



Labor Relations reviewed 8/5/2014

RECEIVED

SEP 30 2014

MIAMI POLICE DEPT
PERSONNEL UNIT



Miami Police Department

Manuel Orosa, Chief of Police

Employee:

Paule Villard

P.I.N.

7263

Classification:

Police Officer

Assignment:

Community Relations Section

REPRIMAND:

(If more space is needed, use additional pages)

Officer Villard violated the chain of command by delivering a certificate directly to the Chief of Police for his signature. On Monday, July 21, 2014, I was contacted by the Chief's office and questioned about the certificate. I had no knowledge of the certificate and the supervisors under my command had no knowledge of the certificate. Officer Villard did not have authorization to bypass the chain of command.

This is not the first incident in which Officer Villard has violated the chain of command. Officer Villard has been verbally counseled by the Deputy Commander and both Sergeants regarding the chain of command on separate incidents.

Officer Villard is in violation of the following Departmental Orders:

Page 1 of 2

Distribution:

Disciplinary Detail (Original)

Copies:

Employee

Employee's Unit/Section File

Police Personnel File-

Internal Affairs

Dept. of Employee Relations

Labor Relations

Recommended by:

Sergeant / Supervisor:

Lieutenant:

Captain:

Commander:

Major:

Assistant Chief:

Deputy Chief of Police:

Chief of Police:

SIGN

P.I.N.

DATE

[Signature]

4942

8/5/14

[Signature]

5441

8/6/14

[Signature]

4942

8/5/14

[Signature]

[Signature]

9/8/14

Employee **MUST** initial his/her choice for each statement below.

1) I AGREE _____ or

I DISAGREE ☒

WITH THE FACTS AS STATED.

2) I AGREE _____ or

I DISAGREE ☒

WITH THE RECOMMENDED PENALTY.

DDRB HEARING REQUEST (SWORN ONLY)- To request a Departmental Disciplinary Review Board (DDRB) hearing, you must submit a written request to the Labor Relations Unit Commander within 10 working days from the date this document is received and signed. Failure to do so will constitute a waiver of this entitlement.

Employee Signature:

Paule Villard

P.I.N.:

7263

DATE:

8/6/14

REPRIMAND (Continuation) Page 2 of 2

Employee:

Paule Villard

P.I.N.

7263

Departmental Order 1, Chapter 11, subsections:

11.5.2.5 Chain of Command: The unbroken line of authority from the Chief of Police down through a single subordinate at each level of command to the level of execution. All orders of execution and reports on such execution of orders shall move downward and upward through the chain of command with mutual consideration by all officers concerned. This chain of command shall be preserved in order to maintain principles of good administration.

11.5.2.6 Through Official Channels: The transfer of information through "levels of rank" in the chain of command, upward and downward, as the case may be.

I also find Officer Villard in violation of the following City of Miami Civil Service Rules and Regulations:

Sec. 14.2. - Grounds for Dismissal, Suspension and Demotion. The following are declared to constitute a breach of duty and to be grounds for dismissal or suspension from the classified service or grounds for demotion, though charges may be based upon causes other than those enumerated; viz, that any employee who has been guilty of conduct unbecoming any employee of the City of Miami, who:

(e) Has violated any lawful and reasonable official regulation or order, or failed to obey any lawful or reasonable direction made and given by his/her superior, where such violation or failure to obey amounts to:

- (1) an act of insubordination; or
- (2) a serious breach of proper discipline.

I recommend that this reprimand become a permanent part of Officer Villard's personnel file.