

**From:** Stephanie Kienzle <[stephanie.kienzle@gmail.com](mailto:stephanie.kienzle@gmail.com)>  
**To:** Aleem Ghany <[aghany@northmiamifl.gov](mailto:aghany@northmiamifl.gov)>; [sjoseph@northmiamifl.gov](mailto:sjoseph@northmiamifl.gov); Scott Galvin <[scott@scott-galvin.com](mailto:scott@scott-galvin.com)>; "Keys, Carol" <[ckeys@northmiamifl.gov](mailto:ckeys@northmiamifl.gov)>; [pbien-aime@northmiamifl.gov](mailto:pbien-aime@northmiamifl.gov); "Desulme, Alix" <[adesulme@northmiamifl.gov](mailto:adesulme@northmiamifl.gov)>  
**Sent:** Thursday, September 10, 2015 10:05 AM  
**Subject:** North Miami Police Department/Last Chance Agreement

Dear Mr. Ghany, Mayor and Council,

On January 30, 2015, I requested from the North Miami City Clerk copies of Police Officer Jodlyn Antoine's records regarding his Internal Affairs investigations, including the disciplinary recommendations and actions taken.

Among the documents I received was the attached Last Chance Agreement and related memo from Police Chief Leonard Burgess to Officer Antoine, advising him that he agreed to the terms of said Agreement "as an alternative to being terminated from employment."

The parties to said Agreement are named as the City of North Miami, Jodlyn Antoine and the Dade County Police Benevolent Association (PBA).

It has come to my attention that the PBA does not appear to be aware of any Last Chance Agreement between the parties, nor was the copy I received signed by the PBA. A representative from the PBA advised me that he will check with their attorneys to confirm whether or not any of them did sign this Agreement.

As such, I made another formal Public Records Request #363 this morning, asking for a copy of a FULLY EXECUTED Last Chance Agreement. I am hoping to receive my request in a timely manner.

However, in the event that there is no FULLY EXECUTED Last Chance Agreement, I will need you to explain how Chief Leonard Burgess and Officer Jodlyn Antoine have been operating under the terms of an agreement that apparently may never have been in full force or effect.

I look forward to a response from you this morning.

Sincerely,

Stephanie Kienzle