

Biscayne Park Police Department

MEMORANDUM

TO: Lt. Mitchell Glansberg
FROM: Officer Enrique Casabo
DATE: 02-21-2002
CC: Chief Ronald Gotlin
RE: Careless driving display and the disregard to the safety of officers and a prisoner.

Remarks: On Wednesday 02-21-2002 while this officer was loading his unit # 08 which was parked behind this officers personal vehicle and while standing along side of his unit speaking to officer Carlos Meza.

Both I and officer Carlos Meza was stunned to see Officer Jodlyn Antoine while transporting a prisoner and driving through the graveled/Rocky field in a fast and unsafe manner.

Officer Jodlyn Antoine actions clearly showed a careless display for the safety of both these officers, which were standing nearby, and that of the prisoner. Officer Antoine vehicle #02 rear end swirled from side to side while racing through the lot.

Rocks/Gravel were thrown by the peeling actions of vehicle #02 rear tires about which could have injured both these officer or caused damage to their personal vehicles or Village of Biscayne Parks Police vehicles.

This is not the first time I personally have witness Officer Jodlyn Antoine drive in a careless and unsafe manner. Last time it was in his personal vehicle in the same field. I hope that this issue will be addressed to Officer Jodlyn Antoine.

BISCAYNE PARK POLICE DEPARTMENT

RECORD OF COUNSELING

-- VERBAL WARNING

-- WRITTEN WARNING

REPRIMAND

EMPLOYEE'S NAME: Jodlyn Antoine

Date Of Employment:

Status: Full Time Police Officer

FROM: Lieutenant M. Glansberg

Narrative: On February 8, 2004, at approximately 1600 hours you were observed at the Publix supermarket located at 12800 Northeast 6th Avenue. The complainant alleges that you were operating marked police unit # 9, and that you were out of your jurisdiction and parked in front of Publix for an extended period of time. The complainant states that you were at the Publix store for over 45 minutes and that the complainant observed you "playing with your lights and sirens and showing off to a girl".

During our counseling session regarding this matter today, 2/9/04 it is my understanding that you were having your meal break at the Publix and that you "ran in to an old friend" and showed her your patrol unit as she was curious what the inside of a squad car looked like.

In the future, conduct yourself in a more appropriate and professional manner when operating in and out of your assigned jurisdiction. Be mindful that even though your intentions were not to create the perception of inappropriateness the public's perception of your actions and demeanor has brought to light this concern.

Concerned Employee Signature (optional) Date

Supervisor

Date

Biscayne Park Police Department

Interoffice Memo

Date: 02-19-04

To: OFFICER J. ANTOINE

Cc: LT. GLANSBERG

From: SGT. MICHAEL J. MARCHESE

RE: OFF DUTY JOB, PAGER, DECOY UNIT AND MEMO ON MISSED PFC

OFC. ANTOINE,

THIS IS JUST A REMINDER OF WHAT WE SPOKE ABOUT.

1--WRITE A MEMO TO LT. GLANSBERG ON WHY YOU MISSED YOUR PRE FILE CONFERENCE.

2--READ YOUR MEMO ON MOVING THE DECOY UNIT AND BE SURE WHEN YOU ARE RESPONSIBLE FOR MOVING IT. IF THERE IS ANY QUESTIONS, SEE LT. GLANSBERG TO CLARIFY ANY OF YOUR CONCERNS. I TOLD LT. GLANSBERG IT IS YOUR UNDERSTANDING YOU ARE TO MOVE THE DECOY UNIT ON THE DAYS OFFICER MAROTTA IS OFF, THAT IS WHY YOU DID NOT MOVE IT THIS MORNING.

3--YOU ARE TO SUBMIT YOUR PAGER TELEPHONE NUMBER TO LT. GLANSBERG VIA A MEMO SO IT CAN BE ADDED TO THE OFFICER TELEPHONE CONTACT LIST. I WOULD HOPE ALL OFFICERS REALIZE YOU WORK THE MIDNIGHT SHIFT AND YOU NEED YOUR SLEEP

1/1/2002

Interoffice Memo

DURING THE DAY TO BE ABLE TO PERFORM YOUR DUTIES DURING YOUR ASSIGNED SHIFT. IF YOU ARE BOTHERED BY AN OFFICER FOR SOMETHING THAT CAN BE DONE BY MEMO AND A NON-PRIORITY, SEE ME DIRECTLY. I WILL DEAL WITH EACH OFFICER AND SITUATION ONE BY ONE.

4—YOU ARE ASSIGNED THE OFF DUTY JOB, AS YOU WERE AWARE OF. HOWEVER LT. GLANSBERG MADE THE HOMEOWNER AWARE **YOU WILL NOT** CLOSE DOWN NE 8TH AVENUE TO FACILITATE THIS PRIVATE PARTY. YOU MAY USE YOUR ASSIGNED PATROL UNIT SINCE THE JOB IS IN THE BOUNDARIES OF BISCAYNE PARK.

YOU MAY WISH TO CALL THE RESIDENT TO CONFIRM THE PARTY DETAILS AS DESCRIBED BELOW. AT THAT TIME YOU MAY CHECK TO BE SURE SHE UNDERSTANDS THAT YOU WILL NOT CLOSE OFF NE 8TH AVENUE.

PARTY;

10901 GRIFFING BLVD., BISCAYNE PARK, FL

4- HOUR MIN, \$100.00

HOMEOWNER;

MRS. EVONNER BLACK

TELEPHONE # 786-236-3246

SAT. APRIL 3, 2004 BTW. 1PM-4PM

OFFICER FOR TRAFFIC CONTROL/DIRECTION

BISCAYNE PARK POLICE DEPARTMENT

MEMORANDUM

TO: Chief Gotlin

FROM: Lieutenant M. Glansberg

DATE: March 4, 2004

CC: File

RE: Telephone Complaint on Officer Antoine

Officer Marotta received a phone call at the station today at around 0605 hours. The call was from a person who identified himself as Mr. T. Wallace. Mr. Wallace told Officer Marotta that he resides at 74 Northwest 109th Street, In Miami-Shores.

Mr. Wallace told Officer Marotta he was calling to inquire why Biscayne Park marked police unit # 9 was parked in front of his residence for about an hour and fifty minutes this morning. Mr. Wallace was unsure if the police car had an officer in it.

Officer Marotta notified Sgt. Marchese who was working off-duty at Parkway Hospital E.R. Sgt. Marchese directed Officer Marotta to go by 74 Northwest 109th Street and check on Officer Antoine's welfare. Officer Marotta drove by 74 Northwest 109th Street at 0620 hours and did not see car #9 or Officer Antoine.

I checked the case log and Officer Antoine's worksheet and did not find a call for service or assistance in the case log or on Officer Antoine's worksheet delineating why he would be at 74 Northwest 109th Street, in Miami Shores.

I called Officer Antoine via his cellular phone at 0800 after he left and asked him if he had any reason to go outside of his jurisdiction during his shift. Officer Antoine answered that he responded to El-Portal on an AOA (Case # 04-0374), which is appropriately documented in the case log, and on Officer Antoine's worksheet.

I asked Officer Antoine if he had the occasion to go outside the Biscayne Park during his shift other than his AOA call in El-Portal or his dinner break at Denny's at 12200 Biscayne boulevard, which was also documented on his worksheet (Signal #12 from 0515-0545).

Officer Antoine answered, "no I don't think so let me think about it - what's this about." I told Officer Antoine that a complaint was received from a Miami Shores resident that unit #9, which Officer Antoine is assigned to and was driving was seen out of jurisdiction parked at 74 Northwest 109th Street for over an hour. I asked Officer Antoine if he was at that location or near it for any purpose or if he stopped at that location for any reason or near it for any length of time.

Officer Antoine said no, and added that he met Sergio from Miami-Shores Police Department during the night at North Miami Avenue and 103rd Street just to say hello. Officer Antoine added that it was for a just a few minutes. Officer Antoine said that he was sick of people lying and was going to go back and finish college. I had no further conversation with Officer Antoine.

Biscayne Park Police Department

MEMORANDUM

Continuation Antoine Complaint:

On March 4, 2004 at 0900 hours I made contact with Mr. Wallace via his cellular telephone of 786-229-2851. Mr. Wallace verified that it was he that contacted Officer Marotta this morning at around 0600 hours. Mr. Wallace verified that he does live at 74 Northwest 109th Street, in Miami Shores Village and owns the home at that location.

Mr. Wallace stated during a phone interview that a young Haitian girl resides at 77 Northwest 109th Street, across from his house and he has heard that she is an exotic dancer. Mr. Wallace added that there is quite a bit of traffic coming in and out of the residence.

Mr. Wallace said that he saw a Biscayne Park patrol unit #9 parked in the swale in front of his house at approximately 0500 this morning 3-4-04, but thinks the car may have been there prior to 0500. Mr. Wallace left to purchase a paper and returned back in about an hour and noticed that the car was still parked in his swale area directly in front of his home.

Mr. Wallace never saw who was driving the police car but is certain of the car number and the police agency as he called Miami Shores Police Department to ascertain if there was a problem on his block and why a Biscayne Park police unit was parked in his swale directly in front of his home.

Miami Shores Police told Mr. Wallace that their units were not involved in any calls for police service at that location and they provided Mr. Wallace with Biscayne Park Police Department's phone number. Mr. Wallace subsequently spoke to Officer Marotta at around 0605 regarding the matter. Mr. Wallace added that he works for the school board and does not want to get anyone in trouble but wanted to make sure that the officer was doing what he is paid to do.

Interview with Sonia Ferdinand Suarez:

At 1100 hours this date (3-4-04) I responded to the area of 74 Northwest 109th Street to make contact with any witnesses to the complaint. I knocked on the door of 77 Northwest 109th Street and was greeted by a black female who identified herself as Sonia Ferdinand Suarez, date of birth 08/07/1976. Mrs. Suarez provided me with her residential phone number of 305-751-6955 and cellular number of 786-897-6446.

I told Mrs. Suarez that I was investigating an administrative matter concerning a police employee of the Biscayne Park Police Department. Mrs. Suarez started to cry and said that she did not want to get any one in trouble. I assured Mrs. Suarez that the matter was not a criminal investigation and that I would ask that she be truthful and answer a few questions. Mrs. Suarez agreed.

Mrs. Suarez told me that she is married and that her husband is in the military, and currently living in Ft. Lauderdale with their two children. Mrs. Suarez currently rents efficiency in this home as she is going to school at North Miami Beach Adult Education Center working on her high school diploma.

I asked Mrs. Suarez if she observed a Biscayne Park Police unit parked in front of 74 Northwest 109th Street at any time. Mrs. Suarez began crying louder and said that she does not want to get anyone in trouble. I asked Mrs. Suarez if she personally knew any members of the Biscayne Park

Biscayne Park Police Department

MEMORANDUM

Interview With Sonia Ferdinand Suarez:

Police Department. Mrs. Suarez said that she recently met Officer Joe Antoine and that he came by her efficiency last night for a half hour or so to talk. Mrs. Suarez added that the "fat 'Biscayne" Sergeant picked her up yesterday around 5:00pm on March 3, 2004 at her efficiency and drove her to the Biscayne Park Police Department Station and helped her with a fingerprint card.

Mrs. Suarez said that she and Officer Antoine have a lot in common. She is currently separated from her husband and said that Officer Antoine also is currently separated from his wife, according to what Officer Antoine has told her. Mrs. Suarez stated that Officer Antoine is just a friend and has come over a few times just to say a "friendly hello. Mrs. Suarez added that she is unemployed and does not drive.

Interview with Anonymous Neighbor at 81 Northwest 109th Street:

I spoke to a black male adult who resides at 81 Northwest 109th Street. The resident did not want to provide me with his name or any other personal information. I asked this person if he happened to see a police car parked near 74 Northwest 109th Street at any time today.

The male said that he was sleeping late today but that yesterday (3/3/04) at around 1700 hours he saw a marked Biscayne Park patrol car go down his block. He added that he often sees a Biscayne Park Patrol car on his block patrolling the area.

BISCAYNE PARK POLICE DEPARTMENT

MEMORANDUM

TO: Officer Antoine

FROM: Sgt. Albert

DATE: 6/9/04

CC: Chief Gotlin, Lt. Glansberg

REFERENCE: Mileage

While reviewing reports I noticed that on Monday, June 7, 2004 you patrolled only 29 miles during your 8-hour shift. Your worksheet shows that you handled only 1 call, from 1735 hours to 1800 hours. There is no indication of any other activity that would preclude you from patrolling more than 3.62 miles per hour.

In the future, please note on your worksheet any approved activity that you do that would help validate your low mileage.

BISCAYNE PARK POLICE DEPARTMENT

MEMORANDUM

TO: Sgt. Marchese

FROM: Sgt. Albert

DATE: 7/16/04

CC: ~~Chief~~ Gotlin, Lt. Glansberg, File

REFERENCE: Off Duty

Carol, the Chief's secretary from North Miami Police Department, called earlier and spoke to Lt. Glansberg because Officer Antoine told her that he had filled an off duty position at TransAtlantic Bank. This bank was robbed recently and the employees are in fear.

Officer Antoine told Carol that he filled the position with Officer Meza. Officer Meza was already scheduled and was working the same shift at Total Bank.

Lt. Glansberg made numerous attempts to contact Officer Antoine on his cellular telephone, his pager, and at his home with negative results.

Later in the morning, Carol contacted me because Lt. Glansberg was in a meeting. She said that she had spoken to Officer Antoine again and believed that she had woke him up again. She asked if he had called to get permission to work off duty at TransAtlantic Bank due to the fact that he was using vacation time.

Officer Antoine had not called so I made attempts to call him at home, on his cellular telephone, and on his pager, to no avail.

After clearing a call, I again attempted to reach him and was able to contact him at his home. He told me that he had just gotten home, and was getting dressed to go to TransAtlantic Bank. I directed him per Carol's wishes to call TransAtlantic Bank and let them know when he would be there. His response was, "what's the number?" I explained that I did not know and that I was not supposed to be bothered with off duty problems, that Officer Antoine and you (Sgt. Marchese) were supposed to take care of them.

I request that you look into this problem as well as the earlier problem this morning and take measures to correct things. Thank you.

BISCAYNE PARK POLICE DEPARTMENT

RECORD OF COUNSELING

File Copy

Verbal Warning

Written Warning X

Reprimand

Employee's Name: Officer Jodlyn Antoine

Date Of Employment: 3/1/01

Status: Full Time

From: Sgt. Elisabeth Albert

On June 6, 2004 you handled a crash under Biscayne Park Case #04-0853. On June 22, 2004 it was brought to my attention by one of the parties involved in the crash that they had been by to get a copy of your report by your instructions, and to date the report was still not ready.

On June 22, 2004 I issued you a memo telling you to complete this report and others that had been returned to you that had not yet been corrected, prior to going on the road. The reports were to be corrected and left in my mailbox for review the following morning. I also advised you at this time, that reports that are returned to you need to be corrected turned in on a more timely basis.

My memo further advised you to contact me during my shift if you have any problems or questions.

On June 23, 2004 I did not find the returned reports in my mailbox as requested, but found them with all the reports that had been turned during the past few days. The crash report still contained numerous errors, so it was red penned and again returned to you this time to be rewritten. My original memo was reissued to you again telling you to correct the reports and return them to me in my mailbox.

Again on June 25, 2004 your reports were found with the reports turned in for the past few days, and errors were still present. The crash report had been rewritten but there were a few check boxes that were not done. My memo was reissued again and the reports were returned to you.

On June 26, 2004, after your shift, I looked in my mailbox and in the report bin for the corrected reports to no avail. In your mailbox I found a folder containing all the reports that had been returned to you with no corrections made. The following reports were found in this folder still incomplete:

- Crash report from 6/6/04, BPPD case # 04-0853
- A worksheet from 6/22/04
- Crash report from 6/6/04, BPPD case # 04-0853
- Grand Theft from 6/7/04, BPPD case # 04-0861
- Property Receipt from 6/6/04

Today the crash report under BPPD case # 04-0853 and the worksheet were turned in and approved. I am unable to find the other reports that were returned to you.

Your actions are in direct violation of the following Administrative Directives:

1. Administrative Directive D-03:

- **Orders, Lawful Orders:** "The term lawful order shall be construed as any order in keeping with the performance of any duty, issued either verbally or written over the signature of a supervisor, or

prescribed by law or by the departmental manual, or the preservation on good order, efficiency, and proper discipline of the department, which is not in conflict with the departmental manual."

- **Obedience To:** "Employees of the department shall obey, and execute promptly, any; lawful order from a supervisor. This includes any lawful order relayed from a supervisor, to any employee by another employee of an equal or lesser rank."

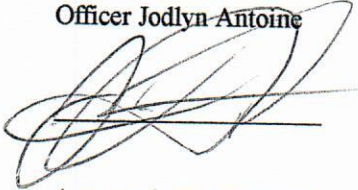
2. **Administrative Directive D-03:**

- **Duty Requirements, Duty Responsibilities:** "...employees shall perform all other duties as may be required of them. In carrying out the functions of the department, employees shall direct and coordinate their efforts in such manner as will tend to establish and maintain the highest of efficiency."

You are cautioned that further incidents of this type will be dealt with progressive discipline.

Officer Jodlyn Antoine

Date



Sgt. Elisabeth Albert

Date

 6/29/04

Any employee may attach a written rebuttal to this counseling form, which will become part of this counseling form.

TO: Rebecca Jones
Personnel Administration Director

DATE: July 9, 2004

FROM: Gwendolyn V. Boyd-Savage
Chief of Police

SUBJECT: Jodlyn Antoine

BY: 

Mr. Jodlyn Antoine has passed all phases of the hiring process. Therefore, I am respectfully requesting that Mr. Antoine be hired as a Certified Police Officer. The effective start date is Monday, July 26, 2004 and I am requesting that he start at Pay Grade 26, Step 2.

If you have any questions or need further information, please do not hesitate to contact me at (305) 891-0294, extension 4100.

GBS:adp

cc: Accreditation
Human Resources & Career Development

PO #04-35

MAILED
JUL 12 5
2004

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