

The Florida Bar Board of Governors  
May 18, 2018  
Margaritaville Resort  
Key West, Florida

**1.Roll Call**

Michael J. Higer, President  
Michelle Renee Suskauer, President-elect  
Stephen H. Echsner, 1st Circuit  
Lawrence E. Sellers, Jr., 2nd Circuit  
Melissa VanSickle, 2nd Circuit  
Bruce W. Robinson, 3rd Circuit  
Fred. D. Franklin, Jr., 4th Circuit  
Renée E. Thompson, 5th Circuit  
Joshua T. Chilson, 6th Circuit  
Sandra Fascell Diamond, 6th Circuit  
Sam Nicholas Masters, 7th Circuit  
Stephanie M. Marchman, 8th Circuit  
Julia L. Frey, 9th Circuit  
Mary Ann Morgan, 9th Circuit  
Wayne L. Helsby, 9th Circuit  
C. Richard Nail, 10th Circuit  
Deborah B. Baker Egozi, 11th Circuit  
John H. (Jack) Hickey, 11th Circuit  
Roland Sanchez-Medina, Jr., 11th Circuit  
Dori Foster-Morales, 11th Circuit  
Dennis G. Kainen, 11th Circuit  
Steven W. Davis, 11th Circuit  
F. Scott Westheimer, 12th Circuit  
Thomas Roe Bopp, 13th Circuit  
Amy S. Farrior, 13th Circuit  
Michael S. Hooker, 13th Circuit  
Margaret Diane Mathews, 13th Circuit  
John W. (Jay) Manuel, 14th Circuit  
Adam T. Rabin, 15th Circuit  
Ronald P. Ponzoli, Jr., 15th Circuit  
Robin I. Bresky, 15th Circuit  
Gary S. Lesser, 15th Circuit  
Wayne LaRue Smith, 16th Circuit  
Jay Kim, 17th Circuit  
Lorna E. Brown-Burton, 17th Circuit  
O. John Alpizar, 18th Circuit  
John M. Stewart, 19th Circuit  
Laird A. Lile, 20th Circuit  
Marcy Lynn Shaw, 20th Circuit  
E. Duffy Myrtetus, Out of State

Ian M. Comisky, Out of State  
Eric L. Meeks, Out of State  
Brian D. Burgoon, Out of State  
Zackary T. Zuroweste, YLD President  
Christian P. George, YLD President-elect  
Lawrence W. Tyree, Public Member  
Sharon B. Middleton, Public Member

**Members Absent**

Michael Tanner, 4th Circuit  
Leslie J. Lott, 11th Circuit  
Jay Cohen, 17th Circuit  
Adam G. Rabinowitz, 17th Circuit  
Diana Santa Maria, 17th Circuit

**2. Staff in Attendance**

Joshua Doyle, Executive Director  
Patrick M. (Booter) Imhof, General Counsel  
John Berry, Director, Legal Division  
Lori Holcomb, Division Director, Ethics and Consumer Protection  
Terry Hill, Director of Program Division  
Cynthia Jackson, Director of Administration  
Francine Walker, Director, Public Information and Bar Services  
Adria Quintela, Staff Counsel, Lawyer Regulation  
Mike Garcia, Director of Planning  
Kathy Bible, Disciplinary Procedure Committee Counsel  
Elizabeth Clark Tarbert, Ethics Counsel  
Rosalyn A. Scott, Assistant to the President  
Allison Sackett, Assistant Bar Counsel  
Jennifer Falcone, Assistant Bar Counsel  
James C. Ash, Senior Editor, Florida Bar News

**3. Guests**

Jorge Piedra, President, Cuban American Bar Association  
David Aronberg, Government Lawyer Representative  
Andrew Sasso, Board Parliamentarian  
Jennifer Sullivan, President, Florida Association for Women Lawyers  
Board member-elect Paige A. Greenlee  
Board member-elect R. Sia Baker-Barnes  
Board member-elect Michael Fox Orr  
YLD board member Richard McChesney

**4. Invocation and Pledge of Allegiance**

Board member Wayne LaRue Smith delivered the Invocation.  
Board member Mary Ann Morgan led the Pledge of Allegiance.

## **5. Introduction, Welcome**

Third District Court of Appeal Judge Edwin Scales III introduced Sixteenth Judicial Circuit Judge Timothy Koenig, who welcomed the board to Key West and proclaimed President Higer an “Honorary Conch.”

## **6. Approval of Roll Call Grievance Items**

Board member Helsby reported that there were no non-roll call grievance items and the board unanimously approved the roll call items on the grievance agenda.

## **7. Minutes Approval**

The board unanimously approved the minutes from its March 23, 2018 meeting. That approval included the following actions taken by the Executive Committee since that meeting: The committee voted 8-0 to approve an additional filing by the Criminal Procedure Rules Committee to its regular-cycle rule amendments. The additional amendments were to Rule 3.213 (Continuing Incompetency to Proceed, Except Incompetency to Proceed with Sentencing: Disposition) and 3.11 (Providing Counsel to Indigents.)

## **8. Consent Calendar**

The board approved the consent agenda including these items:

- Appointing Conti J. Moore as an attorney member of the UPL Committee 9A and Susan M. Marcy as an attorney member of the UPL Committee 20.
- Appointing Michele Merlius, public member, and Antonette Patrice Russell, Steven Charles Simon and Gary M. Singer, attorney members, Standing Committee on UPL.
- Appointing Judge Phyllis D. Kotey as an attorney member, Lisa B. Vessels as a public member, and Fran Y. Zellner as a Florida Registered Paralegal member of the Florida Registered Paralegal District Committee.
- Giving final approval to Rule 2-9.8 Practice Resource Institute: Deletes the bylaw in its entirety as duplicative of Bylaw 2-3.2(d)(7).
- Giving final approval to Rule 4-1.5 Fees And Costs for Legal Services (4-1.5(f)(4)(B)(i)(d): Within subdivision (f)(4)(B)(i)(d), makes an editorial correction to omit redundant language.
- Giving final approval to Rule 4-5.8 Procedures for Lawyers Leaving Law Firms and Dissolution of Law Firms: Removes reference to the title of a specific bar program from comment.
- Rule 4-8.3 Reporting Professional Misconduct: Removes reference to the title of a specific Bar program.
- Not to oppose the Real Property, Probate and Trust Law Section from taking the following legislative positions: Supporting proposed legislation defining “tangible personal property” in the Florida Probate Code to make it clear that tangible personal property includes, but is not limited to, precious metals in any tangible form, such as bullion and coins; Supporting an amendment to Florida Statutes §744.3701 to clarify existing law on the standard for the court’s ordering the production of confidential documents in guardianship proceedings and the parties who have the right to access confidential documents without court order; Supporting the proposed amendment to F.S. Chapter 731 to provide that formal notice as provided in the Florida Probate Rules does not confer *in personam* jurisdiction over persons receiving formal notice.

- Approving the legislative consulting contract between the Tax Section and The Advocacy Group at Cardenas Partners.
- Approving a pro rata annual fees refund for a Bar member who objected to a Bar legislative position.
- Approving appointing Lorena Holley to the Board of Directors of North Florida Legal Services, Inc., for a term that expires May 31, 2021.

### **9. Investment Committee Report**

Chair Comisky declared the long-term account in “good shape,” beginning the fiscal year July 1, 2017 at \$51.5 million and nearly ending the fiscal year May 10, 2018 at \$53.1 million. Comisky moved to invest \$2.25 million of the long-term fund in a 9-month U.S. Treasury Bill with a 2 percent interest rate. The board voted unanimously to approve. Comisky invited board members to attend a July “investment boot camp.”

### **10. Special Committee on Mental Health and the Courts Report**

Co-chair, Miami-Dade County Judge Steven Leifman presented an interim report recommending 17 changes to Chapter 397, the Marchman Act, and Chapter 394, the Baker Act, including expanding Baker Act commitment criteria and streamlining Marchman Act commitment procedures. President Higer indicated the recommendations will be sent to the appropriate committees for consideration.

### **11. Special Committee on the Mental Health**

Board liaison Foster-Morales reported that the committee has sponsored a series of CLE forums; created a webpage; dedicated the January issue of the *Bar Journal* to the topic; added an on-line counseling service as a Member Benefit; worked with voluntary Bar associations and the YLD on awareness events and initiated work on a 24-hour crisis and referral hotline. The board voted unanimously to elevate the special committee to a standing committee.

### **12. Florida Board of Bar Examiners Report**

FBBE Chair Elizabeth Walters reported that board processes 3,000 applications per year and Florida releases July exam results in late September, well ahead of other states; 75-85 percent of applicants experience no delays and the average completion time has fallen from 4 months to 3.4 months in the past few years.

### **13. Elder Law Section Report**

Chair Small said the section successfully lobbied passage of HB-1059 and beginning July 1, there will be a cause of action for injunctions to protect the assets of vulnerable seniors. The section met with Jamaica’s first female Supreme Court chief justice and formed a joint taskforce with the Florida Academy of Elder Law Attorneys to review proposed legislation on a weekly basis.

#### **14. Subcommittee on Gender Equality Committee Report**

Co-Chair San Giovanni reported that a phased roll out of 12 action items from the committee's May 2017 final report begins next month and will be described in the January issue of the *Bar Journal*. Funding has been requested and a communications strategy is in development. Co-Chair Driskell reported that the first deliverable will be a Blue-Ribbon recognition program for private firms that demonstrate a measurable commitment to equity through hiring, promotion, mentorship, family leave and other policies.

#### **15. Board Disciplinary Review Committee**

Chair Helsby reported there was an oral argument before the Florida Supreme Court on May 8.

#### **16. Executive Session**

The board went into executive session to discuss grievances and other matters.

#### **17. Legislative Committee Report**

Chair Lesser reported that the 2018 session went "extremely well" for Bar-advocated positions. The Legislature passed a budget that included dues and CLE reimbursement for state employees, no funding cuts to the court system, and reinstating the \$2 million that was cut from the trial courts last year. The salaries of the Supreme Court justices were increased, no funding cuts to the benefits of judicial assistants as originally proposed, and salary increases for assistant state attorneys and assistant public defenders. The changes to the JNC nominating process to remove the Bar failed to pass. Incoming Senate President William "Bill" Galvano will be a guest speaker at the Annual Bar Convention.

#### **18. Communications Committee Report**

Chair Westheimer reported that the Supreme Court has approved a plan to digitize the *Bar News* and *Bar Journal*. The *Bar Journal* will begin printing six instead of 10 editions annually and the *News* will print 12 instead of 24 editions annually beginning in July-August, with a projected annual savings of approximately \$1 million. Subscription opt-outs are still unavailable due to official notice requirements. A Practice Resource Institute relaunch and rebranding is scheduled for June or July.

#### **19. Board Review Committee on Professional Ethics**

Chair Hooker delivered the following report:

19(a) Proposed Amendments to Rule 4-7.22, final action: The Supreme Court of Florida directed the bar to file a petition within 90 days of its March 8, 2018 order to amend Rule 4-7.22 to prohibit lawyers from participating with a qualifying provider that refers to or attempts to refer clients to both a lawyer and any other person, entity, or service for any type of professional service arising from the same, incident, transaction, or circumstance within new subdivision (d)(5). The Board Review Committee on Professional Ethics voted 6-2 to approve amendments to Rule 4-7.22, adding new subdivision (d)(5) at the direction of the Supreme Court of Florida to prohibit lawyers from participating with a qualifying provider that refers or attempts to refer

clients to both a lawyer and any other person, entity, or service for any type of professional service arising from the same incident, transaction, or circumstance on March 22, 2018. The Board Review Committee on Professional Ethics voted 8-0 on March 22, 2018, to recommend that the Bar's petition indicate the Bar has concerns with the Court's directive, point out the length of time since the issuance of the report of the Special Committee on Lawyer Referral Services on which the Court's directive is based, and asking that the Court allow its full comment period on this case. Specifically, the petition will state the following:

Although the bar continues to have concerns about this Court's directive as expressed in the bar's earlier petition, the bar files this petition containing draft amendments to Rule Regulating the Florida Bar 4-7.22 as instructed by this Court.

The Board Review Committee on Professional Ethics voted 9-0 to approve additional minor style edits and clarify ambiguous language in new subdivision (d)(5) and to recommend that the Board of Governors approve by a two-thirds vote to waive all parts of the rules amendments process not met with the new changes, including publication of official notice, on May 17, 2018. The Board of Governors approved the amendments by unanimous voice vote, including waiver of rules amendment processes. The Board of Governors approved on a voice vote with 7 members dissenting the recommendation that the Board of Governors include an expression of its concern in the petition.

19 (b) Board Review Committee on Professional Ethics deferred action on Proposed Advisory Opinion 17-2 on Lawyer Referral Service Payments due to lack of time.

19 (c) The Board Review Committee on Professional Ethics considered a request by a Florida Bar member for an amendment to Rule 4-7.13, adding new subdivision (c) and new commentary that would state it is inherently misleading or deceptive for a lawyer to intentionally use, or arrange for the use of, the name of a lawyer not in the same firm or the name of another law firm as words or phrases that trigger the display of the lawyer's advertising on the Internet or other media, including directly or through a group advertising program.

A motion at the Board Review Committee on Professional Ethics meeting May 17, 2018 meeting failed 4-5. No Board of Governors action was taken.

19 (d) The Board Review Committee on Professional Ethics deferred Advertising Inquiries 3831 and 3837 regarding whether 411 Pain is a qualifying provider on 4-7.22, due to lack of time.

19 (e) The Board Review Committee on Professional Ethics deferred Advertising Inquiry 37997, regarding whether LegalRFQ.com is a qualifying provider under Rule 4.7.22 due to lack of time.

19 (f) The Board Review Committee on Professional Ethics deferred Advertising Inquiry 38435, regarding whether Ask-Gary is a qualifying provider under Rule 4-7.22 due to lack of time.

## **20. Disciplinary Procedure Committee Report**

Chair Robinson proposed Rule 14-6.1, Binding Nature; Enforcement; And Effect of Failure To Pay Award: Amends rule to add comment clarifying the meaning of “just cause” in subdivision (c) of the rule. Robinson moved that the board waive first-reading notice requirements and the board approved unanimously. Robinson moved for final approval and the board voted unanimously for approval.

## **21. Program Evaluation Committee Report**

Chair Thompson asked board members to note first reading of Item 13b, Standing Board Policy 3.12, (FRP Enhancement Committee Expenses,) and agenda Item 13a, regarding Rule 6-29.1, “Juvenile Law” and a request to divide the practice area into Juvenile Dependency and Juvenile Delinquency, with final action anticipated in July. Thompson moved to approve creation of a special committee on Technologies Affecting the Practice of Law and the board voted unanimously to approve.

A committee evaluation recommended changing the name of The Florida Bar Media Awards to the “Parker Thompson Award for Outstanding Legal Journalism in Florida;” changing the presentation venue permanently to the Florida Media Conference; directing staff to find an alternate presentation venue this year and removing Florida Bar references from the nominating forms and making sure that all disclaimers are clearly written and placed in a visible location. The board voted unanimously to approve the recommendations.

## **22. Member Benefits Committee Recommendations**

Board Liaison Thompson reported that the committee recommends adding “Local Hospitality” and “E-Home Counseling,” as the two newest member benefits. Local Hospitality offers up to 50 percent discounts, with 10 percent to 20 percent average savings on reservations at Marriott, Ritz-Carlton, Hilton, Hyatt, Westin, Sheraton, Omni, and others. E-Home Counseling offers a 20-percent discount on private pay, per-session rates with licensed, masters-level professionals in Florida and 21 other states via smart phone, tablet or computer. The board voted unanimously to approve.

## **23. Budget Committee Report**

Chair Davis reported that there are no budget amendments and that with a \$29.9 million operational balance, “The Florida Bar is very, very financially healthy.” Chair-elect Thompson said the proposed budget for FY 2018-19 projects \$40.8 million in revenue, which is relatively unchanged, and that \$600,000 in increased litigation costs and \$200,000 in technology upgrades are contributing to a \$1.7 million projected loss, about \$30,000 above previous projections. The board voted unanimously to approve the budget.

## **24. Audit Committee Report**

Chair Myrtetus reported that the committee met the previous day with independent auditors Law, Redd, Crona and Munroe, PA and the retiree health plan received a “very favorable” report for 2017. Auditors will soon be studying Bar procurement policies and outside reviewers praised the Bar’s new disaster recovery plan.

### **25. Florida Free Legal Answers Online Pro Bono Project Report**

Chair Hickey reported that 94 percent of the Board and 100 percent of the YLD board registered to participate. President Higer leads BOG participation with 22 questions answered and board member Kim, with seven, was awarded weekend accommodations at the Sarasota Ritz Carlton. YLD Board member Robert Wohn, with six answers, was awarded weekend accommodations at the Don Cesar in Tampa.

### **26. Special Committee on the 2017 Constitution Revision Commission Report**

Chair Diamond reported that the committee has discontinued the Protect Florida Democracy campaign, which began in 2015. With 68.5 million advertising impressions, the committee far surpassed its goal of 38 million. The Protect Florida Democracy website will continue to post ballot language and Bar white papers, but a social media campaign will cease. The September *Florida Bar Journal* will contain a CRC overview by University of Florida Professor Mary Adkins. Bar advocacy helped defeat measures harmful to Article V issues and a measure to raise the judicial retirement age was approved for the November ballot.

### **27. Florida Bar Foundation Report**

Interim Executive Director Tyree reported that his term, which ends June 7, has given him a greater appreciation of the foundation's leadership, staff and mission. He said the executive director search continues and he urged board members to recruit candidates. Tyree challenged board members to match his \$1,000 donation.

### **28. Special Committee on Child and Parent Representation Report(s)**

Committee member Howard Talenfeld delivered a majority report recommending the creation of a Statewide Office of Dependency Representation and an oversight commission to guarantee the quality of legal services for dependent children and their parents. Committee member Alan Abramowitz delivered a minority report defending an existing service delivery model based on three-member teams of guardians ad litem, case managers and registry or pro bono attorneys. The board took no action.

### **29. Family Law Rules Committee Report**

11<sup>th</sup> Circuit Judge and committee member Ariana Fajardo Orshan proposed amendments to Florida Family Law Rules of Procedure Rule 12.407, and Florida Family Law Rules of Procedure Form 12.996 (c). Judge Orshan reported that the committee voted unanimously to approve amendments to 12.996 (c) that would consolidate state and federal income deduction orders. The committee voted 14-3 to approve amendments to Rule 12.407 resolving conflicts between Juvenile and Family Law Rules Procedures governing child court appearances by allowing juvenile procedures to prevail whenever the conflicts occur. The board voted unanimously to approve.

### **30. Civil Procedure Rules Committee Report**

Committee member Rachael Loukonen said the committee approved proposed amendments to Florida Rule of Civil Procedure Rule 1.220 Regarding Class Actions that would formalize the *cy pres* doctrine. The proposal comes as a majority report that mentions The Florida Bar as an optional recipient of residual funds, a provision opposed in the minority report. The proposal originated in the Pro Bono Legal Services Committee and promotes greater access to justice, Loukonen said. The proposed amendment reads as follows:

(f) Distribution. Prior to the entry of any judgment under subdivision (d)(3) or the approval of any compromise under subdivision (e), the court shall determine the total amount payable to each class member. The court shall set a date when the parties shall report to the court the total amount actually paid to class members. After the report is received, the court may direct the defendant, by order entered on the record, to distribute the sum of any unpaid residue after the payment of approved class member claims, expenses, litigation costs, attorney's fees, and other court-approved class member claims, expenses, litigation costs, attorneys' fees, and other court-approved disbursements. Unless otherwise required by governing law, it shall be within the discretion of the court to approve the time and method of distribution of residual funds and to approve the recipient(s) of residual funds, as agreed to by the parties, including non-profit tax-exempt organizations that provide civil legal services to the poor, or the Florida Bar Foundation, for distribution to the one or more of such organizations.

Chair Hooker asked if the committee sought a legal opinion to determine if the amendment is substantive or procedural. Loukonen said the committee's research determined the amendment is procedural because it is permissive. The board voted unanimously for approval.

### **31. Executive Committee Elections**

President-elect Suskauer opened the floor for nominations. Board member Mary Ann Morgan nominated board member Lorna Brown-Burton. Board member Dori Foster-Morales nominated board member Melissa VanSickle. Board member Wayne Helsby nominated board member Wayne LaRue Smith. Board member Renée Thompson nominated board member Brian Burgoon. After hand-written ballots were counted, President Higer announced the following winners: Burgoon, Smith and VanSickle.

### **32. Special Committee on Trust Accounting**

Parliamentarian Sasso reported that a contract with vendors was ready for the Executive Director's signature. Terms include a 90-day development period and a 180-day pilot program, and pilot participants will be selected within three months. The project is designed to reduce the regulatory burden for Bar members and could significantly increase revenue for the Florida Bar Foundation. The board voted unanimously to approve the contract.

### **33. Rules Committee Report**

Chair Shaw presented four items on second reading and asked for a two-thirds vote to waive first reading and notice requirements. The board voted unanimously, with four members absent, to waive first-reading and notice requirements.

- Rule 4-1.2 Objective And Scope of Representation: Within the second paragraph of the comment, corrects a rule reference from 4-1.16(b)(4) to 4-1.16(b)(2). The board voted unanimously, with four members absent, to approve.
- Rule 4-1.5 Fees And Costs for Legal Services: Deletes prohibition against charging a service charge for use of a credit plan in subdivision (h) and comment. The board voted unanimously, with four members absent, to approve.
- Rule 20-3.1 Requirements for Registration: This amendment creates a new subdivision (a)(6), which expands the registration requirement for lawyers licensed in other states. The board voted unanimously, with four members absent, to approve.
- Rule 20-5.2 Duty to Update: Adds notification by the Florida Bar to employing or supervising lawyer of any changes to a Florida Registered Paralegal's registration status. Shaw asked for unanimous approval to waive first-reading and notice requirements. The board voted unanimously, with four members absent, to approve. The board then proceeded to vote unanimously, with four members absent, to approve the proposed rule change.

### **34. Citizen's Advisory Committee Report**

Chair Brown-Burton reported that the committee met the previous day to discuss concerns about the design of lawyer profiles on The Florida Bar website, with some members suggesting ways to make the profiles easier to read.

### **35. Executive Director Succession Plan Committee Report**

Chair Brown-Burton reported that the committee has completed work on a three-phase plan with the following elements:

- Phase 1: Planning and Preparation – Examine reasons for the vacancy; Revisit missions, goals, strategies and operations; Determine qualities needed in the next executive director; Determine a policy if a board member applies; Set a timeline for the search.
- Phase 2: Candidate Recruitment and Screening – Develop a search plan; Candidate screening/finalist presented to the board.
- Phase 3: Candidate Hiring and Supported Assimilation – President negotiates contract with board-approved candidate; Announcement and notification process; Support and integration of new executive director; Evaluation and accountability.

The board voted unanimously to accept the report.

### **36. Strategic Report on Inclusiveness**

Chair Brown-Burton said she was encouraged by the work of the Subcommittee on Gender Equality. The Judicial Nominating Procedures Committee will have an article in the June edition of the Bar Journal and is forming links with voluntary bar associations. Twenty eight of 43 recommendations from the Leadership Academy have been completed.

### **37. Special Appointments**

The Board approved the following appointments to the various boards and commissions:

- **ABA House of Delegates:** Preethi Sekharan, Stuart; Masimba Maxwell Matumba, Lake Worth (under 36).
- **Florida Legal Services, Inc.:** Timothy L. Arcaro, Fort Lauderdale.
- **Florida Lawyers Assistance, Inc. Board of Directors:** Elena R. Minicucci, Fort Lauderdale; Nanette J. Rudolf Olson, Pompano Beach; Mark A Rothman, Oldsmar; William F. Sansone, Tampa; Barbara J. Williams, Orlando.
- **Florida Board of Bar Examiners:** Dennis John Alfonso, Dade City; Michael T. Callahan, St. Petersburg; John W. Chapman, Jr., Sarasota; Theresa N. Coy, Tampa; John Randall Dierking, Orlando; Karla D. Ellis, Tallahassee; Christina Elena Groschel, Palm Beach Gardens; Ralph E. “Rick” King III, West Palm Beach; Rachael Richardette Munson, Tallahassee.
- **Florida Medical Malpractice Joint Underwriting Association:** Rafael E. Martinez, Orlando.
- **Supreme Court’s Commission on Professionalism and Civility:** Ita M. Neymotin, Fort Myers; Adam Rabin, West Palm Beach; Murray Bruce Silverstein, Tampa.

### **38. Young Lawyers Division Report**

President Zuroweste reported the following items: The division’s technology road shows are requiring waiting lists; the ABA YLD Assembly recently passed a resolution proposing the adoption of Florida’s proposed parental leave rule as an ABA model rule; Health and Wellness Month programs are being well received and The Legal Accelerator Website continues to expand its library of instructional videos.

### **39. President-Elect’s Report**

**(40a)** The Florida Bar Strategic Plan for 2018-2019: Upon a motion by President-elect Suskauer, the board voted unanimously to approve the strategic plan.

**(40b)** Board Committee and Liaison Appointments: Upon a motion by President-elect Suskauer, the board voted unanimously to approve the appointments.

President-elect Suskauer urged board members to review the 2018-2019 meeting calendar and to anticipate late-afternoon departures. The out-of-state meeting will be held March 27-31<sup>st</sup> at the Willard Hotel in Washington, D.C. Board member Larry Tyree will serve as a special, non-voting executive member, Parliamentarian Andy Sasso will continue to serve, and Dave Aronberg will continue to serve as government lawyer representative.

### **40. Executive Director’s Report**

Executive Director Doyle reported that staff is focusing on three priorities, improving communications, improving technology and creating ladders of growth and training opportunities for staff. A recent employee survey achieved a 96 percent completion rate and showed most respondents have a firm understanding of their responsibilities and mission. Efficiencies, largely through technology, contributed to a \$1.3 million reduction in administrative costs.

**41. President's Report**

Higer referred members to his written report and urged them to share credit for the Bar's accomplishments in the past year. He thanked the Executive Director and other staff members for their dedicated service and support.

**42. Time and Place of Next Meeting**

There being no further business before this board, President Higer adjourned the meeting at 4:09 p.m. The next board meeting is July 25-28 in Hollywood.

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