

City of Miami

*3500 Pan American Drive
Miami, FL 33133
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Meeting Minutes

Tuesday, October 03, 2017

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 10:04 AM, with the Pledge of Allegiance. Following the Pledge, the Board called for a moment of silence. At commencement of the meeting, all members were in attendance.

| Attendee Name | Title | Status |
|-----------------|----------------|---------|
| Lillie Harris | Chairperson | Present |
| Vishwani Ramlal | Chief Examiner | Present |
| Michael Dames | Board Member | Present |
| Travis Lindsey | Board Member | Present |
| Troy Sutton | Board Member | Present |

ADOPTION OF AGENDA

Chair Harris 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:

| | |
|-----------|--|
| RESULT: | APPROVED [UNANIMOUS] |
| MOVER: | Vishwani Ramlal |
| SECONDER: | Travis Lindsey |
| AYES: | Harris, Ramlal, Dames, Lindsey, Sutton |

A. APPROVING OF THE MINUTES

A.1 Civil Service Board - Regular Meeting - August 22, 2017

A motion was entered to approve the Minutes as presented, which resulted as follows:

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| RESULT: | APPROVED [UNANIMOUS] |
| MOVER: | Vishwani Ramlal |
| SECONDER: | Travis Lindsey |
| AYES: | Harris, Ramlal, Dames, Lindsey, Sutton |

B. PERSONNEL MATTERS

B.1 Copy of a memorandum from Ronald L. Papier, Assistant Chief, Department of Police, requesting an extension of probationary period of Silvia Mirabal, Emergency Dispatcher, three (3) additional months beyond October 4, 2017. (DISCUSSION)

Following appearances by the employee and Qiana Sanders-Bell, Department of Police, the Board entered a motion to GRANT the extension as requested, which resulted as follows:

Motion by Member Sutton, seconded by Member Dames, that this matter be Approved, passed by the following vote:

| | |
|-------|--|
| AYES: | Harris, Ramlal, Dames, Lindsey, Sutton |
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B.2 Copy of a memorandum from Ronald L. Papier, Assistant Chief, Department of Police, requesting an extension of probationary period of Marjorie Mendoza, Emergency Dispatcher, three (3) additional months beyond September 12, 2017. (DISCUSSION)

Following appearances by the employee and Qiana Sanders-Bell, Department of Police, the Board entered a motion to GRANT the 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:

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| AYES: | Harris, Ramlal, Dames, Lindsey, Sutton |
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B.3 Copy of a memorandum from Ronald L. Papier, Assistant Chief, Department of Police, requesting an extension of probationary period of Shaakiera Thompson, Emergency Dispatcher, three (3) additional months beyond September 27, 2017. (DISCUSSION)

Following appearances by the employee and Qiana Sanders-Bell, Department of Police, the Board entered a motion to GRANT the extension as requested, which resulted as follows:

Motion by Chief Examiner Ramlal, seconded by Member Lindsey, that this matter be Approved, passed by the following vote:

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| AYES: | Harris, Ramlal, Dames, Lindsey, Sutton |
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B.4 Copy of a memorandum from Ronald L. Papier, Assistant Chief, Department of Police, requesting an extension of probationary period of Janeika Bethall (Forbes), Emergency Dispatcher, three (3) additional months beyond September 11, 2017. (DISCUSSION)

Following appearances by the employee and Qiana Sanders-Bell, Department of Police, the Board entered a motion to GRANT the extension as requested, which resulted as follows:

Motion by Chief Examiner Ramlal, seconded by Member Lindsey, that this matter be Approved, passed by the following vote:

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| AYES: | Harris, Ramlal, Dames, Lindsey, Sutton |
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B.5 Copy of a memorandum from Ronald L. Papier, Assistant Chief, Department of Police, requesting an extension of probationary period of Tomas Hernandez, Police Officer, for three (3) additional months beyond September 8, 2017. (DISCUSSION)

Following appearances by the employee and Qiana Sanders-Bell, Department of Police, the Board entered a motion to GRANT the extension as requested, which resulted as follows:

Motion by Chief Examiner Ramlal, seconded by Member Lindsey, that this matter be Approved, passed by the following vote:

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| AYES: | Harris, Ramlal, Dames, Lindsey, Sutton |
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B.6 Copy of a memorandum from Jose S. Camero, Director, Building Department, requesting an extension of probationary period of Rene Rodil, Information Clerk, for six

(6) additional months beyond October 31, 2017. (DISCUSSION)

Following appearances by the employee and Jose Camero, Director, and Eureca Coulanges, Building Services Assistant, IV, both of the Department of Building, the Board entered a motion to GRANT the extension as requested, which resulted as follows:

Motion by Chief Examiner Ramlal, seconded by Member Lindsey, that this matter be Approved, passed by the following vote:

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| AYES: Harris, Ramlal, Dames, Lindsey, Sutton |
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B.7 Copy of a memorandum from Angela Roberts, Director, Department of Human Resources, requesting an extension of probationary period of Erica M. Bermudez, Human Resources Technician I, for six (6) additional months beyond September 26, 2017. (DISCUSSION)

Ricardo Martinez, Assistant Director, Department of Human Resources, appeared before the Board and advised that Ms. Bermudez was not present; however, she had signed a Concurrence Memo agreeing to the extension. Following discussion, the Board entered a motion to GRANT the extension as requested, which resulted as follows:

Motion by Member Sutton, seconded by Member Lindsey, that this matter be Approved, passed by the following vote:

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| AYES: Lillie Harris, Vishwani Ramlal, Travis Lindsey, Troy Sutton |
| NAYS: Michael Dames |

C. MILITARY LEAVES OF ABSENCE

C.1 Brandon Bencosme, Police Officer, requests re-employment as a Police Officer, following his return from Military Leave. Copy of his documentation indicating Honorable Discharge submitted. (DISCUSSION)

Motion by Chief Examiner Ramlal, seconded by Member Dames, that this matter be Approved, passed by the following vote:

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| AYES: Harris, Ramlal, Dames, Lindsey, Sutton |
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C.2 Marvin Bravo, Police Officer, requests State active duty military leave without pay from September 11, 2017 through indefinite period. Copies of Orders submitted. (NOTIFICATION)

D. DISCIPLINARY MATTERS

D.1 Copy of a letter from Daniel J. Alfonso, City Manager, notifying Rico Johnson, Laborer I, of his termination, effective September 13, 2017 and a copy of a request to appeal from Rico Johnson. (NOTIFICATION)

- D.2 Copy of a memorandum from Captain Niurge Aragon, Executive Officer to the Fire Chief, Department of Fire-Rescue, notifying Gustavo Alzate, Firefighter, of the Chief's decision to rescind his 96-hour suspension, effective February 16, 2016 per arbitration. (NOTIFICATION)
- D.3 Copy of a letter from Vanessa Acosta, Director, NET Department, notifying Fred Hudson, Waste Collector/Garbage, of his five (5) day suspension, effective August 21, 2017. (NOTIFICATION)
- D.4 Copy of a letter from Vanessa Acosta, Director, NET Department, notifying Vernon Smith, Waste Collector/Garbage, of his five (5) day suspension, effective August 21, 2017. (NOTIFICATION)
- D.5 Copy of a letter from Chief Rodolfo Llanes, Director, Department of Police, notifying Shantera Williams, Emergency Dispatcher, of her 8-hour suspension, effective September 29, 2017. (NOTIFICATION)
- D.6 Copy of a letter from Chief Rodolfo Llanes, Director, Department of Police, notifying George Narino, Police Officer of his 10-hour forfeiture, effective August 29, 2017. (NOTIFICATION)
- D.7 Copy of a letter from Chief Rodolfo Llanes, Director, Department of Police, notifying John Hinson, Police Officer of his 160-hour suspension, effective September 4, 2017. (NOTIFICATION)

E. GENERAL ITEMS

- E.1 Copy of a Joint Request for a Continuance from Charles Mays, Attorney and Kevin Jones, Assistant City Attorney, concerning the Hearing of Sandy Dorsainvil, Cultural Arts Center Manager (former). The hearing is scheduled for today. (DISCUSSION)

Mr. Jones and Mr. Mays appeared before the Board and advised that they were making a Joint Request for Continuance. They further asked that the scheduling of this hearing be held in abeyance until the State Attorney's Office has concluded its investigation. Questions were posed by Member Dames. Following discussion, a motion to grant the continuance resulted as follows:

Motion by Member Sutton, seconded by Member Dames, that this matter be Approved, passed by the following vote:

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| AYES: Harris, Ramlal, Dames, Lindsey, Sutton |
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F. REPORTS

- F.1 Copy of a Report from Vishwani Ramlal, Chief Examiner, concerning the Investigation on behalf of Osnat K. Rind, Attorney, concerning the position of the Assistant to the Executive Secretary (vacant Civil Service Office Position). (DISCUSSION)

Member Ramlal discussed the history of the request and the results of the investigation, then reviewed her recommendations. The Board members thanked Member Ramlal for the report. Attorney Rind and Assistant City Attorney Diaz provided opinions regarding the content and recommendations in the report. Questions were posed by Members Dames, Sutton and Lindsey.

Following discussion, the Board moved to Accept the Report with one revision, which is to the first recommendation. The recommendation will read as follows: "The filling of the position should be revisited in January 2018 allowing both parties the opportunity to come to an agreement on the pending settlement."

The motion on the floor resulted as follows:

Motion by Member Sutton, seconded by Member Dames, that this matter be Approved, passed by the following vote:

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| AYES: | Harris, Ramlal, Dames, Lindsey, Sutton |
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F.2 Pending Hearings as of October 3, 2017. (NOTIFICATION)

G. REQUESTS FOR HEARINGS

H. TODAY'S HEARINGS

H.1 Hearing of Appeal on behalf of Sandy Dorsainvil, former Cultural Arts Center Manager, concerning her Termination, effective April 4, 2016.

Hearing was continued at today's meeting.

ADJOURNMENT:

Breaks were taken at: 10:31-10:37 AM. There being no further business before the Board, a motion was entered to adjourn the meeting at 12:30 PM, which resulted as follows:

Motion by Member Lindsey, seconded by Member Sutton, that this matter be Approved, passed by the following vote:

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| AYES: | Lillie Harris, Vishwani Ramlal, Travis Lindsey, Troy Sutton |
| NAYS: | Michael Dames |

SIGNATURE:

Lillie Harris, Chairperson

ATTEST:

Tishria L. Mindingall, Executive Secretary