

# CITY OF NORTH MIAMI

To: Officer Jodlyn Antoine  
From: Chief of Police Gwendolyn V. Boyd

Date: 6/6/2007  
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 24 hours TBA to TBA  
Time Date 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.)

Officer Jodlyn Antoine violated North Miami Civil Service Rule XIII, Section B (1) & (2) and North Miami Police Department General Rules and Regulations, Sections 9, 22, 44 & 59. (See Attached Documentation.)

Copy to: ☒ Personnel ☒ Hand Delivered  
☒ Department or  
☒ Employee ☐ Certified Mail  
Employee's Signature [Signature] Date 6-12-07  
Certified Mail Number \_\_\_\_\_ Date \_\_\_\_\_

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

Rev. 08-93

Rev. 10-02

WTC  
6-11-07  
Jep  
6/11/07  
DS  
6/11/07



# Notice of Disciplinary Action

## NORTH MIAMI POLICE DEPARTMENT

Employee: Jodlyn Antoine

ID #: 367

Date: 06-06-07

Classification: Police Officer

Assignment: Uniform Patrol

On May 10, 2007, at approximately 7:41 p.m., Officer Michael Chin and Officer Jodlyn Antoine were dispatched to an activated alarm at 933 N.E. 125 Street. Officer Chin was the primary unit and he arrived immediately after being dispatched at 7:41 p.m. Officer Antoine was the back-up unit and he indicated via police radio that he was responding from 129 Street & N.E. 8 Avenue. Upon arrival, Officer Chin checked the rear door of the business and discovered that it was unlocked. At that point, he requested Officer Antoine to respond to the front of the business. Officer Antoine acknowledged the request and advised that he would go to the front.

Several minutes later, Lieutenant Neal Cuevas was en route to the alarm call as an additional back-up unit when he observed Officer Antoine driving east on N.E. 125 Street at 8 Avenue with his emergency lights activated, just about to run the red light. Upon seeing Lieutenant Cuevas, Officer Antoine slammed on the brakes and stopped in the middle of the intersection. Lieutenant Cuevas proceeded to the scene of the alarm and took a position in the front of the business. Officer Antoine arrived a few seconds later. This was at 7:51 p.m., ten minutes after the call had been dispatched.

Lieutenant Cuevas asked Officer Antoine where he was coming from. Officer Antoine replied that he was coming from the alleyway behind the business and that he had already checked out the business. Lieutenant Cuevas then asked him if he had seen Officer Chin in the alley. Officer Antoine advised that he had seen Officer Chin, but Officer Chin did not see him. Lieutenant Cuevas then asked why he had not found the unlocked door as Officer Chin had done. Officer Antoine stated that he just drove by the business and did not physically check the door. In an effort to determine what had occurred, Lieutenant Cuevas asked Officer Antoine why was he driving eastbound on N.E. 125 Street, crossing N.E. 8 Avenue, if he was responding to the front of the business after checking the rear as he claimed. Officer Antoine was unable to give a reasonable explanation. At that point, Lieutenant Cuevas asked Sergeant Bruce Tucker to respond to the scene. When Sergeant Tucker arrived, Lieutenant Cuevas again asked Officer Antoine if he had seen Officer Chin at the rear of the business when he first arrived. Officer Antoine stated, "I drove by the rear and saw Officer Chin, but he didn't see me." It was at that time that Lieutenant Cuevas requested Officer Antoine to respond to the station and write a memorandum explaining his actions.

(Continued on Page 2)

Employee Signature: \_\_\_\_\_

Date: 06-12-07

Distribution

Personnel Department

Employee's File (original)

Employee

Recommended By: LT CUEVAS FOR SGT TUCKER <sup>NC</sup>

Date: 6-11-07

Supervisor: LT CUEVAS FOR SGT TUCKER <sup>NC</sup>

Date: 6-11-07

Lieutenant: Neal Cuevas <sup>NC</sup>

Date: 6-11-07

Major: Antoine <sup>L. J. 2164</sup>

Date: 6/11/07

Assistant Chief: [Signature]

Date: 6-11-07

Chief of Police: [Signature]

Date: 6/11/07

**North Miami Police Department General Rules and Regulations, Section 59:** Officers shall conduct themselves, at all times, both on and off duty, in such a manner as to reflect most favorably on the department. Conduct unbecoming an officer shall include that which brings the department into disrepute or reflects discredit upon the officer as a member of the department or that, which impairs the operation, or efficiency of the department or the officer.

Based on the aforementioned details, and after a review of his 2-year profile, it is recommended that Officer Jodlyn Antoine receive the following discipline:

- **Three days suspension (24 hours).**