

City of Miami

*3500 Pan American Drive
Miami, FL 33133
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Meeting Minutes

Tuesday, April 03, 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 10:03 AM, with the Pledge of Allegiance. At commencement of the meeting, attendance was as follows:

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

ADOPTION OF AGENDA

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

AYES: Vishwani Ramlal, Michael Dames, Travis Lindsey, Troy Sutton

A. APPROVING OF THE MINUTES**A.1 Civil Service Board - Regular Meeting - March 20, 2018**

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

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

AYES: Vishwani Ramlal, Michael Dames, Travis Lindsey, Troy Sutton

B. PERSONNEL MATTERS**B.1** Copy of a memorandum from Dennis Jackson, Assistant Chief, Department of Police, requesting an extension of probationary period of Shi'Tavia Hankerson, Police Officer, for three (3) additional months beyond May 10, 2018. (DISCUSSION)

Shekimah Williams, from the Personnel Resource Management Section of the Department of Police, appeared before the Board and explained that although she was advised to attend, the employee was not present at today's meeting. She then explained the reason for the extension request. Following discussion the Board entered a motion to GRANT the extension as requested, which resulted as follows:

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

AYES: Vishwani Ramlal, Michael Dames, Travis Lindsey, Troy Sutton

- B.2** Copy of a memorandum from Angela Roberts, Director, Department of Human Resources, advising Suzann E. Nicholson, Sr. Customer Service Representative, of her return to her former classification. Suzann E. Nicholson is returning to Code Compliance Inspector, effective March 28, 2018. (NOTIFICATION)

C. MILITARY LEAVES OF ABSENCE

D. DISCIPLINARY MATTERS

- D.1** Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Alan Perez, Police Officer, of a 20-hour suspension, effective April 5, 2018. (NOTIFICATION)
- D.2** Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Joshua Cobo, Police Officer, of a 10-hour forfeiture, effective March 5, 2018. (NOTIFICATION)
- D.3** Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Bryan Pino, Police Officer, of a 40-hour suspension, effective March 28, 2018. (NOTIFICATION)
- D.4** Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Brian Castro, Police Officer, of a 20-hour suspension, effective March 23, 2018. (NOTIFICATION)
- D.5** Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Brian Castro, Police Officer, of a 10-hour suspension, effective March 22, 2018. (NOTIFICATION)
- D.6** Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Brian Castro, Police Officer, of a 40-hour suspension, effective March 29, 2018. (NOTIFICATION)

E. GENERAL ITEMS

F. REPORTS

- F.1** Pending Hearings as of April 3, 2018. (NOTIFICATION)

G. REQUESTS FOR HEARINGS

- G.1** Copy of a Request from Osnat K. Rind, Attorney, on behalf of Shinymol Kondayil, Information Technology Customer Service Manager, for Hearing pursuant to Civil Service Rule 16.1 - Investigation by the Board, alleging an Abuse of Power by Kevin Burns, Director, and 16.2 - Complaint by Employee, alleging a violation of Civil Service Rules 14.2 (d), (e), (h), (i), (k), (r) and 17. DISCUSSION)

Attorney Osnat K. Rind of Phillips, Richard and Rind, P.A., appeared before the Board on behalf of the employee and responded to questions from the Board regarding the request. Acting Chair Ramlal asked for the Department's response. Barbara Diaz, Assistant City Attorney, appeared before the Board and responded that the request from the employee included bargaining unit violations, which are not under the purview of the Board. Also, she advised that if the employee is alleging subjection to a hostile work environment, she might wish to avail herself of the services of the Equal Opportunity and Diversity Programs Office, rather than the Civil Service Board. She also asked that if granted, the

investigation and hearing should be limited to violations of the Civil Service Rules. Attorney Rind responded that matters of hostile treatment may be heard pursuant to Rule 17. Member Dames stated that when management abuses power, they should be held accountable.

Following discussion, the Board entered a motion to GRANT the request for hearing, and to ask the Chief Examiner to conduct a preliminary investigation, in accordance with Rule 16.2, 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: Vishwani Ramlal, Michael Dames, Travis Lindsey, Troy Sutton

H. TODAY'S HEARINGS

H.1 Hearing of Appeal on behalf of Deborah Hudson, Typist Clerk III, concerning an 80-hour suspension, effective October 16, 2017.

Osnat K. Rind, of Phillips, Richard and Rind, appeared before the Board on behalf of Ms. Hudson, and advised that the matter is settled and the Agreement is pending final execution. This matter will be monitored in accordance with the Board's Continuance Policy.

ADJOURNMENT:

There being no further business before the Board, a motion was entered to adjourn the meeting at 10:17 AM, which resulted as follows:

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

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

SIGNATURE:

Lillie Harris, Chairperson

ATTEST:

Tishria L. Mindingall, Executive Secretary