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**From:** Diaz-Greco, Gilma M. (COE)  
**Sent:** Monday, September 21, 2015 10:14 AM  
**To:** Sanchez, Rodzandra (COE)  
**Subject:** FW: Cassandra Henderson, Zoning Development Analyst, Miami-Dade County Dept. Regulatory & Economics Resources (Outside Employment) INQ 15-216

INQ 15-216 Henderson

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**From:** Perez, Martha D. (COE)  
**Sent:** Monday, September 21, 2015 9:47 AM  
**To:** Henderson, Cassandra (RER)  
**Cc:** Centorino, Joseph (COE); Diaz-Greco, Gilma M. (COE)  
**Subject:** Cassandra Henderson, Zoning Development Analyst, Miami-Dade County Dept. Regulatory & Economics Resources (Outside Employment) INQ 15-216

Dear Ms. Henderson,

You have inquired whether as a Zoning Development Analyst for Miami-Dade County, you would have a conflict working as a realtor in Broward County.

As background, you work as a Zoning Development Analyst in the Zoning Hearing Section of Miami-Dade County's Department of Regulatory & Economic Resources. Your duties generally involve the oversight of the zoning application and hearing process before the County's Community Zoning Appeals Board (CZAB). You recently obtained approval from your Department Director, Nathan Kogan, to engage in outside employment as a realtor in Broward County.

Section 2-11.1(j) of the County Ethics Code prohibits County employees from engaging in certain activities that would impair their independence of judgment in the performance of their public duties *to the County*. The County Ethics Code does not prohibit you as a Zoning Development Analyst with Miami-Dade County from employment as a realtor in Broward County. Your work as a realtor in another county is not likely to impair the independence of judgment in your duties and functions as a Zoning Analyst with Miami-Dade County's Department of Regulatory & Economics Resources-Zoning Hearing Section.

As a reminder, pursuant to County Code Section 2-11, County employees are required to request permission to engage in outside employment from their supervisor on a yearly basis. In addition, you are required to file an Outside Employment Statement disclosing your income by July 1<sup>st</sup> of the year following the year in which you engaged in outside employment. See Section 2-11.1(k)(2), County Ethics Code.

This opinion is based on the facts presented. If any of these facts change, please contact us.

**Martha D. Perez**  
Staff Attorney  
MIAMI-DADE COUNTY COMMISSION ON ETHICS & PUBLIC TRUST  
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**From:** Ethics (COE)  
**Sent:** Thursday, September 17, 2015 2:36 PM  
**To:** Perez, Martha D. (COE)  
**Subject:** FW: Realtor licensed.

Please respond to Ms. Henderson with an INQ. Thanks.

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**From:** Henderson, Cassandra (RER)  
**Sent:** Thursday, September 17, 2015 2:26 PM  
**To:** Ethics (COE) <[ethics@miamidade.gov](mailto:ethics@miamidade.gov)>  
**Subject:** RE: Realtor licensed.

Mr. Centorino,

I received an approval from my Director Nathan Kogan for outside employment as a realtor in Broward County. I am now seeking a determination from the Ethic Board if this would be a conflict of interest with my currently position as a Zoning Development Analyst.

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**From:** Ethics (COE)  
**Sent:** Wednesday, September 16, 2015 2:34 PM  
**To:** Henderson, Cassandra (RER) <[sde@miamidade.gov](mailto:sde@miamidade.gov)>  
**Subject:** RE: Realtor licensed.

Ms. Henderson,

The problem is that, regardless of whether something is a conflict of interest, your department head has a right to decide whether you would be permitted to engage in any type of outside employment. Even if we decide something is not a conflict, you might be prevented from doing it if your department feels it is not appropriate for someone in your position. Therefore, it makes no sense for us to give out opinions on possible conflicts of interest if departmental policy would not allow the outside employment. That is why we ask that you obtain permission first from your department to engage in such employment, even if it is uncertain at this point whether you will be doing it. Once you have clearance from your department, you should ask us for an opinion, which will be based only on the ethics code.

Joe Centorino

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**From:** Henderson, Cassandra (RER)  
**Sent:** Wednesday, September 16, 2015 8:29 AM  
**To:** Ethics (COE) <[ethics@miamidade.gov](mailto:ethics@miamidade.gov)>  
**Subject:** RE: Realtor licensed.

Mr. Centorino,

I currently do not have outside employment as a realtor. I wanted to know if it would be a conflict of interest before I enroll in real estate classes. The real estate class is costly and I do not want to get a license and then be told it's a conflict of interest.

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**From:** Ethics (COE)  
**Sent:** Tuesday, September 15, 2015 3:03 PM

**To:** Henderson, Cassandra (RER) <[sde@miamidade.gov](mailto:sde@miamidade.gov)>

**Subject:** RE: Realtor licensed.

Ms. Henderson:

Prior to our issuing an opinion to an employee regarding outside employment, it is required that the employee obtain the approval from their department head or supervisor. Once you have obtained such approval, please let us know and we will be happy to provide an opinion.

Joe Centorino  
Executive Director  
Miami-Dade Commission on Ethics and Public Trust

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**From:** Henderson, Cassandra (RER)

**Sent:** Tuesday, September 15, 2015 11:17 AM

**To:** Ethics (COE) <[ethics@miamidade.gov](mailto:ethics@miamidade.gov)>

**Subject:** Realtor licensed.

My name is Cassandra Henderson, I currently work for Miami Dade County Department of Regulatory and Economics Resources, Zoning Hearing Section. My position is a Zoning Development Analyst. I want to know if I get a realtor licensed, is it a conflict of interest with my current position?

I can be reached at 786-351-1850.

Thank you!

Cassandra Henderson