COUNTY AGENDA REQUEST

Department:	Commissioners	Presenter(s):	County Clerk Floyd Jones
Meeting Date:	Thursday, February 14, 2013	Type of Request:	New Business

Wording for the Agenda:

Consideration of the County Clerk's recommendation to fill one vacated position on the Fayette County Ethics Board.

Background/History/Details:

On November 7, 2012, the Board of Commissioners seated the Ethics Board. Mr. Dan Langford was appointed to a three-year term on the Ethics Board, Ms. Sheila Huddleston was appointed to a two-year term on the Ethics Board, and Mr. Scott Rowland was appointed to a one-year term on the Ethics Board. Additionally, Mrs. Larris Marks was appointed to a three-year term as an alternate member, and Ms. Pota Coston was appointed to a two-year term as an alternate member.

Mr. Dan Langford resigned from the Ethics Board during the January 16 Ethics Board hearing. Mrs. Larris Marks served in his place during the January 23 Ethics Board Hearing. The Ethics Board has unanimously voted to retain Mrs. Marks on the Ethics Board as Vice-Chair of the Board until a permanent member is selected to fill Mr. Langford's position.

Section 2-213(a)(7) of the Ethics Ordinance (Ordinance 2010-10) reads, in part: "Any vacancy in the membership shall be filled for the unexpired term in the same manner as the initial appointment."

This request is for the Board to consider filling one vacated position on the Fayette County Ethics Board, for a three-year term, due to Mr. Langford's resignation.

What action are you seeking from the Board of Commissioners?

Consideration of the County Clerk's recommendation to fill one vacated position on the Fayette County Ethics Board. Staff is seeking the Board's direction on whether to empanel an alternate, advertise, or seek Board nominations to fill the vacated position.

If this item requires funding, please describe:

Not Applicable.

Has this request been considered within the past two years?	No	If so, when?	
Is Audio-Visual Equipment Required for this Request?*	No	Backup Provided with Request?	Yes

**** All audio-visual material must be submitted to the County Clerk's Office no later than 48 hours prior to the meeting. It is also your department's responsibility to ensure all third-party audio-visual material is submitted at least 48 hours in advance.***

Approved by Finance	Not Applicable	Reviewed by Legal	
Approved by Purchasing	Not Applicable	County Clerk's Approval	Yes
Administrator's Approval			

Staff Notes:

Staff understands the Board of Commissioners desire to review the existing ethic ordinance and perhaps this is the opportunity to begin that process. The Ethics Board is scheduled to hear a new complaint on February 26, 2013.

MRS. LARRIS J. MARKS
Director, Human Resources (RETIRED)
United States Army Forces Command

Mrs. Larris J. Marks is the former Director of Human Resources, Deputy Chief of Staff (DCS), G1, Headquarters, US Army Forces Command (FORSCOM), formerly located at Fort McPherson, Georgia. FORSCOM is the largest Army Command, currently located at Fort Bragg, North Carolina, and is responsible for the readiness of over 75% of the Army's force structure, and 87% of Army's combat power.

As Director of Human Resources, Mrs. Marks was directly responsible for the Well-Being and Family Support Programs (inclusive of Deployment Cycle) that support and sustain over 750K Soldiers (Active, Guard and Reserve), and their families (approximately 1,775K); she was directly responsible for the manpower analysis and validation of over 12,000 Table of Distribution and Allowances military and civilian requirements; Mrs. Marks directed the CHR policies and program execution for FORSCOM's Civilian Corps employees; and she oversaw the DCS, G1's budget and information management operations. Mrs. Marks was also the FORSCOM Career Program Manager for all Civilian Human Resources (CHR) careerists.

Mrs. Marks began her career as a Department of the Air Force Civilian Personnel career intern at Warner Robins Air Force Base, Georgia. Since that time, she has held numerous CHR program management and Equal Employment Opportunity staff and management positions with the US Air Force, Headquarters, Department of the Army, US Army FORSCOM and the US Office of Personnel Management, the Federal Government's Central Personnel Agency. Prior to her appointment as FORSCOM Human Resources Director, Mrs.

Marks served as FORSCOM's Director of Civilian Personnel. During this assignment, she established policies for and directed CHR management programs for over 30,000 FORSCOM civilian employees, including non-appropriated fund and foreign national employees, located throughout the Continental United States (CONUS), and OCONUS organizations in the Middle East, Europe, and the Far East.

Ms. Marks holds a Bachelor of Science degree in English from Fort Valley State University, and has accomplished graduate studies towards a Master's Degree in Public Administration from Georgia University. Ms. Marks is also a graduate of the Center for Creative Leadership.

Throughout her career, Ms. Marks has received numerous awards including two Meritorious Civilian Service Awards, the Superior Civilian Service Award, and she was a finalist for the Army's prestigious William H. Kushnick Award. Of significant note is that Mrs. Marks is the Army's 2005 recipient of the CHR Lifetime Achievement Award. On May 18, 2006, the Honorable Peter Geren, Acting Secretary of the Army presented the award to Mrs. Marks in the Pentagon's Hall of Heroes. The CHR Lifetime Achievement Award recognizes Mrs. Marks for her outstanding performance, and contributions in CHR, and for her sustained commitment to the highest standards of excellence and dedication in public service.

[redacted]

POTA E. COSTON

[redacted]

PROFESSIONAL PROFILE

Criminal investigations and field operations professional with 29 years of progressive experience in the Internal Revenue Service in the southeast, Midwest and Washington, DC area. Experienced at the executive level leading large organizations of criminal investigation professionals. Strong Communication skills that support ability to operate in a matrix executive organization working with top officials in Law enforcement, financial institutions, IRS, Treasury, Department of Justice and Homeland Security. Valued as a change agent, strategic thinker, program implementer and leader in translating corporate strategy and initiatives into organizational effectiveness.

Proven Critical Success Competencies:

Change leadership and Business Process Re-Engineering
Results Orientation
Business and Financial Acumen
Collaboration/Building Coalitions
Leading and Motivating People

PROFESSIONAL HISTORY

CAREER STRATEGIES CONNECTION, LLC **2009 – PRESENT**

Partner, in a leadership development consulting firm that works with college students to help them navigate through workplace cultures and gain effective interviewing and leadership skills. Assist employers to find the right talent to meet their human capital needs as well as leadership training and succession planning for their employees.

THE INTERNAL REVENUE SERVICE **1979 – 2008**

Director, Field Operations, Southeast Area *12*/2004 – 04/2008 (Retired)

Executive leader of the field operations/criminal investigations activities and programs for Maryland, Delaware, Virginia, Tennessee, Kentucky, North and South Carolina, Georgia, Alabama, Mississippi, Arkansas, Louisiana, Florida, Puerto Rico and the Virgin Islands.

Led the Field Operations division of over 700 employees servicing 27.5% of the U.S. population

Successfully planned, developed, implemented, evaluated and directed enforcement, investigative and other activities relating to IRS tax and money laundering investigations.

Collaborated with other senior level IRS and law enforcement executives to address both foreign and domestic crosscutting issues and ensure consistency of approach and strategy

Director, Strategy 2/2003 – 12/2004
Deputy Director, Strategy 6/2000 – 1/2003

Senior leader of the Office of Strategy, division of the IRS which provided strategic direction for the Criminal Investigations organization.

Appointed as Transition Director and later Director for the newly created Office of Strategy.

Developed three-pronged approach to build the new function: 1) review existing organizational structure and develop recommendations for re-engineering, 2) develop strategic objectives and operating plan consistent with the new division's vision, 3) direct the implementation and delivery of the plan.

Managed $485+ million dollar budget, including reducing business related travel expenses by 30%. Executive oversight responsibility over IT program and project managers in CI along with securing special funding for technology system improvements and capital projects.

Oversight for all Human resource support, including position management and classification along with labor and employee relations. The hiring and training of all law enforcement personnel at the National training Academy in Glynco, GA. Redesign of National training organization to address surges and lags in recruit hiring resulting from annualized budgets.

Developed and deployed a Knowledge Management capability to provide a structured solution for information sharing and knowledge transfer. Process ultimately adopted nationwide.

Implemented a Voluntary Office of Preference Program which allowed special agents an opportunity to transfer to other posts, resulting in employee satisfaction and retention of valuable employees.

Increased employee and customer satisfaction noted on survey responses.

Designed and implemented leadership development programs across Criminal Investigation offices.

Chief, Criminal Investigation Division 7/1998 – 6/2000

Senior leader of the Gulf Coast District Criminal Investigations division including Louisiana, Mississippi and Alabama, including over 100 employees.

Directed policies, programs and activities of the CI division. Implemented nationwide programs for violations of IRS Code, Money Laundering Control Act and the Bank Secrecy Act. Supervised all enforcement operations and administrative procedures. Led recruitment, training, and personnel development efforts. Approved investigations forwarded for prosecution, participated in legal proceedings and press conferences with 8 different United States Attorney's Offices.

EDUCATION, CERTIFICATES & RELATED EXPERIENCES

B.S., Criminal Justice, Marshall University, Huntington, West Virginia
Minor, Accounting
Enrolled Agent with Internal Revenue Service 2009

Professional Recognitions

Branch Chief of the Year
Chief of the Year
Breaking the Glass Ceiling Award

Professional Affiliations

National Organization of Black Law Enforcement Executives
Women in Federal Law Enforcement
Association for the Improvement of Minorities for the IRS
Association of Former Special Agents

Community Volunteer Positions:

2005-2009 Secretary of the River Oaks Advisory Board for River Oaks Subdivision

2005 – Present – Active member of River Oaks HOA. 2011 – Present – Vice Chair of Advisory Board.

2011 – Present – Advisory Board of the Fayette County United Way

2009 – 2011- Member of Advisory Board of the Fortitude Educational and Cultural Development Center, Inc. This foundation provides programs and services to youth and seniors in the South Fulton, Fayette and Clayton Counties. Because of my efforts a student from Sandy Creek High School was nominated and received a scholarship from the foundation.

2012 – Vice Chair of the Fortitude Educational and Cultural Development Center, Inc.

2010-Present – Board of the Virgil Fludd Scholarship Foundation. This scholarship has provided scholarships to seniors at high schools in Fayette and South Fulton counties.

2012 – Member of Tyrone Founders Day Committee

2011 & 2012 – Friend of the Tyrone Library

2005 – Present - Active member and officer of my Homeowners Association

1977 – Present – Member of Delta Sigma Theta Sorority, Inc. – a public service organization that provides programs and services to communities throughout the United States and internationally. Over the years, I have held local positions and currently serve on a national committee. in the organization over the years.