

City of Miami

City Hall
3500 Pan American Drive
Miami, FL 33133
www.miamigov.com



Meeting Minutes

Tuesday, August 2, 2016

10:00 AM

Simpson Park, 5 SW 17th Road, Miami, FL 33129

Civil Service Board

*Lillie Harris, Chairperson
Vishwani Ramlal, Chief Examiner
Michael Dames, Board Member
Travis Lindsey, Board Member
Troy Sutton, Board Member*

PLEDGE OF ALLEGIANCE

The meeting was called to order at 10:14 am, with the Pledge of Allegiance. At commencement of the meeting, attendance was as follows:

Present: Member Dames, Chief Examiner Ramlal and Member Lindsey

Absent: Chairperson Harris and Member Sutton

Chief Examiner Ramlal chaired the meeting.

ADOPTION OF TODAY'S AGENDA

Chair Ramlal asked if there were any revisions to the Agenda. Hearing none, a motion to adopt the Agenda as printed was considered and resulted as follows:

Motion by Member Lindsey, seconded by Member Dames, to APPROVE. PASSED by the following vote.

Aye: Lindsey, Ramlal and Dames

A. APPROVING THE MINUTES OF:

Regular Meeting of July 19, 2016.

Motion by Member Lindsey, seconded by Member Dames, to APPROVE. PASSED by the following vote.

Aye: Lindsey, Ramlal and Dames

B. PERSONNEL MATTERS**C. MILITARY LEAVES OF ABSENCE****D. DISCIPLINARY MATTERS**

D.1 Copy of a letter from Chief Rodolfo Llanes, Director, Department of Police, notifying Angela Glass, Emergency Dispatcher Supervisor, of her 8-hour suspension, effective July 20, 2016 and a copy of a request to appeal from Osnat K. Rind, Attorney on behalf of EDS Glass. A hearing has been scheduled for November 22, 2016. (NOTIFICATION)

NOTIFIED

D.2 Copy of a letter from Chief Rodolfo Llanes, Director, Department of Police, notifying Sonia Fernandez, Police Officer, of her 40-hour suspension, effective July 18, 2016. (NOTIFICATION)

NOTIFIED

D.3 Copy of a letter from Chief Rodolfo Llanes, Director, Department of Police, notifying Antonio Hibbert, Police Officer, of his 10-hour forfeiture, effective July 19, 2016. (NOTIFICATION)

NOTIFIED

D.4 Copy of a letter from Chief Rodolfo Llanes, Director, Department of Police, notifying Stephanie Rubio, Police Officer, of her 10-hour suspension, effective July 31, 2016. (NOTIFICATION)

NOTIFIED

D.5 Copy of a letter from Chief Rodolfo Llanes, Director, Department of Police, notifying Richard Efrece, Police Officer, of his 10-hour forfeiture, effective July 20, 2016. (NOTIFICATION)

NOTIFIED

D.6 Copy of a letter from Chief Rodolfo Llanes, Director, Department of Police, notifying Cedric Philippe, Police Officer, of his 10-hour forfeiture, effective July 15, 2016. (NOTIFICATION)

NOTIFIED**E. GENERAL ITEMS****F. REPORTS**

F.1 Pending Hearings as of August 2, 2016. (NOTIFICATION)

PRESENTED**G. REQUESTS FOR HEARINGS****H. TODAY'S HEARINGS**

H.1 Grievance hearing on behalf of Suzann Nicholson, Code Compliance Inspector, pursuant to Civil Service Rule 16.2, concerning an alleged violation of Rule 5.4 - Disqualification.

The Board entered into the scheduled Grievance hearing, on behalf of Suzann Nicholson, pursuant to Civil Service Rule 16.2, alleging a violation of Civil Service Rule 5.4 - Disqualification. This hearing concerned her disqualification determination, for the recent recruitment for the Customer Service Supervisor classification.

The Grievant was represented by Attorney Holly E. Van Horsten, of Phillips, Richard & Rind, P.A. The Department of Human Resources was represented by Assistant City Attorney Barbara Diaz, of the City of Miami Office of the City Attorney.

Witnesses testifying on behalf of the Grievant were:

1. *Suzann Nicholson, Grievant. Questions were posed to witness Nicholson by Members Ramlal, Lindsey and Dames*

The Grievant rested.

Witnesses testifying on behalf of the Department were:

1. *Sandra Novas, Sr. Human Resources Generalist, Department of Human Resources. Questions were posed to witness Novas by Members Ramlal and Dames.*
2. *Asseline Hyppolite, Employment Supervisor, Department of Human Resources. Questions were posed to witness Hyppolite by Member Ramlal.*

The Department rested.

Both sides presented closing arguments. Following Board discussion, in accordance with Rule 16.2, the following motions were considered:

A motion that there was a violation of Rule 5.4 by the Department of Human Resources, resulted as follows:

Motion by Member Dames, seconded by Member Lindsey, that this matter be APPROVED. PASSED by the following vote.

Aye: Lindsey, Ramlal and Dames

Following approval of the previous motion, the Board entered into discussion on a recommended remedy for the City Manager to consider. A motion to recommend that Ms. Nicholson be placed on the existing Eligible Register for the Customer Service Supervisor classification, resulted as follows:

Motion by Member Dames, seconded by Member Lindsey, to APPROVE. PASSED by the following vote.

Aye: Lindsey, Ramlal and Dames

ADJOURNMENT:

Breaks were taken between 11:05am - 11:09am, and 11:55am - 12:00pm. The meeting adjourned at 1:40pm, on the following motion:

Motion by Member Lindsey, seconded by Member Dames, to APPROVE. PASSED by the following vote.

Aye: Lindsey, Ramlal and Dames

SIGNATURE:

Lillie Harris, Chairperson

ATTEST:

Tishria L. Mindingall, Executive Secretary