

City of Miami

*City Hall
3500 Pan American Drive
Miami, FL 33133
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Meeting Minutes

Tuesday, June 23, 2015

10:00 AM

Commission Chambers

Civil Service Board

*Javier Baños, Chairperson
Troy Sutton, Chief Examiner
Lillie Harris, Board Member
Vishwani Ramlal, Board Member
William W. Riley, Board Member*

PLEDGE OF ALLEGIANCE

The meeting was called to order at 10:00 a.m. with the Pledge of Allegiance. At the commencement of the meeting roll call was as follows:

Present: Chairperson Baños, Chief Examiner Sutton, Member Harris, Member Ramlal and Member Riley

A. APPROVING THE MINUTES OF:

Regular Meeting of June 9, 2015.

Chair Banos advised the Board that the meeting minutes of June 9, 2015 needed to be amended to state that he ruled not to recess the hearing pursuant to Atty. Cohen's request. Following discussion the Board voted that the meeting minutes of June 9, 2015 be amended and approved as follows:

**Motion by Member Riley, seconded by Chief Examiner Sutton, to APPROVE.
PASSED by the following vote.**

Aye: Baños, Sutton, Harris, Ramlal and Riley

B. PERSONNEL MATTERS**B.1**

Copy of a memorandum from Victoria Mendez, City Attorney, requesting an extension of probationary period of Alisha Alfonso, Litigation Assistant, for 180 additional days beyond July 7, 2015. (DISCUSSION)

Chair Banos asked if anyone from the department was present for this issue. Seeing no one, Member Harris asked if the employee needed to be present for approval of the request. The Executive Secretary stated that the department's representative and the employee were advised to be present, however, it is up to the Board to require the employee to be present. The Executive Secretary notified the Board that the employee and the department's representative were enroute to the meeting. Member Harris stated that she feels that the representative from the department should be present to give the reason for the probation extension request. She further stated that she would like to ensure that the City has an action plan in place for the employee for intended goals. Chair Banos stated he would offer a motion to approve the request based on his perspective that the Board does not help the employee by not allowing the extended probationary period. Chair Banos advised the Board that according to documentation provided the employee agrees with the extension. The Executive Secretary suggested that the Board consider the matter later in the meeting, to allow time for the parties to arrive.

Upon arrival, Alisha Alfonso appeared before the Board and in response to the Chair's questions, advised that she does not object to the probationary period extension. Member Harris stated that human resources are our greatest resources and she understands sometimes some employees don't work out but she feels that it is important that plans are put in place to assure the success of the employee. Law Office Manager Khadijah Dean Williams appeared before the Board and stated that Ms. Alfonso is aware of what is required and understands that she needs to adhere to her work and lunch schedules to successfully complete probation.

Following discussion the Board voted to APPROVE the request for extension of probation for Ms. Alfonso which resulted as follows:

Motion by Member Riley, seconded by Chief Examiner Sutton, that this matter be APPROVED. PASSED by the following vote.

Aye: Baños, Sutton, Harris, Ramlal and Riley

C. MILITARY LEAVES OF ABSENCE

D. DISCIPLINARY MATTERS

- D.1** Copy of a letter from Chief Rodolfo Llanes, Director, Department of Police, notifying Luis Weinand, Police Officer, of his 160-hour suspension, effective July 14, 2015. (NOTIFICATION)

NOTIFIED

- D.2** Copy of a letter from Chief Rodolfo Llanes, Director, Department of Police, notifying Paul Gourrier, Police Officer, of his 20-hour suspension, effective June 24, 2015. (NOTIFICATION)

NOTIFIED

- D.3** Copy of a letter from Chief Maurice Kemp, Director, Department of Fire Rescue, notifying Merber Obando, Fire Lieutenant, of his 40-hour forfeiture, effective May 13, 2015. (NOTIFICATION)

NOTIFIED

- D.4** Copy of a letter from Chief Maurice Kemp, Director, Department of Fire Rescue, notifying Richard Perry, Stock Clerk II, of his 8-hour suspension, effective May 16, 2015. (NOTIFICATION)

NOTIFIED

- D.5** Copy of a letter from Chief Maurice Kemp, Director, Department of Fire Rescue, notifying Richard Perry, Stock Clerk II, of his 16-hour suspension, effective April 30, 2015. (NOTIFICATION)

NOTIFIED

- D.6** Copy of a letter from Chief Rodolfo Llanes, Director, Department of Police notifying Nathalie Lanau, Police Officer of her 80-hour suspension, effective June 4, 2015 and a copy of a request to appeal from Officer Lanau. A hearing has been scheduled in accordance with Civil Service Rules and Regulations. (NOTIFICATION)

NOTIFIED

E. GENERAL ITEMS

F. REPORTS

- F.1** Pending Hearings as of June 23, 2015. (NOTIFICATION)

PRESENTED**G. REQUESTS FOR HEARINGS****G.1**

A copy of a Request for Grievance hearing, pursuant to Civil Service Rule 16.2 from Reinaldo Tejera, Police Sergeant, alleging a violation of Rules 6 and 17, as it relates to the 2015 Police Lieutenant's Exam. (DISCUSSION)

Chair Banos asked if anyone was present to discuss the request for hearing. Seeing no one, Chair Banos asked if the request should be forfeited due to the absence of the employee Reinaldo Tejera, Police Sergeant. The Executive Secretary advised that the Board has the option to grant or deny the request, or continue the matter until the next meeting and that it is up to the Board to decide. Member Harris advised the Board that a hearing relative to this request is scheduled for the next meeting. Chair Banos stated that he feels if the employee did not care enough to attend the meeting to address his request for a hearing, the request should be denied. Member Harris stated that her concern is the rules the employee cited in the request and asked the Executive Secretary to confirm if the rules were correct. Chair Banos stated that he would ask the employee to join his request with a similar request (that the Board has already approved). Member Harris again stated her concern for the cited rules if the two matters are combined. The Executive Secretary stated that the hearing scheduled for July 7th has four(4) rules cited as being violated and two (2) of the rules cited were Rule 6 and Rule 17. Member Sutton asked for clarification to table a request for hearing. Following discussion, the Board directed the Executive Secretary to carry the request for hearing over to the next agenda to allow the employee to attend the meeting.

CONTINUED**H. TODAY'S HEARINGS****H.1**

Hearing of Appeal on behalf of Javier Solis, Police Officer relative to his 10-Hour suspension, effective November 14, 2014.

Chair Banos asked for the status of this matter. Assistant City Attorney Stephanie Panoff appeared before the Board on behalf of the Department and responded that she received notification from Eugene Gibbons, Attorney for the Employee, that the employee has withdrawn his appeal.

WITHDRAWN : Case will be closed and removed from Board's docket.

ADJOURNMENT

The meeting was adjourned at 10:15 a.m.

SIGNATURE:

Javier Banos, Chairperson

ATTEST:

Tishria L. Mindingall, Executive Secretary

