

CITY OF NORTH MIAMI

To: Officer Jodyln Antoine
From: Chief Gwendolyn Boyd

Date: 3/14/2007
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 _____ to _____
Time _____ Date _____
- ☐ Fined _____
Time _____ Date _____
- ☒ 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.)

Employee violated North Miami Police Department Rules and Regulations, Sections 9 & 15 and North Miami Civil Service Rule XIII, Section B (1) & (8).

Copy to: ☒ Personnel ☒ Hand Delivered
☒ Department or _____
☒ Employee ☐ Certified Mail
Employee's Signature _____ Date 03-15-2007
Certified Mail Number _____ Date _____

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

Rev. 08-93

Rev. 10-02

BT 3/14/07

3/14/07
3/14/07

Notice of Disciplinary Action

NORTH MIAMI POLICE DEPARTMENT

Employee: Jodlyn Antoine

ID #: 367

Date: 03-08-07

Classification: Police Officer

Assignment: Uniform Patrol

On February 08, 2007, at approximately 5:21 p.m., Sergeant Bruce Tucker received a call on his City cellular telephone from Officer Jodlyn Antoine. Officer Antoine advised that he was at Jackson Memorial Hospital North with a violent female Baker Act. The female had tried to kill herself by taking a large quantity of pills at her apartment, located at 14699 NE 18 Avenue, #2G. Officer Antoine indicated that he used his Taser in the drive-stun mode on the violent female when he was trying to restrain her at the apartment. The Tasing occurred at approximately 4:15 p.m. Sergeant Tucker informed Officer Antoine that he (Sergeant Tucker) was handling reports that night and that Sergeant Jeff Key was responsible for road duties and use of force issues. Sergeant Tucker directed him to call Sergeant Key on his cell phone, or raise him on the police radio. Officer Antoine replied, "Sgt Key is going to be mad at me." Sergeant Tucker, again, instructed him to contact Sergeant Key.

At the end of the shift, around 11:25 p.m., Officer Antoine went into Sergeant Tucker's office and sat down at the desk across from him. Sergeant Tucker asked Officer Antoine if he had reported the Taser deployment to Sergeant Key as he had instructed. Officer Antoine looked at Sergeant Tucker, but said nothing. Sergeant Tucker then asked him again if he called Sergeant Key. Officer Antoine replied, "I called Sergeant Key, but he didn't answer his phone." At that point, Sergeant Tucker instructed Officer Antoine to notify Sergeant Key right then and there. Officer Antoine met with Sergeant Key in Sergeant Tucker's office and advised him of the incident.

On February 09, 2007, Lieutenant Neal Cuevas and Sergeant Tucker met with Officer Antoine in order to verify what had taken place the previous day. At that time, Officer Antoine advised that there was no excuse for not contacting Sergeant Key as he had been directed.

After being instructed to contact Sergeant Key at 5:21 p.m., Officer Antoine failed to notify him until 11:25 p.m., more than six hours later, and only after Sergeant Tucker inquired about the incident. Officer Antoine's failure to notify Sergeant Key about the deployment of his Taser, as he had been instructed to do, was not only a procedural violation, but also it prevented the proper documentation of the incident with photographs as required. In law enforcement, it is critical for an officer to follow a directive of his supervisor. Failure to follow instructions can result in serious consequences, and, as in this case, expose the officer and the department to liability issues.

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Distribution:
Personnel Department
Employee's File (original)
Employee

Recommended By: Bruce Tucker
Supervisor: Bruce Tucker
Lieutenant: Neal Cuevas
Major: L. J. URBAN
Assistant Chief: SP-1 BROWN
Chief of Police: [Signature]

Date: 3-8-07
Date: 3-8-07
Date: 3-8-07
Date: 3-14-07
Date: 3-14-07
Date: 3-15-07