

Meyers, Robert (COE)

INQ 10-137

From: Meyers, Robert (COE)
Sent: Wednesday, July 28, 2010 1:14 PM
To: Hall, Beverly (GSA)
Subject: RE: Outside Employment

Beverly:

Thank you for your questions and I would respond as follows:

- 1) An employee who earns income from outside sources by repairing vehicles, painting houses, doing electrical or plumbing work is engaged in outside employment, regardless of whether or not a company was established.
- 2) Employees with two or more rental units are required to file. Thus, a duplex with several units would trigger an outside employment situation if more than two of the units are being rented. Also, the employee has to be actively involved in managing the rental properties. If a third party is managing the rental units/properties for the employee, this would not amount to outside employment.
- 3) There is no exception made for Section 8 rental properties.

If you have any further questions, please do not hesitate to contact me.

Thanks,

Robert Meyers

From: Hall, Beverly (GSA)
Sent: Wednesday, July 28, 2010 12:12 PM
To: Meyers, Robert (COE)
Subject: FW: Outside Employment

Robert,

Please confirm/clarify the following:

- An employee who is repairing vehicles, painting houses, doing electrical or plumbing work on the side should file for outside employment even though no company has been established.
- Also, it is my understanding that employees with more than one rental property are required to file. How does this apply when the person has a duplex (one property) with several units?
- Does this exclude employees with more than one Section 8 rental property?

From: Alfonso, Daniel (GSA)
Sent: Tuesday, July 27, 2010 10:28 PM
To: Hall, Beverly (GSA)
Subject: Fwd: Outside Employment

Ms. Hall can you please clarify?

Daniel J. Alfonso
GSA, Assistant Dir.
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7/28/2010

Begin forwarded message:

From: "Gutierrez, Ana (GSA)" <anag@miamidade.gov>
Date: July 27, 2010 2:56:44 PM PDT
To: "Norris, Wendi (GSA)" <WJN@miamidade.gov>
Cc: "Alfonso, Daniel (GSA)" <DAN@miamidade.gov>, "Diaz, Olga (GSA)" <FOD@miamidade.gov>
Subject: FW: Outside Employment

Below is an issue that is very sensitive and that came up at our division wide meeting in June. Since then we have been considering how we should handle. At the meeting I mentioned that it was important for all our employees to report outside employment. I reminded them that they had all done the ethics training and that we had recently had an issue of discipline as a result. Olga further clarified that even rental property was considered outside employment and they all went wild. I stopped the discussion and promised to get back with clarification.

Please see what Olga reported below.

I am raising the issue to the two of you since I would prefer to have this policy issue addressed from the department and not the division level.

As you can see, despite my recollection of signing and you approving several approvals for Outside Employment, our personnel only shows Armando Molina as having reported.

Can we please have this issue researched and monitored by our personnel section? I am pretty certain that quite a few of our employees work on vehicles, have rental properties, etc., but I don't want to be the only division that is focusing on enforcement and I think there may be just as much confusion in other divisions as there seems to be in Fleet.

Perhaps as a department we can send out information that clarifies the whole issue of work done as a "self employed" and the rental income and beyond that it's up to the employee? At least they can't say that they didn't know.

Please let me know your thoughts

Thanks.

From: Diaz, Olga (GSA)
Sent: Thursday, June 24, 2010 1:23 PM
To: Gutierrez, Ana (GSA)
Subject: Outside Employment

Ana: I was verifying the rules on Outside Employment and specifically wanted to find out answers to questions raised at our division meeting.

Any type of income that you obtain from outside of the County either from self employment (such as repairing cars or DJing), working for another company, or working/performing a service where you are being paid by another person, is considered outside employment.

Also, getting income from 2 or more rental properties is considered outside employment since it is a business deal. Apparently, the ruling has been if you have one rental income (from an apt. or house) you don't need to report it for outside employment purposes but 2 or more does qualify as outside employment.

FYI: In 2009 Armando Molina was the only person in Fleet that had submitted and been approved Outside Employment. This year we have had a few people submit forms but we should stress to our guys that the above conditions qualify them as having outside employment.

Olga Diaz

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