

CITY OF NORTH MIAMI

To: Officer Jodyln Antoine
From: Chief Clinton Shannon

Date: 6/27/2008
Subject: Disciplinary Action

JUL 2 10 58 AM 2008

You are hereby notified that you are:

- Removed from the service of the City of North Miami effective
Demoted from
Suspended from 3:00 PM, 7/20/2008 to 11:00 PM, 7/20/2008
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 Jodyln Antoine Violated Standard Operating Procedures 300.09 XV. C.1.h, 300.01 VI. C. 2., 300.01 VI. C. 4., 300.01 VI. C. 6. and Civil Service Rule XIII, Section B. (1). The two separate incidents involved Officer Safety issues by not obtaining a back-up and improperly processing a prisoner alone.

Copy to: Personnel (checked) Hand Delivered (checked) Employee's Signature Date 7-1-08
Department or
Employee Certified Mail Certified Mail Number Date

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

Notice of Disciplinary Action

NORTH MIAMI POLICE DEPARTMENT

Employee: Officer Jodlyn Antoine

ID #: 367

Date: June 26, 2008

Classification: Officer

Assignment: Patrol

On **February 29, 2008**, at 0127 hours, Officer Antoine took a signal "13" over the police radio regarding a subject check alone at 12295 Biscayne Blvd. Officer Antoine immediately advised that he was changing police radio channels to the information channel to check for warrants. At approximately 0128 hours, Officer George Clyde advised a signal "15" over the police radio to back up Officer Antoine.

Sergeant Suarez received the tape from Communications Supervisor Debbie McDonald with the radio transmissions from February 29, 2008. Sergeant Suarez spoke with Officer Antoine on April 13, 2008, regarding the incident. Officer Antoine stated that he didn't recall the incident, but he believed that Officer Clyde was on the scene when he changed channels. When Sergeant Suarez played the communications tape, Officer Antoine realized that Officer Clyde didn't come on the air to back him up until approximately a minute later.

Based on his tenure and experience, he should know how critical it is to have a back-up unit when making contact with possible wanted subjects. Officer Antoine continues to ignore the importance of having a back-up unit when making contact with possible wanted subjects. He places himself and fellow officers in danger by not following safety procedures.

On **April 3, 2008**, Officer Antoine processed a prisoner by himself at the North Miami Holding Cell facility. Sergeant Clarke questioned him as to why he didn't have a back-up unit to assist him. Officer Antoine replied, "I have no excuse."

Sergeant Clarke asked him if the subject had any property. Officer Antoine replied, "only loose change in his pocket". Sergeant Clarke explained to Officer Antoine that all property is to be removed from a prisoner. Officer Antoine filled out a property receipt for the subject's property. The subject had \$33.00 in his possession.

Officer Antoine failed to follow proper prisoner processing procedures as per our Standard Operating Procedure (SOP). Officer Antoine acknowledged to Sergeant Clarke that he knew and understood the proper procedure to process a prisoner as per our SOP, however, he failed to comply with the S.O.P.

After a review of Officer Antoine's actions in these incidents, it is evident that Officer Antoine failed to follow proper officer safety protocols and prisoner processing procedures. In addition, Officer Antoine made false verbal statements to a supervisor.

Based on the aforementioned facts, it was determined that Officer Antoine violated 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.

North Miami Police Department Standard Operating Procedures, 300.09 XV. C.1.h.: “The following radio transmissions shall be considered mandatory: Investigating suspicious persons or vehicles...”

North Miami Police Department Standard Operating Procedures, 300.01 VI. C. 2. “Two officers will be present for un-cuffing and any prisoner contact. “

North Miami Police Department Standard Operating Procedures, 300.01 VI. C. 4.
“ Property will be removed from prisoner’s custody. This will include, but not be limited to, belts, jewelry, money and electronic devices.”

North Miami Police Department Standard Operating Procedures, 300.01 VI. C. 6.
“The impounding of cash or other valuables shall be noted on a property receipt...”

Officer Antoine has been previously sanctioned for the following:

On **March 14, 2007**, Officer Antoine received a notice of Written Counseling for failure to follow instructions by not notifying his supervisor about the deployment of his taser.

On **June 6, 2007**, Officer Antoine received a 24-hour suspension for failing to respond in a timely manner and provide proper backup when dispatched to an alarm call. Officer Antoine also utilized his emergency equipment in an unauthorized manner by turning his overhead lights on while en route to a non-emergency call. In addition, Officer Antoine made false statements both verbally and in writing to his supervisor.

On **January 18, 2008**, at 0710 hours, Officer Antoine requested a case number over the police radio for a trespasser at 12295 Biscayne Blvd. He advised Sergeant Donna Clarke that he took a signal “13” over the radio, made contact with a subject including running him for warrants, then requested a signal “14” reference a trespasser. He further advised Sergeant Clarke he did not have a back-up officer during this contact with the subject. Officer Antoine was not truthful with Sergeant Clarke as to the sequence of events involving the incident. Sergeant Clarke and Major Ron Simpson counseled him on the importance of officer safety and the proper procedures to follow when encountering a suspicious person. Officer Antoine was scheduled for training in an officer safety course.

Therefore, based on the aforementioned details, and after the noted prior violations of a similar nature, it is recommended that Officer Antoine receive the following discipline:

A one-day (8 hour) Suspension.

Employee Signature:

[Handwritten Signature]

Date: 7-1-08

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

Recommended By: Sgt SUAREZ

Date: 6/26/08

Supervisor: For SUAREZ

Date: 6/26/08

Lieutenant: For [Signature]

Date: 6/26/08

Major: [Signature]

Date: 6/26/08

Assistant Chief: [Signature]

Date: 6/26/08

Chief of Police: [Signature]

Date: 06-27-08