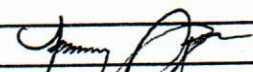


CITY OF NORTH MIAMI

To: Officer Jodlyn Antoine
From: Chief Marc Elias, Jr. *for* 

Date: 6/11/2012

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 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:

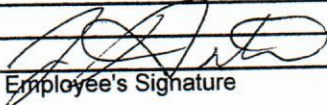
- Employee on probation does not have regular Civil Service status in present job classification.
- Disciplinary Action in accordance with Administrative Regulation 1-8, Accident Review Board for All Employees Except Sworn Police Personnel.
- Disciplinary Action in accordance with Administrative Regulation 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


Employee's Signature

06-14-2012
Date

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 #: 06-171

Date: June 6th, 2012

Classification: Police Officer

Assignment: Uniform Patrol

In reference to North Miami Police Department's Internal Affairs Investigation Case No. 2011-04, the Disposition Panel found the allegations against Officer Jodlyn Antoine to be **SUSTAINED**.

The Disposition Panel found that Officer Jodlyn Antoine violated:

North Miami Police Department S.O.P., Mobile Laptop Computers, 100.06 IV, Paragraph D, Section #7- "Information obtained through Department accessed programs is for criminal justice purposes only." and

North Miami Police Department S.O.P., Mobile Laptop Computers, 100.06 VI, Paragraph A- "The mobile laptop computer system shall be used for work related purposes only." and

DAVID System Usage Agreement, which states in part, "Unauthorized use includes, but is not limited to, queries not related to a legitimate business purpose, personal use, dissemination, sharing, copying or passing of DAVID information to unauthorized users and could result in civil proceedings against any user or other person involved."

After reviewing the Disposition Panel's findings and considering all factors, including Officer Jodlyn Antoine's Two (2) Year Disciplinary Profile, I recommend that Officer Jodlyn Antoine receive the following Disciplinary Action:

1) Written Reprimand

In recommending the aforementioned Disciplinary Action, I also recommend that Officer Jodlyn Antoine review the following, in an effort to improve performance:

- 1) Review of North Miami Police Department's S.O.P., Mobile Laptop Computers, 100.06
- 2) Review of DAVID System Usage Agreement

Employee Signature: _____

Date: _____

06-14-2012

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

Reviewed By:

Supervisor: _____

Commander: _____

Major: _____

Assistant Chief: _____

Chief of Police: _____

325

171

Date: 060612

Date: 061112

Date: 061112

Date: 6-11-12

Date: 6-11-12