

## Sanchez, Rodzandra (COE)

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**From:** Diaz-Greco, Gilma M. (COE)  
**Sent:** Friday, March 31, 2017 2:26 PM  
**To:** Sanchez, Rodzandra (COE)  
**Subject:** Diana Isidore, Corrections Officer, MDCR (outside employment) INQ 17-104

INQ 17-104 Isidore

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**From:** Turay, Radia (COE)  
**Sent:** Friday, March 31, 2017 2:13 PM  
**To:** Sanchez, Rodzandra (COE) <Rodzandra.Sanchez@miamidade.gov>  
**Cc:** Diaz-Greco, Gilma M. (COE) <Gilma.Diaz-Greco@miamidade.gov>; Perez, Martha D. (COE) <perezmd@miamidade.gov>  
**Subject:** FW: INQ 17-104, Diana Isidore, Corrections Officer, MDCR (outside employment)

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**From:** Turay, Radia (COE)  
**Sent:** Friday, March 31, 2017 2:13 PM  
**To:** Isidore, Diana (MDCR) <[Diana.Isidore@miamidade.gov](mailto:Diana.Isidore@miamidade.gov)>  
**Cc:** Wilson, Lindsey (MDCR) <[Lindsey.Wilson@miamidade.gov](mailto:Lindsey.Wilson@miamidade.gov)>; Kirkland, Tina (MDCR) <[Tina.Kirkland@miamidade.gov](mailto:Tina.Kirkland@miamidade.gov)>  
**Subject:** INQ 17-104, Diana Isidore, Corrections Officer, MDCR (outside employment)

Dear Ms. Isidore,

You have inquired whether a conflict of interest exists under the Ethics Code between your County employment and your proposed outside employment as a real estate associate for Keller Williams Realty.

### Background

You are a Corrections Officer at the Metro West Detention Center with Miami-Dade Corrections and Rehabilitation Department (MDCR). Your current job responsibilities include care, custody, and control of unsentenced inmates.

You are seeking to engage in outside employment as a real estate associate for Keller Williams Realty. In your role as a real estate associate, your duties will consist of being a listing agent in which you will make phone calls to schedule appointments, place properties on the market for sale, and assist clients with the home buying process.

### Legal Analysis

Sections 2-11.1(j) and (k) of the County Ethics Code prohibit County employees from engaging in outside employment which would impair the County employee's independence of judgment in the performance of his or her official duties. Based on the information that you have provided to us at this time, it appears to be unlikely that the type of outside employment that you are seeking to engage in would impair your independence of judgement in the performance of your duties as a Corrections Officer at the Metro West Detention Center with MDCR.

As a reminder, pursuant to the Miami-Dade County Code at Section 2-11, government employees are required to request permission to engage in outside employment from their supervisor on a yearly basis. In addition, Sec. 2-11.1(k)(2) of the Code requires filing an outside employment disclosure form on a yearly basis. Government employees are also cautioned

that they may not engage in any activity which would require them to disclose confidential information acquired by reason of their official position, nor use such information directly or indirectly for their personal gain or benefit. See Sec. 2-11.1(h), Ethics Code. Lastly, a government employee may not use his or her official position to secure privileges or exemptions for themselves or others. See Sec.2-11.1(g), Ethics Code.

This opinion is based on the facts presented. If any of the facts presented here change, or if you have any further questions, please contact us.

Sincerely,

Radia Turay.

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**From:** Isidore, Diana (MDCR)  
**Sent:** Friday, March 31, 2017 6:33 AM  
**To:** Turay, Radia (COE) <[Radia.Turay@miamidade.gov](mailto:Radia.Turay@miamidade.gov)>  
**Cc:** Wilson, Lindsey (MDCR) <[Lindsey.Wilson@miamidade.gov](mailto:Lindsey.Wilson@miamidade.gov)>  
**Subject:** RE: Ethics Opinion for Diana Isidore

Hello Ms. Radia

I apologize for the wait of my response and appreciated your patients

1) Please provide a full description of your job duties at the Miami-Dade Corrections and Rehabilitation Department.

- I am currently a CO1 here at Miami-Dade corrections and rehabilitation, metro west facility I work in the position of operations where I am assigned to a unit of approximately 64 inmates where I conduct custody, care and control of inmates.

2) Please provide a full description of the duties you will be performing for Keller Williams Realty

- as a real estate agent my duty with Keller Williams is being a listing agent; in which it consist of making phone calls to schedule appointments to put properties on the market on my own timing.

3) Will you be seeking to do business with MDCR or Miami-Dade County

- I will not be doing any business with MDCR or Miami-Dade County

I hope I answer your question but if there is any concerns about my response please feel free to contact me on my personal cell at 786-320-4702

please note that I will send a additional email with a attachment of outside employment as soon as I get access to a scanner.

Thank You

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**From:** Turay, Radia (COE)  
**Sent:** Monday, March 06, 2017 2:31 PM  
**To:** Isidore, Diana (MDCR)  
**Subject:** FW: Ethics Opinion for Diana Isidore

Hello Ms. Isidore,

My name is Radia Turay. I am a staff attorney with the Miami-Dade Commission on Ethics and Public Trust. We received an inquiry regarding your proposed outside employment. We have a couple of questions regarding same.

- 1) Please provide a full description of your job duties at the Miami-Dade Corrections and Rehabilitation Department.
- 2) Please provide a full description of the duties you will be performing for Keller Williams Realty
- 3) Will you be seeking to do business with MDCR or Miami-Dade County

You should probably fill out the first page of the request again as there might be some errors in it. Further, please give me a call at 305-350-0601 when you get a chance.

Thanks,

## **RADIA TURAY**

Staff Attorney  
Miami-Dade Commission on Ethics and Public Trust  
19 W. Flagler Street, Suite 820  
Miami, FL 33130  
Tel: (305) 350-0601  
Fax: (305) 579-0273  
Ethics.miamidade.gov

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**From:** Ethics (COE)  
**Sent:** Thursday, March 02, 2017 2:07 PM  
**To:** Turay, Radia (COE) <[Radia.Turay@miamidade.gov](mailto:Radia.Turay@miamidade.gov)>  
**Subject:** FW: Ethics Opinion for Diana Isidore

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**From:** Kirkland, Tina (MDCR)  
**Sent:** Thursday, March 02, 2017 12:14 PM  
**To:** Ethics (COE) <[ethics@miamidade.gov](mailto:ethics@miamidade.gov)>  
**Subject:** Ethics Opinion for Diana Isidore

Greetings,

The attached is being submitted on behalf of Diana Isidore for an Ethics Opinion.

Should you require additional information, please feel free to contact me at the number below.

Thanks

*Shawntia Kirkland, Personnel Specialist 2*  
Personnel Management Bureau, Employee Relations  
**Miami-Dade Corrections & Rehabilitation Department**  
2525 NW 62nd Street, Suite 2000  
Miami, Florida 33147  
(Office) 786-263-6196 (Fax) 786-263-6127

[kirkls@miamidade.gov](mailto:kirkls@miamidade.gov)

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