

Sanchez, Rodzandra (COE)

From: Diaz-Greco, Gilma M. (COE)
Sent: Thursday, December 15, 2016 12:08 PM
To: Sanchez, Rodzandra (COE)
Subject: Enbar Cohen, Labor Relations Manager, PHT/JHS (Conflict of interest (j)); INQ 16-278

INQ 16-278 Cohen

From: Perez, Martha D. (COE)
Sent: Thursday, December 15, 2016 12:00 PM
To: 'Cohen, Enbar' <enbar.cohen@jhsmiami.org>
Cc: Centorino, Joseph (COE) <Joseph.Centorino@miamidade.gov>; Murawski, Michael P. (COE) <Michael.Murawski@miamidade.gov>; Diaz-Greco, Gilma M. (COE) <Gilma.Diaz-Greco@miamidade.gov>; Turay, Radia (COE) <Radia.Turay@miamidade.gov>
Subject: RE: Enbar Cohen, Labor Relations Manager, PHT/JHS; Conflict of interest (j); INQ 16-278

Dear Ms. Cohen,

You inquire about possible conflicts of interest in your County employment and your service as member of Miami -Dade County's Millennial Task Force (MTF).

Background

You are the Labor Relations Manager for PHT/JHS Human Resources and Capital Management Division. Your duties include the overall management and oversight of services related to the recruitment, retention and reward of JHS employees. You also administer the collective bargaining agreement(s) and oversee employee disciplinary actions. You were recently appointed to serve on the County's MTF. This task force was created to develop strategies to attract, retain and assist millennials in Miami-Dade County through housing, career and transportation opportunities. The task force serves in an advisory capacity to the Board of County Commissioners (BCC) by issuing a report consisting of a comprehensive assessment of the issues facing millennials in the County and proposed strategies to assist them. The task force is set to dissolve in one year. See Resolution R-1058-16

Analysis

Based on your public duties as Labor Relations Manager and the purpose and objectives of the MTF, your service as a member of the task force is not likely to impair your independence of judgment in the performance of your PHT/JHS duties. See Section 2-11.1(j), County Ethics Code. You do not stand to profit or be personally enhanced by voting or participating in matters related to the objectives and initiatives of the MTF.

Just as a point of information, the JHS/PHT *Board of Trustees* is bound by the Miami-Dade County Conflict of Interest and Code of Ethics Ordinance as well as a higher standard of ethics provided for in the PHT by laws, under which even an appearance of impropriety could be considered an ethical violation. Although you are not a Board of Trustee member, it is nevertheless recommended that, if you were to confront an issue on which you felt you could not be objective due to some unforeseen conflict with your JHS position, or if you felt that an appearance of impropriety would be created by your participation in a particular item, you may wish to seek an opinion from this agency before voting and/or participating on the item.

This opinion is based on the facts as researched and presented to us. If you disagree with any of these facts or if any of these facts change, please contact us.

Happy Holidays,

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

This email and any attachments are for the exclusive and confidential use of the intended recipient(s). If you are not an intended recipient, please do not read, distribute or take action in reliance upon this message. If you have received this in error, please notify me immediately by return email and promptly delete this message and its attachments from your computer. Miami-Dade County is a public entity subject to Florida's public record laws. Any communication with this office, including e-mail messages, could be considered a public record subject to disclosure.

From: Cohen, Enbar [<mailto:enbar.cohen@jhsmiami.org>]

Sent: Saturday, December 10, 2016 6:08 PM

To: Perez, Martha D. (COE) <perezmd@miamidade.gov>

Subject: FW: Advisory Board release

Hi Martha,

I am a PHT employee and was appointed by County Commissioner Heyman to serve on an Advisory Board. I believe it is called the Millennial Task Force. I have attached by release to OIG to this email. I want to make sure there is no conflict of interest.

Enbar Cohen, J.D.

Labor Relations Manager

Employee/Labor Relations & Workforce Compliance

Human Resources Capital Management Division

Jackson Health System

Jackson Medical Towers

1500 NW 12th Avenue

1st Floor – Suite 106

Miami, Florida 33136

Phone: 305-585-7268

EXT# 35-4355

Fax: 305-355-2361

enbar.cohen@jhsmiami.org

From: Shy, Eugene (CAO) [<mailto:Eugene.Shy@miamidade.gov>]

Sent: Saturday, December 10, 2016 6:00 PM

To: Cohen, Enbar

Cc: Robinson, Kim (OIG); Shy, Eugene

Subject: Re: Advisory Board release

The Miami-Dade County Commission on Ethics and Public Trust has jurisdiction in determining conflicts of interest for County and PHT employees. The Executive Director of the Ethics Commission is Joe Centorino, Esq. Mr. Centorino or his

staff can be reached at 305-579-2594. Thanks.

Sent from my ShyPhone

On Dec 10, 2016, at 5:40 PM, Cohen, Enbar <enbar.cohen@jhsmiami.org> wrote:

Kim,

I have attached the release form along with a copy of my driver's license. Please let me know if you need any additional information. I have copied Eugene Shy from the County Attorney's office to ensure there is no conflict of interest with my employment at Jackson Health system and serving on this Advisory board.

Thank you.

Enbar Cohen, J.D.

Labor Relations Manager

Employee/Labor Relations & Workforce Compliance

Human Resources Capital Management Division

Jackson Health System

Jackson Medical Towers

1500 NW 12th Avenue

1st Floor – Suite 106

Miami, Florida 33136

Phone: 305-585-7268

EXT# 35-4355

Fax: 305-355-2361

enbar.cohen@jhsmiami.org

<Advisory Board Release (OIG).pdf>

<DL.pdf>