

**RESPONDENT (CITY OF NORTH MIAMI'S)  
RESPONSE FOR INFORMATION**

**EEOC CHARGE NO: 510-2013-01993**

1. City of North Miami, 776 NE 125<sup>th</sup> Street, North Miami, FL 33161
2. Full-time 591 and 312 Part-time
3. See enclosed organizational chart (Ex. 1)
4. The City of North Miami is a local government
5. The City of North Miami is a municipal corporation, a subdivision of the State of Florida
6. The City of North Miami is a subdivision of the State of Florida
7. See enclosed position statement by separate cover
8. See enclosed rules and procedures (Ex. 2)
9. See enclosed employment application (Ex. 3)
10. See enclosed employee handbook (Ex. 4)
11. See enclosed charging party's personnel file (Ex. 5)

**ISSUE: DISCIPLINE**

1. See enclosed rules (Ex. 2 and 4 above)
2. See enclosed personnel records (Ex. 5 above)
3. See enclosed employee disciplinary list (Ex. 6)

**ISSUE: HARASSMENT**

1. See enclosed harassment procedures (Ex. 2 and 4 above)
2. Yes. Commander Scott Croye, Police Commander and Rebecca Jones, Personnel Director. As a result of the complaint lodged by the charging party, the following actions were taken by the City (Ex. 5 above and Ex A and B-Position Statement):
  - a. The written reprimand dated December 18, 2012, for handwriting on an envelope was rescinded;
  - b. The notice of counseling dated May 22, 2012, for violating the dress code was rescinded;
  - c. The dress code for civilian police staff was ordered to be rewritten;
  - d. Commander Croye, Sergeant Angelo Brinson and Sergeant Joseph Kissel was ordered to attend supervisor training;
  - e. Sergeant Kissel was ordered to attend communication training;
  - f. All supervisors in the police department was ordered to attend additional discrimination and harassment training ; and
  - g. The charging party was removed from the supervision of Sergeant Kissel.
3. To the City's knowledge, no individual has complained to any supervisor or manager concerning the conduct described in the charging party's complaint.
4. The following current employees of the City, with the address of 776 NE 125<sup>th</sup> Street North Miami, 305-893-6511), have knowledge relevant to the allegations:
  - a. Scott Croye, Sergeant
  - b. Angelo Brinson, Sergeant
  - c. Emile Hollant, Sergeant
  - d. Joseph Kissel, Sergeant

- e. Stacina Jones, Officer
- f. Micheal Tovar, Officer
- g. Webster Blemur, Officer
- h. Alanzo Rhymer, Officer
- i. Rebecca Jones, Personnel Director
- j. Stephen Johnson, City Manager

5. The following are employees who worked with the CP. Copies of the schedule are attached as Ex. 7.

- a. Commander Scott Croye
- b. Sergeant Angel Rivera
- c. Sergeant Angelo Brinson
- d. Sergeant Joseph Kissel
- e. Sergeant Emile Hollant
- f. Sergeant Walter Sidd
- g. Sergeant Andrew Rossi
- h. Detective Felix Guadarrama
- i. Detective Stacina Jones
- j. Detective Lashaundra Jones
- k. Detective Michael Gaudio
- l. Detective Alanzo Rhymer
- m. Detective Mercy Noel
- n. Detective Michel Tovar
- o. Detective Sarah Zuniga
- p. Detective Gedeus Frederick
- q. Detective Stephanie Herrera-Becker
- r. Detective Webster Blemur
- s. Detective Brittany Horn
- t. Detective Dennis Stemen
- u. Detective Brigette Pace
- v. Detective Kristen Schuhmann
- w. Detective Kathleen Ruggiero
- x. Detective Fresnel Desir
- y. CST Sharon Plotkin
- z. CST Ineirys Zapata
- aa. DST Bracey-Ann Douglas
- bb. CST Daneal Gomer
- cc. Crime Analyst Angelique Harrell
- dd. Crime Analyst Jobans Jules
- ee. Grant Writer Paige Bertani-Cohen

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