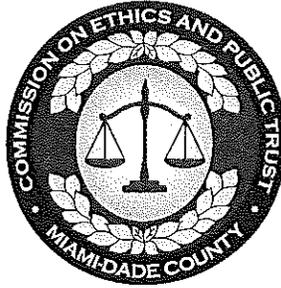


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**MIAMI-DADE
COMMISSION ON ETHICS & PUBLIC TRUST**

In re:

C 16-04

**Lamar Harris v. D. Liptrot, G. Robinson
and Y.Llort**

PUBLIC REPORT AND FINAL ORDER

A former Miami-Dade County Metro Transit (MDT) employee, Lamar Harris (Harris) filed an ethics complaint against Respondents claiming that he was a "whistle-blower" and that he was terminated from County employment in retaliation because of his "whistle-blowing" activity.

Investigation determined that MDT introduced a policy requiring Train Operators on the Green and Orange Line to make an announcement at each stop in order to identify the train and its final destination. The directive applied to all Train Operators, including Harris. Harris failed to make the required announcements claiming that it was a safety hazard and was subsequently disciplined. About six months later, Harris was arrested on Domestic Violence charges; the alleged victim was a co-worker of Harris. Harris made his purported "whistle-blowing" disclosure to the Ethics Commission about 30 days prior to his final termination hearing. Harris testified at his final termination hearing and never mentioned anything about being a "whistle-blower."

The Ethics Commission determined that County employees "blow the whistle" when they inform the appropriate agency about a dangerous or illegal activity occurring within the County that seriously impacts citizens.

The ordinance is intended to encourage the disclosure of serious violations of County rules and procedures. It is not intended to address routine personnel disputes or disagreements about policy. Harris was not a "whistle-blower."

The Ethics Commission also determined the termination was predicated upon grounds other than, and would have been taken absent, Harris' exercise of rights protected by the "whistle-blower" ordinance.

On April 13, 2016, in open session, the Ethics Commission found that there was No Probable Cause to sustain the complaint and dismissed it.

C16-04

In re: Harris v. Liptrot

Final Order