

CITY OF NORTH MIAMI

To: Officer Jodyln Antoine
From: Chief Gwendolyn V. Boyd

Date: 11/4/2004
Subject: Disciplinary Action

You are hereby notified that you are:

- ☐ Removed from the service of the City of North Miami effective _____
- ☐ Demoted from _____ to _____
effective _____
Classification _____
- ☐ Suspended from _____ to _____
Time _____ Date _____
- ☐ Fined _____
- ☒ 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 Attached Summary

Copy to: ☒ Personnel ☒ Hand Delivered
☒ Department or _____
☒ Employee ☐ Certified Mail _____
Employee's Signature _____ Date _____
Certified Mail Number _____ Date _____

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

Rev. 08-93

Rev. 10-02

Notice of Disciplinary Action

NORTH MIAMI POLICE DEPARTMENT

Employee: Jodlyn Antoine

ID #: 367

Date: November 4, 2004

Classification: Probationary Police Officer

Assignment: Uniform Patrol


On October 8, 2004, Field Training Officer Stuart was assigned as the field trainer for Probationary Police Officer Jodlyn Antoine. Both officers were riding as a two-officer unit in Officer Stuart's assigned vehicle. During the early morning hours of October 8, 2004, Sergeant G. Prieto observed a police vehicle covertly parked in the North Miami Nursery, located at 437 N.E. 137 Street. The vehicle, which was barely visible from the roadway, was parked within the fenced-in area with its headlights and interior lights off. As Sergeant Prieto approached the police vehicle, he shined his flashlight into the front compartment of the vehicle. Probationary Police Officer Jodlyn Antoine was in the driver's seat and Field Training Officer James Stuart was in the passenger's seat. Both officers had their head's back and their eyes closed. The officers did not respond to the flashlight or Sergeant Prieto's presence. Sergeant Prieto knocked on the driver's side window and startled both officers. Officer Antoine lowered the window and Officer Stuart was asked to exit the vehicle. Officer Stuart was questioned as to what they were doing and he replied, *"It is what it is, I must've dozed off."* When asked what time they pulled into the nursery, Officer Stuart advised about 0130 hours. The same questions were posed to Officer Antoine He answered by saying, *"they had pulled in at about 0130 hrs and did not know why he dozed off."* (Both officers were in the nursery for at least one hour according to their own admissions and the current time).

Officers Stuart and Antoine responded to the station. Officer Stuart advised it was entirely his fault and he assumed all responsibility for their actions. Officer Antoine gave no explanation for his actions.

Based upon these facts, Officer Antoine is found to be in violation of the following:

North Miami Civil Service Rule XIII, Section B (1) That the employee is incompetent or inefficient in the performance of assigned task or duties, to wit; the employee drove to a secluded area, where they concealed their vehicle and both officers slept, rather than perform their assigned duties.

Therefore, in keeping with the department's policy on progressive discipline, as articulated in Section 18 of the North Miami Police General Rules and Regulations, it is hereby recommended that Officer Jodlyn Antoine receive a **Written Reprimand**.

Employee Signature: 

Date: 11-08-04


Distribution:


Personnel Department


Employee's File (original)

Employee

Reviewed By:

Supervisor:  Sgt. G. PRIETO

Lieutenant:  S. KINSEY

Major:  S. JOHNSON

Assistant Chief:  C. SHANNON

Chief of Police:  [illegible]

Date: 11-4-2004

Date: 11-4-2004

Date: 11-4-04

Date: 11-04-04

Date: 11/4/04

NORTH MIAMI POLICE DEPARTMENT MEMORANDUM



To: Chief Gwendolyn Boyd

Date: October 15, 2004

From: Sergeant B. Prieto

Subject: Officer J. Antoine

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Distribution:

Officer J. Antoine has only been employed with the North Miami Police Department for six-weeks. After checking with the Office of Professional Compliance and the files in your office, no discipline action was noted, with regards to a two-year profile.

[Signature]
JOHNSON
10-17-04