

# Meeting Minutes

Tuesday, March 22, 2022

10:00 AM

Commission Chambers

## Civil Service Board

*Troy Sutton, Chairperson*  
*Rodrigo Jimenez, Chief Examiner*  
*Rafael Cabrera, Board Member*  
*Ulysses Garcia, Board Member*  
*Travis Lindsey, Board Member*

## Pledge of Allegiance

The meeting was called to order at 10:16 am, with the Pledge of Allegiance. At commencement of the meeting, attendance was as follows:

Attendee Name	Title	Status
Troy Sutton	Chairperson	Present
Rodrigo Jimenez	Chief Examiner	Present
Rafael Cabrera	Board Member	Present
Ulysses Garcia	Board Member	Present
Travis Lindsey	Board Member	Present

## Adoption of Agenda

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

AYES: Sutton, Jimenez, Cabrera, Garcia, Lindsey

### A. Approving of the Minutes

A.1 Civil Service Board - Regular Meeting - March 8, 2022

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

AYES: Sutton, Jimenez, Cabrera, Garcia, Lindsey

### B. Personnel Matters

**B.1** Copy of a Memorandum from Ann-Marie Sharpe, Director, Risk Management Department, requesting an extension of probationary period of David Linares, Claims Manager, for six (6) additional months beyond April 12, 2022. (DISCUSSION)

*The Executive Secretary advised the Board of Director Sharpe's request to defer the item to the Board's next meeting. Hearing no objection, Chair Sutton directed the Executive Secretary to reschedule the matter.*

*The item will be rescheduled for the regular Civil Service Board meeting of April 5, 2022.*

**B.2** Copy of a letter from Arthur Noriega, V, City Manager, notifying Tonya Brown, Neighborhood Service Center Administrator, of her layoff, effective April 26, 2022, and her name will be placed on a current eligible register of her classification. (NOTIFICATION)

**B.3** Copy of a letter from Arthur Noriega, V, City Manager, notifying Toshiba Symonette, Neighborhood Service Center Representative, of her layoff, effective April 26, 2022, and her name will be placed on a current eligible register of her classification. (NOTIFICATION)

**B.4** Copy of a letter from Arthur Noriega, V, City Manager, notifying Alicia Squitin, Neighborhood Service Center Representative, of her layoff, effective April 26, 2022, and her name will be

- placed on a current eligible register of her classification. (NOTIFICATION)
- B.5** Copy of a letter from Arthur Noriega, V, City Manager, notifying Brandyss Howard, Neighborhood Service Center Administrator, of her layoff, effective April 26, 2022, and her name will be placed on a current eligible register of her classification. (NOTIFICATION)
- B.6** Copy of a letter from Arthur Noriega, V, City Manager, notifying Garry Lafaille, Neighborhood Service Center Administrator, of his layoff, effective April 26, 2022, and his name will be placed on a current eligible register of his classification. (NOTIFICATION)
- B.7** Copy of a letter from Arthur Noriega, V, City Manager, notifying Madeline Pacheco, Neighborhood Service Center Administrator, of her layoff, effective April 26, 2022, and her name will be placed on a current eligible register of her classification. (NOTIFICATION)
- B.8** Copy of a letter from Arthur Noriega, V, City Manager, notifying Marielena Martinez-Alpsagir, Neighborhood Service Center Representative, of her layoff, effective April 26, 2022, and her name will be placed on a current eligible register of her classification. (NOTIFICATION)
- B.9** Copy of a letter from Arthur Noriega, V, City Manager, notifying Michael Rivers, Sr., Neighborhood Service Center Administrator of his layoff, effective April 26, 2022, and his name will be placed on a current eligible register of his classification. (NOTIFICATION)
- B.10** Copy of a letter from Arthur Noriega, V, City Manager, notifying Michelle Frasier, Neighborhood Service Center Representative, of her layoff, effective April 26, 2022, and her name will be placed on a current eligible register of her classification. (NOTIFICATION)
- B.11** Copy of a letter from Arthur Noriega, V, City Manager, notifying Monique Thomas, Neighborhood Service Center Representative, of her layoff, effective April 26, 2022, and her name will be placed on a current eligible register of her classification. (NOTIFICATION)
- B.12** Copy of a letter from Arthur Noriega, V, City Manager, notifying Faye McFadden, Service Center Aide, of her layoff, effective April 26, 2022, and her name will be placed on a current eligible register of her classification. (NOTIFICATION)
- B.13** Copy of a letter from Arthur Noriega, V, City Manager, notifying Murlande Sam, Service Center Aide, of her layoff, effective April 26, 2022, and her name will be placed on a current eligible register of her classification. (NOTIFICATION)
- B.14** Copy of a letter from Arthur Noriega, V, City Manager, notifying Raquel Pulido, Service Center Aide, of her layoff, effective April 26, 2022, and her name will be placed on a current eligible register of her classification. (NOTIFICATION)
- B.15** Copy of a letter from Arthur Noriega, V, City Manager, notifying Synthia Stewart, Neighborhood Service Center Representative, of her layoff, effective April 26, 2022, and her name will be placed on a current eligible register of her classification. (NOTIFICATION)
- B.16** Copy of a memorandum from Angela Roberts, Director, Human Resources Department, notifying Albert A. Mora, Neighborhood Service Center Administrator, Department of Human Services, of his return to former classification. Albert A. Mora is being rolled back to Parks and Recreation Manager II. (NOTIFICATION)
- B.17** Copy of a memorandum from Angela Roberts, Director, Human Resources Department, notifying Juana Guerrero, Neighborhood Service Center Representative, Department of Human Services, of her return to former classification. Juana Guerrero is being rolled back to Community Service Provider. (NOTIFICATION)
- B.18** Copy of a memorandum from Angela Roberts, Director, Human Resources Department, notifying Virginia Perez, Service Center Aide, Department of Human Services, of her return to former classification. Virginia Perez is being rolled back to Sanitation Inspector. (NOTIFICATION)

## **C. Military Leaves of Absence**

- C.1** Roberto Luna, Firefighter, requests Active-Duty Military Training Leave without pay from March 1, 2022, through March 15, 2022. Copy of Orders submitted. (DISCUSSION)

Following discussion, the Board made a motion to grant the military training leave, which resulted as follows:

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

**AYES:** Sutton, Jimenez, Cabrera, Garcia, Lindsey

- C.2** Jose Angel Almeida Jr., Fire Lieutenant, requests Active-Duty Military Leave without pay from February 15, 2022 through April 30, 2022. Copy of Orders submitted. (DISCUSSION)

On behalf of the Board, the Chair thanked Lt. Almeida for his service, then entertained a motion to approve the military leave, which resulted as follows:

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

**AYES:** Sutton, Jimenez, Cabrera, Garcia, Lindsey

## **D. Disciplinary Matters**

- D.1** Copy of a letter from Wade L. Sanders, Director, Solid Waste Department, notifying Denise Scott, Waste Collector, of a 3-day suspension, effective March 21, 2022. (NOTIFICATION)
- D.2** Copy of a letter from Wade L. Sanders, Director, Solid Waste Department, notifying Renel Nelson, Waste Collector Operator I, of a 15-day suspension, effective March 21, 2022. (NOTIFICATION)
- D.3** Copy of a letter from Barbie Hernandez, Director, Parks and Recreation Department, notifying Hilton Pearce, Park Operations Coordinator, of a 3-day suspension, effective March 10, 2022, and a request to Appeal from Attorney Osnat K. Rind, on behalf of Mr. Pearce. (NOTIFICATION)

**E. General Items**

- E.1** Copy of a Mutual General Release of All Claims and Reinstatement Agreement between the City of Miami and Nerly Papier, Police Captain, concerning her Grievance Hearings relative to Civil Service Rule 16.2- Complaint by Employee, alleging a violation of Civil Service Rule 8.13- Change of Status to Unclassified Service and Termination, effective June 22, 2021. (NOTIFICATION)
- E.2** Copy of a Mutual General Release of All Claims and Reinstatement Agreement between the City of Miami and Ronald L. Papier, Police Captain, concerning her Grievance Hearings relative to Civil Service Rule 16.2- Complaint by Employee, alleging a violation of Civil Service Rule 8.13- Change of Status to Unclassified Service and Termination, effective June 22, 2021. (NOTIFICATION)

**F. Reports**

- F.1** Copy of a Report to the City Manager, relative to the Grievance Hearing on behalf of Maximiliano Valdes, Police Sergeant, concerning the examination process held on January 3 through 5, 2017 for Police Lieutenant, pursuant Civil Service Rules 16.1 - Investigation by the Board and 16.2 - Complaint by Employee. (DISCUSSION)

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

**AYES:** Sutton, Jimenez, Cabrera, Garcia, Lindsey

**F.2** Revised Civil Service Board Calendar 2022. (NOTIFICATION)

**F.3** Hearings Pending List as of March 22, 2022. (NOTIFICATION)

**G. Requests for Hearings**

N/A

**H. Today's Hearings**

- H.1** Appeal Hearing on behalf of Donald Lutton, Superintendent of Parks and Recreation, concerning his 17-day suspension, effective September 21, 2021.

Adanna Ferguson, Assistant City Attorney (ACA), appeared before the Board on behalf of the Department. Libby Naverette, Attorney, Phillips, Richard & Rind, P.A., appeared on behalf of her client Donald Lutton, Superintendent of Parks and Recreation.

Prior to beginning the hearing, Chair Sutton asked if the parties could take some time to discuss this matter and possibly come to an agreement. The attorneys and the department administration took a break to meet. Following the break, ACA Ferguson advised the Board that the parties in the matter had reached a settlement, and Attorney Naverette concurred. ACA Ferguson advised that once the parties sign an agreement, she will forward a copy to the Civil Service Board Office.

Following discussion, the Board granted a joint continuance pending settlement, which resulted as follows:

**Motion by Board Member Cabrera, seconded by Board Member Garcia, that this matter be Approved, passed by the following vote:**

**AYES:** Sutton, Jimenez, Cabrera, Garcia, Lindsey

**ADJOURNMENT:**

A break was taken from 10:46am – 11:55am.

*There being no further business before the Board, a motion was entered to adjourn the meeting at 12:02 pm, which resulted as follows:*

**Motion by Board Member Cabrera, seconded by Board Member Garcia, that this matter be Approved, passed by the following vote:**

**AYES:** Sutton, Jimenez, Cabrera, Garcia, Lindsey

**SIGNATURE: Troy Sutton, Chairperson**

**ATTEST: Tishria L. Mindingall, Executive Secretary**