

Florida Bar Board of Governors
October 23, 2020
By Videoconference

1. Roll Call

Dori Foster-Morales, President
Michael G. Tanner, President-Elect
Jeremy C. Branning, 1st Circuit
Lawrence E. Sellers, Jr., 2nd Circuit
Melissa VanSickle, 2nd Circuit
Kris B. Robinson, 3rd Circuit
Michael Fox Orr, 4th Circuit
W. Braxton Gillam, IV, 4th Circuit
Renée E. Thompson, 5th Circuit
Joshua T. Chilson, 6th Circuit
Sandra Fascell Diamond, 6th Circuit
Philip J. Bonamo, 7th Circuit
Stephanie M. Marchman, 8th Circuit
Thomas P. Wert, 9th Circuit
Julia L. Frey, 9th Circuit
Tad A. Yates, 9th Circuit
C. Richard Nail, 10th Circuit
Roland Sanchez-Medina, Jr., 11th Circuit
Nikki L. Simon, 11th Circuit
Jordan A. Dresnick, 11th Circuit
Jorge L. Piedra, 11th Circuit
Jeffrey Rynor, 11th Circuit
Steven W. Davis, 11th Circuit
Alice Sum, 11th Circuit
F. Scott Westheimer, 12th Circuit
Kenneth G. Turkel, 13th Circuit
Amy S. Farrior, 13th Circuit
J. Carter Andersen, 13th Circuit
Paige A. Greenlee, 13th Circuit
Clifford C. Higby, 14th Circuit
R. Sia Baker-Barnes, 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
Diana Santa Maria, 17th Circuit
Lorna E. Brown-Burton, 17th Circuit
Hilary Creary, 17th Circuit
Adam G. Rabinowitz, 17th Circuit
James G. Vickaryous, 18th Circuit
Gregory S. Weiss, 19th Circuit
Laird A. Lile, 20th Circuit
John D. Agnew, 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
Adam White, YLD President
Todd L. Baker, YLD President-Elect
Joseph “Jody” D. Hudgins, Public Member
Linda Goldstein, Public Member

Members Absent

All members were present.

2. Staff in Attendance

Joshua Doyle, Executive Director
Allison Sackett, Director, Legal Division
Gypsy Bailey, General Counsel
Terry Hill, Director, Program Division
Cynthia Jackson, CFO & Director, Administrative Division
Rick Courtemanche, Deputy General Counsel
Elizabeth Clark Tarbert, Ethics Counsel
Patricia A. Savitz, Staff Counsel
Francine Walker, Director, Public Information and Bar Services
Mike Garcia, Director, Research, Planning and Evaluation
Rosalyn A. Scott, Assistant to the President
Jim Ash, Senior Editor, Florida Bar News

3. Executive Session

Board members went into executive session to discuss disciplinary and other matters.

4. Invocation and Pledge of Allegiance

Board member Linda Goldstein delivered the invocation and board member Joseph Hudgins led the Pledge of Allegiance.

5. Guests

President Dori Foster-Morales recognized the following guests:

Andy Sasso, Parliamentarian.

A. Dax Bello, Cuban American Bar Association.

Kimberly E. Hosley, Florida Association for Women Lawyers.

Kevin Nash, Virgil Hawkins Florida Chapter, NBA.

Karen Ladis, Legal Aid Representative.

Vivian Cortes Hodz, Voluntary Bar Representative

Altanese P. Phenelus, Government Lawyer Representative.

Vincent Cuomo, Citizens Advisory Committee

Patience Burns, Citizens Advisory Committee

Maggie McGowan Davis, Citizens Advisory Committee

Lawrence Gordon, Citizens Advisory Committee

Hong Potomski, Citizens Advisory Committee

James Sewell, Citizens Advisory Committee

Wilhelmina Tribble, Citizens Advisory Committee

Holly Tyrell, Citizens Advisory Committee

6. Consent Calendar

The board unanimously approved the consent agenda, including:

- Appointing John Cherneski and Christen E. Luikart as attorney members of the UPL Committee 4; Robert Ouellette as public member to UPL Committee 7A; Rebecca Jaratt Davis as an attorney member to UPL Committee 17C; and Jonathan J.A. Paul as an attorney member of the UPL Committee 18B.
- On Advertising Appeal 19-03170, approving the decision of the Standing Committee on Advertising that the television advertisement in file 19-03170, containing a portrayal of insurance company staff appearing nervous or frightened when believing that an insured is represented by the advertising law firm, then celebrating when finding out that the insured is not represented by the advertising law firm, is misleading and a comparison between law firms that cannot be objectively verified, in violation of Rule 4-7.13(a) and 4-7.13(b)(3). The Board Review Committee on Professional Ethics voted 11-0 on October 22, 2020, to recommend that the board affirm the Standing Committee on Advertising decision that the advertisement is

misleading and compares law firms in a way that cannot be objectively verified and therefore does not comply with Rules 4-7.13(a) and 4-7.13(b)(3).

- Agreeing not to oppose the Business Law Section from advocating several legislative positions:
 - Encourage innovation in the blockchain space without tying any statutory definition to a specific implementation of the technology. Supporting amending pending legislation relating to trade secret information to require Florida state agencies to inform potential bidders, vendors, service providers, contractors and/or others that may engage in business with the state agencies that their submission of information to an agency may waive trade secret protection and to further require informed consent by potential bidders, vendors, service providers, contractors and/or others that may engage in business with the state agencies, in order to prevent inadvertent waiver of said trade secrets and potential litigation.
 - Supporting proposed legislation updating and modernizing the Florida Business Corporation Act and other for profit and not-for-profit business entities. Supporting the creation of §702.13 Florida Statutes, providing for notice to homeowner in mortgage foreclosure action of possibility of relief under U.S. Bankruptcy Code.
 - Supporting amending Florida Statute 542.335 relating to restrictive covenants in a manner to provide exemptions to employees receiving limited compensation and to provide the court additional discretion in those same cases to interpret restrictions in a manner consistent with traditional contract rules of construction.
 - Supporting changes to Chapter 222 Florida Statutes that protect Florida residents from unintentionally assigning, pledging, or waiving rights to assets that are otherwise exempt from the legal process.
 - Supporting legislation relating to data privacy and protection, including cybersecurity, that strikes the appropriate balance between protecting personal information without placing undue restrictions on business development or unnecessarily stifling technological advancement in this state.
- Agreeing not to oppose the Elder Law Section from supporting legislation designed to discourage or prevent abuse, neglect, or exploitation of individuals, and to aid in recovery of damages to abused, exploited, or neglected individuals.
- Agreeing not to oppose the Real Property, Probate and Trust Law Section from advocating several legislative positions:

- Supporting legislation resolving technical inconsistencies and errors within Chapters 718 and 720, Florida Statutes, that have arisen due to multiple revisions of the Chapters and to provide additional clarification as to how Chapters 718 and 720 are to be applied. Supporting amendments to Section 117.201(9) clarifying that “online notarization” includes the appearance of witnesses by means of audio-visual communication technology; Section 117.285 (introductory paragraph) clarifying that supervising the witnessing of an electronic record is a notarial act and that the procedures for online notarization apply when an online notary republic supervises the witnessing of an electronic record; Section 117.285(2) clarifying that the identity of the principal must be verified when an online notary public supervises the witnessing of an electronic record; Section 117.285(5) clarifying that this subsection is only applicable to the testamentary aspects of revocable trusts and when fewer than two witnesses are physically present with the principal at the time of execution; and revising the description of documents to be consistent with Section 732.701 and Section 732.702; Section 117.285(6)(b) and Section 732.521(7) correcting erroneous cross-references contained therein; and Sections 709.2119(2)(c), 732.401(2)(e), 732.503(1), 732.703(5)(b)(3) and (4) and 747.051(1), revising the forms contained in those statutes so that the jurats or notarial certificates in those statutory forms comply with the new requirements of Section 117.05(4)(c) which became effective January 1, 2020; and to support making the amendments described herein retroactive to January 1, 2020, and making the proposed legislation effective upon becoming law.
- Supporting revisions to Sections 732.507 and 736.1105, Florida Statutes, to clarify uncertainty contained within Florida Probate Code and the Florida Trust Code, dealing with devices through will or trust to the former spouse of a decedent.
- Supporting revisions to Section 69.031, Florida Statutes, permitting personal representatives to post a fiduciary bond in lieu of the imposition of a restricted depository account. Supporting legislation to change Florida Statute § 736.1008 so that the same statute of limitations for breach of trust against a trustee applies to directors, officers, and employees acting for the trustee.
- Supporting the enactment of a new Part XV of the Florida Trust Code, entitled the “Florida Community Property Trust Act of 2021” to permit married couples to create community property in Florida by

transferring assets to a Florida Community Property Trust and to take advantage of significant income tax benefits.

- Approving the legislative consulting contract between the Workers' Compensation Section and Coverge Government Affairs of Florida, Inc.
- Adding four new programs and services to the Bar Member Benefits Program:
 - Faster Law Suite apps for Clio, which provide document management, email management and time tracking within Clio programs.
 - Fresh Meal Plan, which delivers prepared meals to customers' doors.
 - Waking Up meditation app which offers daily exercises and training.
 - Bankers Healthcare Group, which offers credit cards, consumer personal loans, and SBA loan products.
- Appointing Edrene Johnson, Dan Thompson, and Jamie Ito to the Board of Directors of Legal Services of North Florida.

7. Minutes Approval

Approval of the minutes included ratifying actions taken by the Executive Committee, including:

- On September 10, 2020, the Executive Committee voted 11-0 to endorse rule changes recommended by the Appellate Court Rules Committee in response to SB 1392, which affects the appellate jurisdiction of circuit courts and is effective January 1, 2021. The vote also approved comments and rule amendments proposed by the Appellate Court Rules Committee in response to a July 2, 2020 court opinion approving rule changes related to statutory amendments on parental/court notifications when minors seek abortions. The court on its own made changes to Appellate Rule 9.900 and requested comments within 75 days.
- On September 24, 2020, the Executive Committee voted 12-0 to approve these judicial nomination commission slates for earlier slates that were rejected by the Governor's Office and to replace a commissioner resigning from the Ninth Circuit JNC: Supreme Court JNC, Nelson C. Bellido, Miami, Timothy M. Cerio, Tallahassee, and Linda Bond Edwards, Tallahassee; Third District Court of Appeal JNC, Jose M. Ferrer, Miami, Carol C. Lumpkin, Miami, and Richard A. Malafy, Key Colony; Ninth Circuit JNC, Charles J. Ingram, Windemere, David L. Redfearn, Orlando, and Esther M. Whitehead, Orlando; 13th Circuit JNC, Pedro F. Bajo, Jr., Tampa, Victoria Cruz-Garcia, Riverview, and Anthony D. Martino, Tampa; 15th Circuit JNC, Alan Crane, Boynton Beach, Pamela H. Ryan, Riviera Beach, and Grasford Smith, West Palm Beach; and 18th Circuit JNC, Charles E. Boughman,

Longwood, Tony Hernandez III, Cocoa Beach, and Andrew B. Pickett, Melbourne.

- On October 9, 2020, the Executive Committee voted 12-0 to extend the deadline from September 30 to October 31 for when a member is considered delinquent for failure to pay membership fees and any late fee.

8. Legislation Committee Report

Chair Julia Frey presented.

Items on Final Action: Sunsetting the 2018-2020 legislative positions of the Health Law Section. The board voted without objection to approve.

Reactivation for 2020-2022 the 2018-2020 legislative positions of the Health Law Section. The board voted without objection to approve.

Bar legislative advocate Jim Daughton reported that legislative leaders will appoint committee chairs in December for the 2021 session that convenes in March. The courts face a potential \$48 million budget reduction. The courts requested \$12.5 million for next fiscal year for pandemic recovery.

9. Budget Committee Report

Chair Melissa VanSickle presented.

Items on Final Action: A \$561,000 budget amendment for capital improvement projects that were approved for FY 2019-2020 but not executed due to weather and other delays. The rollover amendment does not impact the operating budget. The board voted without objection to approve.

10. Investment Committee Report

Chair Ian Comisky presented.

Items on Final Action: Changes to Investment Policy Asset Allocations Target Asset Mix. The investment advisor recommended the change to conservatively optimize expected performance for the next seven to 10 years. The board voted without objection to approve, with board member Alice Sum abstaining.

The Long-Term Fund contained \$55.1 million on October 13, 2020, a \$3.6 million (7%) increase from July 1.

11. Program Evaluation Committee Report

Chair Brian Burgoon presented.

Items on Final Action: Proposed changes to bylaws of the Government Lawyers Section, the Real Property, Probate and Trust Law Section, and the Tax Section. The board voted without objection to approve.

Proposed Special Committee on the Examination of the Process and Procedures for Judicial Referrals of Discipline Matters. The board voted, with objection, to approve.

Items on First Reading: Chapter 6, Legal Specialization and Education Programs. No board action was required.

12. Communications Committee Report

Chair Steven Davis presented.

The committee expects to present a plan to expand advertising on the Bar website in conjunction with Budget Committee in December. The Voluntary Bar Liaison Committee is focused on helping the nearly 300 local bars get through the pandemic with monthly Zooms and a new mentoring/leadership coaching program. The Law Related Education Committee is rebranding and redesigning the #JustAdulting Legal Survival Guide to improve the navigation and design elements for a relaunch in 2021. No board action was required.

13. Probate Rules Committee Report

Vice-Chair Cady Huss presented.

Items on Final Action: Proposed amendments to 5.040 (Notice), 5.065 (Notice of Civil Action or Ancillary Administration), 5.240 (Notice of Administration), 5.425 (Disposition without Administration of Interstate Personal Property in Small Estates), 5.550 (Petition to Determine Incapacity), 5.555 (Guardianships of Minors), 5.560 (Petition for Appointment of Guardian of an Incapacitated Person), and 5.630 (Petition for Approval of Acts), in reaction to 2020 amendments to Chapters 731, 733, 736, and 744, Florida Statutes. The second matter is a correction of a rule number that was published in the Court opinion on September 3, 2020. This amendment will return Rule 5.850 to its original number 5.900. The board voted as follows: 42 to recommend acceptance, 2 to recommend rejection and no votes to recommend amendment.

14. Traffic Court Rules Committee Report

Chair Ira Karmelin presented.

Items on Final Action: Proposed Rule 6.445 (Discovery: Infractions Only). Requiring no less than the last six digits of a vehicle identification number be within the body of the citation if a motor vehicle is used to measure the speed of another vehicle. The committee also proposes amending the rule to require that a unique identification number be permanently engraved on the speed-measuring device, if the manufacturer does not already include one. The board voted as follows: 45 to recommend acceptance and no votes to recommend rejection or amendment.

15. Juvenile Court Rules Committee Report

Vice Chair Stephanie Zimmerman presented.

Items on Final Action: Pursuant to the Court's July 2, 2020 order in *In Re: Amendments to the Florida Rule of Judicial Administration 2.420, the Florida Rules of Juvenile Procedure, and Florida Rule of Appellate Procedure Form 9.90(f)—2020 Joint Fast-Track Report (Case SC20-873)*, the Juvenile Court Rules Committee submits proposed amendments that were in response to comments received after the court adopted amendments to Rule 8.805 (Comment of Proceedings), Rule 8.810 (Petition), Rule 8.820 (Hearing), and Rule 8.835 (Confidentiality of Records), Form 8.987 (Petition for Judicial Waiver of Parental Notice and Consent to or Notification of and Consent Only to Termination of Pregnancy), Form 8.988 (Sworn Statement of True Name and Pseudonym), Form 8.990 (Final Order Granting Petition for Judicial Waiver of Parental Notice and Consent to or Notice of and Consent Only to Termination of Pregnancy), Form 8.991 (Final Order Dismissing Petition for Judicial Waiver of Parental Consent to or Notice of and Consent or Consent Only to Termination of Pregnancy), and Form 8.992 (Minor's Petition to Chief Judge to Require a Hearing on her Petition for Judicial Waiver of Consent or Notice and Consent or Consent Only). The board voted as follows: 44 to recommend acceptance and no votes to recommend rejection or amendment.

16. Rule of Judicial Administration Committee Report

Chair Michael Korn presented.

Items for Final Action: The Rules of Judicial Administration Committee's proposed rules and amendments to keep up with the electronic filing, electronic documents, and electronic services technology that are now before the Court in *In Re: Amendments to Florida Rules of Judicial Administration and Florida Rules of Criminal Procedure 3.20 – Electronic Filing and Services, SC19-2163*. Several comments were received in reaction to the Court's publication; several amendments are proposed in reaction to the comments received: Rule 2.511 (Florida Courts E-Filing Portal), Rule 2.515 (Signature Certificates of Attorneys and Parties Representations to Court), Rule 2.516 (Service of Pleadings and Documents), and Rule 2.525 (Electronic Filing). After discussion, the board voted as follows: 21 to recommend rejection, 18 to recommend acceptance, and 3 to recommend amendment.

17. Appellate Court Rules Committee Report

Liaison Amy Farrior presented.

Items on Final Action: Proposed amendments to Florida Rule of Appellate Procedure 9.130 based on two referrals from the Supreme Court. On July 6, 2020, John Tomasino, Clerk of the Supreme Court, wrote a letter to the Committee Chair at the direction of the Court. The Court requested that the Committee “propose rule amendments [to Rule 9.130] to provide for the interlocutory appeal of nonfinal orders granting or denying leave to amend a complaint to assert a claim for punitive damages.” The board voted as follows: 33 to recommend acceptance, 2 to recommend rejection and no votes to recommend amendment.

Proposed Amendment to Florida Rule of Appellate Procedure 9.020(h) based on a recommendation from a Florida Bar member. On March 18, 2020, attorney Paul Regensdorf emailed then chair Tom Hall regarding a potential rule amendment. He asked the Committee to consider adding the Florida Rule of Civil Procedure 1.535 remittitur/additur motion to the authorized motions that are designated as ones that toll rendition (of an order) in Florida Rule of Appellate Procedure 9.020(h). The board voted as follows: 39 to recommend acceptance, 1 to recommend rejection and no votes to recommend amendment.

18. Citizens Advisory Committee Report

Chair Paige Greenlee presented.

President Dori Foster-Morales hosted a social event with committee members on October 21, 2020, via Zoom. The committee conducted a voter education campaign from August -- November for judicial and merit retention elections. During their October 22, 2020 meeting, the committee participated in a virtual town hall with President Dori Foster-Morales regarding the COVID-19 pandemic and provided input on how The Florida Bar and its members could assist their communities during and after the pandemic.

19. Rules Committee Report

Chair Gregory Weiss presented.

Items on First Reading: Proposed Amendments to Rule 4-5.8 Procedures for Lawyers Leaving Law Firms and Dissolution of Law Firms. Adds to Comment “Nothing in this rule changes a lawyer’s obligation under Rule 4-5.6 regarding restrictions on a lawyer’s right to practice.”

Proposed Amendments to Bylaw 2-8.1 Establishment and Appointment of Committees. Adds the Professional Ethics Committee and Standing Committee on Advertising as committees not subject to appointment under the rule.

Proposed Amendment to Bylaw 2-9.4 Ethics. Adds new subdivision that the Supreme Court appoints Professional Ethics Committee members.

Proposed new Bylaw 2-11.1 Writing and Signatures. Includes definitions of writing and signatures that allows for electronic writings and signatures. Amendments to Rule 15-2.1 Membership and Terms (Court Appointments). Adds that appointments are made by the Supreme Court with the advice of the Bar's president or president-elect. No board action was required.

20. Civil Procedure Rules Committee Report

Liaison Gregory Weiss Presented.

Pursuant to Florida Rules of Judicial Administration 2.140(b), the Civil Procedure Rules Committee proposes amendments to Florida Rules of Civil Procedure 1.280 (General Provisions Governing Discovery) and 1.340 (Interrogatories to Parties). The amendments were made to alleviate confusion when responding to parties' requests for discovery. The board voted as follows: 44 to recommend acceptance, 1 to recommend rejection and no votes to recommend amendment.

21. Family Law Rules Committee Report

Liaison Richard Nail presented.

Pursuant to Florida Rules of Judicial Administration 2.140(b), the Family Law Rules Committee proposes amendments to Florida Rules of Family Law Procedure 12.410 (Subpoena). The amendments were made after a request of a Bar member to match Rule 12.410 with Florida Rule of Civil Procedure 1.410 (Subpoena). The board voted as follows: 46 to recommend acceptance, 1 to recommend rejection and no votes to recommend amendment.

22. Board Review Committee on Professional Ethics Report

Chair Michael Orr presented.

Items for Final Action: Advertising Appeal 20-02534: The Board Review Committee on Professional Ethics voted 7-3 to recommend that the board affirm the Standing Committee on Advertising decision that statements in the billboard in file 20-2534 "SettleForFree.com" "Don't pay 30-40% attorney's fees" and "0% fee" are misleading under Rule 4-7.13(a) because they omit the material information that: the representation is limited in scope; the client matter must meet specific parameters to be accepted by the advertising law firm; prospective clients who do not meet the parameters are referred to another law firm that charges fees and divides fees with the advertising law firm; accepted clients pay no fee only if the case settles within 90 days, after which the advertising law firm refers the case to another law firm that charges fees and divides the fees with the advertising firm; and the advertising law firm charges an hourly fee plus costs to those clients whose cases do not settle within 90 days who obtain a recovery in the case represented by

a law firm that does not divide fees with the advertising law firm. The board voted to approve the recommendation on a voice vote with objection.

Advertising Appeal 20-03092 and 20-03093: The Board Review Committee voted 11-0 to recommend that the Board of Governors reverse the Standing Committee on Advertising decision and instead find that statements made by the announcer in television infomercials in files 20-03092 and 20-03093 that a book about personal injury by the advertising law firm is “a great way to get a base level of knowledge,” is a “wonderful book,” has “great information,” is a “wonderful guide” for car accident victims and is “very valuable” do not violate Rule 4-7.13(b)(3) of the Rules Regulating The Florida Bar, which prohibits advertisements from using “words and phrases the characterize a lawyer’s or law firm’s skills, experience, reputation or record, unless such characterization is objectively verifiable,” because the statements were qualitative statements about the content of the book and therefore not about the lawyer or legal services. The board voted to approve the recommendation on voice vote with objection.

23. Disciplinary Procedure Committee Report

Chair Ronald Ponzoli presented.

Items on First Reading: Proposed amendments to Rule 3-2.1 Generally. Reorders and re-letters subdivisions so that the definitions are in alphabetical order.

Proposed Amendments to Florida Standards for Imposing Lawyer Sanctions 3.2 Aggravation. Adds a new subdivision (b)(12) failure to complete a practice and professionalism enhancement program required as part of a diversion to the list of aggravating factors. No board action was required.

24. Board Technology Committee Report

Chair Jay Kim presented.

The committee and subcommittees have met weekly for the past 10 weeks. A subcommittee has recommended an education campaign regarding the risks of using free email services. A subcommittee in December will propose uniform guidelines for remote proceedings. A subcommittee will present software companies with Bar member suggestions for enhancing teleconferencing platforms. A subcommittee is recruiting vendors for an IT hotline for lawyers. No board action was required.

25. Young Lawyers Division Report

President Adam White presented.

The Affiliate Outreach Conference will be conducted virtually February 6, 2021. A #YLDIsMe campaign video launches October 27. The YLD is maintaining a website to recruit lawyers and match them with law school graduates participating in a temporary supervised practice program. No board action was required.

26. COVID-19 Pandemic Recovery Task Force Report

Chair Michael Tanner presented.

The taskforce meets every other week and issues status reports.

President Dori Foster-Morales appointed a new member, Cory Brandfon, chair of the Family Law Rules Committee, to the taskforce. The COVID-19 Information and Resource webpage is constantly updated and a valuable resource. The taskforce is promoting remote jury trial pilot programs. A Trial Lawyers Section white paper recommending solutions for the case backlog was forwarded to the Supreme Court Work Group and the Trial Court Budget Commission. A Post-Pandemic Remote Proceedings Subcommittee will recommend proceedings that should remain virtual or conducted in person. The Section Outreach Subcommittee will confirm that section leaders have been consulted. A subcommittee will study the post-pandemic future of the legal profession.

27. President's Report

President Foster-Morales thanked board members and Bar staff for working diligently to respond to the pandemic, and Board Member Renée Thompson for overseeing the Virtual Town Halls. The town halls reached 2,581 participants in 20 judicial circuits over 50 days. The effort included 20 board member coordinators, 146 panelists, 37 judges, 79 voluntary bar association representatives, 15 Young Lawyers Division board members, three trial court administrators, one state attorney-elect and one public defender-elect. Board members are encouraged to attend meetings with Young Lawyer Division board members. The Annual Meeting is scheduled for June 8-12 at the Orlando Bonnet Creek. Board members should prepare to discuss access to justice at the November 16 interim meeting.

28. Executive Director's Report

Executive Director Joshua Doyle reported that the Bar has reconfigured hiring procedures to include panel interviews, skills-based testing and standardized testing to eliminate bias. The Agency for Persons with Disabilities recognized The Florida Bar for its hiring practices. The Bar is reconfiguring its training regime to include hard and soft skills and enrichment. The Bar is reviewing its administrative personnel policies and revising its ethics policies.

29. Time and Place of Next Meeting

There being no further business before the board, President Dori Foster-Morales adjourned the meeting at 12:59 p.m. The next board meeting will convene virtually November 16.

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