

Meeting Minutes
Tuesday, November 26, 2019
10:00 AM
Commission Chambers

Civil Service Board

Troy Sutton, Chairperson
Michael Dames, Chief Examiner
Rafael Cabrera, Board Member
Ulysses Garcia, Board Member
Wilbur Jackson, Jr., Board Member

Pledge of Allegiance

The meeting was called to order at 10:15 am, with the Pledge of Allegiance. At commencement of the meeting, attendance was as follows:

Attendee Name	Title	Status
Troy Sutton	Chairperson	Present
Michael Dames	Chief Examiner	Present
Rafael Cabrera	Board Member	Present
Ulysses Garcia	Board Member	Present
Wilbur M. Jackson, Jr.	Board Member	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 Jackson, Jr., seconded by Board Member Cabrera, that this matter be Approved, passed by the following vote:

AYES: Sutton, Dames, Cabrera, Garcia, Jackson, Jr.

A. Approving of the Minutes

A.1 Civil Service Board - Regular Meeting - Oct 29, 2019 10:00 AM

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

Motion by Board Member Jackson, Jr., seconded by Board Member Garcia, that this matter be Approved, passed by the following vote:

AYES: Sutton, Dames, Cabrera, Garcia, Jackson, Jr.

B. Personnel Matters

B.1 Copy of a memorandum from Milton Vickers, Director, Department of Human Services, requesting an extension of probationary period of Naylinn Barreda-Tarafa, Employer Consultant, for six (6) additional months beyond December 3, 2019. (DISCUSSION)

Osnat K. Rind, Attorney, approached the dais and stated her appearance before the Board to express concerns regarding the reason for which the request is before the Board and the length of time. Attorney Rind went on to say it is the department that failed to do their job and evaluate the employees.

Milton Vickers, Director, Department of Human Services, appeared before the Board and stated that the six (6) months extension was being requested because the department needed more time to fairly evaluate the employees. He went on to say that the employees have no civil service rights, and can therefore be terminated without cause; however, that is not the intent of the department. He explained, William Porro, Assistant Director, Department of Human Services sat with each employee and they all agreed and signed the concurrence memos.

Member Jackson asked whether the employees were given evaluations because normally a department would issue an employee an evaluation and contained within the evaluation would be goals and objectives to measure an employee's proficiency.

Member Dames expressed concerns regarding the reason and timing of the request, in that their permanent date is very near.

Member Cabrera stated that if the City hired employees to do a job, has standard operating procedures in place, they need to follow through and see that the

employees get evaluated. He went on to say he has a fundamental problem with the fact that over 11 months, the employees don't have a physical location (office space) and it isn't fair to the employees. Milton Vickers, Director, advised the Board that the department will work with budget and do what he can to get office space.

Chair Sutton asked the parties to take a break and try to come up with an amenable solution.

Following the break, Director Vickers appeared before the Board and amended the request to reflect an additional three (3) months beyond December 3, 2019 for items B1 through B6.

Member Sutton made a recommendation to change the employee's anniversary date back to December 2, 2019, if and when they become permanent.

Following discussion, the Board entered a motion to GRANT the amended extension request for three (3) additional months, which resulted as follows:

Motion by Board Member Jackson, Jr., seconded by Board Member Garcia, that this matter be Approved, passed by the following vote:

AYES: Sutton, Cabrera, Garcia, Jackson, Jr.

NAYS: Dames

B.2 Copy of a memorandum from Milton Vickers, Director, Department of Human Services, requesting an extension of probationary period of Artier Nettles, Employer Consultant, for six (6) additional months beyond December 3, 2019. (DISCUSSION)

Following appearances by the employee and Milton Vickers, Director, Department of Human Services, the Board entered a motion to GRANT the amended extension request, for three (3) additional months, which resulted as follows:

Motion by Board Member Jackson, Jr., seconded by Board Member Garcia, that this matter be Approved, passed by the following vote:

AYES: Sutton, Cabrera, Garcia, Jackson, Jr.

NAYS: Dames

B.3 Copy of a memorandum from Milton Vickers, Director, Department of Human Services, requesting an extension of probationary period of Robert Sellers, Employer Consultant Supervisor, for six (6) additional months beyond December 3, 2019. (DISCUSSION)

Following appearances by the employee and Milton Vickers, Director, Department of Human Services, the Board entered a motion to GRANT the amended extension request, for three (3) additional months, which resulted as follows:

Motion by Board Member Jackson, Jr., seconded by Board Member Garcia, that this matter be Approved, passed by the following vote:

AYES: Sutton, Cabrera, Garcia, Jackson, Jr.

NAYS: Dames

B.4 Copy of a memorandum from Milton Vickers, Director, Department of Human Services, requesting an extension of probationary period of Maria Diniz, Client Support Specialist Supervisor, for six (6) additional months beyond December 3, 2019. (DISCUSSION)

The Executive Secretary advised the Board the employee was not present; however, the concurrence memo was signed. Following discussion, the Board entered a motion to GRANT the extension request, for three (3) additional months, which resulted as follows:

Motion by Board Member Jackson, Jr., seconded by Board Member Garcia, that this matter be Approved, passed by the following vote:

AYES: Sutton, Cabrera, Garcia, Jackson, Jr.

NAYS: Dames

B.5 Copy of a memorandum from Milton Vickers, Director, Department of Human Services, requesting an extension of probationary period of Sheena Wilcox, Client Support Specialist, for six (6) additional months beyond December 3, 2019. (DISCUSSION)

Following appearances by the employee and Milton Vickers, Director, Department of Human Services, the Board entered a motion to GRANT the amended extension request, for three (3) additional months, which resulted as follows:

Motion by Board Member Jackson, Jr., seconded by Board Member Garcia, that this matter be Approved, passed by the following vote:

AYES: Sutton, Cabrera, Garcia, Jackson, Jr.

NAYS: Dames

- B.6 Copy of a memorandum from Milton Vickers, Director, Department of Human Services, requesting an extension of probationary period of Minervina Quintero, Client Support Specialist, for six (6) additional months beyond December 3, 2019. (DISCUSSION)

Following appearances by the employee and Milton Vickers, Director, Department of Human Services, the Board entered a motion to GRANT the amended extension request, for three (3) additional months, which resulted as follows:

Motion by Board Member Jackson, Jr., seconded by Board Member Garcia, that this matter be Approved, passed by the following vote:

AYES: Sutton, Cabrera, Garcia, Jackson, Jr.

NAYS: Dames

- B.7 Copy of a request from Raven Carr, Typist Clerk II, to be placed on the re-employment list for Typist Clerk II, pursuant to Civil Service Rule 12, Sec. 12.4, Resignations, and a copy of the Department Director's endorsement attached. (DISCUSSION)

The Board entered a motion to approve the reemployment as requested, which resulted as follows:

Motion by Board Member Jackson, Jr., seconded by Board Member Garcia, that this matter be Approved, passed by the following vote:

AYES: Sutton, Dames, Cabrera, Garcia, Jackson, Jr.

- B.8 Copy of a memorandum from Angela Roberts, Director, Department of Human Resources, informing Marc Royster, Sr. Equal Opportunity & Diversity Specialist, to return to his former classification of Human Resources Generalist, effective November 18, 2019. (NOTIFICATION)

C. Military Leaves of Absence

- C.1 Copy of a letter from T. L. Luong, Commander, U.S. Coast Guard Reserve, cancelling deployment for Odney Belfort, Police Sergeant. Request for the Military Leave was approved at the meeting of October 29, 2019. (NOTIFICATION)
- C.2 Winsor Lozano, Police Captain, requests extension of Active Duty, Military Leave without pay effective November 16, 2019 for a period of 41 days. Records reflect his original request was from April 30, 2019 through November 15, 2019. (DISCUSSION)

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

Motion by Board Member Jackson, Jr., seconded by Board Member Garcia, that this matter be Approved, passed by the following vote:

AYES: Sutton, Dames, Cabrera, Garcia, Jackson, Jr.

D. Disciplinary Matters

- D.1 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Rolando Perez, Police Officer, of a 10-hour forfeiture, effective November 6, 2019. (NOTIFICATION)
- D.2 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Alexander Bartolome, Police Officer, of a 10-hour forfeiture, effective November 6, 2019. (NOTIFICATION)
- D.3 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Alexander Terrades, Police Officer, of a 10-hour forfeiture, effective October 25, 2019. (NOTIFICATION)
- D.4 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Pedro Moreno, Police Officer, of a 10-hour forfeiture, effective November 9, 2019. (NOTIFICATION)
- D.5 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Andy Delgado, Police Officer, of an 80-hour forfeiture, effective November 13, 2019. (NOTIFICATION)

- D.6 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Cecelia Cartwright-Pryce, Police Officer, of a 10-hour forfeiture, effective November 14, 2019. (NOTIFICATION)
- D.7 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Jordany Bahamonde, Police Officer, of a 10-hour forfeiture, effective October 25, 2019. (NOTIFICATION)
- D.8 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Hilda Rodriguez, Police Officer, of a 10-hour forfeiture, effective November 16, 2019. (NOTIFICATION)
- D.9 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Adrian Cabello, Police Officer, of a 10-hour suspension, effective November 10, 2019. (NOTIFICATION)
- D.10 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Jose Prado, Police Officer, of a 10-hour suspension, effective October 25, 2019. (NOTIFICATION)
- D.11 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Jonathan Guzman, Police Officer, of a 50-hour suspension, effective October 28, 2019. (NOTIFICATION)
- D.12 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Dexter Sanchez, Police Officer, of a 20-hour suspension, effective November 9, 2019. (NOTIFICATION)
- D.13 Copy of a letter from Chief Jorge R. Colina, Director, Department of Police, notifying Matthew Hall, Police Officer, of a 40-hour suspension, effective December 3, 2019. (NOTIFICATION)

E. General Items

F. Reports

- F.1 Hearings Pending List as of November 26, 2019. (NOTIFICATION)

The Board took note of the upcoming scheduling for the remainder of the year. The Executive Secretary reminded the Board of the continuation of the appeal hearing on behalf of Xiao-Wen Michelle Choi, Principal Staff Analyst, appeal hearing scheduled for December 10, 2019 and several other cases scheduled for the same date. Without objection, the Chair instructed the Executive Secretary to reschedule the other hearings set for December 10, 2019.

G. Requests for Hearings

H. Today's Hearings

- H.1 Hearing Appeal on behalf of Rony Rodriguez, Police Officer, concerning his 120-hour suspension, effective November 6, 2018.

The Executive Secretary advised the Board that a copy of the Settlement Agreement between Rony Rodriguez, Police Officer and the City of Miami was received in the office and this matter will be considered closed and removed from the Board's docket.

ADJOURNMENT:

Break; 10:55 AM - 11:25 AM

There being no further business before the Board, a motion was entered to adjourn the meeting at 11:49 am, which resulted as follows:

Motion by Board Member Jackson, Jr., seconded by Board Member Garcia, that this matter be Approved, passed by the following vote:

AYES: Sutton, Dames, Cabrera, Garcia, Jackson, Jr.

SIGNATURE

Troy Sutton, Chairperson

ATTEST:

Tishria L. Mindingall, Executive Secretary