

City of Miami

*3500 Pan American Drive
Miami, FL 33133
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Meeting Minutes

Tuesday, January 23, 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 10:02 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, she then asked that the Board discuss the vacancy in the Civil Service Board Office. Chair Harris passed the gavel to Member Lindsey and moved to Amend the Agenda to include this matter, which was considered and resulted as follows:

Motion by Chairperson Harris, seconded by Member Lindsey, that this matter be APPROVED, passed by the following vote:

AYES: Harris, Ramlal, Dames, Lindsey, Sutton

A motion to adopt the Agenda as Amended was considered and resulted as follows:

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

AYES: Harris, Ramlal, Dames, Lindsey, Sutton

A. APPROVING OF THE MINUTES**A.1 Civil Service Board - Regular Meeting - January 9, 2018**

A motion was entered to approve the Minutes as presented. During discussion, members suggested providing more detail in the Minutes about the matters being discussed. Following discussion, the motion on the floor resulted as follows:

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

AYES: Harris, Ramlal, Dames, Lindsey, Sutton

B. PERSONNEL MATTERS

- B.1** Copy of a memorandum from Angela Roberts, Director, Department of Human Resources, confirming the request of Rene Gomez, Emergency Dispatcher Supervisor, to return to his former classification of Emergency Dispatcher, effective January 21, 2018. (NOTIFICATION)

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

- D.1** Copy of a letter from Chief Rodolfo Llanes, Director, Department of Police, notifying Adrian Santos, Police Officer, Termination, effective January 10, 2018. (NOTIFICATION)
- D.2** Copy of a letter from Chief Rodolfo Llanes, Director, Department of Police, notifying Barbara Reyes, Public Service Aide, of a 40-hour suspension, effective January 8, 2018 and a request to appeal from Ms. Reyes. (NOTIFICATION)
- D.3** Copy of a letter from Chief Rodolfo Llanes, Director, Department of Police, notifying Kenya Crocker, Police Officer, of a 80-hour suspension, effective January 16, 2018. (NOTIFICATION)
- D.4** Copy of a letter from Chief Rodolfo Llanes, Director, Department of Police, notifying Angela Ginnie, Emergency Dispatcher, of a 40-hour suspension, effective January 15, 2018. (NOTIFICATION)

E. GENERAL ITEMS**E.1 ITEM ADDITION: Discussion regarding Civil Service Board Office vacancy**

Chair Harris asked for the status of the position. Tameka Jackson, Administrative Aide II, advised that the Office is working with the Department of Human Resources on filling the position. Chair Harris stated that she would like for the Board to discuss procedures for hiring and a time frame for reporting on the filling of the position because it is important to have a merit-based process.

Motion

Following discussion, Chair Harris passed the gavel to Member Lindsey and moved that hiring and termination recommendations in an appointed position be presented to the Board for ratification, to provide the incumbent with some semblance of review or protection. The motion resulted as follows:

Motion by Chairperson Harris, seconded by Member Dames, that this matter be APPROVED, passed by the following vote:

AYES:	Harris, Ramlal, Dames, Lindsey, Sutton
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Chair Harris asked about the time taken to fill the position. She noted that it had been two weeks since this matter was discussed, but expressed that she did not want the matter to take too long. Member Dames asked that the position be filled by February 6, 2018, which is the Board's next meeting. Ms. Jackson interjected that the Human Resources Department needed time to complete their review and revision process prior to filling the position. Members Sutton, Ramlal and Dames discussed the timing of the selection process. Member Ramlal advised that it takes time to revise the job requirements.

Motion

The Board entered a motion to be provided a report on the status if the position is not filled at the next meeting; and that when the position is filled that the effective date be January 9, 2018, which resulted as follows:

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

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

During discussion on the previous motion, Member Ramlal asked that the Board be updated regarding changing the minimum requirements; therefore, the Board entered a motion to be provided a status report on the changing of the minimum requirements at the next meeting, which resulted as follows:

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

AYES:	Harris, Ramlal, Dames, Lindsey, Sutton
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F. REPORTS**F.1 Pending Hearings as of January 23, 2018. (NOTIFICATION)**

G. REQUESTS FOR HEARINGS

- G.1** Request for Grievance hearing from Osnat K. Rind, Attorney, on behalf of Lazaro Cabezas, Telecommunications Technician, pursuant to Civil Service Rule 16.2- Complaint by Employee, alleging a violation of Rule 14.2(e), (h), (i), (k), (m), and (r). (DISCUSSION)

Osnat K. Rind, Attorney on behalf of Mr. Cabezas, appeared before the Board and requested to add to the complaint, a violation of section 36(d) of the City Charter, which speaks to appointments in the classified service being made based on merit, character, efficiency and industry, and not political patronage. She went on to say that Mr. Cabezas' complaint concerns an abuse of power by Mr. Kevin Burns, Chief Information Officer/Director, Department of Information Technology. She explained that Mr. Burns shows bias against Mr. Cabezas, denied him training made available to others, made disparaging remarks against him, and other actions, including manipulation of the interview and selection process for the position of Project Manager - I.T.

Member Ramlal stated that the Interview Procedures Policy is 23 years old, and has not been updated. She went on to say that the policy allows directors to choose whom to interview, and asked how this case differs from others that were before the Board regarding the interview process. Attorney Rind responded that they were challenging the selection process. She explained that the main reason that [LMP 3-92] exists is to avoid favoritism and manipulation of the process in order to achieve a desired result, and that is the basis of the complaint.

Chair Harris clarified the charges to ensure that the department has proper notice. Attorney Rind read Section 36(d) and confirmed that it was one of the allegations she was making. She further reiterated that the complaint was against the actions of Mr. Burns.

Following discussion, the Board entered a motion to GRANT the hearing as modified, which resulted as follows:

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

AYES:	Harris, Ramlal, Dames, Lindsey, Sutton
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H. TODAY'S HEARINGS**H.1** Hearing of Appeal on behalf of Domingo Jimenez, Maintenance Mechanic, concerning his 5 day suspension, effective August 1, 2017.

Attorney Osnat K. Rind, of Phillips, Richard and Rind, P.A., appeared on behalf of Mr. Jimenez and advised of a pending settlement. Without objection, the Board agreed to hold this matter in abeyance and in accordance with its Continuance Policy.

ADJOURNMENT:

There being no further business before the Board, a motion was entered to adjourn the meeting at 10:50 AM, which resulted as follows:

Motion by Member Lindsey, seconded by Chief Examiner Ramlal, 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