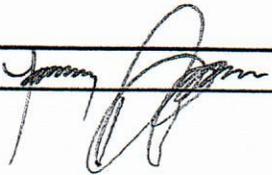


CITY OF NORTH MIAMI

To: Officer Jodyln Antoine
From: Chief Leonard Burgess

Date: 12/10/2014
Subject: Disciplinary Action



You are hereby notified that you are:

- Removed from the service of the City of North Miami effective _____, _____
Time Date
- Demoted from _____ to _____
Classification Classification
effective _____, _____
Time Date
- Suspended from 8:00am, 12/14/2014 to 9:00am, 2/14/2015
Time Date Time Date
- Fined 100 hours Annual Leave
- Being reprimanded in writing, a copy of which will be kept in your employee file in the Personnel Administration Department.

If one of the first four actions is checked, the following statement will apply to employees with regular Civil Service status, in accordance with Civil Service Rule XIII:

"Written notice of removal given to any employee, or written notice left at or mailed to his/her usual place of residence, shall be sufficient to put any such disciplinary action into effect, and it shall be the duty of the appointing authority taking the action to notify the Personnel Department forthwith.

Any employee in the classified service who deems that he or she has been demoted, removed, fined, or suspended without just cause may, within fourteen (14) calendar days of such action, request in writing a hearing before the Personnel Board to determine the reasonableness of the action, except that any disciplinary action imposed upon an employee following review of an accident or injury by the City's Accident Review Boards pursuant to Administrative Regulation 1-8 or 110-4 shall not be subject to appeal to the Personnel Board, but shall be subject to review in accordance with the respective aforementioned Administrative Regulation or as the same may hereafter be amended."

"The Board shall, within sixty (60) calendar days after a request for appeal by a disciplined employee, proceed to hear such appeal."

If the last action (reprimand in writing) is checked, the following statement will apply to employees with regular Civil Service status, in accordance with Civil Service Rule XIII:

You may appeal this reprimand to the City Manager. You must submit your appeal request, in writing, to the Personnel Administration Department within five (5) calendar days of receipt of the reprimand.

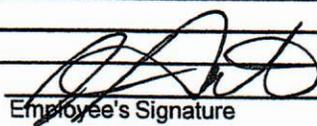
If one of the following is checked, no appeal procedure is available:

- Employee on probation does not have regular Civil Service status in present job classification.
- Disciplinary Action in accordance with Administrative Regulation 1-8, Accident Review Board for All Employees Except Sworn Police Personnel.
- Disciplinary Action in accordance with Administrative Regulation 110-4, Accident Review Board for Sworn Police Personnel.

The disciplinary action was taken for the following reasons: (Remarks from appointing authority. List cause(s) for action as per Rule XIII, Section B, Administrative Regulation, Rule, Policy, or any additional remarks you feel are pertinent to the action.)

SEE ATTACHMENTS

Copy to: Personnel Hand Delivered
 Department or
 Employee Certified Mail

Employee's Signature:  Date: 12/10/14
 Certified Mail Number: _____ Date: _____

Copy must be provided to employee. Forward signed original to Personnel Administration.