

**City of Miami**

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

**Meeting Minutes**

Tuesday, January 12, 2021  
10:00 AM  
Commission Chambers

**Civil Service Board**

Troy Sutton, Chairperson  
Rafael Cabrera, Board Member  
Rodrigo Jimenez, Board Member

**Pledge of Allegiance**

The meeting was called to order at 10:13 am, with the Pledge of Allegiance. At commencement of the meeting, attendance was as follows:

| Attendee Name   | Title                   | Status  |
|-----------------|-------------------------|---------|
| Troy Sutton     | Chairperson (At-Large)  | Present |
| Rafael Cabrera  | Board Member (At-Large) | Present |
| Rodrigo Jimenez | Board Member (At-Large) | Present |

**Adoption of Agenda**

Chair Sutton 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 Cabrera, seconded by Board Member Jimenez, that this matter be Approved, passed by the following vote:

**AYES:** Sutton, Cabrera, Jimenez

**A. Approving of the Minutes**

A.1 Civil Service Board - Regular Meeting - Dec 1, 2020 10:00 AM

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

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

**AYES:** Sutton, Cabrera, Jimenez

**B. Personnel Matters**

B.1 Copy of a memorandum from Chief Jorge R. Colina, Director, Department of Police, requesting an extension of probationary period of Daphney Dalge Emergency Dispatch Assistant, three (3) additional months beyond January 13, 2021. (DISCUSSION)

Following appearances by the employee, and responses to questioning by the Chair, the Board entered a motion to GRANT the extension as requested, which resulted as follows:

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

**AYES:** Sutton, Cabrera, Jimenez

B.2 Copy of a memorandum from Chief Jorge R. Colina, Director, Department of Police, requesting an extension of probationary period of Victor Guzman, Police Officer, three (3) additional months beyond February 8, 2021. (DISCUSSION)

Following appearances by the employee, and responses to questioning by the Chair, the Board entered a motion to GRANT the extension as requested, which resulted as follows:

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

**AYES:** Sutton, Cabrera, Jimenez

B.3 Copy of a memorandum from Nadia N. Arguelles-Goicoechea, Interim Director, Parks and

Recreation Department, requesting an extension of probationary period of Ricardo Rodriguez, Construction Coordinator, for six (6) additional months beyond February 10, 2021. (DISCUSSION)

The employee and Nadia Arguelles, Interim Director, Department of Parks and Recreation, appeared before the Board. Chair Sutton asked the employee did he agree with the request. Mr. Rodriguez agreed with the request and asked several questions for clarification purposes, to which Ms. Arguelles responded. The Board entered a motion to GRANT the extension as requested, which resulted as follows:

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

**AYES:** Sutton, Cabrera, Jimenez

B.4 Copy of a memorandum from Adele Valencia, Director, Department of Code Compliance, requesting an extension of probationary period of Steven Jimenez, Code Compliance Inspector, six (6) additional months beyond January 20, 2021. (DISCUSSION)

The employee and Adele Valencia, Director, Department Code Compliance, appeared before the Board. Chair Sutton asked the employee did he agree with the request. Mr. Rodriguez agreed with the request and read a statement into record. Following questions by Member Jimenez, the Board entered a motion to GRANT the extension as requested, which resulted as follows:

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

**AYES:** Sutton, Cabrera, Jimenez

B.5 Copy of a memorandum from Adele Valencia, Director, Department of Code Compliance, requesting an extension of probationary period of Nicole Sanders, Code Compliance Inspector, six (6) additional months beyond January 20, 2021. (DISCUSSION)

The Executive Secretary advised the Board, Nicole Sanders, Code Compliance Inspector, advised the Board that she was unable to attend today's meeting. This matter will be rescheduled for January 26, 2021.

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

C.1 Ryan Decker, Police Officer, requests Active Duty Military Leave without pay from November 30, 2020 through December 22, 2020. Copy of Orders submitted. (NOTIFICATION)

C.2 Brandon Bencosme, Police Officer, requests Active Duty Military Leave without pay from December 1, 2020 for a period of 280 days. Copy of Orders submitted. (DISCUSSION)

The Board entered a motion to approve the military leave as requested and thanked the employee for his service.

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

**AYES:** Sutton, Cabrera, Jimenez

C.3 Felix Feliciano, Firefighter, requests Active Duty Military Leave without pay from December 17, 2020 for a period of 178 days. Copy of Orders submitted. (DISCUSSION)

The Board entered a motion to approve the military leave as requested and thanked the employee for his service.

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

**AYES:** Sutton, Cabrera, Jimenez

C.4 Pedro L. Montero, Firefighter, requests Active Duty Military Leave without pay from November 3, 2020 through November 5, 2020. Copy of Orders submitted. (NOTIFICATION)

C.5 Jennifer Bhikary, Police Officer, requests re-employment as a Police Officer following her return from Military Leave (Army). Copy of a DD214 indicating Honorable Discharge submitted. (DISCUSSION)

The Board entered a motion to approve the return as requested, and thanked the employee for his service.

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

**AYES:** Sutton, Cabrera, Jimenez

**D. Disciplinary Matters**

- D.1 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Joseph Acuña, Police Officer, of a 40-hour suspension, effective January 3, 2021. (NOTIFICATION)
- D.2 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Leandro Abad, Police Officer, of a 10-hour suspension, effective December 11, 2020. (NOTIFICATION)
- D.3 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Giancarlo Casiano, Police Officer, of a 40-hour suspension, effective December 27, 2020. (NOTIFICATION)
- D.4 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying LaTiesha Rivera, Social Broadcasting Specialist, of a 40-hour suspension, effective December 15, 2020. (NOTIFICATION)
- D.5 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying LaTiesha Rivera, Social Broadcasting Specialist, of an 80-hour suspension, effective December 15, 2020. (NOTIFICATION)
- D.6 Copy of a letter from Arthur Noriega, V, City Manager, notifying LaTiesha Rivera, Social Broadcasting Specialist, of her Termination, effective December 15, 2020. (NOTIFICATION)
- D.7 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Wandler Philippe, Police Officer, of a 10-hour forfeiture, effective December 18, 2020. (NOTIFICATION)
- D.8 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Robert Carmona, Police Officer, of a 10-hour forfeiture, effective December 10, 2020. (NOTIFICATION)
- D.9 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Lia Cabrera, Police Officer, of a 10-hour forfeiture, effective December 23, 2020. (NOTIFICATION)
- D.10 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Joshua Perez, Police Officer, of a 10-hour forfeiture, effective December 23, 2020. (NOTIFICATION)

**E. General Items**

**F. Reports**

- F.1 Hearings Pending List as of January 12, 2021. (NOTIFICATION)

Adanna Ferguson, Assistant City Attorney, City of Miami City Attorney's Office, advised the Board that the two (2) hearings set for January 26, 2021 is expected to move forward. ACA Ferguson went on to say she wanted confirmation from the Board which case is likely to be heard first for scheduling purposes due to the number of witnesses and COVID-19. The Executive Secretary advised the Board of the two matters that is set and confirmed CSB Case# 19-08D will be heard first.

- F.2 The 2020 Annual Board Report to the City Commission. (DISCUSSION)

The Executive Secretary presented the Annual Report to the Board. Chair Sutton asked if there were any questions. Hearing none, a motion to APPROVE the 2020 Annual Report resulted as follows:

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

**AYES:** Sutton, Cabrera, Jimenez

**G. Requests for Hearings**

**H. Today's Hearings**

**ADJOURNMENT:**

There being no further business before the Board, a motion was entered to adjourn the meeting at 10:35 am, which resulted as follows:

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

**AYES:** Sutton, Cabrera, Jimenez

**SIGNATURE:** Troy Sutton, Board Chairperson

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