

# **City of Miami**

*City Hall  
3500 Pan American Drive  
Miami, FL 33133  
[www.miamigov.com](http://www.miamigov.com)*



## **Meeting Minutes**

**Tuesday, June 21, 2016**

**10:00 AM**

**Commission Chambers**

## **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 10:02 am, with the Pledge of Allegiance. At commencement of the meeting, attendance was as follows:*

**Present:** Member Dames, Chairperson Harris, Chief Examiner Ramlal, Member Sutton and Member Lindsey

**ADOPTION OF TODAY'S AGENDA**

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

**Aye:** Lindsey, Ramlal, Chairperson Harris, Sutton and Dames

**A. APPROVING THE MINUTES OF:**

Regular Meeting of June 7, 2016.

**Motion by Chief Examiner Ramlal, seconded by Member Lindsey, to APPROVE. PASSED by the following vote.**

**Aye:** Lindsey, Ramlal, Chairperson Harris, Sutton and Dames

**B. PERSONNEL MATTERS**

- B.1** Copy of a memorandum from Chief Maurice Kemp, Director, Department of Fire-Rescue, requesting to extend the probationary period of Andry Fuentes, Firefighter, for 6 additional months beyond July 5, 2016. (DISCUSSION)

*Following appearances by the employee and statements by Member Sutton, the Board entered a motion to approve the probation extension as requested, which resulted as follows:*

**Motion by Member Sutton, seconded by Chief Examiner Ramlal, that this matter be APPROVED. PASSED by the following vote.**

**Aye:** Lindsey, Ramlal, Chairperson Harris, Sutton and Dames

- B.2** Copy of a memorandum from Chief Maurice Kemp, Director, Department of Fire-Rescue, requesting to extend the probationary period of Stephanie M. Plotka, Firefighter, for 6 additional months beyond June 1, 2016. Deferred from the meeting of June 7, 2016.(DISCUSSION)

*Following appearances by the employee and statements by Members Sutton and Dames, and Chair Harris, the Board entered a motion to approve the probation extension as requested, which resulted as follows:*

**Motion by Chief Examiner Ramlal, seconded by Member Sutton, that this matter be APPROVED. PASSED by the following vote.**

**Aye:** Lindsey, Ramlal, Chairperson Harris, Sutton and Dames

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

- D.1 Copy of a letter from Chief Rodolfo Llanes, Director, Department of Police, notifying Adrian Rodriguez, Police Officer, of his termination, effective June 10, 2016. (NOTIFICATION)

**NOTIFIED**

**E. GENERAL ITEMS**

- E.1 Civil Service Board's Calendar (DISCUSSION)

*Chair Harris reminded the members that the Commission Chambers was being renovated in August and they would need to discuss whether to cancel the August meetings, or find a suitable alternate location. Members stated that they would prefer trying to find alternate locations, in order to ensure accessibility to the public, and to disrupt the hearing schedule as little as possible. Board members and attorneys indicated their availability for hearings on particular meeting dates, and meeting locations were suggested. Chair Harris confirmed that staff would follow up with those on the hearing schedule, and advise all of the meeting locations, once secured.*

*Following discussion, the Board considered a motion to have staff research alternate meeting locations or reschedule hearings as noted, which resulted as follows:*

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

**Aye:** Lindsey, Ramlal, Chairperson Harris, Sutton and Dames

- E.2 Notice of withdrawal from Osnat K. Rind, Attorney, on behalf of Marina Novaes, Planner II, concerning an Investigation hearing, pursuant to Civil Service Rule 16.1, alleging an Abuse of Power from Luciana Gonzalez, Assistant Director, Planning & Zoning, Department of Building, Planning & Zoning. (NOTIFICATION)

Case will be considered withdrawn and removed from the Board's docket.

**NOTIFIED**

- E.3 Request to postpone the Grievance hearing pursuant to Civil Service Rule 16.1 and 16.2, from Osnat K. Rind, Attorney on behalf of all affected employees, alleging violations of Section 36 of the Charter and Rules 14.2 (b), (h), (l), (k), and (r). (DISCUSSION)

*Attorney Rind appeared before the Board and advised that the parties have met and have another meeting scheduled for the end of the month, in order to work out an agreement. She asked if the Board would continue the matter and reschedule it for July 19, 2016, in case the discussions are not successful.*

*Following discussion, the Board considered a motion to GRANT the Continuance and reschedule the hearing to the meeting of July 19, 2016, which resulted as follows:*

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

**Aye:** Lindsey, Ramlal, Chairperson Harris, Sutton and Dames

**F. REPORTS**

F.1 Pending Hearings as of June 21, 2016. (NOTIFICATION)

**PRESENTED**

F.2 Copy of a Report from the Chief Examiner, concerning the preliminary investigation on behalf of Ana Valdeon and Ulisses Garcia, alleging a violation of Civil Service Rule 5.4 - Disqualification and Section 36 of the City's Charter, as it relates to their ineligibility determination for the classification of Sanitation Inspector II. (DISCUSSION)

**ITEM ADDITION**

*Chief Examiner Ramlal summarized her Report, including the investigation methodology, process, findings and recommendations. Chair Harris asked if either side wished to comment on the Report.*

*Osnat K. Rind, Attorney on behalf of the employees, appeared before the Board and offered her thanks for the conduct of a thorough and fair investigation, as well as her support of the recommendations, in particular, that the F.A.C.E. Certificate not be considered a "requirement", as it is not necessary in order to perform the duties of the job. Sean Moy, President, AFSCME, Local 1907, appeared before the Board and advised that he took the course and found that it is about code enforcement procedures, not sanitation inspection procedures, and the roles of the inspectors are not the same.*

*Amy Klose, Director, Department of Human Resources, appeared before the Board and concurred with the findings and recommendations. She further advised that the F.A.C.E. Certificate training and examination are paid for by the City and offered to all departmental employees, though she will certainly speak with the department director regarding modifying the "requirements" and the "preferences" in the job specifications.*

*Member Sutton recommended adding the Certification as a requirement prior to the employee being made permanent to the other recommendations in the Report, which the Chief Examiner accepted.*

*Board members thanked Chief Examiner Ramlal for doing an excellent job handling her first investigation.*

*Following discussion, the Board considered a motion to accept the report of the Chief Examiner without further action, which resulted as follows:*

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

**Aye:** Lindsey, Ramlal, Chairperson Harris, Sutton and Dames

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

H.1 Grievance hearing pursuant to Civil Service Rule 16.1 and 16.2, from Osnat

K. Rind, Attorney on behalf of all affected employees, alleging violations of Section 36 of the Charter and Rules 14.2 (b), (h), (l), (k), and (r).

**CONTINUED at today's meeting.**

**H.2**

Hearing of appeal on behalf of Nathalie Lanau, Police Officer concerning her 80-hour suspension, effective June 4, 2015.

*Barbara Diaz, Assistant City Attorney, appeared before the Board and relayed that the Settlement Agreement had been drafted and was awaiting signatures. Without objection, Chair Harris directed that the matter be carried over to the July 19, 2016 Agenda for Board consideration.*

**CONTINUED pending submission of the Settlement Agreement.**

## **ADJOURNMENT**

*A break was taken between: 10:55 am - 11:00 am. There being no further business before the Board, a motion was entered to adjourn the meeting at 11:10 am, which resulted as follows:*

**Motion by Member Sutton, seconded by Chief Examiner Ramlal, to APPROVE.  
PASSED by the following vote.**

**Aye:** Lindsey, Ramlal, Chairperson Harris, Sutton and Dames

## **SIGNATURE:**

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**Lillie Harris, Chairperson**

## **ATTEST:**

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**Tishria L. Mindingall, Executive Secretary**