
INQ 16-19

From: Perez, Martha D. (COE)
Sent: Friday, January 22, 2016 9:10 AM
To: Hall, Beverly (ISD)
Cc: Centorino, Joseph (COE); Diaz-Greco, Gilma M. (COE)
Subject: Beverly Hall, ISD, Outside employment, INQ 16-

Dear Ms. Hall,

You inquired whether a volunteer ministry speaker/teacher who may receive donations or “love offerings” from attendees at her workshop is subject to outside employment regulations.

The Miami-Dade County Code at Sec. 2-11 requires all full-time employees to seek yearly permission before engaging in outside employment. *See also* Admin. Order 7-1. Additionally, the County Ethics Code at Sec. 2-11.1(k)(2) requires the employee to complete a financial disclosure form on a yearly basis. The Ethics Commission has opined that receiving a donation or “love offering” while serving as a volunteer for a church constitutes outside employment. *See* INQ 05-30; *See also*, Ethics Commission’s “Outside Employment Guidelines Memorandum (2014)” attached herein. Consequently, the employee must request permission on a yearly basis to engage in this service and must file the financial disclosure on a yearly basis, providing the amount of the “love offerings” as the compensation.

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

Sincerely,

Martha D. Perez
Staff Attorney
MIAMI-DADE COUNTY COMMISSION ON ETHICS & PUBLIC TRUST
19 West Flagler St. Suite 820
Miami, FL 33130
(305)350-0656
PEREZMD@miamidade.gov

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From: Hall, Beverly (ISD)
Sent: Thursday, January 21, 2016 1:36 PM
To: Ethics (COE) <ethics@miamidade.gov>; Diaz-Greco, Gilma M. (COE) <GDIAZGR@miamidade.gov>
Subject: FW: Outside Employment---Sabrina Hurst Johnson e#315468

Can you please render an opinion on the situation described below? We have other similar situations where employees perform services or hold positions for their church as a volunteer (singer, musician, teacher), but receive offerings occasionally. However, they do not receive a salary and are not on payroll. In the past, we were told that the employee should complete an Outside Employment form because the offerings received, even occasionally, were considered income. Please advise. Thank you.

From: Hurst-Johnson, Sabrina (ISD)
Sent: Thursday, January 21, 2016 10:46 AM
To: Hall, Beverly (ISD) <bhall@miamidade.gov>
Cc: Siewnarine, Rossi (ISD) <RSIEWNA@miamidade.gov>
Subject: RE: Outside Employment---Sabrina Hurst Johnson e#315468

Good morning Beverly,

As a Ministry Speaker/Teacher it is a Volunteer Based Service. However, if those who are present in the Workshop choose to give a donation (Love Offering) may do so, it is not required. The Service rendered is not Income Base or Salary Base. I have not at any time received an Income for Service performed.

Regards,

Sabrina Hurst – Johnson, MAA
Internal Services Department
Small Business Development
111 NW 1st Street, 19th Floor
Miami, Florida 33128
Phone: 305.375.3103
Fax: 305.375.3160
Email: shj@miamidade.gov



From: Hall, Beverly (ISD)
Sent: Thursday, January 21, 2016 9:53 AM
To: Moljo, Dorothy (ISD); Hurst-Johnson, Sabrina (ISD)
Cc: Siewnarine, Rossi (ISD)
Subject: RE: Outside Employment---Sabrina Hurst Johnson e#315468

Sabrina,
I was advised that you receive donations and occasional income. Please clarify. Thanks.

From: Hurst-Johnson, Sabrina (ISD)
Sent: Thursday, January 21, 2016 9:19 AM
To: Moljo, Dorothy (ISD)
Cc: Siewnarine, Rossi (ISD)
Subject: RE: Outside Employment---Sabrina Hurst Johnson e#315468

Good morning Dorothy,

The work that I do outside is Volunteer Based, it is not Paid Employment. I do not receive a Pay Check or a Salary for Service rendered .

Regards,

Sabrina Hurst – Johnson, MAA
Internal Services Department

Small Business Development
111 NW 1st Street, 19th Floor
Miami, Florida 33128
Phone: 305.375.3103
Fax: 305.375.3160
Email: shj@miamidade.gov



From: Moljo, Dorothy (ISD)
Sent: Wednesday, January 20, 2016 4:30 PM
To: Hurst-Johnson, Sabrina (ISD)
Cc: Hall, Beverly (ISD); White, Ramona (ISD); Siewnarine, Rossi (ISD); Thompson, Claudious (ISD); Hartfield, Gary (ISD)
Subject: Outside Employment---Sabrina Hurst Johnson e#315468
Importance: High

Good Afternoon Sabrina:

During the new hire process, you disclosed that you were engaged in outside employment (*ministries/workshops*). This email serves as a courtesy reminder that if you are still engaged in outside employment, you must complete the attached Request for Outside Employment form and submit it to your supervisor for approval immediately.

If you are no longer engaged in said outside employment, please let me know by responding to this email. Thank you.

Dorothy 😊

Dorothy Moljo, Personnel Specialist 2
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