valued at approximately \$598, for accessing the State Central Register's confidential database, CONNECTIONS, on one occasion to determine the status of an ACS investigation in which she was personally involved. This matter was a joint settlement with ACS. *COIB v. Evans*, COIB Case No. 2015-311 (2015).

Six officers in the New York City Fire Department were fined for accepting an unsolicited gift of free Super Bowl tickets from a subordinate firefighter. The six officers were fined \$500 for each ticket they received, with fines ranging from \$500 for one ticket to \$3,000 for six tickets. It is a misuse of a public servant's position to accept an unsolicited gift from a subordinate, except in certain limited circumstances that did not apply here. *COIB v. Brosi*, COIB Case No. 2015-061a (2015); *COIB v. Cartafalsa*, COIB Case No. 2015-061b (2015); *COIB v. Chilson*, COIB Case No. 2015-061c (2015); *COIB v. Duffy*, COIB Case No. 2015-061e (2015); *COIB v. McLaughlin*, COIB Case No. 2015-061h (2015); *COIB v. Meyers*, COIB Case No. 2015-061e (2015); *COIB v. Meyers*, COIB Case No. 2015-061i (2015). *See also COIB v. Curatolo*, COIB Case No. 2015-061d (2015).

The Board, New York City Housing Authority ("NYCHA") and a NYCHA Maintenance Worker reached a three-way settlement whereby she agreed to a fifteen workday suspension, valued at \$3,143, and one-year probation to resolve both her Chapter 68 violation and related disciplinary charges. While assigned as Assistant Resident Buildings Superintendent at Park Rock Consolidated, the NYCHA worker: (1) requested and received \$10 from a subordinate employee as payment for assisting him with a vehicle problem he had in the field; and (2) demanded and received soda for herself and another supervisor when she discovered a subordinate employee away from his assigned work location. It is a misuse of a public servant's position to require subordinates to pay her to perform and refrain from performing official action. *COIB v. Scott*, COIB Case No. 2015-625 (2015).

A Nursing Supervisor at the New York City Department of Health and Mental Hygiene ("DOHMH") agreed to pay a \$2,000 fine for: (1) misusing her position for personal gain by accepting \$75 worth of items purchased for her by one of her subordinates; and (2) having a financial relationship with a subordinate by renting an apartment from a subordinate for over a year. This matter was a joint settlement with DOHMH. *COIB v. Hardy-Howard*, COIB Case No. 2014-453 (2015).

An Assistant Superintendent of Welfare Shelters for the York City Department of Homeless Services ("DHS") who lived with a subordinate employee accepted a seven-day suspension, valued at approximately \$1,715, for having a financial relationship with a subordinate and for misusing her City position by supervising an associated person. This was a joint settlement with DHS. *COIB v. Etienne*, COIB Case No. 2015-587 (2015).

Four Clerks and one Administrative Associate working in the Brooklyn Borough Office of the New York City Board of Elections ("BOE") were fined for using unauthorized BOE parking permits to park their personal vehicles on a public street behind the BOE office while at work. By using these unauthorized parking permits in a manner that purported to be related to their BOE position, the BOE employees used their City positions for personal gain. Four of the BOE employees paid \$500 fines for their violations, and one employee, whose violation spanned a shorter time period, paid a \$250 fine. *COIB v. Annarummo, et al.*, COIB Case Nos. 2015-190/a-b, d-e (2015).

After a full trial, the Board fined the former Executive Director of Gouverneur Healthcare Services ("Gouverneur"), a New York City Health and Hospital Corporation ("HHC") facility, \$3,000 for indirectly supervising his brother's employment at Gouverneur for nine years and authorizing a 10% increase in his annual compensation in August 2008. The Board also fined the Executive Director \$3,000 for soliciting employment from two NYU Medical School executives while he was responsible for managing the contract between his HHC facility and NYU Medical School and for using his HHC email account to do so. *COIB v. Hagler*, COIB Case No. 2013-866 (December 2, 2015), *adopting* OATH Index. No. 581/15 (June 17, 2015).

An Employee Assistance Program Specialist at the New York City Office of Labor Relations ("OLR") paid a \$150 fine for submitting a letter printed on OLR letterhead to her private residence's management company in relation to a personal dispute regarding a rental surcharge. In the letter, she invoked her City position by stating that she worked for the "Mayor's Office" and by signing the letter with her City title and agency name. *COIB v. Amnawah*, COIB Case No. 2015-434 (Oct. 21, 2015).

A Supervisor of Billing and Inspection Support for the New York City Department of Environmental Protection ("DEP") agreed to serve a one-day suspension and forfeit one day of annual leave, valued at approximately \$418, for soliciting and receiving a \$136 loan from a subordinate. The loan was repaid within one day. *COIB v. An. Reid*, COIB Case No. 2015-312 (Oct. 21, 2015).

An Eligibility Specialist II for the New York City Human Resources Administration ("HRA") agreed to serve a ten-day suspension, valued at \$1,177.75, for, without authorization or a City purpose: (1) using the Welfare Management System to access the confidential public assistance case records of an associated relative on 35 dates to determine the status of that relative's benefits case; and (2) misusing her position to fill out a referral form giving the false impression that the relative had called HRA's Infoline to complain that their benefits case was inactive. The matter was a joint settlement with HRA. *COIB v. Colon Rivera*, COIB Case No. 2015-405 (Sept. 25, 2015).

The Queens Republican Commissioner of the New York City Board of Elections ("BOE") paid a \$10,000 fine for using his position to twice promote his daughter's domestic partner to higher positions in the BOE Queens borough office, thereby indirectly benefitting the Commissioner's daughter financially with each promotion. *COIB v. Michel*, COIB Case No. 2014-317 (Aug. 19, 2015).

A Housing Inspector for the New York City Department of Housing Preservation and Development ("HPD") agreed to pay a \$1,750 fine (\$1,250 to HPD; \$500 to the Board) for soliciting sales for his private coffee and tea business from a Section 8 tenant whose apartment

he was inspecting. While inspecting the Section 8 tenant's apartment, the Housing Inspector gave a card for his private business as a "Distributor of Organic and Gourmet Coffee and Teas" to the Section 8 tenant, who declined to purchase any items from the Housing Inspector. The City's conflicts of interest law prohibits public servants from using or attempting to use their positions with the City for personal benefit, which includes soliciting private business from members of the public with whom the public servant is interacting as part of his or her City job. This was a joint resolution of related HPD disciplinary charges. *In the matter of Drew*, COIB Case No. 2014-904 (July 14, 2015).

An employee of the New York City Department of Design and Construction ("DDC") paid a \$1,000 fine for (1) entering into a financial relationship with a superior DDC employee by borrowing a total of \$800 from her DDC supervisor over the course of four months; (2) using her position as an Analyst in the DDC Agency Chief Contracting Office to obtain and to attempt to obtain free tickets from the Metropolitan Museum of Art and the New York City Center, both of which are DDC contractors that she dealt with in her DDC capacity; and iii) accepting a gift valued at more than \$50 from a firm engaged in business dealing with the City by accepting three free tickets to the Museum. This matter was a joint resolution with DDC. *COIB v. Bourne*, COIB Case No. 2015-099 (June 25, 2015).

The Deputy Bronx Borough President was fined \$3,500 for referencing her title in a robocall message she made for use by the 2013 campaign to re-elect the incumbent Bronx Borough President. In the message, which was transmitted to 36,609 telephone numbers in the Bronx, the Deputy Borough President identified herself by her City title and urged people to vote for the incumbent Bronx Borough President. The City's conflicts of interest law prohibits a public servant from using or attempting to use his or her position as a public servant for personal benefit, which would include referencing one's City position to benefit a political campaign from which the public servant stands to gain financially. The conflicts of interest law also prohibits a public servant from using City resources, such as the public servant's City title, for any non-City purpose, such as supporting a candidate in a political campaign. *COIB v. A. Greene*, COIB Case No. 2015-594 (2015).

A Community Coordinator for the New York City Human Resources Administration ("HRA") agreed to resign her position and not challenge a prior thirty-day unpaid suspension, valued at approximately \$4,692, imposed for numerous conflicts of interest law violations in addition to other conduct that violated HRA's Rules and Procedures. The Community Coordinator: (1) had a position with a private childcare business that accepted payments from HRA on behalf of clients whose children attended the daycare; (2) used her HRA computer and email account to send and receive emails relating to the childcare business and her private rental properties; (3) asked her subordinate to fill out an affidavit unrelated to the subordinate's HRA job duties as a personal favor to the Community Coordinator; (4) without authorization or a City purpose, used the Welfare Management System ("WMS") to access the confidential public assistance case records of her two brothers, her sister, her son, and her grandson to determine the status of their Medicaid benefits cases; (5) used WMS to improperly recertify her grandson's Medicaid benefits, even though the required recertification documentation had not been submitted; and (6) had an HRA coworker use WMS to improperly recertify her daughter's and her brother's Medicaid benefits, even though they had not submitted the proper recertification

documentation. The matter was a joint settlement with HRA. COIB v. Judd, COIB Case No. 2015-102 (2015).

The Board fined a former NYPD Captain \$7,500 for violating the Valuable Gift rule while working in the NYPD Office of Information Technology, Communications Division. The Commanding Officer accepted \$784.97 worth of meals and entertainment from Black Box Network Systems, which had a multi-million-dollar contract to update the NYPD telecommunications system. The Commanding Officer also misused his position by soliciting a charitable contribution to his designated charity from Black Box, which donated \$500 to the cause. The City's conflicts of interest law prohibits accepting a gift valued at \$50 or more from any person or firm engaged in business dealings with the City. *COIB v. Duval*, COIB Case No. 2014-908b (2015).

The Board issued a ruling imposing a \$6,000 fine on a New York City Housing Authority ("NYCHA") employee who worked as a supervisor of caretakers for violating the conflicts of interest law by intermittently supervising his wife's work as a NYCHA caretaker for fourteen years. The Board found that the NYCHA employee, by supervising the work performed for the City by a member of his household, violated the conflicts of interest law provision that bars public servants from using their City positions to benefit an associate. The Board held that "where a public servant supervises an associated person, no explicit showing of a benefit to that associated party need be made, because superiors will inevitably take actions to benefit their subordinates, if only in refraining from taking negative personnel actions." The Board also found that the NYCHA employee, by residing with a subordinate NYCHA employee, violated the provision that bars public servants from having a financial relationship with a superior or a subordinate employee. *COIB v. Edwin Martinez*, COIB Case No. 2013-673 (Apr. 10, 2015); OATH Index No. 656/15.

An Architect II for the New York City Human Resources Administration (HRA) agreed to resign her City position for, among other conduct that does not implicate the City's conflicts of interest law, directing her subordinate to accompany her offsite during work hours to cut out a template of a kitchen counter for the Architect II's private residence. The Architect also used her HRA email account to send and receive twelve emails concerning her private tenant's rent payments and used her HRA computer to create, edit, and/or save two documents concerning her rental property. The City's conflicts of interest law prohibits public servants from using their City positions to obtain a personal benefit, which includes having a subordinate perform personal tasks for them, and from using City time and resources for non-City purposes. *COIB v. Chase*, COIB Case No. 2014-615 (2015).

The Board imposed a \$3,000 fine on a now former employee of the New York City Human Resources Administration for using his position as a Caseworker in the HIV/AIDS Services Administration (HASA) to solicit at least ten HASA clients to purchase gas and electric services from Ambit Energy, for which company the Caseworker worked as a Marketing Consultant. The Board forgave the fine based on the Caseworker's showing of financial hardship, including documentation of his income, assets, expenses, and liabilities. The conflicts of interest law prohibits public servants from using their City positions to obtain a personal benefit, which includes soliciting business for an outside employer from agency clients. *COIB v. Das*, COIB Case No. 2014-134 (2015).

The former Senior Director for Human Resources at the Central Office of the New York City Health and Hospitals Corporation ("HHC") agreed to pay a \$12,000 fine to the Board for using her HHC position in multiple ways to benefit her daughter. First, the Senior Director created a volunteer internship position in Human Resources at the HHC Central Office for her daughter, running from June 2003 to August 2006, and directed her subordinates to supervise the work of her daughter during the internship. Second, the Senior Director contacted human resources staffers at HHC hospitals to see if they knew of any positions for her daughter. Third, she supervised, promoted, and authorized raises for her daughter's domestic partner, thus providing a benefit to her daughter, between late 2010 and August 2013. The City's conflicts of interest law prohibits City employees from using their City positions to obtain a personal benefit for themselves or for their close family members, such as a parent, child, sibling, spouse, or domestic partner. *COIB v. Velez*, COIB Case No. 2014-663 (2015).

A teacher for the New York City Department of Education agreed to pay a \$500 fine to the Board for requesting and receiving a \$1,200 loan from the mother of a student assigned to the teacher's class. The teacher and the mother were friends, and the loan was repaid after the teacher was interviewed by investigators regarding the matter. The City's conflicts of interest law prohibits public servants from using their City positions to obtain a personal benefit, which would include soliciting loans from the parents of students whom the public servant supervises. *COIB v. Peterson Murray*, COIB Case No. 2014-565 (2015).

A Supervising Special Officer at the New York City Human Resources Administration ("HRA") agreed to serve an unpaid suspension of forty-five calendar days, valued at approximately \$5,434, for soliciting and receiving loans from three of his subordinates and one of his HRA clients. The City's conflicts of interest law prohibits public servants from using their City positions to obtain a personal benefit, which would include soliciting loans from their subordinates and clients, and from entering into a financial relationship (such as a loan) with their superior or subordinate. This matter was a joint settlement with HRA. *COIB v. Cruz*, COIB Case No. 2014-903 (2015).

The Board issued a public warning letter to a Substance Abuse Prevention & Intervention Specialist at the New York City Department of Education for using City time and resources to promote and sell trips to tour college campuses, run by his private company, to students at his school and their parents. The City's conflicts of interest law prohibits City employees from pursuing "personal and private activities during times when the public servant is required to perform services for the City" and from using "City letterhead, personnel, equipment, resources, or supplies for any non-City purpose." The conflicts of interest law also prohibits City employees who work in schools from using their positions to find private, paying clients among parents of students attending the school where they work. *COIB v. Abney*, COIB Case No. 2014-315 (2015).

A Plasterer for the New York City Housing Authority ("NYCHA") agreed to be suspended for 25 work days without pay, valued at approximately \$8,128, for agreeing to accept money from a NYCHA tenant to repair the bathroom ceiling in her apartment. The Plasterer cancelled the appointment shortly before its scheduled time because he did not want to give up his NYCHA overtime. This matter was a joint settlement with NYCHA. *COIB v. Fonseca*, COIB Case No. 2014-519 (2015).

A Supervising Highway Repairer for the New York City Department of Transportation ("DOT") agreed to pay a \$2,000 fine to the Board for referencing his DOT position to a fellow DOT employee in an unsuccessful attempt to convince that employee not to issue two New York City Environmental Control Board Notice of Violation summonses to a private construction company for which the Supervising Highway Repairer worked on a part-time basis. The City's conflicts of interest law prohibits public servants from using or attempting to use their City positions to obtain a benefit for themselves or for any person or firm with which they are associated, such as a private employer. This matter was a joint settlement with DOT. *COIB v. Restagno*, COIB Case No. 2014-517 (2015).

A Captain in the New York City Department of Homeless Services ("DHS") Security Division forfeited 50 days of annual leave for being involved in two separate personnel matters at DHS concerning his daughter, who is a Special Officer at DHS. It violates the City's conflicts of interest law for a City employee to have any involvement in an agency matter concerning the employee's child or any other person who is associated with the City employee. This matter was a joint settlement with DHS. *COIB v. Eddie*, COIB Case No. 2014-839 (2015).

A teacher for the New York City Department of Education ("DOE") agreed to pay a \$1,500 fine to the Board for asking the mother of a student assigned to the teacher's prekindergarten class to loan her the mother's SNAP food stamp card so that the teacher could personally use approximately \$100 in benefits connected with the SNAP card. The mother did not provide the SNAP card to the teacher. The City's conflicts of interest law prohibits public servants from using or attempting to use their City positions to obtain a personal benefit, which would include soliciting loans from the parents of students whom the public servant supervises. This matter was a joint settlement with DOE. *COIB v. Giles*, COIB Case No. 2014-312 (2015).

A former Council Member paid a \$9,000 fine for two violations of the City's conflicts of interest law. Starting in 2003, the Council Member starting renting an apartment from a developer and property manager of multiple affordable housing developments sponsored by the New York City Department of Housing Preservation and Development ("HPD"); for some of the HPD-sponsored developments, Council approval was sought for designation as a Urban Development Action Area Project ("UDAAP"), which designation, among other things, would exempt the property from real estate taxes on the assessed value of the buildings for up to twenty years. The former Council Member, without disclosing his financial relationship with the developer, voted in favor of the UDAAP resolutions for three of the developer's projects in 2003 and 2006. Second, in 2008, the Council Member asked the developer about moving into a larger apartment and then selected an apartment designed for a tenant earning an income level less than what his family earned. The City's conflicts of interest law prohibits public servants from using their positions to obtain a personal benefit, which would include soliciting such a benefit from a

firm or individual with a matter pending, or expected to be pending, before the public servant's agency. *COIB v. Dilan*, COIB Case No. 2011-201 (2015). USE OR DISCLOSURE OF

CONFIDENTIAL INFORMATION

• Relevant Charter Sections: City Charter § 2604(b)(4)⁶

An Investigator for the New York City Civilian Complaint Review Board ("CCRB") agreed to accept a thirty-day suspension and re-assignment from Investigator (CCRB) Level II to Investigator (CCRB) Level I, for, without authorization or a City purpose: (1) using the confidential CCRB Case Tracking System to access information regarding a police officer who was investigating him for potential hiring by the New York City Police Department ("NYPD"); and (2) in the course of his NYPD pre-hire interview, revealing to the police officer information regarding the police officer's years of service, information that the Investigator had obtained from the confidential CCRB Case Tracking System. The matter was a joint settlement with CCRB. *COIB v. Sazarov*, COIB Case No. 2015-621 (2015).

An Eligibility Specialist II for the New York City Human Resources Administration ("HRA") agreed to serve a ten-day suspension, valued at \$1,177.75, for, without authorization or a City purpose: (1) using the Welfare Management System to access the confidential public assistance case records of an associated relative on 35 dates to determine the status of that relative's benefits case; and (2) misusing her position to fill out a referral form giving the false impression that the relative had called HRA's Infoline to complain that their benefits case was inactive. The matter was a joint settlement with HRA. *COIB v. Pagan*, COIB Case No. 2015-432 (Sept. 25, 2015).

An Associate Job Opportunity Specialist I for the New York City Human Resources Administration ("HRA") agreed to resign her position for, without authorization or a City purpose: (1) using the Welfare Management System ("WMS") to access the confidential public assistance case records of her tenant on 148 dates to determine the status of the tenant's benefits case; and (2) using WMS to acquire confidential information regarding an acquaintance of her sister and disclosing this confidential information to her sister. The matter was a joint settlement with HRA. *COIB v. Colon Rivera*, COIB Case No. 2015-405 (Sept. 25, 2015).

A Child Protective Specialist Supervisor II for the New York City Administration for Children's Services ("ACS") was suspended for 8 days, valued at approximately \$2,335, for misusing confidential City information and other misconduct. On four occasions, the CPS accessed CONNECTIONS—the confidential database of child abuse and maltreatment investigations used by ACS and other child protective services throughout New York State—to determine the status of an ACS investigation involving her brother and nephew. This matter was

⁶ City Charter § 2604(b)(4) states: "No public servant shall disclose any confidential information concerning the property, affairs or government of the city which is obtained as a result of the official duties of such public servant and which is not otherwise available to the public, or use any such information to advance any direct or indirect financial or other private interest of the public servant or of any other person or firm associated with the public servant: provided, however, that this shall not prohibit any public servant from disclosing any information concerning conduct which the public servant knows or reasonably believes to involve waste, inefficiency, corruption, criminal activity or conflict of interest."

a joint resolution with ACS of related disciplinary charges for this and other misconduct that does not implicate the City's conflicts of interest law. *COIB v. Gaskin*, COIB Case No. 2015-113 (Aug. 19, 2015).

A Community Coordinator for the New York City Human Resources Administration ("HRA") agreed to resign her position and not challenge a prior thirty-day unpaid suspension, valued at approximately \$4,692, imposed for numerous conflicts of interest law violations in addition to other conduct that violated HRA's Rules and Procedures. The Community Coordinator: (1) had a position with a private childcare business that accepted payments from HRA on behalf of clients whose children attended the daycare; (2) used her HRA computer and email account to send and receive emails relating to the childcare business and her private rental properties; (3) asked her subordinate to fill out an affidavit unrelated to the subordinate's HRA job duties as a personal favor to the Community Coordinator; (4) without authorization or a City purpose, used the Welfare Management System ("WMS") to access the confidential public assistance case records of her two brothers, her sister, her son, and her grandson to determine the status of their Medicaid benefits cases; (5) used WMS to improperly recertify her grandson's Medicaid benefits, even though the required recertification documentation had not been submitted; and (6) had an HRA coworker use WMS to improperly recertify her daughter's and her brother's Medicaid benefits, even though they had not submitted the proper recertification documentation. The matter was a joint settlement with HRA. COIB v. Judd, COIB Case No. 2015-102 (2015).

In a joint resolution of agency disciplinary charges and a Board enforcement action, the Board issued a public warning letter to a Child Welfare Specialist at the New York City Administration for Children's Services ("ACS") who accessed his godson's confidential case records in the central repository for all ACS cases—Automated Case Reference System (ACRSPlus)—without authorization because he was concerned about his godson's welfare and wanted to speak with the ACS Child Protective Specialist Supervisor assigned to the case. In the letter, the Board reminded the public servants that the conflicts of interest law strictly prohibits them from using confidential information to advance any personal interest. *COIB v. W. Harris*, COIB Case No. 2015-126 (2015).

A Child Protective Specialist II for the New York City Administration for Children's Services ("ACS") was suspended for five days, valued at approximately \$1,351, for misusing confidential City information by accessing CONNECTIONS—the confidential database of child abuse and maltreatment investigations used by ACS and other child protective services throughout New York State—on ten occasions to determine the status of an ACS investigation involving her ex-husband. This matter was a joint settlement with ACS. *COIB v. King*, COIB Case No. 2015-159 (2015).

A Child Protective Specialist for the New York City Administration for Children's Services ("ACS") agreed to be suspended for 5 work days, valued at approximately \$1,009, for accessing the State Central Register's confidential database CONNECTIONS on three occasions to determine the status of an ACS investigation in which she was personally involved. This matter was a joint settlement with ACS. *COIB v. T. Ellis*, COIB Case No. 2015-011 (2015).

A Eligibility Specialist II for the New York City Human Resources Administration ("HRA") agreed to be suspended without pay for 50 calendar days, valued at approximately \$5,068, for accessing the Welfare Management System to view the confidential public assistance records of herself, her son, her daughter, her brother who resides with her, two friends who reside with her, and a tenant. This matter was a joint settlement with HRA. *COIB v. Roman*, COIB Case No. 2013-632 (2015).

GIFTS

- Relevant Charter Sections: City Charter § 2604(b)(5)
- **Relevant Board Rules:** Board Rules § 1-01(a)⁷

An employee of the New York City Department of Design and Construction ("DDC") paid a \$1,000 fine for (1) entering into a financial relationship with a superior DDC employee by borrowing a total of \$800 from her DDC supervisor over the course of four months; (2) using her position as an Analyst in the DDC Agency Chief Contracting Office to obtain and to attempt to obtain free tickets from the Metropolitan Museum of Art and the New York City Center, both of which are DDC contractors that she dealt with in her DDC capacity; and (3) accepting a gift valued at more than \$50 from a firm engaged in business dealing with the City by accepting three free tickets to the Museum. This matter was a joint resolution with DDC. *COIB v. Bourne*, COIB Case No. 2015-099 (June 25, 2015).

A Principal for the New York City Department of Education agreed to pay a \$1,000 fine for (1) accepting a free ticket to attend a college basketball event from a DOE vendor, the value of which exceeded the \$50 limit on gifts public servants may accept from a City vendor; and (2) using his DOE procurement card, which is intended to be used only for DOE-related expenses, to purchase \$134.49 in personal food items at the event. The Principal repaid the cost of the food to DOE when asked to do so by DOE. *COIB v. Perdomo*, COIB Case No. 2014-361 (2015).

⁷ City Charter § 2604(b)(5) states: "No public servant shall accept any valuable gift, as defined by rule of the board, from any person or firm which such public servant knows is or intends to become engaged in business dealings with the City, except that nothing contained herein shall prohibit a public servant from accepting a gift which is customary on family and social occasions."

Board Rules § 1-01(a) defines "valuable gift" to mean "any gift to a public servant which has a value of 50.00 or more, whether in the form of money, service, loan, travel, entertainment, hospitality, thing or promise, or in any other form. Two or more gifts to a public servant shall be deemed to be a single gift for the purposes of this subdivision and Charter § 2604(b)(5) if they are given to the public servant within a twelve-month period under one or more of the following circumstances (1) they are given by the same person: and/or (2) they are given by persons who the public servant knows or should know are (i) relatives or domestic partners of one another; or (ii) are directors, trustees, or employees of the same firm or affiliated firm."

APPEARANCE BEFORE THE CITY ON BEHALF OF PRIVATE INTEREST

• Relevant Charter Sections: City Charter §§ 2604(b)(2), 2604(b)(6)⁸

An Administrative Engineer for the New York City Department of Housing Preservation and Development ("HPD") agreed to pay a \$4,000 fine, split evenly between HPD and the Board, for, in his capacity as a private engineering consultant, submitting a Visual Inspection Report to the New York City Department of Buildings ("DOB") challenging DOB's decision to demolish a building owned by the Administrative Engineer's private client. The Administrative Engineer had previously been warned by the Board not to communicate with any City agency on behalf of any private client. The City's conflicts of interest law prohibits public servants from communicating with any City agency, for compensation, on behalf of a private interest in a matter involving the City. The matter was a joint settlement with HPD. *COIB v. Bukhgalter*, COIB Case No. 2014-891 (2015).

A New York City Fire Department Lieutenant was fined \$1,000 for representing his outside employer—a private construction company—in a hearing before the City's Environmental Control Board regarding a construction safety violation issued by New York City Department of Buildings. The City's conflicts of interest law prohibits City employees from appearing on behalf of private interests before any City agency. *COIB v. Annette*, COIB Case No. 2014-241 (2015).

ACCEPTING COMPENSATION FOR CITY JOB FROM SOURCE OTHER THAN THE CITY

• Relevant Charter Sections: City Charter § 2604(b)(13)⁹

The Board and the New York City Administration for Children's Services ("ACS") concluded a joint settlement with the Acting Executive Director for the Case Review and Support Unit at ACS, who agreed to pay a \$3,500 fine-\$2,000 to the Board and \$1,500 to ACS-for multiple violations of the City's conflicts of interest law. The Acting Executive Director accepted a free meal for herself and her ACS staff from a day care provider as a "thank you" for helping the provider be reinstated at ACS. The City's conflicts of interest law prohibits public servants from accepting a gratuity in any amount from a person whose interests may be affected

⁸ City Charter § 2604(b)(2) states: "No public servant shall engage in any business, transaction or private employment, or have any financial or other private interest, direct or indirect, which is in conflict with the proper discharge of his or her official duties."

City Charter § 2604(b)(6) states: "No public servant shall, for compensation, represent private interests before any city agency or appear directly or indirectly on behalf of private interests in matters involving the city. For a public servant who is not a regular employee, this prohibition shall apply only to the agency served by the public servant."

⁹ City Charter § 2604(b)(13) states: "No public servant shall receive compensation except from the city for performing any official duty or accept or receive any gratuity from any person whose interests may be affected by the public servant's official action."

by the public servant's official action. Separately, the Acting Executive Director held a prohibited position at the Young Adult Institute ("YAI"), a firm engaged in business dealings with multiple City agencies. In furtherance of her work for YAI, the Acting Executive Director wrote two reports for YAI during her City work hours and subsequently used an ACS fax machine to send those reports to YAI. The matter was a joint settlement with ACS. *COIB v. Crawley*, COIB Case No. 2014-935 (Sept. 25, 2015).

A Construction Project Manager ("CPM") at the New York City Housing Authority ("NYCHA") paid a \$2,200 fine to the Board for accepting a bottle of wine and a bottle of olive oil from two NYCHA contractors whose work he oversaw as part of his official NYCHA duties. The City's conflicts of interest law prohibits public servants from accepting a gratuity in any amount from a person whose interests may be affected by the public servant's official action. This is the second time the Board fined the CPM for a violation involving a City contractor whose work he oversaw. In March 2013, the CPM was penalized \$2,643 for misusing his position to recommend his stepson for a job with a NYCHA vendor he supervised. *COIB v. G. Jones*, COIB Case No. 2014-184 (2015).

A member of Manhattan Community Board 2 paid a 33,192 fine for accepting a free dinner and a one-year membership to Soho House, an entity with matters before Community Board 2. Soho House provided the complimentary membership for reasons related to the Respondent's position on the community board. The amount of the fine represents the total value of the membership, estimated to be 1,192, plus a 2,000 penalty. The City's conflicts of interest law prohibits accepting a gratuity from any person whose interests may be affected by the public servant's official action. *COIB v. Sweeney*, COIB Case No. 2013-374 (2015).

An Office Manager at the Brooklyn Forestry Office for the New York City Department of Parks and Recreation paid a \$1,000 fine to the Board for accepting a bottle of chocolate liqueur from an arborist whose permit applications she processed. The City's conflicts of interest law prohibits City employees from accepting tips or gratuities of any amount from any person whose interests may be affected by the public servant's official action. *COIB v. Badillo*, COIB Case No. 2014-070 (2015).

SUPERIOR-SUBORDINATE FINANCIAL RELATIONSHIPS

• Relevant Charter Sections: City Charter § 2604(b)(14)¹⁰

A Nursing Supervisor at the New York City Department of Health and Mental Hygiene ("DOHMH") agreed to pay a \$2,000 fine for: (1) misusing her position for personal gain by accepting \$75 worth of items purchased for her by one of her subordinates; and (2) having a financial relationship with a subordinate by renting an apartment from a subordinate for over a year. This matter was a joint settlement with DOHMH. *COIB v. Hardy-Howard*, COIB Case No. 2014-453 (2015).

¹⁰ City Charter § 2604(b)(14) states: "No public servant shall enter into any business or financial relationship with another public servant who is a superior or subordinate of such public servant."

A former Deputy Commissioner for Family Services for the New York City Department of Homeless Services ("DHS") was fined \$3,500 for, over a period of several years, having five of her subordinates perform numerous personal favors for her that were unrelated to the subordinates' DHS job duties. Subordinates performed favors such as parking the Deputy Commissioner's City vehicle, frequently picking up her lunch, running to the post office for her, and preparing tea for her. *COIB v. Davis Moten*, COIB Case No. 2014-269 (2015).

A Child Protective Specialist Supervisor I for the New York City Administration for Children's Services ("ACS") agreed to accept a seven workday suspension, valued at approximately \$1,600, for selling a car to a subordinate ACS employee for \$5,000. This matter was a joint settlement with ACS. *COIB v. M. Joseph*, COIB Case No. 2015-300 (2015).

An Assistant Superintendent of Welfare Shelters for the York City Department of Homeless Services ("DHS") who lived with a subordinate employee accepted a seven-day suspension, valued at approximately \$1,715, for having a financial relationship with a subordinate and for misusing her City position by supervising an associated person. The subordinate Community Assistant accepted a three-day suspension, valued at approximately \$330, for having a financial relationship with a superior. These were joint settlements with DHS. *COIB v. Etienne*, COIB Case No. 2015-587 (2015); *COIB v. Valles*, COIB Case Nos. 2015-587a (2015).

The Board issued public warning letters to a Head Nurse and a Staff Nurse for the New York City Health and Hospital Corporation for participating in an informal savings and loan club, commonly known as a "sou-sou," with staff they supervised at Coler-Goldwater Specialty Hospital and Nursing Facility. Each member of a sou-sou is, at one time or another, borrowing from or lending money to the other members. The City's conflicts of interest law prohibits City employees from having such a financial relationship with a superior or a subordinate. *COIB v. Virrev*, COIB Case No. 2015-241a (2015); *COIB v. Vano*, COIB Case No. 2015-241b (2015).

A Supervisor of Billing and Inspection Support for the New York City Department of Environmental Protection ("DEP") agreed to serve a one-day suspension and forfeit one day of annual leave, valued at approximately \$418, for soliciting and receiving a \$136 loan from a subordinate. The loan was repaid within one day. *COIB v. An. Reid*, COIB Case No. 2015-312 (Oct. 21, 2015).

An employee of the New York City Department of Design and Construction ("DDC") paid a \$1,000 fine for i) entering into a financial relationship with a superior DDC employee by borrowing a total of \$800 from her DDC supervisor over the course of four months; ii) using her position as an Analyst in the DDC Agency Chief Contracting Office to obtain and to attempt to obtain free tickets from the Metropolitan Museum of Art and the New York City Center, both of which are DDC contractors that she dealt with in her DDC capacity; and iii) accepting a gift valued at more than \$50 from a firm engaged in business dealing with the City by accepting three free tickets to the Museum. This matter was a joint resolution with DDC. *COIB v. Bourne*, COIB Case No. 2015-099 (June 25, 2015).

A Supervising Stock Worker at the New York City Department of Citywide Administrative Services ("DCAS") paid a \$500 fine for entering into a financial relationship with a subordinate DCAS employee by paying the subordinate \$60 to repair a pole in a closet in his home. This matter was a joint resolution of related DCAS disciplinary charges. *In the matter of J. Brewster*, COIB Case No. 2015-188 (June 25, 2015).

The Board issued a ruling imposing a \$6,000 fine on a New York City Housing Authority ("NYCHA") employee who worked as a supervisor of caretakers for violating the conflicts of interest law by intermittently supervising his wife's work as a NYCHA caretaker for fourteen years. The Board found that the NYCHA employee, by supervising the work performed for the City by a member of his household, violated the conflicts of interest law provision that bars public servants from using their City positions to benefit an associate. The Board held that "where a public servant supervises an associated person, no explicit showing of a benefit to that associated party need be made, because superiors will inevitably take actions to benefit their subordinates, if only in refraining from taking negative personnel actions." The Board also found that the NYCHA employee, by residing with a subordinate NYCHA employee, violated the provision that bars public servants from having a financial relationship with a superior or a subordinate employee. *COIB v. Edwin Martinez*, COIB Case No. 2013-673 (Apr. 10, 2015); OATH Index No. 656/15.

A Supervising Special Officer at the New York City Human Resources Administration ("HRA") agreed to serve an unpaid suspension of forty-five calendar days, valued at approximately \$5,434, for soliciting and receiving loans from three of his subordinates and one of his HRA clients. The City's conflicts of interest law prohibits public servants from using their City positions to obtain a personal benefit, which would include soliciting loans from their subordinates and clients, and from entering into a financial relationship (such as a loan) with their superior or subordinate. This matter was a joint settlement with HRA. *COIB v. Cruz*, COIB Case No. 2014-903 (2015).

While working for the City's Board of Elections ("BOE"), a supervisor in the BOE Queens Borough Office hired a subordinate BOE employee to work for his private consulting company. The supervisor also used his BOE email account for purposes related to that company and to another company he owns that markets data services to political campaigns. The City's conflicts of interest law prohibits using City resources for any non-City purpose and also prohibits financial relationships between superior and subordinate City employees. The Commissioners of Election voted to suspend the supervisor without pay pending a disciplinary hearing concerning this conduct, and the supervisor resigned to resolve the pending disciplinary action. The Board accepted the related disciplinary action taken by BOE as sufficient penalty for the Chapter 68 violations. *COIB v. Bougiamas*, COIB Case No. 2014-667 (2015).

JOB-SEEKING VIOLATIONS

• Relevant Charter Sections: City Charter § 2604(d)(1)¹¹

After a full trial, the Board fined the former Executive Director of Gouverneur Healthcare Services ("Gouverneur"), a New York City Health and Hospital Corporation ("HHC") facility, \$3,000 for indirectly supervising his brother's employment at Gouverneur for nine years and authorizing a 10% increase in his annual compensation in August 2008. The Board also fined the Executive Director \$3,000 for soliciting employment from two NYU Medical School executives while he was responsible for managing the contract between his HHC facility and NYU Medical School and for using his HHC email account to do so. *COIB v. Hagler*, COIB Case No. 2013-866 (December 2, 2015), *adopting* OATH Index. No. 581/15 (June 17, 2015).

A now-former Senior Vice President at the New York City Economic Development Corporation ("EDC") paid a \$1,250 fine for negotiating for a position with a firm while continuing to have oversight responsibilities for the firm's active EDC projects. The City's conflicts of interest law prohibits public servants form soliciting, negotiating for or accepting any position with any person or firm "involved in a particular matter with the city, while such public servant is actively considering, or is directly concerned or personally participating in such particular matter on behalf of the city." *COIB v. L. Gray*, COIB Case No. 2013-648 (2015).

ONE-YEAR POST-EMPLOYMENT APPEARANCES

• Relevant Charter Sections: City Charter § 2604(d)(2)¹²

Si.

A former First Deputy Press Secretary for the New York City Mayor's Office paid a \$2,000 fine to the Board for communicating with her former City agency on two occasions on behalf of her new private sector employer – once by attending a meeting hosted by a Deputy Mayor at City Hall and once by giving a Deputy Mayor a tour of her private employer's offices – within her first year of leaving City service. The City's conflicts of interest law prohibits former public servants from communicating with their former City agency for one year after leaving City service. *COIB v. Wood*, COIB Case No. 2014-495 (2015).

¹¹ City Charter § 2604(d)(1) states: "No public servant shall solicit, negotiate for or accept any position (i) from which, after leaving city service, the public servant would be disqualified under this section, or (ii) with any person or firm who or which is involved in a particular matter with the city, while such public servant is actively considering, or is directly concerned or personally participating in such particular matter on behalf of the city."

¹² City Charter § 2604(d)(2) states: "No former public servant shall, within a period of one year after termination of such person's service with the city, appear before the city agency served by such public servant; provided, however, that nothing contained herein shall be deemed to prohibit a former public servant from making communications with the agency served by the public servant which are incidental to an otherwise permitted appearance in an adjudicative proceeding before another agency or body, or a court, unless the proceeding was pending in the agency served during the period of the public servant's service with that agency. For the purposes of this paragraph, the agency served by a public servant designated by a member of the board of estimate to act in the place of such member as a member of the board of estimate, shall include the board of estimate."