



NORTH MIAMI POLICE DEPARTMENT
700 N.E. 124 STREET • NORTH MIAMI • FLORIDA 33161
(305) 891-0294



December 8, 2014

Officer Jodlyn Antoine (ID# 06-0171)

RE: Internal Affairs Case No. 14-02

Dear Officer Antoine:

A Predetermination Hearing was held at the North Miami Police Department on December 3, 2014, regarding the intent to terminate your employment based on the findings in the Internal Affairs Case No. 14-02. Your PBA Attorney, Cristina Escobar, and you attended the hearing, during which you had an opportunity to provide me with any information you wished to be considered before making a final disciplinary decision.

As a result of this hearing, we have agreed to the following disciplinary resolution: You have agreed to accept a 30 day (300 hours) disciplinary suspension without pay. Of the 30 days, however, you will be fined for 10 days (100 hours) from your accrued Annual Leave. In addition, you have agreed to accept a six month suspension from the Personalized Patrol Vehicle Program (PPVP), during which time you will not have access to a take home vehicle. Notably, you have agreed to accept the foregoing discipline and hereby waive your right to grieve, challenge or otherwise appeal said discipline.

Regarding your request to stagger your suspension to lessen the financial impact of your suspension on you and your family, we have agreed that you will serve 30 days of your suspension every other week, and you will be fined 10 days (100 hours) of your suspension from your accrued Annual Leave.

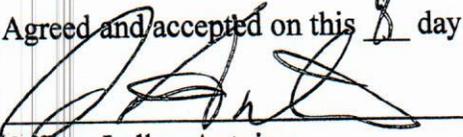
Please contact my office on Tuesday, December 9th 2014, to finalize effective suspension dates and to have further discussion regarding your usage of annual leave and schedule.

Sincerely,

Leonard Burgess
Chief of Police

A handwritten signature in black ink, appearing to read "Leonard Burgess", written over the typed name and title.

Agreed and accepted on this 8 day of December, 2014 by:



Officer Jodlyn Antoine

- C: Cristina Escobar, Esq., PBA Counsel
- Regine Monestime, Esq., City Attorney
- Brett Schneider, Esq., SPHR – Weiss Serota
- Aleem Ghany, City Manager