



Miami-Dade Commission on Ethics & Public Trust

Investigative Report

Investigator: Nilda Olmo

Case: PI 16-29	Case Name: Gilberto Delgado	<u>Date Opened:</u> 06/09/016	CASE CLOSED Date: <u>6/21/2016</u>
Complainant(s): Michael Gonzalez, LandTCSUP2, Parks, Recreation and Open Spaces	Subject(s): Gilberto Delgado, Chief, Parks, Recreation and Open Spaces		

Allegation(s):

The Commission on Ethics (COE) received a complaint through our ethics hotline regarding the conduct of Gilberto Delgado, Parks & Recreation Supervisor. The initial phone call was followed up with information regarding approximately twelve (12) additional contacts from current and former Parks & Recreation employees who are currently working or have worked in the past under the direction of Mr. Delgado and who are all concerned about possible retaliation for "speaking out." Furthermore, during the initial contact with several of the callers, they mentioned that there are other employees willing to come forth.

The complainants allege that despite numerous complaints made in the past to other Parks & Recreation supervisors and to Human Resources (Beatriz Lee) concerning Mr. Delgado's verbal abuse and harassment of his employees, no action has been taken to date. All the individuals who called our office or whom Investigator contacted, reiterated that Mr. Delgado harasses and intimidates his employees, causing them to be in constant fear, thereby affecting their job performance.

Investigation:

The following individuals made contact with Investigator Nilda Olmo:

1. **Michael Gonzalez**, *LandTCSUP2*, Parks, Recreation and Open Spaces
2. **Tomas Rey**, *LSSV3*, Parks, Recreation and Open Spaces
3. **Manuel Fernandez**, *Parks and Recreation Crew Leader*, City of Parkland (former employee)
4. **Katherine Goodwin**, *P&RMG3*, Parks, Recreation and Open Spaces
5. **Roderick Speight**, *LSSV2*, Parks, Recreation and Open Spaces
6. **Andre Sweeting**, *LSSV3*, Parks, Recreation and Open Spaces
7. **Brey Abreu**, *SPTXDISMG*, Parks, Recreation and Open Spaces
8. **Jerimiah McNair**, *WSMNTREPR*, Water and Sewer(former employee)
9. **Anthony Wayne**, *Retired*, Parks, Recreation and Open Spaces
10. **Daniel Prenat**, *Executive Director*, Miami Strike Force Soccer Club, Miami-Dade Soccer League

Documents:

- Letter Tomas Rey, dated June 20, 2016
- *Miami Herald* Article, dated July 24, 1997
- *Miami Herald* Article, date July 26, 1997
- *Miami Herald* Article, dated July 27, 1997
- *Miami Herald* Article, dated January 7, 2016

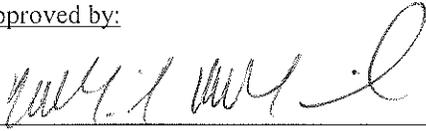
Conclusion:

After discussion with the Ethics Commission Advocate it was determined that this matter was a personnel issue. This report is being referred to Jack Kardys, Director, Parks, Recreation and Open Spaces, Arlene Cuellar, Director, Human Resources and Michael Spring, Director-Senior Advisor, Miami-Dade County Cultural Affairs and Recreation, so that they may initiate any action they deem appropriate. It is requested that the Department copy us on any findings and actions regarding these allegations.

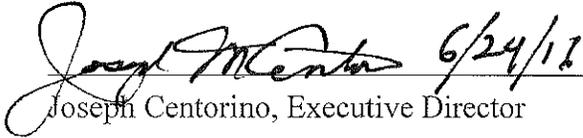


Nilda Olmo
COE Investigator

Approved by:



Michael Murawski, Advocate



Joseph Centorino, Executive Director