



Miami Police Department

Manuel Orosa, Chief of Police

Employee: Paule Villard P.I.N. 7263Classification: Police Officer Assignment: CRS/PIO**REPRIMAND:**

(If more space is needed, use additional pages)

During football and cheer season officers assigned to Community Relations Section provides additional security at Curtis Park during practice hours from 1800-2000. On Wednesday, August 13, 2014, Officer Paule Villard was scheduled to work the security detail at the park.

Officer Villard phoned me at approximately 2020 hours and stated that she left work early because she was ill. Officer Villard did not speak with me or any other supervisor before she left her assignment. It should be noted that Sgt. Nicole Davis was on scene at the park where Officer Villard was assigned from 1800-2100hrs.

I find Officer Villard in violation of the following Departmental Orders:

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Distribution:		SIGN	P.I.N.	DATE
Disciplinary Detail (Original)	Recommended by:		5441	8.10.14
Copies:	Sergeant / Supervisor:		5441	8.10.14
Employee	Lieutenant:			
Employee's Unit/Section File	Captain:			
Police Personnel File	Commander:			
Internal Affairs	Major:		4912	9/10/14
Dept. of Employee Relations	Assistant Chief:			
Labor Relations	Deputy Chief of Police:			
	Chief of Police:			10/1/14

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:

09/10/14

Employee:

Paule Villard

7263

Departmental Orders 1; Chapter 11:

11.6.18.5 - Absence Without Leave: Absence from duty by any member or civilian employee of the Department without leave or authorized permission shall be grounds for forfeiture of pay for the time absent and charges of other action may be brought against the member or civilian employee, as directed by the Chief of Police.

11.6.17.14 - Leaving post without permission.

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 are 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;

(q) Has been absent from duty without leave, or has failed to report for work after the leave of absence has expired, or after the said leave of absence has been disapproved or revoked and cancelled;

Officer Villard will be carried one hour "WW" for the unauthorized leave.

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