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MIAMI-DADE COUNTY, FLA.  
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**MIAMI-DADE  
COMMISSION ON ETHICS & PUBLIC TRUST**

**In re:**

**C 13-29**

**Luis Cabrera et al**  
\_\_\_\_\_ /

**PUBLIC REPORT AND FINAL ORDER**

Citizen complainant Al Crespo filed the above-referenced complaint against Respondents City of Miami Mayor, Tomas Regalado, former City Manager Johnny Martinez, current City Manager Danny Alfonso, Deputy City Manager Luis Cabrera and former Parks Department Director Juan Cabrera. The complaint alleged that the respondents collectively exploited their official positions in violation of Section 2-11.1(g) of the Miami-Dade County Conflict of Interest and Code of Ethics by circumventing City hiring procedures and hiring Luis Cabrera's step-brother and step-sister-in-law for positions within the Parks Department.

Investigation concluded that the circumstances surrounding the hiring's appeared to be suspicious but that the Parks Department Director had the discretion to fill the open positions in his department and Cabrera's relatives did not have positions "created" for them. There was also no evidence that the Parks Director was forced, threatened, pressured or ordered to fill the positions with Cabrera's in-laws.

On May 8, 2014, the Ethics Commission agreed with the Advocate's recommendation that the case be dismissed for lack of probable cause. The Ethics Commission ordered a Letter of Instruction be issued to the City.

Wherefore it is:

**ORDERED AND ADJUDGED** that COMPLAINT C 13-29 against all respondents is hereby concluded.

**DONE AND ORDERED** by the Miami-Dade County Commission on Ethics & Public Trust in public session on May 8, 2014.

MIAMI-DADE COUNTY COMMISSION ON ETHICS  
& PUBLIC TRUST

By:

  
\_\_\_\_\_  
Nelson Bellido  
Chair

Signed on this date: 5/15/2014