

City of Miami

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



Meeting Minutes

Tuesday, January 09, 2018

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 10:07 AM, with the Pledge of Allegiance. At commencement of the meeting, attendance was as follows:

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
MOVER:	Vishwani Ramlal
SECONDER:	Travis Lindsey
AYES:	Harris, Ramlal, Dames, Lindsey, Sutton

A. APPROVING OF THE MINUTES**A.1 Civil Service Board - Regular Meeting - December 12, 2017**

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

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

AYES:	Harris, Ramlal, Dames, Lindsey, Sutton
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B. PERSONNEL MATTERS**B.1** Copy of a memorandum from Jorge R. Colina, Assistant Chief, Department of Police, requesting an extension of probationary period of Vanessa Garcia, Police Officer, for six (6) additional months beyond April 5, 2018. (DISCUSSION)

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

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

AYES: Harris, Ramlal, Dames, Lindsey, Sutton

- B.2** Copy of a memorandum from Angela Roberts, Director, Department of Human Resources, confirming the request of Christine Hwa Tibbs, Assistant to the Assistant City Manager, to return to her former classification of Hearing Boards Coordinator, effective January 8, 2018. (NOTIFICATION)

C. MILITARY LEAVES OF ABSENCE

D. DISCIPLINARY MATTERS

- D.1** Copy of a letter from Chief Joseph Zahralban, Director, Department of Fire-Rescue, notifying Christopher B. Manresa, Firefighter, of a 24-hour suspension, effective March 29, 2016 and a notice rescinding the discipline. (NOTIFICATION)
- D.2** Copy of a letter from Chief Joseph Zahralban, Director, Department of Fire-Rescue, notifying Bruno Fernandini, Firefighter, of a 24-hour suspension, effective March 29, 2016 and a notice rescinding the discipline. (NOTIFICATION)

E. GENERAL ITEMS

- E.1** Third District Court of Appeal Opinion concerning the matter of City of Miami vs. Jean Marie Jean-Phillipe, Police Officer (terminated). (NOTIFICATION)
- E.2** Third District Court of Appeal Opinion concerning the matter of City of Miami vs. Larry Hagan, Police Officer (terminated). (NOTIFICATION)
- E.3** Copy of a Settlement between the City of Miami and Nicole Sweet, Emergency Dispatcher, concerning her Appeal hearing (CSB #17-13D), relative to her 40-hour suspension, effective June 11, 2017. (NOTIFICATION)

Hearing of Appeal has been closed and removed from the Board's docket.

- E.4** Copy of a Settlement between the City of Miami and Rico Johnson, Laborer I, concerning his Appeal hearing (CSB #17-20D), relative to his termination, effective September 13, 2017. (NOTIFICATION)

Hearing of Appeal has been closed and removed from the Board's docket.

E.5 Findings of Fact concerning the Hearing of Appeal on behalf of Angela Glass, Emergency Dispatcher, concerning her 40-hour suspension, effective December 5, 2016. (DISCUSSION)

Following a brief meeting of the attorneys, and discussion before the Board, a motion was entered to ACCEPT the Findings as amended, which resulted as follows:

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

AYES:	Harris, Ramlal, Dames, Lindsey, Sutton
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E.6 Chief Examiner's Report concerning the position of the Assistant to the Executive Secretary (vacant Civil Service Office Position). (DISCUSSION)

Member Ramlal reminded the Board of the recommendations in her Report, and that the Board agreed to address this matter at today's meeting, giving the parties time to come to some resolution.

Osnat Rind, Attorney on behalf of AFSCME, Local 1907, appeared before the Board and opined that the Union believes that it would be denied a position, which is why they filed the request to the Board. She went on to say that they are awaiting a meeting with the city manager, who should be appointed at the Commission meeting on January 11, 2018, and would ask that the Board continue discussion of this matter until after that time.

The Executive Secretary advised that though the title of Administrative Assistant II is on the "position conversion list" agreed to in 2016, for most positions citywide, the position in question was and still is in the Unclassified service, as are all of the positions within the Office.

Chair Harris reminded the Board that the purpose of the Board and her concern in particular is to protect the merit-based system.

Attorney Rind and Barbara Diaz, Assistant City Attorney, provided historic and related background information regarding the grievance hearing currently pending on the Board's docket. The Board was advised that there has been no movement on agreement concerning the AFSCME issue.

The Board continued to discuss the matter, posing questions in turn to the attorneys, special counsel and the executive secretary.

Following additional discussion, the Board entered a motion to recommend to the Department of Human Resources, that the job specification for the position be revised to allow an Associate's degree as the minimum educational requirement, which resulted as follows:

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

AYES:	Harris, Ramlal, Dames, Lindsey, Sutton
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The Board entered a second motion to recommend appointment of Tameka Jackson to the position of Assistant Executive Secretary, which resulted as follows:

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

AYES: Harris, Ramlal, Dames, Lindsey, Sutton

F. REPORTS

F.1 The 2018 Annual Board Report to the City Commission. (DISCUSSION)

The Board asked questions concerning the budget portion of the Report, to which the Executive Secretary responded. Following discussion, the Board entered a motion to APPROVE the 2017 Annual Report, which resulted as follows:

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

AYES: Harris, Ramlal, Dames, Lindsey, Sutton

F.2 Pending Hearings as of January 9, 2018. (NOTIFICATION)

G. REQUESTS FOR HEARINGS

H. TODAY'S HEARINGS

H.1 Hearing of Appeal on behalf of Rico Johnson, Laborer I, concerning his termination, effective September 13, 2017 (CSB #17-20D).

Settled

ADJOURNMENT:

A break was taken at: 11:25 AM – 11:45 AM. There being no further business before the Board, a motion was entered to adjourn the meeting at 12:20 PM, which resulted as follows:

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

AYES:	Harris, Ramlal, Lindsey, Sutton
NOES:	Dames

SIGNATURE:

Lillie Harris, Chairperson

ATTEST:

Tishria L. Mindingall, Executive Secretary