



Miami-Dade Commission on Ethics & Public Trust

Report of Inquiry

Investigator: Breno Penichet

Case: PI15-031	Case Name: Possible tampering with Promotional Interviews	Date Opened: 08/20/15	CASE CLOSED 7/19/2016
Complainant(s): Allen Dexter	Subject(s): Wallace Dent	Date:	

Allegation(s):

On August 19th 2015, the COE received information from Allen Dexter (Dexter) alleging that, Wallace Dent (Dent), the Track and Guideway Chief at the Miami-Dade County Transit Department (MDT), provided applicants with the questions and answers that would be asked on an upcoming job interview. According to the information received, the two employees that were provided with the questions and answers prior to the interviews have a close personal relationship with Dent.

Relevant Law:

Miami-Dade County Conflict of Interest and Code of Ethics Ordinance Sec. 2-11.1(g),
Prohibition on exploitation of official position.

Investigation:

COE Investigator B. Penichet reviewed all the paperwork that was received and it appears that within the Department of Track and Guideway, job interviews were conducted on July 30, 2015. The e-mail received alleges the selection of questions that were asked was determined by Dent.

Allegedly, Dent developed a close personal relationship with two of the employees who were interviewed, Mr. Calvis Gibson (Gibson) and Ms. Yulonda Wiggins (Wiggins).

According to the information provided, it is alleged that Dent provided Gibson and Wiggins with the answers to the questions to be asked in the upcoming interview for the track supervisor position in order to help them prepare for the interviews.

The e-mail also points out the following: the scheduling order of the persons to be interviewed was suspicious because Gibson was scheduled first and Wiggins was scheduled last; a few people who qualified for the position elected to withdraw from the process because they felt the process was unfair and placed them at a disadvantage; others weren't notified that they had qualified and were on the list to be interviewed.

It was suggested that someone other than Dent, who knows Track and Structure, should develop the test in order to ensure a fair and impartial process for everyone.

Mr. Jose Burgos
General Superintendent
Metro Rail/ Track & Guideway

Mr. Jose Burgos (Burgos), Superintendent in charge of the Track & Guideway Section, voluntarily agreed to meet with COE investigators and provide information regarding this investigation. After being advised of the allegation, Burgos advised that he was the person that made up the questions used in the interview for the position of Rail Structure and Track Supervisor. Additionally, the order in which the applicants were interviewed was at random, while taking into account their work schedules.

Burgos advised that he discussed the questions with Dent the afternoon before the interviews since Dent was the Chairman of the Interview Panel that interviewed thirteen (13) applicants. Burgos advised that Mr. Federico Espinoza (Espinoza) was recommended for promotion to the position of "Rail Structure & Track Supervisor" after all the scores were tabulated. Burgos advised Dent was a fair person with a very good record as an administrator, and has been the victim of several other complaints that were investigated and were unsubstantiated.

Mr. Wallace Dent
Chief Supervisor
Rail Track Maintenance

Dent voluntarily agreed to speak with COE investigators and provide information regarding this investigation. After being advised of the allegations, Dent advised that he was not the person who made up the questions used in the interview for the position of Rail Structure and Track Supervisor. Dent admitted having a good working relationship with Wiggins and Gibson, but denied ever providing them with the answers to the questions. Dent further advised that he came to MDT after his retirement from a large urban transportation system, because he wanted to help and make a difference. He advised that he is fair but stern and holds people responsible for their work. Dent added that he has had several complaints filed against him that were false, simply because he cares and requires his subordinates to do their jobs.

Dent further advised that he discussed the questions with Burgos the afternoon before the interviews, due to the fact he was the Chairman of the Interview Panel that interviewed thirteen (13) applicants. Dent added that Espinoza was recommended for promotion to the position of Rail Structure & Track Supervisor after all the scores were tabulated. Dent advised he supported that choice because Espinoza had the most all-around experience and a broad field of knowledge that better suited him (Espinoza) for the position. Dent denied the allegations made in the e-mail and advised that he did not know who the complainant was.

Mr. Calvis Gibson
Chief Supervisor
Rail Track Maintenance

Gibson voluntarily agreed to speak with COE investigators and provide information regarding this investigation. After being advised of the allegations, Gibson advised that he was not provided any information prior to the interviews by anyone. Gibson advised that if that had been the case, he would have been promoted, however, another person was promoted and the decision was made by more than one person. Gibson advised he did not know who made the complaint.

Ms. Yulonda Wiggins
Rail structure repair
Rail Track Maintenance

Wiggins voluntarily agreed to speak with COE investigators and provide information regarding this investigation. After being informed about the allegations, Wiggins advised that she was not provided any information prior to the interviews by anyone. Wiggins advised Dent is a very honest and conscientious person that is fair and believes in granting people an honest opportunity for advancement. Wiggins advised she did not know who made the complaint.

Attempts were made to contact the complainant, Allen Dexter, with negative results.

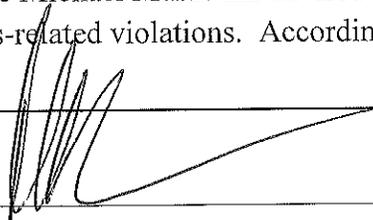
Documents/Video Review:

1. E-Mail dated August 3, 2015 and August 6, 2015, concerning allegations of tampering with an interview and providing the questions to certain applicants.
2. Miami-Dade Employee Performance evaluation and DAR
3. Memo dated August 4, 2015, from Jose Burgos, General Superintendent, to Jay Flynn, Chief Human Resources Division.

Conclusion:

This inquiry did not reveal any evidence of exploitation. As a result of the interviews and the review of the documents provided, along with the statements, there is no evidence indicating that Dent used his official position to influence the outcome of the interviews. A specific formula was used to determine the order of how each candidate was scored, and then a recommendation was made by the Assistant Director of Rail Services to the Chief of Human Resources Division, after reviewing all the information.

Advocate Michael Murawski advised that no further action would be taken because there are no ethics-related violations. Accordingly, it is recommended that the above case be closed.

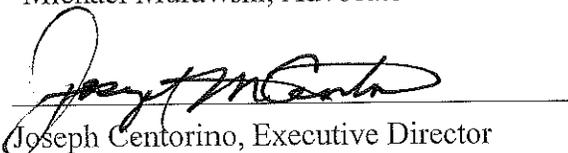


Breno Penichet, COE Investigador

Approved by:



Michael Murawski, Advocate



Joseph Centorino, Executive Director

Date: 7/19/16